



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, MD 20910-3283

AUG 30 2017

MEMORANDUM FOR: All National Weather Service Directors

FROM: Dr. Louis W. Uccellini
Assistant Administrator for Weather Services
National Weather Service

SUBJECT: Declaration of Emergency Conditions created by Hurricane Harvey that support and authorize payment of wages exceeding the Bi-Weekly Pay Cap

Mary C. Erickson

This memorandum establishes approval for bi-weekly pay cap exceptions for any NWS employee at any location that is working and supporting Hurricane Harvey and the aftermath of this storm.

Public Law 107-107, Limitation on Premium Pay, Sec. 5547, section (b)(1)., states "Subject to regulations prescribed by the Office of Personnel Management, subsection (a) shall not apply to an employee who is paid premium pay by reason of work in connection with an emergency (including a wildfire emergency) that involves a direct threat to life or property, including work performed in the aftermath of such an emergency."

Because of the uniqueness of this storm, I have expanded the list of series and grades of positions authorized for premium pay for work under this memo:

- GS-0340 series, grades 13 thru 15
- GS-0343 series, grades 9 thru 15
- GS-0560 series, grades 9 thru 15
- GS-0801 series, grades 9 thru 15
- GS-0802 series, grades 9 thru 15
- GS-0855 series, grades 9 thru 15
- GS-0856 series, grades 9 thru 15
- GS-1301 series, grades 7 thru 15
- GS-1315 series, grades 7 thru 15
- GS-1340 series, grades 7 thru 15
- GS-1341 series, grades 7 thru 12
- GS-2210 series, grades 7 thru 15
- ZP-1301 series, any grade
- ZP-1310 series, any grade
- ZP-1330 series, any grade
- ZP-2210 series, any grade

This memorandum and authorization is effective from August 20, 2017 thru December 9, 2017.



The following must be provided with each request to pay an employee wages that exceed the bi-weekly pay cap exception:

1. A copy of this memo, which serves as my approval to pay these wages based on the criteria in this memo
2. An Exemption From Biweekly Earnings Limitation Form, found here: http://www.wfm.noaa.gov/policies/pay_policies-emergency-exceptions.html.
3. A brief memo from the office head (MIC, HIC, etc.) that provides the following:
 - a. The name, positions title, pay plan, series, and grade of the impacted employee(s);
 - b. The pay period(s) in which the pay cap was exceeded;
 - c. For details, note the type of emergency as Hurricane Harvey;
 - d. Supervisors must provide a brief explanation of how the activities are related to Hurricane Harvey and its aftermath.
 - e. How overtime hours were/will be monitored to ensure annual pay caps are not exceeded and who will be responsible for monitoring these hours.

The completed items listed above, with necessary signatures on the Exemption From Biweekly Earnings Limitation Form, should be submitted to wfmo.pay@noaa.gov, who will evaluate the package to ensure the conditions meet the requirements of public law, NOAA and DOC policy, and comply with this authorization before processing for payment. Upon approval of the package by the payroll office, timekeepers will work with the payroll office to annotate the time cards appropriately.

If you have any questions regarding this matter, please contact Bob DuFrane, (301) 427-9276 or robert.dufrane@noaa.gov.

cc: NOAA Workforce Management Office Policy Division

