

DEPARTMENT OF TRANSPORTATION  
OFFICE OF THE SECRETARY

Action Date

For Information Only

DEPARTMENTAL PERSONNEL MANUAL

DPM BULLETIN NO. 550- 35

DEC 27 1994

**SUBJECT: Availability Pay for Law Enforcement Officers**

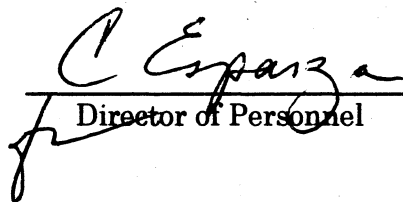
On December 23, 1994, the Office of Personnel Management issued interim regulations on the payment of availability pay to law enforcement officers (copy attached).

Section 550.184 requires an annual certification that availability pay is warranted. Therefore, the head of each operating administration or his/her designee must identify appropriate supervisory officers that will be responsible for the initial and annual certifications. These officers must be familiarized with the policies and procedures outlined in the regulations in order to correctly submit the required certifications through their appropriate chain of command to their Administrator.

The Secretary must approve the payment of availability pay. Thus, initial and annual certifications for payment must be forwarded to the Secretary from the head of each operating administration having employees eligible to receive availability pay. Certifications should be sent to the Secretary through the Departmental Director of Personnel, M-10.

While the OPM regulations were not published until December 23, 1994, they became effective on October 30, 1994. Therefore, those employees entitled to availability pay will receive retroactive payments once certifications have been received and approved.

If you need further information, please contact Jan Karicher of my staff on 366-9450.

  
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Director of Personnel

Attachment

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**Filing Instructions:** File after FPM Chapter 550 Bulletins

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Publication date December 23, 1994  
6325-01

OFFICE OF PERSONNEL MANAGEMENT  
5 CFR Part 550  
RIN: 3206-AG47  
Pay Administration; Premium Pay

**AGENCY:** Office of Personnel Management.

**ACTION:** Interim rule with request for comments.

**SUMMARY:** The Office of Personnel Management is issuing interim regulations on availability pay, a new form of premium pay that applies to criminal investigators who are required to work, or be available to work, substantial amounts of unscheduled overtime duty based on the needs of the employing agency. Availability pay is fixed at 25 percent of basic pay (including locality pay).

**DATES:** The regulations are effective on the first day of the first pay period beginning on or after October 30, 1994. Comments must be received on or before [insert date 60 days after date of publication in the Federal Register].

**FOR FURTHER INFORMATION CONTACT:** D. Bryce Baker,  
(202) 606-1413.

**ADDRESSES:** Comments may be sent or delivered to Donald J. Winstead, Acting Assistant Director for Compensation Policy, Office of Personnel Management, Room 6H31, 1900 E Street NW., Washington, DC 20415.

**SUPPLEMENTARY INFORMATION:** Section 633 of the Treasury, Postal Service and General Government Appropriations Act for fiscal year 1995 (Public Law 103-329, September 30, 1994) amended title 5, United States Code, to provide for a new form of premium pay called "availability pay" for criminal investigators. The availability pay provision takes effect on the first day of the first pay period beginning on or after October 30, 1994, except that implementation may be delayed until September 1995 for certain criminal investigators employed by Inspectors General. Criminal investigators receiving availability pay are exempt from the minimum wage and overtime pay provisions of the Fair Labor Standards Act and may not receive administratively uncontrollable overtime (AUO) pay.

## AUO Pay and Availability Pay

Availability pay replaces AUO pay for covered criminal investigators. Some of the major differences between AUO pay and availability pay are as follows:

The use of AUO pay is discretionary on the part of the employing agency. In contrast, availability pay is a guaranteed employee entitlement that the employing agency must provide, if the required conditions are met. The level of AUO pay may vary from 10 to 25 percent of basic pay, depending on the average number of AUO hours worked per week. Availability pay is fixed at 25 percent of basic pay.

