



MEMORANDUM

TO: MAYOR HODGES
FROM: TIM CRAWFORD
SUBJECT: ON-CALL INCENTIVE
DATE: JUNE 27, 2022
CC: RYAN HODSKINS, NATHAN GRIMES

Per our previous conversations, I would like to make the following recommendation for the on-call personnel. I believe by requiring the staff member to be accessible during their seven-day period (one hour response) and in acceptable working condition. It would be reasonable to compensate each member for their required attention. This will require each person to NOT travel any great distance or attend any functions that would impair their ability to respond to an emergency and required to report to the facility/collection system.

Having made the statement above, it is reasonable to consider incentivizing the member while they are on-call during their week. Most all surrounding utilities and others I am familiar with, simply add eight (8) hours straight pay to their check for that week on-call. This would be in addition to each of the minimum 2-hour callouts received during that week. Also taking into consideration the current cost of fuel incurred by each member traveling to and from the call-out would help offset cost burden during their response.

I am open to any changes or recommendation to this idea. Thank you for your consideration.