



United States Department of the Interior

NATIONAL PARK SERVICE
1849 C Street, N.W.
Washington, DC 20240

IN REPLY REFER TO:
2400

SEP 08 2017

Memorandum

To: Associate Director, Workforce and Inclusion

From: Acting Associate Director, Visitor and Resource Protection *Charles Curran*

Subject: Lifting of Pay Cap for Emergency Response to Hurricane Irma

Many personnel from the National Park Service (NPS) are responding to Hurricane Irma which began on September 3, 2017. This severe weather event has required personnel at all levels and disciplines to engage in actions to save life and property, and protect our natural and cultural resources in Florida.

To accommodate this need, it is requested that you approve a temporary adjustment, thereby lifting the biweekly pay cap and implementing an annual pay cap waiver for all NPS response personnel assigned to pre/post landfall response and recovery efforts.

The affected period will be inclusive of September 3, 2017, and continue until determined by the Southeast Region that emergency actions are no longer necessary to protect life, property, and environment at NPS park units impacted by this storm.

In accordance with 5 CFR 550 and NPS Human Resources Bulletin 06-03, Lifting of the Pay Cap in Emergency Situations, the bi-weekly pay cap may be temporarily lifted and calculated on an annual basis to meet the needs that arise as a result of emergency situations. An "emergency" as defined by 5 CFR 550.103(iii), is ". . . a temporary condition posing a direct threat to human life or property." This includes any act needed to preserve and protect natural and cultural resources defined by the Director as being "mission critical."

It is additionally requested that the provisions of 5 CFR 551.208(d), relative to the status of employees under the Fair Labor Standards Act (FLSA) during emergency situations, apply. These provisions state that for the duration of the emergency the FLSA status of an employee assigned to an emergency may be changed regardless of the length of the assignment.

Thank you for your support in this matter. Should you require additional information, or wish to discuss specific needs, please contact Andrew R. Hower, Deputy Chief, Emergency Services, at 202-513-7093.

cc: Chief, Law Enforcement, Security, and Emergency Services
Regional Chief Ranger, Southeast Region
Superintendents, Southeast Region

Approved Not Approved

Under Tony Nguye 9/11/17
Associate Director, Workforce and Inclusion