AUO pay is calculated based upon the number of hours actually worked. Availability pay also takes into account certain hours when a criminal investigator is determined by the employing agency to be available to work. While both AUO pay and availability pay are the sole compensation for irregular and occasional overtime work (i.e., overtime hours not scheduled in advance of an employee's administrative workweek), availability pay is also the sole compensation for any overtime work hours that are the first 2 hours of overtime work on any day containing part of the employee's basic 40-hour workweek (regardless of how those hours are scheduled).

AUO pay is not basic pay for severance pay purposes, while availability pay is basic pay for severance pay purposes.

### Coverage

Eligibility for availability pay is limited to criminal investigators. The regulations make clear that the only General Schedule (GS) employees who qualify as criminal investigators for the purpose of availability pay are those properly classified in the GS-1811 (Criminal Investigating) and GS-1812 (Game Law Enforcement) series under OPM standards. The GS-1812 series applies to criminal investigators with specialized duties and skill requirements associated with game law enforcement. Congress indicated its intent that availability pay be limited to these two classification series of employees in the conference report on the bill that was enacted as Public Law 103-329. (See House Congressional Record, September 20, 1994, page H9268.)

Availability pay applies only to those GS-1811 and GS-1812 criminal investigators who meet the definition of "law enforcement officer" in 5 U.S.C. 5541(3), which generally requires that the employee be covered under the early retirement provisions for law enforcement officers. However, an

investigator may also meet that definition if he or she holds a supervisory or administrative position that has been officially approved as a "secondary position" under the regulations governing the law enforcement officer retirement provisions.

Members of the Senior Executive Service (SES) (including the Federal Bureau of Investigation and Drug Enforcement Administration SES) are not eligible to receive availability pay. Availability pay is one type of premium pay among many that are addressed in subchapter V of title 5, United States Code. No premium pay under subchapter V is applicable to SES members, since they are excluded from the definition of "employee" in 5 U.S.C. 5541(2). The term "criminal investigator" in the availability pay provision is linked to the definition of "law enforcement officer" in 5 U.S.C. 5541(3), which in turn is linked to the definition of "employee" in 5 U.S.C. 5541(2). In interpreting a term within the context of the premium pay subchapter, all of the conditions of these definitions must be met.

#### Availability Hours

In determining whether a criminal investigator qualifies for availability pay, the employing agency must determine whether the investigator is expected to work, or be available to work, an annual average of 2 hours of unscheduled duty per regular work day. Available-to-work hours are those hours during which the employing agency determines the investigator is generally and reasonably accessible to perform unscheduled duty based on the needs of the agency. Generally, the agency will place the investigator in availability status, meaning that it directs the investigator to be available during designated periods to meet agency needs. Availability hours on a regular workday are included in the computation of the annual average, regardless of whether an investigator actually works during those hours. However, availability hours on a nonregular workday are used in computing the annual average only if the investigator is actually required to work during those hours. (See 5 U.S.C. 5545a(d)(3) and 5 CFR 550.183(c).)

Although availability hours during which no work is performed may be used to justify entitlement to availability pay, it was the intent of Congress that the existence of this availability condition should not be interpreted by criminal investigators as license to reduce their actual work hours. (See Senate Committee on Appropriations Report 103-286, June 16, 1994, page 100.) This suggests that agencies should ensure that all investigators receiving availability pay are performing significant amounts of actual unscheduled overtime work, as opposed to being merely available to perform such work.

## Regular Workday

The regular workdays used as the denominator in the annual average computation are defined in the regulations as days in the investigator's basic workweek during which the investigator works at least 4 hours, excluding overtime hours, approved training hours, hours engaged in travel under official travel orders, approved leave hours, and excused absence hours. (Travel hours are limited to hours during which the investigator is traveling under official travel orders so as to make clear that local area "travel" that is part of an investigator's normal duties should not be excluded as work hours in determining regular work days. An investigator is "traveling under official travel orders" only for out-of-area travel and then only for that period of time during which he or she is actually engaged in traveling. Once an investigator reaches the out-of-area destination, any local travel in that area must be treated the same as local travel in the area where the investigator is permanently stationed.)

