



Exempt Premium Pay: On Call/Standby

Introduction

The following is a summary of a quick survey conducted on the prevalence of companies that pay premiums to exempt employees when on call or standby. The purpose of the survey was to determine if eligibility for on call/standby is increasing for exempt employees.

The sources of information for this report consists of a survey of members of New England Compensation Consortium (NECC) and New Hampshire Labor Net (Sheehan).

Survey Results

Fifteen organizations responded to the special survey sent to NECC and NH Labor Net members in December 2018. The following is the data and questions asked.

1. Do you offer either on call or standby pay premiums to your Non-exempt employees?

- Yes 12
- No 3

2. Do you offer either on call or standby pay premiums to your Exempt employees?

- Yes 7
- No 8

3. If yes, has this practice for exempt employees been in place for a while or relatively new to your company?

- Relatively New – in the last one to two years 3
- For a while – Four or more years 4
- Summary of comments on policy/practice:
 - Exempt employees provided with comp time for holiday hours worked
 - Where exempt premiums are offered, eligibility is limited to small/defined population of exempt employees
 - Premium provided to meet new business needs

- Exempt employee premiums only offered if non-exempt employees are also covered by a similar policy

4. Number of Employees

- Average 2,800
- Median 4,133
- Used global numbers when provided

5. Industry/Sector

- Technology 7
- Healthcare (non-profit) 3
- Govt/Social Services/Other Non-Profit 3
- Other 2
- Prevalence of exempt premiums for on call/standby by category:
 - 4 of 7 in technology
 - 2 of 3 in healthcare
 - 0 of 3 in govt/social services/other non-profit
 - 1 of 2 in other

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