HRDG 4550 - Premium Pay - Introduction

Last Modified:

Subchapter 4550
Premium Pay
Introduction

Related Regulations

This issuance supplements the following laws, rules, and regulations:

- Title 5, United States Code, Chapter 55.
- Title 5, Code of Federal Regulations, Parts 550, 551, and 532.
- Department Personnel Manual Chapter 550, Subchapter 1, Premium Pay;
- **MRP Directive 4550.2** (96.35 KB), dated 3/18/02.

Administrative Workweek is a period of seven (7) consecutive calendar days beginning Sunday at 12:01 a.m. and ending Saturday midnight.

Basic Rate of Pay (also known as straight-time pay) means the rate of pay fixed by law or administrative action for the position held by the employee (including locality pay, special salary rates, and interim geographic adjustments) before any deductions (such as taxes) are made, and exclusive of premium pay for prevailing rate employees.

Basic Workweek is a 40-hour workweek for full-time employees during which they are regularly scheduled to be on duty.

Break in Service is a period of at least 1 full workday when an employee is officially off the rolls.

Compressed Work Schedule means a fixed work schedule in which an employee fulfills the basic work requirement in less than 10 days in a pay period. Compressed work schedules are mandated by management officials in order to meet a special work requirement, and are authorized under Title 5, U.S.C. 6127.

Daily Overtime Standard is work in excess of 8 hours in a day, except for employees under a flexible or compressed work schedule and certain first-40-hour indefinite tours of duty.

- One General Schedule (GS) to a lower GS grade, with or without reduction in pay; or
- A higher rate paid under authority other than Subchapter III of Chapter 53 of Title 5, U.S.C. to a lower rate within a GS grade.

Duty Involving Physical Hardship is duty that may not in itself be hazardous, but causes extreme physical discomfort or distress and is not adequately alleviated by protective or mechanical devices, such as duty involving exposure to extreme temperatures for a long period of time, arduous physical exertion, or exposure to fumes, dust, or noise that causes nausea, skin, eye, ear, or nose irritation.

Existing Rate of Basic Pay is the rate received immediately before the effective date of transfer, promotion, demotion, or within-grade increase.

First 8-Hour Indefinite Tour means a tour of duty where the

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