

RESOLUTION 2025-178

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF AUTHORIZING PAGER AND CALL BACK PAY FOR NON- EXEMPT NON-BARGAINING EMPLOYEES IN CERTAIN POSITIONS, RESCINDING RESOLUTIONS 2015-052 AND 2024-0797

WHEREAS, pager pay is utilized to compensate non-exempt employees placed on standby status and provided with a cell phone to be available to respond to emergencies outside of business hours; and

WHEREAS, call back pay is utilized to compensate non-exempt employees for an official assignment of work which does not immediately precede or immediately follow an employee's scheduled work hours; and

WHEREAS, on January 13, 2015, the Board of County Commissioners approved resolution 2015-052, authorizing pager pay and call back pay for non-exempt employees in the Facilities and Parks Departments; and

WHEREAS, on November 5, 2024, the Board approved resolution 2024-0797, authorizing pager pay and call back pay for non-exempt employees in the Canine Control Department; and

WHEREAS, the Board understands and supports the need for 24 hour per day response to emergencies in multiple County departments; and

WHEREAS, for ease of administration, it is desired to combine these authorizations into one resolution and authorize pager pay and call back pay for additional non-exempt positions in departments reporting to the Board of County Commissioners; **NOW THEREFORE**,

BE IT RESOLVED, non-exempt employees assigned to standby status and provided with a cell phone shall be compensated \$140.00 of pager pay per week; and

BE IT FURTHER RESOLVED, when called to respond outside of regular work hours, non-exempt employees shall be compensated for a minimum of two hours or the actual time of the assignment of call back pay for each event; and

BE IT FURTHER RESOLVED, this resolution shall apply to non-exempt, non-bargaining employees in the following departments/classifications:

- Parks Department
- Facilities Department
- Event Center
- Canine Shelter
- Road Supervisor
- Engineers
- Code Enforcement
- Fire Marshal

BE IT FURTHER RESOLVED, resolution 2015-052 is hereby rescinded; and

BE IT FURTHER RESOLVED, resolution 2024-0797 is hereby rescinded.

Dated this 11th day of March, 2025.

DocuSigned by:

Jerome Delvin

7ED07603283E486...

Chair of the Board

DocuSigned by:

Michael Alvarez

D6C6F57E34874E4...

Chair Pro Tem

DocuSigned by:

Will McKay

135087D784E74CF...

Commissioner

Constituting the Board of Commissioners
of Benton County, Washington

DocuSigned by:

Amanda Pearson

34825A976E034CE...

Attest.....

Clerk of the Board