GULF COAST ELECTRIC COOPERATIVE  
WEWAHITCHKA, FLORIDA

BOARD POLICY 602

Disaster Response Pay

1. OBJECTIVES:

To establish pay procedures for both hourly and salaried employees during an extreme storm or other disaster resulting in system outages and/or emergencies.

1. POLICY CONTENTS:
   1. A named storm or other extreme emergency, as determined by the Chief Executive Officer (CEO), in the cooperative service area resulting in a state of emergency declared by the governor and outages lasting at least 72 hours.
   2. Once the condition of item II. a. is met, the CEO will designate the starting time of the supplemental compensation of restoration activities.
   3. The Operations Assistant will set up a Project ID related to the specific disaster and county/territory to be sent out to all staff to ensure that time is coded to the correct account ledger during a disaster.
   4. The supplemental compensation will continue until all members capable of receiving power have been restored or until such time as the CEO determines restoration activities have returned to a normal workday.
   5. Hourly employees eligible to receive supplemental compensation will be paid at the rate of 1.5 times their hourly base pay rate for qualified time worked during the qualifying event and designated emergency restoration period.
      1. Regardless of the duties being performed, all employees storm pay will be calculated based off their normal pay rate.
   6. Salaried employees eligible to receive supplemental compensation will earn an hour PTO for each hour worked in excess of 40 hours per week (Sunday through Saturday) during the qualifying event and designated restoration period.
   7. Items II. d. and II. e. will also apply to those employees who are involved in assisting with power restoration efforts for other cooperatives. Supplemental compensation will begin when the employee leaves Gulf Coast Cooperative’s office and will end when they arrive back to the office excluding all rest breaks provided by the other cooperative/agency we are assisting. This time will also be tracked via crew sheets and in GCEC’s HR Portal tied to specific Project ID.
2. Responsibility:

The Manager of Human Resources and the CEO are responsible for ensuring the provisions of this policy are followed.

EFFECTIVE DATE: May 16, 2023

REVISED DATE: May 15, 2024