

12.8 - Other Pay Provisions.

1. Supervisory Personnel. Time spent in planning and technical sessions, arranging for tools and transportation, and performing supervisory duties such as posting crew time reports, giving assignments, etc., is compensable as work time.
2. Holiday Pay. Regular government employees who are spot changed to a first 8, 9, or 10 hour tour of duty are compensated for holiday pay if the individual would have been entitled in their regular position. Any additional hours are treated as overtime and paid at applicable rates.
3. Inadequate Food and Lodging. Inadequate food and lodging situations should be the exception. When nonexempt regular government employees and casuals do not receive adequate food or lodging, they shall be in pay status the entire time they are working, sleeping, or eating (Comp. Gen. B-230414, 1/10/89). (See Section 12.11 for explanation of nonexempt.)

Adequate food is defined as: meals ready to eat (MRE's), sack lunches, military-type rations, hot can, or similar meals.

Adequate lodging is described as: a sleeping bag (paper or cloth) or a blanket or equivalent covering to provide protection from the elements for sleeping.

Regular government employees must be in nonexempt status to qualify for compensation. There is no authority for anybody to grant compensation for these conditions to exempt employees. Exempt employees can only be compensated for on-shift time.

IC's are responsible for determining when an inadequate food or lodging situation exists. This must be documented on the Crew Time Report, SF-261, in the remarks section. If the work shift exceeds 16 hours, a justification for excess hours must be documented by the IC.

4. Callback Provisions. The 2-hour call back provision in law does not apply when assigned to an incident.
5. Sickness. A regular government employee who has been determined by their incident supervisor to be unable to perform work due to illness is entitled to guaranteed hours on the first day. On the second day, the individual is placed on sick leave if the day is within the individual's weekly tour of duty at the home unit. If outside the individual's weekly tour of duty, the individual is not entitled to compensation.

Casuals are not entitled to sick leave. They are guaranteed 8 hours for each day held by the incident. Management has the option to pay the guarantee or return them to their point of hire.

See Section 15 for direction on Compensation for injury/illness compensation.

6. Medical Treatment. When a regular government employee or casual is provided medical treatment by the incident, pay entitlement will not exceed actual hours worked or guarantee whichever is greater for that calendar day. (Refer to 5 CFR 551.425.) Time spent traveling to or from a medical facility is considered compensable travel time. Time spent receiving medical attention is compensated through the guarantee. Refer to Section 15.3-4 for continuation of pay (COP) guidelines.
7. Administrative Leave. Administrative leave may not be granted while assigned to an incident. It may, however, be granted by the home unit Agency Administrator upon return from an incident. (See 12.7-3--2.B)
8. Maximum Earning Limitation for Work in Connection with an Emergency Incident. Regular federal government employees who have been determined to be performing work in connection with a fire shall be paid premium pay not to exceed the maximum annual salary that can be earned by a GS-15, Step 10. (Refer to 5 CFR 550.106.) This includes overtime and compensatory time, as well as Sunday and night differential, but excludes hazard pay differential (5 CFR 550.907).