



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

August 7, 2024

## Memorandum

To: Heads of Bureaus and Offices

From: For Jennifer A. Ackerman  
Director, Office of Human Capital  
Deputy Chief Human Capital Officer

Subject: Waiver of Biweekly Limitations on Premium Pay – Hurricane Debby

A declaration of emergency was recently declared by President Biden due to the landfall of Hurricane Debby which impacted Florida, Georgia, South Carolina, and North Carolina. Given that Department of the Interior (Department) employees may provide disaster response support for this event, Department employees are authorized a waiver of the biweekly limitations on premium pay and are authorized an increase to the calendar year (CY) 2024 pay limitations, as defined by the provisions of 5 U.S.C. §5547, if they perform work in direct response, recovery, emergency management, and mitigation efforts for this event. This waiver of biweekly pay limitations is effective August 4, 2024. The annual pay limitation, as established in 5 CFR §550.106 and 5 CFR §550.107 remains in effect.

Employees granted waivers during CY24 may receive premium pay only to the extent that the payment does not cause the total of their basic pay and premium pay for CY24 to exceed the greater of the annualized rate payable for GS-15, step 10 or level V of the Executive Schedule.

The headquarters human resource office for each bureau will keep a record of the number employees affected and types of premium pay involved for waivers granted under the provisions of this memorandum. These records will be made available upon request from the Department or the U.S. Office of Personnel Management.

Questions should be addressed to your respective Bureau Human Resources Servicing and/or payroll provider. The DOI Office of Human Capital point of contact is Mechelle Muthuveeran at [mechelle\\_muthuveeran@ios.doi.gov](mailto:mechelle_muthuveeran@ios.doi.gov).

Cc: Bureau Human Capital Officers  
Bureau Human Resource Directors  
Director, Office of Emergency Management