authorized overtime beyond the normal work week shall accrue in units of 10 minutes.

Section 5.

Time during which an employee is in full pay status, whether or not such time is actually worked, shall be counted in computing the number of hours worked during the week.

Section 6.

The hourly rate of pay shall be determined by taking 1/1827 of the affected employee's annual regular salary (1/1957.5 for hourly Staff Nurse). Payment shall be computed and paid in 10 minute units actually worked beyond the normal scheduled work week. "Annual regular salary" shall include educational, assignment and longevity differential, service increments and longevity increments, if any.

Section 7.

(a) Except as provided in subsection (b) below, employees whose annual salary including overtime, all differentials, and premium pay is in excess of the amounts set forth below shall be ineligible for cash compensated overtime. The gross annual salary shall be computed on a calendar year basis and shall consist of the annual salary rate in effect on the date that authorized overtime was performed plus any other monies earned on a year to date basis. In lieu of cash compensation, affected employees shall be credited for authorized overtime as noted in Section 2(a) and (b) above.

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Cap Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 8, 2008</td>
<td>$68,490</td>
</tr>
</tbody>
</table>

The overtime cap prior the effective date listed above was in the amount of $48,508.

(b) Any employee covered (non-exempt) by the Fair Labor Standard Act (FLSA) shall be subject to the cash overtime cap except in those instances where the employee's FLSA compensatory time bank exceeds the statutorily mandated cap of 240 hours (160 hours at 1-1/2x).

(c) In accordance with the terms of the 2006-2009/2007-2010 Memorandum of Agreement, the overtime cap amount shall be adjusted by future collective bargaining increases, unless otherwise agreed to by the parties.

Section 8.

(a) For all employees who work authorized overtime not compensated for in cash, the following meal allowances shall be provided: