



Resolution for Compensation of Polk County Personnel During (specified) Disaster Periods;

WHEREAS, County Judge Sydney Murphy issued a Declaration of Disaster for Polk County, Texas on April 29, 2024 due to severe weather creating widespread flooding, severe property damage, and dangerous conditions; and

WHEREAS, Judge Murphy issued notice on Thursday, May 2, 2024, announcing Polk County offices were to remain closed for the day for the safety of County Employees due to impassable road conditions throughout the county, and offices were to reopen Friday, May 3, 2024, weather permitting; and

WHEREAS, Judge Murphy issued notices of delayed start by 2 hours and early closure of two hours on Friday, May 3, 2024, for the safety of County Employees commuting to and from work; and

WHEREAS, by the authority of the Commissioners Court of Polk County, Texas and in compliance with Department of Labor Fair Labor Standards and the adopted Personnel Policies of Polk County, and in an effort to equitably compensate Polk County Employees for the periods specified herein, the Commissioners Court hereby determines and authorizes the following terms of compensation:

PAYROLL ISSUED ON MAY 10, 2024 (for the period of 4/22 – 5/05/2024)

For the week of 4/29/- 5/5/2024:

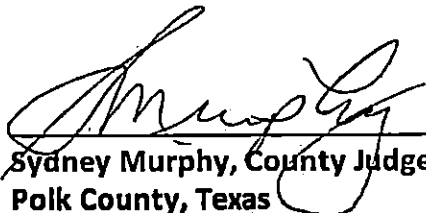
- The Emergency Operations Center was activated Monday, April 29, 2024. Employees, both Exempt and Non-Exempt, assigned by their Department Head/Official or by the Emergency Operation Center to work an "Emergency/Disaster Event" (either wholly or in combination with regular job duties) that have provided the required record for "Emergency/Disaster Event Time" will receive regular pay for the period **AND** will receive a separate "disaster event" payment at a rate of 1½ times their hourly rate for any hours actually worked in excess of 40 hours during this period in "Emergency/Disaster Event" duties and such overtime shall not accrue to the Employees FLSA leave balance.

For the week of 4/29/- 5/5/2024:

- Employees not regularly scheduled to work during this period, including Employees on scheduled, pre-authorized leave and not reporting for duty, will be paid in accordance with their available leave taken.

- Employees regularly scheduled and available to work during the period will receive regular pay for the period, including those Employees that were not able to report to work due to an Administrative Closure enacted by the Elected Official of their Department or due to storm related issues for which their Department Head / Official authorized the Employee's leave.
- Employees that reported to work and have documented "actual hours worked" in their regular job duties up to 40 hours during this period will receive regular pay for the period **AND** will receive equivalent Administrative Time to be used within twelve months of accrual added to their leave balance for hours worked during the emergency closure up to the number of hours granted during the emergency closure (12 hours). Any overtime hours recorded by a Non-Exempt Employee for work relating to regular job duties will be recorded to the Employees FLSA leave balance.
- Employees, both Exempt and Non-Exempt, assigned by their Department Head/Official or by the Emergency Operation Center to work an "Emergency/Disaster Event" (either wholly or in combination with regular job duties) that have provided the required record for "Emergency/Disaster Event Time" will receive regular pay for the period **AND** will receive equivalent Administrative Time added to their leave balance for hours worked up to the number of hours granted during the emergency closure (12 hours) during the period **AND** will receive a separate "disaster event" payment at a rate of 1½ times their hourly rate for any hours actually worked in excess of 40 hours during this period in "Emergency/Disaster Event" duties and such overtime shall not accrue to the Employees FLSA leave balance.

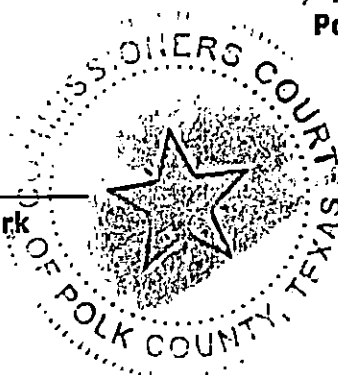
This Resolution is hereby approved and Adopted by the Polk County Commissioners Court this 3rd day of May, 2024.


 Sydney Murphy, County Judge
 Polk County, Texas

ATTEST:



Schelana Hock, County Clerk



(SEAL)