The exclusion of training, travel, approved leave, and excused absence hours reflects, in part, an interpretation of the term "works" as used in the statutory definition of "regular work day" (5 U.S.C. 5545a(a)(4)). At the same time, the exclusion gives effect to another statutory provision requiring that an investigator "be considered to be available when the investigator cannot reasonably and generally be accessible" due to certain assignments or circumstances controlled by the agency (5 U.S.C. 5545a(d)(4)).

Excluding hours in training, travel, approved leave, and excused absence in determining whether a day qualifies as a regular workday ensures that the time spent in such situations does not adversely affect an investigator's annual average hours computation. In effect, the same annual average of unscheduled duty hours computed for regular workdays is presumed to apply to other days in the basic workweek (such as leave days). Thus, consistent with the law, the investigator essentially is treated as if he or she were available on such days. While training and travel hours are not used in determining regular workdays, unscheduled duty hours involving training or travel that are otherwise qualifying would be included as hours of unscheduled duty (numerator) in the annual average computation.

## When Availability Pay Must Be Paid

The purpose of the availability pay provision is to ensure the availability of criminal investigators for unscheduled duty based on the needs of the employing agency. (See 5 U.S.C. 5545a(b) and (c).) The law provides that

availability pay "shall be paid" to ensure this availability, subject to the conditions of the law. One condition is that availability pay can be paid only if the annual average hours requirement is and will be met, as certified by the investigator.

To ensure the availability of criminal investigators as intended by the law, agencies generally must ensure that each criminal investigator's hours of unscheduled duty are sufficient to enable the investigator to meet the average hours requirement and make the necessary certification. However, the regulations provide for the possibility of not providing availability pay to otherwise qualified criminal investigators under several narrow exceptions. (See 5 CFR 550.182(d) through (f), 550.184(d), and 550.185(c) and (d).)

The regulations provide that an employing agency may, at its discretion, approve a criminal investigator's voluntary request that he or she generally not be assigned any overtime hours (including unscheduled duty) for a designated period based on a personal or family hardship situation (e.g., the investigator needs to assist in caring for a chronically ill family member). The investigator would be required to sign a written statement documenting this request and his or her understanding that availability pay will be suspended. This voluntary opt-out provision is intended to apply to situations where the expected duration of the designated period is long enough that the investigator would likely be unable to satisfy the annual average hours requirement. Agencies are expected to monitor closely the use of this authority to ensure that investigators are not allowed to opt out of availability pay for long periods of time, only to opt back in at the end of a career as a way of inappropriately inflating the average salary used in the retirement annuity computation. OPM invites comments on this voluntary opt-out provision and will consider refinements of the criteria for opting out when final regulations are issued.

The regulations also provide that an agency may suspend payment of availability pay when the agency determines that an investigator has not been performing the required amount of unscheduled duty as assigned or reported. This reflects the intent of Congress that agencies would have the prerogative to remove availability pay if an investigator avoids work or availability. (See Senate Committee on Appropriations Report 103-286, June 16, 1994, page 100.) In addition, the regulations provide that availability pay may be suspended if an investigator is in a duty status but unable to perform unscheduled duty for an extended period due to physical or health limitations.

As required by the law, an involuntary suspension of availability pay as a result of a denial or cancellation of an availability pay certification is an adverse action under 5 U.S.C. 7512(4) and 5 CFR part 752. This means that availability pay is considered to be "pay" under 5 CFR 752.402(f). Also, a voluntary request that availability pay be suspended under the voluntary opt-out provision does not trigger adverse action rights.

A criminal investigator who is not receiving availability pay would be entitled to compensation for any overtime work under other provisions of law, as applicable. However, given the nature of the exceptions described above, it is not expected that any such investigator would receive AUO pay. Criminal Investigators in Inspector General Offices. The law provides for a delayed effective date for criminal investigators employed in offices of inspectors General who are not receiving 25-percent AUO pay. These regulations clarify that the employing Inspector General (IG) office, not the criminal investigators themselves, shall be responsible for determining the delayed effective date for such criminal investigators, subject to the limits in the law. (For clarification of congressional intent in this regard, see Senate Congressional Record, September 28, 1994, page S13551.)

