



Payment of Compensatory Time

Employees of the Division of Forest Resources (DFR), who are actively engaged in fire fighting activities, may receive pay for hours worked in excess of 40 per week. DFR is authorized to pay at straight time rates to FLSA exempt employees.

DENR's divisions are also authorized, (should management desire to do so) to pay at straight-time rates to FLSA exempt employees when all of the following conditions occur:

- There is a gubernatorial declaration of a state of emergency/disaster;
- Employees are performing law enforcement activities or response/recovery activities during the emergency/disaster;
- There is a requirement by management for employees to work overtime during the emergency/disaster; and
- Funds are available. Management shall determine if funds are available and obtain prior approval from the Office of State Budget and Management to use such funds to cover the overtime payments. Management shall distribute any overtime pay consistently with a pre-defined standard that treats all employees equitably.

The absence of any of these conditions will require management to follow the DENR compensatory leave policy for FLSA exempt employees.

Special Note: Temporary Employees don't earn/accrue compensatory leave, they are to be paid at the next available pay cycle for compensatory time (time worked over 40 hours per week) earned.

SEE ALSO:

Hours of Work and Overtime Compensation in Section 4 of the State Personnel Manual.

Compensatory Leave in Section 5 of the State Personnel Manual.

DENR Policy and Procedures on Hours of Work, Compensatory Time and Overtime Pay for Subject Employees.