

Personnel Employee Bulletin

March 5, 2008

NATIONAL SECURITY PERSONNEL SYSTEM (NSPS) MAY HAVE CHANGED YOUR OVERTIME RATE

The overtime pay provisions of NSPS are now in place for NSPS employees who work full-time, part-time, or intermittent tours of duty and are exempt from the provisions of the Fair Labor Standards Act (FLSA).

Generally, overtime pay applies to hours of work an employee performs in excess of 8 hours a day, or 40 hours in an administrative workweek, which are officially ordered or approved in writing by an authorized management official.

Your Civilian Leave and Earnings Statement (LES), Block 10, reflects an "E" if you are exempt, and an "N" if you are non-exempt, from FLSA provisions.

The overtime hourly rate for an NSPS FLSA exempt employee is based on the pay band level to which the employee is assigned. If you are an NSPS FLSA exempt employee in one of the below pay bands, your hourly adjusted rate of pay serves as your overtime hourly rate.

Pay bands 2 and 3 of the Supervisor/Manager pay schedule under all career groups:

YC-02, YC-03, YF-02, YF-03, YJ-02, YJ-03, YN-02, and YN-03.

Pay band 3 of the following pay schedules:

YA-03, Professional and Analytical
YH-03, Medical Professional

YD-03, Engineering and Scientific Professional
YK-03, Investigative and Analytical

Pay band 4 of the following pay schedule: YL -04, Fire Protection.

All other NSPS FLSA exempt employees will be paid for overtime at the employee's hourly adjusted rate of pay multiplied by 1.5.

There are no changes to overtime rates for NSPS nonexempt employees, GS and FWS employees.

To see your actual overtime rate of pay, refer to Block 6 of your LES.

For additional information, please contact your servicing DLA Human Resources Center, <http://www.hr.dla.mil/cntctus.htm>. The Personnel Employee Bulletin is published on the first and third Wednesday of each month.