Compensation for Emergency Ride-Out Crews

1. Purpose

During emergency closings of the university, certain staff members are required to serve on emergency ride-out crews. This service is rendered to protect state property. Designated personnel are required to remain at the university in work-ready status from the time the emergency closing is declared by the President or designee until the end of the emergency situation and return to normal shift activity, as defined by their administrative supervisor.

The university recognizes the unusual nature of this service and its inherent risks. Members of the emergency ride-out crews are prevented from personally protecting their families, homes, and personal property during emergency situations and are subject to unusual working hours as the situation dictates. In addition, there may be certain safety hazards associated with the work.

The potential for appointment to emergency duty is a condition of employment for certain FMC personnel and employees of the University Police Department. In addition, employees in other departments on campus may be called upon to serve on ride-out crews. Employees who refuse or fail to report for emergency duty when designated are subject to dismissal from employment.

2. Compensation

It is the policy of the University of Houston-Clear Lake that service by hourly employees on emergency ride-out crews will be compensated at the special rate of pay. Individuals will receive their hourly rate of pay, as all other employees, during the closure. In addition, members of a ride out crew will receive their hourly rate of pay for all hours of work while required to remain at the university. The net pay for ride out crew service is, therefore, equal to twice the hourly rate of pay for the individual employee.

Signature:
William A. Staples

Title: President
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Approval Date: November 4, 2002

Sunset review date: November 4, 2012