

## Change to Personnel Rule 3. Compensation

### Summary

- Add and delete text to Rule 3 to clarify the procedure for exempt employee compensation during a declared state of emergency.
- Approved by the Unified Personnel Board on February 1, 2024, to be effective immediately.

### Background

The Unified Personnel Board adopted revisions regarding compensation during a declared emergency to clarify that exempt employees are paid according to their Appointing Authorities' current emergency pay policy.

### Updates

Revised Section D. Supplemental and Incentive Pay, 6.f. Declared Emergencies and Other Emergency or Disaster Situations, to delete the text shown in yellow strikethrough and add the text shown in red underline below:

#### 6. Declared Emergencies and Other Emergency Disaster Situations

f. An Appointing Authority may elect to compensate exempt employees directed to report to work in any capacity during a declared local state of emergency after the Appointing Authority has closed his or her operations ~~at one and one half times that rate for any hours worked in the workweek over 40~~ pursuant to the then current Appointing Authorities' emergency pay policy.