These regulations also clarify that criminal investigators in IG offices are subject to the same rules, requirements and conditions that apply to all other criminal investigators under the availability pay provision. Thus, for example, the required initial and annual certifications (related to the annual average hours requirement) must be made.

#### Waiver of Notice of Proposed Rule Making and Delay in Effective Date

Pursuant to 5 U.S.C. 553(b)(3)(B) and 5 U.S.C. 553(d)(3), I find that good cause exists for waiving the general notice of proposed rulemaking and making this rule effective retroactively. Section 633 of Public Law 103-329, which authorizes availability pay, was enacted on September 30, 1994. The availability pay authority is effective on the first day of the first applicable pay period beginning on or after October 30, 1994. These regulations are being made effective retroactively to the effective date of the law to ensure that the availability pay provision is uniformly implemented.

#### E.O. 12866, Regulatory Review

This rule has been reviewed by the Office of Management and Budget in accordance with E.O. 12866.

**Regulatory Flexibility Act**

I certify that these regulations will not have a significant economic impact on a substantial number of small entities because they will apply only to Federal agencies and employees.

**List of Subjects**

**5 CFR Part 550**

**Administrative practice and procedure, Claims, Government employees, Wages.**

**5 CFR Part 551**

**Government employees, Wages.**

**5 CFR Part 575**

**Government employees, Wages.**

**5 CFR Part 581**

**Alimony, child support, Government employees, Wages.**

**5 CFR Part 870**

**Administrative practice and procedure, Government employees, Hostages, Iraq, Kuwait, Lebanon, Life insurance, Retirement.**

**U.S. Office of Personnel Management**

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**James B. King**  
**Director**

**Accordingly, OPM is amending parts 550, 551, 575, 581, and 870 of title 5 of the Code of Federal Regulations as follows:**

**Part 550--PAY ADMINISTRATION (GENERAL)**  
**Subpart A--Premium Pay**

**1. The authority citation for part 550, subpart A, is revised to read as follows:**



Authority: Subpart A issued under 5 U.S.C. 5304 note, 5305 note, 5541(2)(iv), 5548, and 6101(c); E.O. 12748, February 1, 1991, 3 CFR 1992 Comp., p. 316.

2. In Section 550.103, paragraphs (i) and (p) are revised, and paragraph (u) is added to read as follows:

**Section 550.103 Definitions.**

\* \* \* \* \*

(i) Premium pay means additional pay authorized by subchapter V of chapter 55 of title 5, United States Code, and this subpart for overtime, night, holiday, or Sunday work, and for standby duty, administratively uncontrollable overtime work, or availability duty.

\* \* \* \* \*

(p) Regularly scheduled work means work that is scheduled in advance of an administrative workweek under an agency's procedures for establishing workweeks in accordance with Section 610.111, excluding any such work to which availability pay under Section 550.181 applies.

\* \* \* \* \*

(u) Criminal investigator means a law enforcement officer as defined in paragraph (t) of this section (other than a special agent in the Diplomatic Security Service) who, based on OPM standards, is properly classified under the GS-1811 or GS-1812 series in the General Schedule classification system, or who would be so classified if covered under that system.

3. In Section 550.111, paragraph (a) is revised and paragraph (f) is added to read as follows:

**Section 550.111 Authorization of overtime pay.**

(a) Except as provided in paragraphs (d) and (f) of this section, overtime work means work in excess of 8 hours in a day or in excess of 40 hours in an administrative workweek that is--

(1) Officially ordered or approved; and

(2) Performed by an employee. Hours of work in excess of 8 in a day are not included in computing hours of work in excess of 40 hours in an administrative workweek.

\* \* \* \* \*

(f)(1) For any criminal investigator receiving availability pay under Section 550.181, overtime work means work that is scheduled in advance of the administrative workweek--

(i) In excess of 10 hours on a day containing hours that are part of such investigator's basic 40-hour workweek; or

(ii) On a day not containing hours that are part of such investigator's basic 40-hour workweek.

(2) Any work that would be overtime work under this section but for paragraph (f)(1) of this section shall be compensated by availability pay under Section 550.181.

