

ARTICLE 18
Court and Call-Back Pay

Section 1.

“Call back” as used in this Article means an Officer having been released from duty for fifteen (15) or more minutes and called back to report to duty by an appropriate supervisor or authority. Officers failing to complete assigned duties and/or tasks within their assigned tour of duty and are called back or held over to complete the assigned duties and/or tasks within fifteen minutes from being released from duty are not subject to “call-back” as outlined in this Article. Additionally, Officers who voluntarily report to duty prior to roll call and are ordered to perform a duty and/or task are not subject to “call-back” as provided in this Article. However, Officers may submit for time and a half (1-1/2) overtime extending from the end of their tour of duty until such time the assignment has been completed (including court time) and they are released by the appropriate supervisor or from the time they are ordered to perform a duty and/or task upon reporting early to work until the beginning of the tour of duty.

Off-duty court time and call back shall be paid at the rate of time and one-half, with a three (3) hour minimum and paid at double time with a three (3) hour minimum on vacation and relief days.

An off-duty Officer who attends court or a pretrial conference and is dismissed for the remainder of the day before three (3) hours time has elapsed is entitled to three (3) hour minimum. An off-duty Officer who attends court or a pretrial conference in the morning, is released for lunch, and returns to complete his/her attendance in court or the pretrial conference, is compensated for the actual time spent in court or conference, inclusive of the time he/she initially reported until final dismissal by the appropriate authority. For example:

- Off-duty Officer Jones attends 150th District Court or Municipal Court 6 at 1000 hours. The judge releases Officer Jones for lunch at 1200 hours with instructions to return at 1300 hours. Ultimately, Officer Jones is dismissed from court at 1400 hours. Officer Jones submits one card for four (4) hours compensation.

When an off-duty Officer attends one court and is released or dismissed prior to the expiration of the three (3) hour time frame and is required to attend a second court immediately after the expired three (3) hours, the Officer will be compensated for two (2) separate three (3) hour court callbacks. For example:

- Off-duty Officer Sanchez attends 150th District Court or Municipal Court 6 at 0800 hours and is finally released at 0900 hours. He/She then attends 130th District Court or Municipal Court 1 at 1100 hours and is dismissed at 1130 hours. Officer Sanchez submits two (2) cards, each for a three (3) hour minimum.

When an off-duty Officer is requested in more than one court/pretrial conference on the same day, he/she will be compensated for attending only one (1), if the other appearance times are within three (3) hours of the first one. For example:

- Off-duty Officer Jones attends 130th District Court or Municipal Court 1 at 1000 hours and is dismissed at 1100 hours. He/She then appears in County Court 2 at 1130 hours and is finally dismissed at 1200 hours. Officer JonesSanchez submits one card for three (3) hours compensation.

This provision applies to the following courts in work-related matters or the course of employment only:

- A. District Courts.
- B. County Courts-at-Law.
- C. Grand Juries.
- D. Justice of the Peace Courts.
- E. Municipal Courts.
- F. Civil Service Commission or Arbitration Hearing (when an officer is subpoenaed by the City).
- G. Texas Alcoholic Beverage Commission hearings.
- H. Federal Court.
- I. Administrative License revocation Hearings (ALR).
- J. Pre trial conferences.
- K. Pardon and Parole hearings.

For purposes of this Article, a vacation period shall be defined as any three (3) consecutive days of paid leave (comp. time, holidays, annual leave) and any relief days occurring within that time period which has been previously scheduled in accordance with regular Departmental policies. Relief days shall not be counted as a part of the three (3) day minimum specified above, provided, however, any relief days occurring during the scheduled vacation period which covers the time from the last hour worked before the start of the vacation period and continues until the first hour worked after the scheduled vacation period shall be considered a vacation day for the purpose of this Article. Relief day shall be defined as covering the time from the last hour worked before the start of the relief day and continues until the first hour worked after the scheduled relief day for

the purposes of this Article unless it occurs within one and a half (1 ½) hours of the end of the Officer's duty shift on the last day the Officer worked.

An off-duty Officer who is subpoenaed for and participates in a telephone ALR Hearing set by a judge will be compensated for one (1) hour at a rate of time and one-half and paid at double time rate if he/she is on vacation or on his/her relief day. In the event the telephone ALR Hearing exceeds one (1) hour, the Officer will be compensated for the actual time spent testifying in the ALR Hearing.

When an Officer is subpoenaed by the respondent to a Civil Service or Arbitration hearing he/she will be granted compensatory time at the rate of one hour per hour required to satisfy the subpoena to a maximum of three (3) hours.

Section 2.

It is understood that the Chief is responsible to deliver subpoenas issued by Bexar County and District Courts at an appropriate time to ensure that Officers are in court only when their presence is required. To accomplish the above, the Chief may place Officers on a standby not to exceed one (1) hour in the morning and/or one (1) hour in the afternoon. An Officer must receive specific notification from court liaison personnel, District Attorney personnel, County Court or District Court personnel, to be on afternoon standby. The "a.m." time is set at 10:00 a.m. to 11:00 a.m. The "p.m." time is set at 1:30 p.m. to 2:30 p.m. Officers placed on stand-by shall be compensated as follows:

- A. Stand-by, off-duty on regular work day is one-hour compensation at time and one half.
- B. Stand-by, off-duty on vacation or relief day is one-hour compensation at double time.
- C. When an Officer is placed on standby, the Officer must be available by his/her phone during the specified time period. If the Officer is not available by his/her phone during the specified time period, the Officer will not be compensated.
- D. For an Officer to be placed on standby, he/she must receive specific notification from Court Liaison Detail personnel, from a judge, or from a district/county prosecutor or District Clerk. When an Officer is placed on standby by a judge or district/county court prosecutor or District Clerk, he/she must notify the Court Liaison Detail.
- E. Officers who are notified by court liaison to appear in court and are subsequently canceled by a proper authority will receive the following:
 - 1. If canceled after 4:30 p.m. of the day before the assigned court appearance date, compensation will be paid according to Section 2, A or B above.
 - 2. If cancelled upon arrival at the assigned court, Section 1 of this Article applies.

Section 3.

When an Officer on off-duty status is required to be on stand-by for several days in succession on the same subpoena, compensation may be claimed as in Section 2 above for each successive day on standby at the applicable rate. Approval for standby for more than three (3) days must be received from the Court Liaison prior to being on standby.

Section 4.

Officers who are subpoenaed by other jurisdictions and have received compensation from those jurisdictions shall not be entitled to compensation as provided in this Article unless the Officer turns over all funds received from the other jurisdiction to the office of the Chief of Police and validates his/her attendance by completing the necessary forms.

Section 5.

For purposes of this Article, an Officer shall be paid for all hours worked, including travel time, when traveling to courts outside a sixty (60) mile radius of the city.

For the City:

For the Association:

