

SNOW REMOVAL COMPENSATION ELECTION/AGREEMENT

Please Print

Employee Name:

Employee ID:

Department:

Division:

I understand, as an employee subject to the joint recommendation between the American Federation of State, County and Municipal Employees (AFSCME) and Salt Lake County, each division is allowed to determine how many employees are needed to staff their snow emergency team. Article 4 of this joint recommendation mandates a process for employees to volunteer to be a member of their team as well as the authority granted to agencies to assign employees for snow removal who do not volunteer. This agreement provides for an employee to designate their desire to volunteer to be a member of the division snow team and to clarify how they will be compensated for this designation. Employees have until October 31 to sign up for the snow emergency team. Employees cannot opt-in at a later date. If an employee elects to not volunteer, their division may still assign them to remove snow; if this assignment occurs, this agreement designates how they will be compensated for snow removal assignments:

1. Option 1 - Volunteer to be a member of a division snow team and receive \$100.00 Per Day Period Per Article 4 of the Joint Recommendation

- 1.1. Members are considered to be on-call and are subject to all on-call restrictions: they must be fit for duty, reachable and able to respond within a specified time period. However, team members are exempt from receiving on-call pay per [HR Policy 5-100](#).
- 1.2. In lieu of on-call pay per Human Resources (HR) Policy 5-100, team Members receive \$100.00 per pay period during the snow removal season (November 1 through March 31), not to exceed \$1,000 during any one snow removal season. This premium replaces callback pay, on-call pay, pay for shift changes, and any shift differential for work related to snow removal.
- 1.3. Divisions may adjust an employee's regularly scheduled shifts during the identified snow season as long as the employee receives pay for their regularly scheduled number of hours each day. If the snow manager sends an employee home to rest in anticipation of being called out later in the day only to discover the employee was not needed, the employee will receive pay for his or her minimum normal hours for that work day.
- 1.4. Employees who do not volunteer for the Snow Emergency Team will be compensated for assigned on-call and call back time according to HR Policy 5-100, Overtime and Compensatory Time.
- 1.5. For periods outside of the snow removal season, Snow Emergency Team members will be compensated for on-call and call back time according to HR Policy and Procedure 5-100.

2. Option 2 - Be assigned by a Division Administrator to be called out for snow removal and receive On-Call and Callback Pay Per HR Policy 5-100

- 2.1. Callback
 - 2.1.1. On each occasion employee required to perform an unanticipated and unexpected work assignment, usually of an emergency nature, which requires the employee to leave their home, shall be credited with one and one half hours of call back time paid at an employee's regular hourly rate. This time shall not be recorded on the employee's time sheet as hours worked.
 - 2.1.2. An employee required to perform an unanticipated and unexpected work assignment, usually of an emergency nature, which requires the employee to leave their home, shall record on their time sheet either the actual time worked or one hour, whichever is greater, as actual time worked.
 - 2.1.3. An employee required to perform an unanticipated and unexpected work assignment(s), usually of an emergency nature, telephonically or electronically, shall record one hour as regular work time in addition to a cumulative total of all assignments in a 24-hour period.
 - 2.1.4. Home-to-work and work-to-home travel during a call back situation shall be considered work time and shall be included as hours worked and credited for overtime pay purposes.

In view of the foregoing I voluntarily elect *one* of the following:

- Option 1 - I volunteer to be a member of the division snow team and receive compensation as described in the foregoing Option 1
- Option 2 - I elect not to volunteer but understand I may be assigned to remove snow and receive On-call and callback pay compensation based on HR Policy 5-100 as explained in the foregoing under Option 2

This agreement shall remain in force until March 31, 20 . I acknowledge that I can switch to the other option only once during the annual snow season.

I acknowledge that I have reviewed the attached Article 4 regarding the Snow Team.

Signature of Employee

Date