4. In section 550.163, paragraph (e) is added to read as follows:

**Section 550.163 Relationship to other payments.**

\* \* \* \* \*

(e) Premium pay on an annual basis under section 550.141 or section 550.151 may not be paid to a criminal investigator receiving availability pay under section 550.181.

5. Sections 550.181 through 187 are added to read as follows:

**LAW ENFORCEMENT AVAILABILITY PAY**

**Sectopm 550.181 Coverage.**

(a) Each criminal investigator meeting the definition in section 550.103(u), and the conditions and requirements of 5 U.S.C. 5545a and these regulations, shall receive availability pay to ensure the availability of criminal investigators for unscheduled duty in excess of the 40-hour workweek based on the needs of the employing agency.

**Section 550.182 Unscheduled duty.**

(a) **Unscheduled Duty Hours.** For the purpose of availability pay, unscheduled duty hours are those hours during which a criminal investigator performs work, or is determined by the employing agency to be available for work, that are not--

(1) Part of the 40-hour basic workweek of the investigator;

or

(2) Overtime hours compensated under 5 U.S.C. 5542 and section 550.111 (which are those overtime hours scheduled in advance of the investigator's administrative workweek, excluding any such hours that are the first 2 hours of overtime work on any day containing a part of the investigator's basic 40-hour workweek, as required by section 550.111(f)).

(b) **Actual Work Hours.** To be considered to be performing work under paragraph (a) of this section, a criminal investigator must be performing work as officially ordered or approved, including work performed without specific supervisory preapproval, if circumstances require the criminal investigator to perform the duty to meet the needs of the employing agency, subject to agency policies and procedures (including any requirements for after-the-fact validation or approval).

(c) **Availability Hours.** To be considered available for work under paragraph (a) of this section, a criminal investigator must be determined by the employing agency to be generally and reasonably accessible to perform unscheduled duty based on the needs of the agency. Generally, the agency will place the investigator in availability status by directing the investigator to be available during designated periods to meet agency needs, as provided by agency policies and procedures. Placing the investigator in availability status shall not be considered scheduling the investigator for overtime hours compensated under 5 U.S.C. 5542 and 5 CFR 550.111. Availability hours may include hours during which an investigator places himself or herself in availability status to meet the needs of the agency, subject to agency policies and procedures (including any requirements for after-the-fact validation or approval).

(d) **Ensuring Availability.** Except as provided in paragraphs (e) and (f) of this section, an employing agency shall ensure that each criminal investigator's hours of unscheduled duty are sufficient to enable the investigator to meet the substantial hours requirement in section 550.183 and make the certification required under section 550.184.

(e) **Voluntary Opt-Out.** Notwithstanding paragraph (d) of this section, an employing agency may, at its discretion, approve a criminal investigator's voluntary request that the investigator generally be assigned no overtime work (including unscheduled duty) for a designated period of time because of a personal or family hardship situation. The investigator must sign a written

statement documenting this request and his or her understanding that availability pay will not be payable during the designated period.

(f) **When Availability Pay Is Suspended.** The employing agency is not subject to the requirement of paragraph (d) of this section in the case of a criminal investigator for whom availability pay is suspended in accordance with 550.184(d) due to denial or cancellation of the required certification based on--

(1) Failure to perform unscheduled duty as assigned or reported; or

(2) Inability to perform unscheduled duty for an extended period because of a physical or health condition.

**Section 550.183 Substantial hours requirement.**

(a) A criminal investigator shall be eligible for availability pay only if the annual average number of hours of unscheduled duty per regular workday is 2 hours or more, as certified in accordance with section 550.184. This average is computed by dividing the total unscheduled duty hours for the annual period (numerator) by the number of regular workdays (denominator).

(b) For the purpose of this section, regular workday means each day in the criminal investigator's basic workweek during which the investigator works at least 4 hours, excluding--

(1) Overtime hours compensated under 5 U.S.C. 5542 and section 550.111;

(2) Unscheduled duty hours compensated by availability pay under 5 U.S.C. 5545a and this subpart; and

(3) Hours during which an investigator is engaged in agency-approved training, is traveling under official travel orders, is on approved leave, or is on excused absence with pay (including paid holidays).

