



NORTHEAST HOMELAND SECURITY REGIONAL ADVISORY COUNCIL

BACKFILL and OVERTIME POLICY

The Northeast Homeland Security Regional Advisory Council (NERAC) adopted a new BF/OT policy effective July 14, 2011. This policy was approved by the Executive Office of Public Safety and Security (EOPSS).

Rather than rely on member agencies to submit the overtime rate for individual participants of approved trainings and exercises, the Council will reimburse those agencies that have been approved for funding with a flat rate of up to \$35/hour per participant, up to a maximum of 8 hours per day for overtime and 10 hours per day for backfill for NERAC approved trainings and exercises.

Per Department of Homeland Security guidance, travel time to and from NERAC approved trainings and exercises is not eligible for BF/OT reimbursement.

Individual overtime rates vary among disciplines and agencies and accountability of the status of the participants is challenging. Determining who is participating on straight time, overtime, own time, or is being backfilled is burdensome on the project manager and fiduciary.

This new proposal not only simplifies the accountability of these trainings and exercises, but also promotes a "buy-in" from participating agencies. Demonstrating a commitment to training and exercising will now include a small financial commitment from these agencies. Additionally, training and exercise investments will be able to provide a greater opportunity to train more participants per activity.

Collective Bargaining Agreements will not be affected since each participant will be receiving his or her appropriate compensation from their member agency.

The procedure for submitting BF/OT reimbursement requests remains the same. Member communities will continue to complete the required reimbursement forms found on the NERAC Connect site.

Note: This new policy does not affect any trainings or exercises that have been approved by NERAC before July 14, 2011.