

## MOHAVE COUNTY SUPERIOR COURT POLICY AND PROCEDURE

TITLE: 7.5 ON CALL PAY

EFFECTIVE DATE: 02/09/2017  
REVISED DATE:

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- A. The determination as to whether or not the time an employee is on call need be counted as compensable working time depends upon the employee's freedom while on call. If employees must remain on the employer's premises or so near that they cannot use the time freely, the time is compensable. But if employees can come and go freely, even though they must leave a telephone number where they can be reached or carry a cell phone or pager, the time shall be excluded from hours worked. On Call pay is not the same as call back pay, which requires an eligible employee to be called back to work in a non-scheduled or emergency situation.
  
- B. For those employees subject to scheduled reoccurring on call hours, employees designated to receive and respond to off hour requests, the Department Head may establish specific policies within their department to compensate those employees for their inconvenience at a rate of one hour pay or comp time for every day required to be on call. This does not apply to those employees who are not specifically scheduled to be on periodic or reoccurring on call hours, such as those employees who have to respond to unscheduled call backs or such instances as impending inclement weather events. All Department on-call policies must be submitted to and be approved by the Presiding Judge.