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| Name of Policy: On-call pay Policy Number: 3364-25-40 Approving Officer: Executive VP for Finance and Administration & CFO Responsible Agent: Chief Human Resources Officer Scope: University of Toledo Medical Center | |  Effective date: April 6, 2026 Original effective date: May 5, 2011 | |
| Keywords: on call, compensation | | | |
| | New policy | | Minor/technical revision of existing policy |
| | Major revision of existing policy | X | Reaffirmation of existing policy |

(A) Policy statement

Human resources will identify departments or areas at the university of Toledo medical center (UTMC) that require on-call coverage and will advise and coordinate with supervisors in those departments or areas.

(B) Purpose of policy

The purpose of this policy is to provide procedures for maintenance of an on-call schedule and compensation.

(C) Scope

This policy applies to hourly non-bargaining unit employees at the university of Toledo medical center.

(D) Procedure

- (1) Supervisors in the identified departments or areas will maintain an on-call schedule for eligible employees and record the time on the designated time keeping system. Such eligible employees will receive two dollars per hour that they are scheduled to be on-call.

- (2) Maintenance and safekeeping of any electronic equipment of the university for notification purposes is the responsibility of the employee to whom the equipment is issued.

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| <p>Approved by:</p> <p><i>/s/</i> _____ Matthew Schroeder EVP for Finance and Administration & CFO</p> <p>Date: April 6, 2026</p> <p>Review/revision completed by:</p> <ul style="list-style-type: none"> • <i>Chief Human Resources Officer</i> | <p>Policies superseded by this policy:</p> <ul style="list-style-type: none"> • <i>None</i> <p>Original effective date: <i>May 5, 2011</i></p> <p>Review/revision date: <i>June 26, 2014</i> <i>August 10, 2017</i> <i>August 12, 2020</i> <i>September 15, 2023</i> <i>April 6, 2026</i></p> <p>Next review date: <i>April 6, 2029</i></p> |
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