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2020-08 RESOLUTION FOR "ON-CALL DUTY"

WHEREAS: the Rivergrove Water District finds it necessary to have at least one employee be available and on-call after their shift ends starting Friday at 4 pm and ending the following Friday at 4 pm waiting to be engaged by the District to perform a task or respond to an emergency as quickly as possible, and

WHEREAS: the Board of Commissioners of the Rivergrove Water District has determined the on-call conditions are non-restricted conditions which enable the employee to use time effectively for their own personal use while being on-call by carrying a cell phone and responding to a call-out within one (1) hour of notification, and

WHEREAS: the on-call employee must be mentally and physically prepared to respond by refraining from the use of any mind-altering substances, including alcohol, marijuana, or other narcotics even if taken as prescribed while on-call to tasks or emergencies, equipment failures, main breaks, emergency locates, and other requests from regulatory agencies, and

WHEREAS: the Board of Commissioners of the Rivergrove Water District believes compensation for the on-call employee is appropriate,

THEREFORE, BE IT RESOLVED the Rivergrove Water District will provide a lump sum monetary compensation to an on-call employee. This supersedes Rivergrove Water District Employee Handbook Section 4.5 On Call Duty.

This Resolution moved by Commissioner Johnson.

Seconded by Commissioner Patterson.

Adopted by the Board of Commissioners of the Rivergrove Water District this 17th day of September 2020, by the following vote:

Ayes: Commissioner Roth, Commissioner Johnson, Commissioner Magura, and Commissioner Patterson.

Nays: None

Signed

Christine K Roth

Christine K. Roth, Chair

Attest

James W. Johnson
James W. Johnson, Commissioner