(c) In computing average hours under paragraph (a) of this section, the total unscheduled duty hours in the numerator shall include--

(1) Any unscheduled duty hours on a regular workday; and

(2) Any unscheduled duty hours actually worked by an investigator on days that are not regular workdays.

Section 550.184 Annual certification.

(a) Each newly hired criminal investigator who will receive availability pay and the appropriate supervisory officer (as designated by the head of the agency or authorized designee) shall make an initial certification to the head of the agency attesting that the investigator is expected to meet the substantial hours requirement in section 550.183 during the upcoming 1-year period. A similar certification shall be made for a criminal investigator who will begin receiving availability pay after a period of nonreceipt (e.g., a designated voluntary opt-out period under section 550.182(e)).

(b) Each criminal investigator who is receiving availability pay and the appropriate supervisory officer (as designated by the head of the agency or authorized designee) shall make an annual certification to the head of the agency attesting that the investigator currently meets, and is expected to continue to meet during the upcoming 1-year period, the substantial hours requirement in section 550.183.

(c) A certification shall no longer apply when the employee separates from Federal service, is employed by another agency, moves to a position that does not qualify as a criminal investigator position, or begins a voluntary opt-out period under section 550.182(e).

(d) The employing agency shall ensure that criminal investigators receiving availability pay comply with the substantial hours requirement in section 550.183, as certified in accordance with this section. The employing agency may deny or cancel a certification based on a finding that an investigator has failed to perform unscheduled duty (availability or work) as assigned or reported, or is unable to perform unscheduled duty for an extended period due to physical or health reasons. If a certification is denied or canceled, the investigator's entitlement to availability pay shall be suspended for an appropriate period, consistent with agency policies. If the investigator's certification was valid when made, the suspension of availability pay shall be effected prospectively.

(e) An involuntary suspension of availability pay resulting from a denial or cancellation of certification under paragraph (d) of this section shall be a reduction in pay for the purpose of applying the adverse action provisions of 5 U.S.C. 7512 and 5 CFR part 752.

(f) The head of an agency (or authorized designee) may prescribe any additional regulations necessary to administer the certification requirement,

including procedures for retroactive correction in cases in which a certification is issued belatedly or lapses due to administrative error.

**Section 550.185 Payment of availability pay.**

(a) Availability pay shall be an amount equal to 25 percent of the criminal investigator's rate of basic pay (as defined in section 550.103(j)). However, availability pay shall be paid only for periods of time during which the investigator receives basic pay.

(b) Except as provided in paragraph (c) of this section, a criminal investigator who is eligible for availability pay shall continue to receive such pay during any period such investigator is attending agency-sanctioned training, on agency-ordered travel status, on agency-approved leave with pay, or on excused absence with pay for relocation purposes.

(c) Agencies may, at their discretion, provide availability pay to criminal investigators during training that is considered initial, basic training usually provided in the first year of service.

(d) Agencies may, at their discretion, provide for the continuation of availability pay when a criminal investigator is on excused absence with pay, except where payment is mandatory under paragraph (b) of this section.

(e) The amount of availability pay payable to a criminal investigator for a pay period is not affected by the occurrence of a paid holiday during that period.

**Section 550.186 Relationship to other payments.**

(a) Standby duty pay under section 550.141 and administratively uncontrollable overtime pay under section 550.151 may not be paid to a criminal investigator receiving availability pay. Receipt of availability pay does not affect an investigator's entitlement to other types of premium pay (including overtime pay under section 550.111) based on hours other than unscheduled duty hours. However, a criminal investigator receiving availability pay may not be paid any other premium pay based on unscheduled duty hours.

(b) Availability pay shall be treated as part of basic pay only for the following purposes:

- (1) 5 U.S.C. 5524a, pertaining to advances in pay;

- (2) 5 U.S.C. 5595(c), pertaining to severance pay;
- (3) 5 U.S.C. 8114(e), pertaining to workers' compensation;
- (4) 5 U.S.C. 8331(3) and 5 U.S.C. 8401(4), pertaining to retirement benefits;
- (5) 5 U.S.C. 8431, pertaining to the Thrift Savings Plan; and
- (6) 5 U.S.C. 8704(c), pertaining to life insurance.

