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1 employees shall be compensated as provided in subsection (b) for hours worked in excess of
2 forty-four in any seven consecutive day period during such incident period(s).

3 (b) The Charter Officer(s) who has made the determination that an incident has
4 occurred shall compensate eligible employees in a lump sum amount, as further provided in
5 Section 2-473, as follows:

6 Senior Managers* – Not eligible.

7 Middle Managers* – Straight time.

8 Managers* – Time and one-half.

9 Administrative and Professionals – Time and one-half.

10 (*as classified in the Affirmative Action Plan)

11 **Section 2-470. Payments excluded from base salary and benefit calculations.**

12 The lump sum payments made pursuant to this Division will not be subject to
13 deductions (i.e. 401a, 457, RHS plans) unless required by law (i.e. payroll, taxes), nor be
14 included in the calculation of any base salary or fringe benefit (i.e., pension earnings, longevity).
15 In accordance with Section 166.021(7), Florida Statutes 2004, such payments may not be
16 included in an eligible employees' regular base rate of pay and may not be carried forward in
17 subsequent years.

18 **Section 2-471. Administrative leave; holiday.**

19 (a) Hours worked in excess of the regularly scheduled workweek during an incident period
20 of a *declared* major disaster *or emergency* as described in 44 CFR §206, that are not compensated for
21 with a lump sum payment, shall be compensated for by the granting of administrative leave, pursuant to
22 Policy 22, to the extent that such is available for each affected eligible employee.

CODE: Words ~~stricken~~ are deletions; words underlined are additions. Words *italicized* are recommended at first reading.