

## **Natural or Man-Made Disaster St. Charles Parish Governmental Compensation**

In the event of a natural or man-made disaster and the Parish President announces mandatory evacuation of the parish the following compensation will be used to pay government employees of the parish.

The Parish President shall designate the actual dates & times for which all Parish Civil Service and unclassified employees shall be compensated. During this time:

- All Parish Civil Service Essential Duty Personnel (EDP) in addition to receiving the 8 hours per day compensation will also receive overtime pay (time and a half) when working.
- Non- working time that EDP are under direct supervision of the parish shall be considered time on duty for which employees shall be compensated on an hour-for-hour basis and which shall be considered as hours worked for time and a half pay.
- Salaried Civil Service employees will receive overtime pay in lieu of compensatory time. Compensatory time will not be computed during a natural or man-made disaster.
- EDP who fail to report for essential duty when required or abandon their post without prior permission from appropriate supervisory authority shall be terminated.
- All appointed personnel are considered as EDP in the event of a natural or man-made disaster. The Parish President shall determine compensation for appointed personnel using time worked.

All Non-Essential Duty Personnel who are available and scheduled to work shall be placed on Special Emergency Leave and given time off without loss of pay on the day(s) that parish departments are closed by direction of the Parish President because of a natural or man-made disaster. They are subject to the following:


- This shall not apply to employees who are on leave without pay immediately prior to and immediately subsequent to day(s) involved.
- This shall not apply to employees during times when they were not otherwise scheduled to work due to a pre-approved leave of absence;
- During weeks three (3) and four (4), employees shall be paid fifty percent (50%) of their regular pay;

- During weeks five (5) and six (6), employees shall be paid twenty-five percent (25%) of their regular pay
- During week seven (7) and beyond, employees shall not be eligible for further payment until they return to duty; however, subject to the availability of funds, by declaration of the Parish President, for a period specified by him, employees may be paid twenty-five percent (25%) of their regular pay;

The following applies to both EDP and non-EDP:

- All payments anticipated under this section shall be subject to the availability of funds and as such, they may be increased, reduced or discontinued by appropriate authority at any time that it is determined that the Parish's financial condition will in the case of increased payments, support such increase, or in the case of decreased or discontinued payments or that continued payments would or could adversely impact the ability to provide essential services.

THUS DONE AND SIGNED at my office in Hahnville, Louisiana on this 27<sup>th</sup> day of August 2008.



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V.J. St. Pierre  
Parish President

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