(c) Availability pay shall be used in computing a lump-sum payment for accumulated annual leave under 5 U.S.C. 5551 and 5552.

(d) The minimum wage and the hours of work and overtime pay provisions of the Fair Labor Standards Act do not apply to criminal investigators receiving availability pay.

**Section 550.187 Transitional provisions.**

(a) Except as provided in paragraph (b) of this section, not later than the first day of the first pay period beginning on or after October 30, 1994, each criminal investigator qualified to receive availability pay and the appropriate supervisory officer (as designated by the agency head or authorized designee) shall make an initial certification to the head of the agency that the investigator is expected to meet the substantial hours requirement in section 550.183. The head of an agency may prescribe procedures necessary to administer this paragraph.

(b)(1) In the case of criminal investigators who are employed in offices of Inspectors General and who, immediately prior to September 30, 1994, were not receiving administratively uncontrollable overtime pay, or were receiving such pay at a rate of less than 25 percent, the employing office may delay implementation of availability pay; however, availability pay shall be implemented (in accordance with sections 550.181 through 550.186) no later than--

(i) September 30, 1995, for investigators who are not receiving administratively uncontrollable overtime pay; or

(ii) The first day of the last pay period ending on or before September 30, 1995, for investigators who were receiving administratively uncontrollable

overtime pay at a rate of less than 25 percent immediately prior to September 30, 1994.

(2) A criminal investigator who is employed in an Inspector General office and was receiving administratively uncontrollable overtime pay at a rate of less than 25 percent immediately prior to September 30, 1994, shall continue to receive at least that rate or a higher rate, if increased by the employing agency, until the availability pay provision is implemented for the position (no later than as provided in paragraph (b)(1)(ii) of this section).

(3) Implementation of availability pay for criminal investigators under paragraph (b)(1) of this section shall be in accordance with the requirements and conditions set forth in sections 550.181 through 550.186. For qualified investigators, an initial certification shall be made, consistent with paragraph (a) of this section.

#### Subpart B--Advances in Pay

6. The authority citation for part 550, subpart B, is revised to read as follows:

Authority: 5 U.S.C. 5524a, 5545a(h)(2)(B); sections 302 and 404 of the Federal Employees Pay Comparability Act of 1990 (Public Law 101-509), 104 stat. 1462 and 1466, respectively; E.O. 12748, February 1, 1991, 3 CFR 1992 Comp., p. 316.

7. In section 550.202, the definition of rate of basic pay is revised to read as follows:

#### Section 550.202 Definitions.

\* \* \* \* \*

**Rate of basic pay** means the rate of pay fixed by law or administrative action for the position held by an employee, including, as applicable, annual premium pay under 5 U.S.C. 5545(c), availability pay under 5 U.S.C. 5545a, night differential for prevailing rate employees under 5 U.S.C. 5343(f), and any interim geographic adjustment or special pay adjustment for law enforcement officers under section 302 or 404 of the Federal Employees Pay Comparability Act of 1990 (Pub. L. 101-509), respectively, or locality-based comparability payment under 5 U.S.C. 5304, but not including additional pay of any kind.



**Subpart G--Severance Pay**

8. The authority citation for part 550, subpart G, is revised to read as follows:

Authority: 5 U.S.C. 5595; E.O. 11257, November 13, 1965, 3 CFR 1954-1965 Comp., p. 357.

9. In section 550.703, the definition of rate of basic pay is revised to read as follows:

**Section 550.703 Definitions.**

\* \* \* \* \*

Rate of basic pay means the rate of pay fixed by law or administrative action for the position held by an employee, including, as applicable, annual premium pay for standby duty under 5 U.S.C. 5545(c)(1), availability pay under 5 U.S.C. 5545a, night differential for prevailing rate employees under 5 U.S.C. 5343(f), and any interim geographic adjustment or special pay adjustment for law enforcement officers under section 302 or 404 of the Federal Employees Pay Comparability Act of 1990 (Pub. L. 101-509), respectively, or locality-based comparability payment under 5 U.S.C. 5304, but not including additional pay of any kind.

