From:	R6-ESF10OHM
To:	Mason, Steve
Subject:	FW: Approved Pay Cap waiver
Date:	Friday, September 1, 2017 10:46:36 AM
Attachments:	CHCO Memo-Determination of an Emergency for Premium Pay Purposes-Hurrica.._.pdf

From: Sabata, Andrew
Sent: Friday, September 01, 2017 5:34 AM
To: FEMA-R6-RRCC
Subject: FW: Approved Pay Cap waiver

All,
Please see attached for pay waiver for DR-4332-TX. Further guidance will be released soon.
Respectfully,

Andrew T. Sabata
Chief of the RRCC (Night-Shift)
Response Division Deputy Director
FEMA Region 6
800 North Loop 288
Denton, TX 76209-3698
Office: (940) 898-5520
Mobile: (940) 231-2751
Email: andrew.sabata@fema.dhs.gov
HSDN: andrew.sabata@dhs.sgov.gov

From: LaPoint, Kelli
Sent: Thursday, August 31, 2017 12:33 PM
To: Austin, Robert ; Beasley, Philip ; Blackman, Christian ; Brasher, Traci ; Clark, KennethG ; Dugan, Moises ; Hammond, Lisa ; Keefe, Sandra A ; Lebsack, David ; Mancha, Patricia ; McCoy, David ; Meshell, Randy ; Mitchell, Melanie J ; Price, Mark ; Robinson, Tony ; Sabata, Andrew ; Stolar, Gerard ; Zimmerer, Gary ; Harmon, Richard
Cc: Bricker, Cole ; Jellie, Stephen ; McWilliams, Kate ; Massimi, Linda ; Mahlik, Sarah ; Clark, Donald E ; Owens, Kelly ; Caruso, Mary Beth ; Coleman, Tasha ; Covell, John ; Garcia, Lisa ; Hutchinson, Lilian ; LaPoint, Kelli ; Lawley, Charles ; Littrell, Tammy ; Miyamura, Robert ; Newton, Elton Andrew ; Smith, Jeffrey M ; Wolcott, Doug
Subject: Approved Pay Cap waiver

All,
Attached is the approved pay cap waiver for the Hurricane Harvey event. This waiver is effective this pay period and goes through the end of the calendar year. Please distribute as appropriate.
MS will be putting out payroll guidance before the end of day.
Thank you,
Kelli

Office of the Chief Human Capital Officer
U.S. Department of Homeland Security
Washington, DC 20528

AUG 31 2017

MEMORANDUM FOR: DISTRIBUTION

FROM: Angela Bailey
Chief Human Capital Officer

SUBJECT Determination of an Emergency for Premium Pay Purposes – Hurricane Harvey

I have determined that the impact of Hurricane Harvey and its aftermath in Texas and Louisiana constitutes an emergency and that DHS employees responding to this emergency are not subject to the biweekly pay limitation in 5 CFR § 550.105(a). This policy is effective the pay period beginning August 20, 2017, and continuing through the end of this calendar year.

Supervisors must affirmatively certify, for each pay period involved, that the employee continues to work in response to this emergency. In most cases, the timekeeping system can accomplish certification. When the employee is no longer responding to the emergency or its aftermath, the biweekly premium pay limit will resume.

Please note that these employees are still subject to the annual premium pay limitation in 5 CFR § 550.106(a). Special care is required when the annual limitation is applied to employees who receive law enforcement availability pay, administratively uncontrollable overtime or other annual premium pays specified in 5 CFR § 550.107. These continuing payments are always subject to a biweekly limitation, and payments through the end of the calendar year must be considered along with base pay and locality pay in determining the amount of additional premium pay an employee may earn under the annual limitation. In this regard, supervisors should monitor pay on a pay period basis to ensure that employees do not exceed the annual limitation.

Additionally, to the extent applicable, U.S. Customs and Border Protection (CBP), U.S. Immigration and Customs Enforcement (ICE), and U.S. Secret Service (USSS) must abide by the limitations on overtime pay ($45,000) in the "Department of Homeland Security Appropriations Act, 2017," Division F, Title II of Public Law 115-31 (2017), unless waived. The Secretary delegated the authority to make determinations to exceed the statutory limitations to CBP, ICE and USSS in DHS Delegation 0907 (Revision #06), Overtime Pay Limitations Determinations, Fiscal Year 2017.

Please address any questions concerning this memorandum to Alethea Smalls at (202) 357-8313 or alethea.smalls@hq.dhs.gov.

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