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File: VAL

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EXECUTIVE ORDER NO. 04-1992

**OVERTIME POLICY AND PERSONNEL ACTIONS DURING STAGE OF
 DISASTER EMERGENCY AND PERIOD OF RECOVERY -- HURRICANE VAL**

The cooperative and well-coordinated efforts of the directors and employees of the various departments and agencies during the state of emergency disaster precipitated by Hurricane Val resulted in a very successful response and assistance to the disaster emergency faced by the people of the Territory of American Samoa on December 6, 1991. The prompt and efficient dissemination of information to the public of an imminent threat to life and property, and the early activation and effective coordination of the emergency response and rescue assistance and services, through the American Samoa Government's Territory Emergency Management Coordination Office (TEMCO) attributed to the prevention of substantial loss of life, and to an expeditious and orderly commencement of disaster assistance relief to the people of the Territory, and to the rehabilitation and restoration of the government services, facilities and utilities.

It is in the government's best interests to encourage, promote and properly compensate these types of cooperative and coordinated efforts, especially in times of an imminent threat by a natural or manmade cause where the effects of the threat are unknown at the time.

Therefore, overtime compensation for those career service and government employees or officials performing services during, and related to, the state of emergency disaster and the period of recovery, including those employees in grades GS-12, BW-17 (BS-17) and XX, shall be compensated in cash at the rate of one and one-half times their regular rate of pay for all hours worked in excess of 8 hours per day, or 40 hours per week. This policy is retroactive beginning on December 6, 1991, until the state of disaster emergency ends on February 7, 1992. Thereafter, the policy of overtime compensation set forth in the administrative regulations, and any executive orders supplemental thereto, shall be reinstated, except for police, fire and emergency medical services.

During the recovery period, persons may be temporarily hired to assist in the various relief and recovery programs for restoration and rehabilitation. The wage rate of \$5.00 per hour, representing a median wage of the government's salary schedules, is hereby established as the prevailing rate for temporary hires.

Each department or agency director shall be responsible to ensure and certify the accurate reporting and documentation of each of his/her employee's overtime hours worked and justification therefor. The Governor's Authorized Representative and/or the State Coordinating Officer shall have the final review and approval of all such personnel and overtime compensation requests.

This Executive Order is executed pursuant to the authority vested in me by the Constitution and laws of the Territory of American Samoa, and more particularly, Article IV of the Revised Constitution of American Samoa, and Sections 4.0111 and 26.0105(g) of the American Samoa Code Annotated.

Executed this 5TH day of February 1992.


PETER TALI COLEMAN
GOVERNOR

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