

EXHIBIT A

ARTICLE 13 – ASSIGNED STANDBY AND CALLBACK TIME

1. Assigned Standby ~~at Water and Wastewater Treatment Facility~~

a. The City shall assign ~~an employee to be on standby from Maintenance and~~ an employee to be on standby at Water and Wastewater Treatment during off hours and ~~the each~~ employee shall be compensated in accordance with this section. For purposes of this Section, "assigned standby" shall be defined as a period of time during which an employee designated by his/her supervisor or Department Manager shall be available to provide services when needed. "Available" means that, during the entire standby period, the employee can be contacted immediately by those in need of services, either by telephone or other means of communication, and that the employee is able to commence providing the services within thirty (30) minutes of the contact.

Employees shall be compensated at an assigned standby rate of two hours of pay at their regular hourly pay rate per day assigned as standby person.

b. If called out to perform any service during an assigned standby period, the employee shall receive a minimum credit of two-hours (or the actual time worked if over two hours) of overtime in addition to the stand-by rate.