\* \* \* \* \*

**Part 551--PAY ADMINISTRATION UNDER THE FLSA**

10. The authority citation for part 551 is revised to read as follows:

Authority: 5 U.S.C. 5542c; sec. 4(f) of the Fair Labor Standards Act for 1938, as amended by Public Law 93-259, 88 Stat. 55 (29 U.S.C. 204f).

\* \* \* \* \*

**Subpart B--Exemptions**

11. Section 551.209 is added to read as follows:

**Section 551.209 Exemption of criminal investigators receiving availability pay.**

A criminal investigator receiving availability pay under section 550.181 is exempt from the hours of work and overtime pay provisions of the Act.

**Subpart C--Minimum Wage Provisions**

12. In section 551.301, paragraph (a) is revised to read as follows:

**Section 551.301 Minimum wage.**

(a)(1) Except as provided in paragraph (a)(2) of this section and section 551.311, an agency shall pay each of its employees wages at rates not less than the minimum wage specified in section 6(a)(1) of the Act for all hours of work as defined in subpart D of this part.

(2) The minimum wage provisions of the Act do not apply to a criminal investigator receiving availability pay under section 550.181.

\* \* \* \* \*

**PART 575--RECRUITMENT AND RELOCATION BONUSES; RETENTION ALLOWANCES; SUPERVISORY DIFFERENTIALS**

13. The authority citation for part 575 is revised to read as follows:

Authority: 5 U.S.C. 1104(a)(2), 5753, 5754, and 5755; sec. 302 and 404 of the Federal Employees Pay Comparability Act of 1990 (Pub. L. 101-509), 104 Stat. 1462 and 1466, respectively; E.O. 12748, February 1, 1991, 3 CFR 1992 Comp., p. 316.

\* \* \* \* \*

**Subpart D--Supervisory Differentials**

14. In section 575.405, paragraphs (c)(5) and (c)(6) are revised and paragraph (c)(7) is added to read as follows:

**Section 575.405 Calculation and payment of supervisory differential.**

\* \* \* \* \*

(c) \* \* \*

(5) Any other continuing payment, except night, Sunday, or holiday premium pay or a hazardous duty differential under chapter 55 of title 5, United States Code;

(6) Premium pay paid on an annual basis under 5 U.S.C. 5545(c); and

(7) Availability pay under 5 U.S.C. 5545a.

\* \* \* \* \*

**PART 581--PROCESSING GARNISHMENT ORDERS FOR CHILD SUPPORT AND/OR ALIMONY**

15. The authority citation for part 581 continues to read as follows:

Authority: 42 U.S.C. 659, 661-662; 15 U.S.C. 1673; E.O. 12105 (43 FR 59465 and 3 CFR 262)(1979).

**Subpart A--Purpose and Definitions**

16. In section 581.103, paragraph (a)(6) is revised to read as follows:

**Section 581.103 Moneys which are subject to garnishment.**

(a) \* \* \*

(6) Standby duty pay, administratively uncontrollable overtime pay, and availability pay;

\* \* \* \* \*

**PART 870--BASIC LIFE INSURANCE**

17. The authority citation for part 870 continues to read as follows:

Authority: 5 U.S.C. 8716; section 870.202(c) also issued under 5 U.S.C. 7701(b)(2); subpart J is also issued under section 599C of Pub. L. 101-513, 104 Stat. 2064, as amended.

**Subpart C--Amount of Insurance**

18. In section 870.302, paragraph (a) is revised to read as follows:

**Section 870.302 Annual rates of pay.**

(a) An insured employee's annual pay is his/her annual rate of basic pay as fixed by law or regulation, except that annual pay for this purpose shall include--

(1) Standby duty premium pay under 5 U.S.C. 5545(c)(1);

(2) For a law enforcement officer as defined in sections 831.902 or 842.802, administratively uncontrollable overtime pay under 5 U.S.C. 5545(c)(2); and

(3) Availability pay under 5 U.S.C. 5545a.

\* \* \* \* \*

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