

7/10

How do you pay your maintenance staff who answer after-hour calls?
(overtime, comp time, special after hours rate, etc)

Do you let your maintenance person take home a PHA truck for use
in after-hour calls?

From: Tommy Simmons, Legal Counsel to Chairman Tom Pauken, Texas
Workforce Commission

1) If the housing authority is a public sector employer, comp time in lieu of overtime pay is allowed (1.5 hours of comp time for each actual hour of overtime). If the employer is not in the public sector, then comp time would not be an option – the employer would have to pay additional pay for overtime at 1.5 times the regular rate of pay.

2) A different rate for on-call time is permitted, as long as the employee understands before the work is performed that such work will be compensated at a lower rate of pay. Such a rate can be no lower than minimum wage (\$7.25 per hour). Overtime would be calculated using the weighted-average method. See the following topic in our book for

details:

http://www.twc.state.tx.us/news/efte/c_waiting_or_on_call_time.html.

Special after hours – double time/minimum of 2 hours – work order initiated by ED only. Tenants do not have phone access to maintenance.

overtime and yes, they take the truck home

He records his hours and work but it goes to comp time

We pay our staff overtime; Yes on truck

Overtime. We use to (let them take home truck) but now they must drive to the office and pick up the maintenance vehicle and go to the unit

We pay a special after hours rate and no they do not take home a company truck. We did allow that in the past however the maintenance staff we had at that time abused the privilege so that practice came to an end.

Whoever is on call gets paid straight time, but if they get called out, it is overtime; yes on the truck

They usually just take comp time, don't have many call outs.

yes on the truck, if he lives inside city limits

Right now we are paying the maintenance staff after hour calls with comp time. Our maintenance staff does not take the agency vehicles home. We have a

maintenance man living in the Housing Neighborhood for after hours calls.

overtime after he reaches his 40; yes, he takes his truck home

Maintenance is paid by the hour if they go over the 40 hours a week they will be paid overtime. If they have an after hours call that takes 15 minutes they get paid an hour. We have more 15 minute calls than anything else an one maintenance lives on the property and one lives next door the other does have to drive 24 miles one way. The two closer get more calls. If the work order takes longer they still get paid the time it takes. Maintenance does not take home a vehicle.

overtime

If physically work over 40 then overtime. If due to other leave, not over 40 then paid regular rate. IF he gets called out and it takes him less than 1 hour, we still pay for the whole hour. IF over 1 hour, he is paid for the actual time he had to work.

No truck – but if it is something big – sewer/ water heater etc, then he comes in and gets the PHA truck and uses it

overtime; yes on truck

My maintenance person is part time and is paid a monthly salary which covers all calls (including after hours etc.). We have no truck but he gets paid a travel allowance over and above his monthly salary.

overtime; Maintenance foreman or person on call takes truck

We pay the maintenance staff two hours overtime (minimum) for after-hour calls.; no truck

We give them a day off for being on call for a week. Yes, only the one who is on call takes a truck home

Overtime – 2 hours automatically for answering a call. No the truck is here on property for use when they get to the property to take care of the call.

Since our maintenance all have regular jobs outside the Authority, they are paid regular wages for after hour work.

Maintenance men are paid salary and are paid overtime, time and half, after hours and on weekends and holidays. Overtime is estimated per year and is budgeted. There are 2 maintenance men, they rotate weekends. Keeps them, the tenants happy.

Mostly overtime, sometimes comp; yes on the truck

1 1/2 per hour and 2x on holidays; yes on truck

We comply with legal guidelines regarding overtime pay and when it starts, etc. Our Maintenance staff elects comp time instead of being paid overtime. No, we do not allow him to take truck home.

If called in after hours pay him for 4 hours

comp time

Call outs are paid at time and one-half from the time maintenance leaves their personal residence until they return. After hours maintenance is strictly limited to "emergencies" as defined in our policies and procedures manual. We strongly recommend against "comp" time due to the fact that (1) It must be taken in the same payroll period, (2) difficult to operate without maintenance personnel, (3) potential legal claims. We are not a HA and do not have company vehicles. Maintenance personnel are also provided mileage reimbursement for call outs at the IRS approved rates.

We only work 32 hours a week. It is not overtime unless they work over 40 hours.

Overtime for any hours over 40 in work week. On call takes a company truck home. OT is computed from when he leaves for the work order until he returns home.

Neither of our maintenance men regularly works 40 hours per week. One works 35 hours and one works 25 hours. When call outs happen, we just pay 2 hours regular pay if job takes under 2 hours, or actual time at regular pay if over 2 hours, unless job takes them over 40 hours for the week, in which case we would have to pay overtime for over 40 hours.

Overtime; no truck

Pay overtime from the time he receives the call to the time he completes the work order. No truck usage

We pay time and a half on after hours maintenance emergencies. Maintenance leave truck at the property.

Comp time – they must come to the maintenance office, clock in, fill out a work order to get signed, take the HA pickup on the call, then return to the office to clock out and take their personal vehicle back home. We never allow a HA pickup to go home with any employee.

We pay time and a half for after hours. They only come out for true emergencies which are determined by our Public Housing Coordinator.

On-call and Emergency Call-Out Pay

>From time to time, it may be necessary for you to be on call during nonscheduled work hours. For "non-exempt" employees, if you are called out for emergency work outside your regular work schedule you will be paid one and one-half (1-1/2) times your regular hourly wage for the actual hours worked. The "non-exempt" employee on-call during weekends and holidays will be paid for 4 hours per day at their regular hourly wage plus one and one-half (1-1/2) times their regular hourly wage for any hours actually worked.

Comp Time; No truck

Overtime

Comp Time; Yes to truck

Pay for travel time to & from site; mileage for after-hours travel in personal vehicle to the site; time spent on the site, overtime if they have already worked the 40 hours/week.

Comp time, No truck

Maintenance is paid overtime.

after hours call out get a min. of 1.5 hrs. over time; truck is not allowed to be taken home.

At overtime rates (1-1/2 times their normal rate) while actively working, also pay 50 cents per hour for being on call for the time not actively working.

in after-hour calls? Yes (truck). The on call person takes call for a week at a time. Of course they also carry the cell phone with the number for emergency maintenance calls that week.

Maintenance man receives time off at the rate of time and one half for the time worked after hours. To hard on the budget to always pay overtime. Yes the maintenance person on call my take a PHA truck home.

overtime

time and half; truck no

time and one half and yes, they take the truck.