

EMPLOYEE RELATIONS ADMINISTRATOR
OFFICE OF THE CHIEF OF STAFF

NOTICE
2.2.3

February 23, 2007

TO: All Commanding Officers

FROM: Employee Relations Administrator

SUBJECT: CLARIFICATION OF COMPENSABILITY FOR STANDBY, RECALL AND ON-CALL TIME

This notice will serve to explain the differences among Standby time, Recall time, and On-Call time as they relate to immediate response to incidents. Standby time, Recall time, and On-Call time are not synonymous and they are not interchangeable.


According to Article 6.5 of the Memorandum of Understanding (MOU) No. 24, Lieutenants and Below, officers who are required by the Chief of Police to standby for holidays and weekends will receive compensation as described in MOU No. 24. "Standby" means that the employee must be reachable by telephone, answering machine or paging device and must, upon contact, respond to a work location within a designated period of time. To receive compensation, employees must have been explicitly placed on Standby by their respective commands.

As a critical component of public safety, all officers are potentially subject to Recall. "Recall" is defined as being called during off-duty hours to return to on-duty status. Accordingly, an officer contacted during off-duty hours can be directed to respond to an on-duty incident if he or she is able to do so. For example, when an Area experiences multiple homicides and the designated Standby detectives are already occupied, other detectives may be Recalled from home and directed to respond, if they are able to do so. Similarly, off-duty officers may be Recalled to work in order to assist with evacuations as a result of a brushfire. Overtime compensation for Recall starts when the officer arrives to the work site. If an officer cannot be contacted or is unable to respond, his/her failure to do so is not considered a performance deficiency. Oftentimes, Recall has erroneously been referred to as "On-Call". The term "On-Call" refers only to court overtime as defined in Department Manual Section 3/212, and Article 6.3 of MOU No. 24.

Any further questions regarding the difference between Standby, Recall, and On-Call time can be directed to the Employee Relations Administrator at (213) 485-6552.

APPROVED:


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