



Republic of Palau
Office of the President

Tommy E. Remengesau, Jr.
President

P.O. Box 6051, Palau, PW 96940
Tel. (680) 767-2403/2828
Fax. (680) 767-2424/1662
Email: rop.president@palaunet.com

EXECUTIVE ORDER NO. 439

Authorizing the payment of overtime and temporary hazardous work differentials to front-line personnel responding to the Coronavirus Disease 2019 (COVID-19) pandemic

WHEREAS, although Coronavirus Disease 2019 (COVID-19) has not been identified in the Republic of Palau, it has been reported in almost every country on earth. Thus, it is very likely that COVID-19 will eventually arrive into Palau; and

WHEREAS, the Ministry of Health, advised by the National Emergency Committee, has implemented Isolation and Quarantine protocols for persons exposed to or infected by COVID-19; and

WHEREAS, contact with exposed or infected persons will create a hazardous situation for many front-line workers, especially those in emergency response, law enforcement, and medical care roles; and

WHEREAS, adequate responsive measures, including if necessary the implementation of large-scale isolation or quarantine, will strain government resources and require many front-line employees to work long hours;

NOW, THEREFORE, by virtue of the authority vested in me pursuant to the Constitution and the laws of the Republic of Palau, I hereby order as follows:

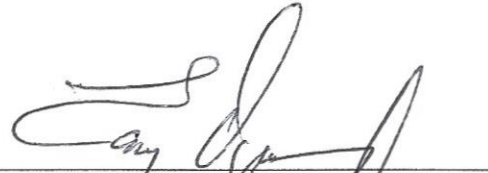
1. Overtime. The Bureau of Public Service System (BPSS) shall consider overtime compensation for exempt employees in emergency response, healthcare, or law enforcement roles who are required to work extra hours on assignments, duties, or projects related to COVID-19 screening, treatment, preparation, or mitigation. Such consideration shall be given for actual hours worked beginning February 1, 2020.

2. Hazardous Work. BPSS shall consider Temporary Hazardous Work compensation for exempt or non-exempt employees in emergency response, healthcare, or law enforcement roles whose assignments, duties, or projects result in actual hours worked with an increased risk of exposure to or infection by COVID-19. Such consideration shall be given to actual hours worked while at an increased risk of exposure or infection, beginning February 1, 2020.



3. Grant Funded Positions. When considering Overtime or Hazardous Work pay for any grant-funded position, BPSS shall ensure that the relevant grant allows for such payment and has enough budgeted funds to cover the expected costs. Grant-funded positions should be included in Overtime or Hazardous Work pay to the full extent permitted under the terms of the relevant grant.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 15th day of April 2020 in Koror, Republic of Palau.



Tommy E. Remengesau, Jr.
President of the Republic of Palau