



AGENDA ITEM COVERSHEET

PREPARED BY: Bruce Oakley, Town Manager

DEPARTMENT: Executive

MEETING: Town Council Meeting 8/13/2024

SUBJECT: Emergency Compensation Policy Amendment

BACKGROUND:

The existing emergency compensation policy does not pay employees for rest time when they are required to stay on the island during an event and does not pay exempt employees one-half times for hours worked over 40 as it does non-exempt ones. The costs for both are FEMA reimbursable expenses (if listed in the adopted policy) and are commonly found in other agencies' emergency compensation policies. It is my understanding that Town Council agreed to pay some of the expenses after Hurricane Florence, but the costs were not reimbursable because they were not in the adopted policy. The rest time pay would be paid at the straight time rate. Also, under FEMA guidelines, the Town is responsible for the normal workweek pay and anything above it is reimbursable.

Management is recommending the attached policy change for Emergency and/or Disaster Compensation.

ACTION:

Approve under consent agenda.