

**EMPLOYEE COMPENSATION DURING DISASTER AND THROUGH RECOVERY  
(PERIOD OF SEPTEMBER 11, 2008 THROUGH SEPTEMBER 24, 2008)**

Issue regular payroll for the period of Friday, September 12, 2008 at 8:00 am (County office closure) through Thursday, September 18, 2008 8am (County office opening) for all County Employees.

For those employees with approved, assigned disaster hours recorded during the referenced period, pay an additional 1.5 times regular rate of pay for those recorded hours.

Resume regular payroll policy effective Thursday, September 18, 2008 at 8:00 am.

For those employees with approved, assigned disaster hours recorded in the days preceding 9/18/08 who took approved leave on 9/18/08 and/or 9/19/08, pay regular rate of pay for leave taken.

For those employees with no approved, assigned disaster hours recorded in the days preceding 9/18/08 who took approved leave on 9/18/08 and/or 9/19/08, apply any available accrued leave for regular compensation.

During ongoing stand up of Emergency Operations Center, overtime hours of employees (both exempt & non-exempt) performing approved essential disaster recovery functions shall be compensated at 1.5 times regular rate of pay; to include (for example) personnel in Emergency Management Dept., Sheriff's Dept., Road & Bridge Depts., County Judge Dept., Maintenance Engineering and Custodial Depts.

Part-time employees will receive double time and a half for disaster hours worked, due to the fact that this class of employee received no benefits.\*\*

*\*\* Original attachment did not contain this instruction for part time employees, although the recorded transcript of the September 23, 2008 Commissioners Court meeting included this phrase within the motion approving disaster pay. Action was taken on January 8, 2009 to correct the attachment by including this sentence.*