



## COUNTY OF ST. PAUL NO. 19

### BALANCING RURAL HERITAGE WITH A DIVERSE ECONOMY

#### **POLICY OBJECTIVE:**

The County of St. Paul recognizes that there is not always the requirement to have roads graded from November 1 to April 30 of each year other than for snow removal. However it is important to have grader operators ready to remove snow or grade roads should it become necessary for the maintenance of roads. Therefore, Council has agreed to provide a guarantee of wage to grader operators to ensure they are available to work when required during this period.

#### **POLICY STATEMENT:**

- 1) Grader operators will receive 2.5 hours per day Monday through Friday at their regular hourly rate from November 1 to April 30 of each year as standby rates.
- 2) Should the operator be required to work, then he/she will be paid for the hours worked rather than the guarantee. However if the period of time is less than 2.5 hours, the guaranteed number of hours will be paid.
- 3) The guarantee will not be paid for periods of time that the Grader Operator is unavailable to work either during vacation or if called to work and then unavailable.
- 4) Grader Operators must notify the Public Works Director or designee if they are unavailable to work.
- 5) ~~Any hours in excess of 8 hours per day in winter, 9 hours per day in summer and 191 hours per month (44 hours per week if 191 hours is not reached shall be banked as overtime per Policy HR-21.~~

COUNTY OF ST. PAUL NO. 19  
DEPARTMENT: HUMAN RESOURCES  
COUNCIL APPROVAL: JANUARY 10, 2012  
AMENDED: DECEMBER 13, 2016