

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

ON-CALL PAY			
POLICY NO.	4.16	EFFECTIVE:	01/02/2024

Certain employees while off work, may from time to time be requested to be available in case they are needed to return to work. This condition is considered as being in “on call” status, the circumstances of which may vary from situation to situation as conditions and situations require. Typically, on-call simply means that the employee must return to work if requested and employees are free to use their personal time otherwise as they may choose.

It is the policy of the County to limit or avoid situations where its employees cannot use their off-duty time effectively for personal purposes, even if they are on call and being in on-call status does not, of itself, require that an employee be compensated for the time spent on-call since the primary issue determining pay requirements for on-call status is the degree to which an employee can be on-call and still use their time effectively for personal purposes.

Department heads shall establish on call practices that include required minimum response times and compensation based on the needs of the department and limitations of the departmental budget.