



# Southeast Regional Homeland Security Advisory Council (SRAC)

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*Plymouth County Sheriff's Office*

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Police Chief  
*Milton Police Department*

## Southeastern Regional Homeland Security Advisory Council (SRAC)

### BACKFILL & OVERTIME POLICY

The Council adopted a new backfill/OT policy effective **April 11, 2011**. This policy was approved by the Executive Office of Public Safety & 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, a flat rate of \$35/hour per participant, up to a maximum of \$280 per day.

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" of participating agencies. Demonstrating a commitment to training would now include a small financial commitment from these agencies as well.

Additionally, training and exercise investments would be able to provide a greater opportunity to train more participants per activity.

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

Procedure for submitting BK/OT rates remains the same – member communities will continue to complete the required reimbursement forms found on the SRAC Fiduciary web site.

*Note: This new policy does not affect any Council funded training or exercises that has taken place before 4/11/11. This policy goes into effect as of 4/11/11. The backfill and overtime rate of \$35.00 per hour applies to Fire and Police as of this time. The Council will work towards establishing a fair and equitable rate for those other first responders.*