



University Staff (non-bargaining unit faculty and employees)

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
ON-CALL PAY	July 2005	1710.215

POLICY STATEMENT (R*)

Regular and Interim non-exempt employees are entitled to on-call pay.

Exempt employees and all law enforcement personnel will not be eligible to receive on call pay.

In order to receive on-call pay, an employee must be instructed in writing to be available for work outside the regular work schedule, be at a fixed location, and be ready to be back at the work station when needed.

Employees will be compensated by payment of \$1.00 per hour for each whole hour that the employee is required to be on-call.

Carrying an electronic signaling device during off-regular work hours does not automatically qualify an employee to receive on-call pay.

On-call pay is not compensable for purposes of computing overtime.

REASON FOR POLICY (O*)

To provide compensation to non-exempt employees who maintain their availability during off-duty hours to come back to work to perform emergency and/or necessary work assignments based on operational needs.

RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)

Division of Human Resources
Florida International University

RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)

Compensation Administration
Florida International University
11200 S.W. Eighth Street - PC 226
Miami, Florida 33199
Telephone: (305) 348-2181

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***R = Required *O = Optional**