

ADDENDUM  
TO MEMORANDUM OF UNDERSTANDING  
UNIT 19 – PROFESSIONAL ASSOCIATION OF EMPLOYEES

CALL-BACK AND STANDBY PAY

The parties agree to modify the Call-Back and Standby Pay article as shown below. All other terms and conditions remain unchanged.

Standby Pay

Employees who are placed on standby shall be compensated for the standby time at the rate of two and 50/100 (\$2.50) per hour. Employees who are actually called back to work shall be compensated pursuant to the Call-Back section above. Call-back pay and/or overtime cannot be earned concurrently with Standby pay. Effective August 21, 2023, employees placed on standby shall be compensated at the rate of \$5.00 per hour.

Employees who are placed on standby who receive work-related phone calls at home shall be compensated at time and one half (1½) for time actually spent on the call. Compensation for phone calls shall be earned concurrently with standby pay.

Environmental Health Specialists who are required by management to be placed on standby for response to a hazardous material emergency shall be compensated at seven and 50/100 (\$7.50) per hour. Call-back pay and/or overtime cannot be earned concurrently with Standby pay.

Effective April 4, 2022, Emergency Management Specialists who are required by management to be placed on standby for response to an emergency event shall be compensated at seven and 50/100 (\$7.50) per hour. Call-back pay and/or overtime cannot be earned concurrently with Standby pay.

When on Standby, the employee shall remain within a reasonable distance so as to be able to report in a timely manner, shall inform the designated management or supervisory person of exactly where the employee may be reached or be available via mobile communication device(s) at any time, and shall be in a fit condition to report to work.



County of Fresno

7/27/23

Date



Professional Association of  
Employees – Unit 19

August 3, 2023

Date