

After-Hour Kennel/Medication/On-Call Pay Scale

(effective 12/1/11)

Please note that pay rates for kennels are based on number of CAGES cleaned, not number of pets. Also, up to 4 medicated pets are included in the kennel pay listed below (\$2.50 per medicated pet thereafter).

Sunday Kennels

No. of Cages	Pay	No. of Cages	Pay	No. of Cages	Pay
1-5	\$20	31-35	\$50	61-65	\$80
6-10	\$25	36-40	\$55	66-70	\$85
11-15	\$30	41-45	\$60	71-75	\$90
16-20	\$35	46-50	\$65	76-80	\$95
21-25	\$40	51-55	\$70	81-85	\$100
26-30	\$45	56-60	\$75	86-90+	\$105

Regular Holiday Kennels (Memorial Day, July 4th, Labor Day, Easter)

(Christmas Eve and New Years Eve if the clinic is closed for a full business day)

No. of Cages	Pay	No. of Cages	Pay	No. of Cages	Pay
1-5	\$30	31-35	\$75	61-65	120
6-10	\$37.50	36-40	\$82.50	66-70	\$127.50
11-15	\$45	41-45	\$90	71-75	\$135
16-20	\$52.50	46-50	\$97.50	76-80	\$142.50
21-25	\$60	51-55	\$105	81-85	\$150
26-30	\$67.50	56-60	\$112.50	86-90+	\$157.50

Major Holiday Kennels (Thanksgiving, Christmas, New Years)

No. of Cages	Pay	No. of Cages	Pay	No. of Cages	Pay
1-5	\$40	31-35	\$100	61-65	\$160
6-10	\$50	36-40	\$110	66-70	\$170
11-15	\$60	41-45	\$120	71-75	\$180
16-20	\$70	46-50	\$130	76-80	\$190
21-25	\$80	51-55	\$140	81-85	\$200
26-30	\$90	56-60	\$150	86-90+	\$210

After-Hours Medications (No Kennels)*

- \$2.50 per medicated pet (minimum \$10.00) for Saturdays and Sundays
- \$3.75 per medicated pet (minimum \$15.00) for regular holidays listed above
- \$5.00 per medicated pet (minimum \$20.00) for major holidays listed above

* On occasion, a staff member doing After-Hours Meds may clean a few cages they notice are dirty. Doing so does not qualify for Kennel pay in addition to After-Hours Meds pay. However, if there are several cages needing attention, the Practice Manager should be notified so the issue can be addressed. NOTE: If more than one staff member performs kennel and/or after-hour medications, the corresponding pay will be divided among the attending staff members.

After-Hour On-Call Service

For on-call services, you will carry the clinic's mobile phone and need to remain available to pick up any contained stray animals from Shavano Park police or Shavano Park resident OR meet SP police/resident at the clinic to take in stray animals within a 2-hour time frame. If called after 10 p.m., animal(s) are to be picked up/taken in by 9 a.m. the next day. Also, for emergencies, on-call services include picking up and contacting the doctor to provide emergency care of a stray animal within less than 1 hour.

You will need to also have reliable transportation readily available which can appropriately transport stray animals. Please note the clinic only carries insurance to protect the clinic against claims, not the employee. Therefore, you are responsible for maintaining sufficient and current vehicle insurance, registration and inspection.

Due to the unknown vaccination and medical history of stray animals, persons performing on-call duties are to exercise good judgment and safety measures when handling such animals.

On-Call Payment Schedule:

- Weekday evenings \$10/evening
- Weekends \$15/day
- Regular Holidays \$20/day
- Major Holidays \$30/day
- Plus, a minimum of 1 hour at employee's current hourly rate in the event of an actual call to pick-up a stray animal in Shavano Park.

NOTE: Only actual "worked" time to pick up Shavano Park strays will be credited toward worked hours when determining any overtime.

Receiving Credit for After Hour Kennel/Medication/On-Call Services

In order to receive proper payment for kennels, after-hour medications and on-call services, please complete the Kennels/Meds/On-Call After-Hours Log located on the Treatment Room computer. This will be in place of clocking in on the computer since such services (kennels and after-hour medications) are paid as piece-work. On-call services are paid on a daily rate.

In the event you are on-call and actually receive and need to respond to a call to pick up a stray animal in

Shavano Park, be sure to document your start and end time for the pick-up of the stray animal on the Log. You will be paid a minimum of 1 hour at your regular hourly rate in this case. This is in addition to the above daily rate On-Call Payment Schedule.

NOTE: In the event time spent performing Kennels, After-Hour Medications or On-Call Service causes an employee to work overtime hours, the greater of "piece-work" pay or overtime will be paid, but not both.