

January 26, 2006

Terry Reece
Town of Mountain City
210 South Church Street
Mountain City, Tennessee 37683-1599

Dear Terry,

You have asked about off-duty police officers and other off-duty employees carrying pagers and responding when called. In particular you want to know if employees can be required to carry a pager and if they are then required to respond when paged. The answer to both questions is yes.

You can in fact make it a condition of employment that employees carry pagers when off duty. And needless to say it only makes sense that if they are required to carry a pager they are also required to respond when paged. Otherwise why would you have pagers?

Employees have an obligation to respond, within reason, when called. This of course would not apply if they are on authorized leave and/or out of town and unable to respond. However, in this case they should inform the on-duty supervisor of their status.

I have attached a draft ordinance which amends the Personnel section of your *Municipal Code* and which delineates some of these parameters. If this is in any way inadequate please let me know. Until then, good luck enforcing this basic and important emergency operations policy.

Sincerely,

Patrick Hardy
Municipal Management Consultant

enc: Pager policy resolution