Codification:	§ 5-1-141-0-0-0-1
Title:	Resolution Exempting Highly Paid Employees from Overtime
Promulgation Date:	29.04.2021
Authority for Promulgation:	Próspera ZEDE ("PZ") Charter and Bylaws, as amended, §§1-3-36-0-0-0-3.05(4) and/or 3.09(8)

OPERATIVE TEXT OF PZ RULE/ACTION:

RESOLVED that the undersigned Technical Secretary promulgates with the prior approval of the trustees of the Próspera Council the following rule/action:

Section 1. This Resolution better carries into effect the principles, purposes and provisions of the Próspera Labor Statute than the status quo based on the need to promote employment of Hondurans by ensuring that employment conditions within Próspera ZEDE are competitive with employment conditions in the other countries that exempt from overtime certain highly compensated salaried employees.

Section 2. Accordingly, pursuant to Section 5(d)(1), (d)(3) and (4) of the Próspera Labor Statute, §§2-2-69-0-0-0-1, et seq., to ensure that employment conditions in Próspera ZEDE are economically equivalent to those in the United States of America for both Employers and Employees after taking into consideration the lower cost of living in the Republic of Honduras, Employers of salaried Employees primarily performing office or non-manual work and earning at least $25,000.00 USD (or equivalent value in Lempira) per year in monetary compensation within the jurisdiction of Próspera ZEDE shall be exempt from paying the Próspera Overtime Requirement as to such Employees.

Section 3. This Resolution shall be effective upon publication.

ROLL CALL OF VOTES:

1.	**Approving Promulgation?**	Yes/Sí
By:		
Name: Tristan M. Monterroso	**Title: Technical Secretary/Council Trustee**	
Caveat(s):		
2.	**Approving Promulgation?**	Yes/Sí
By: Erick A. Brimen (May 9, 2021 06:10 MDT)		
Name: Erick A. Brimen	**Title: Council Secretary/Council Trustee**	
Caveat(s):		
3.	**Approving Promulgation?**	Yes/Sí
By: Gabriel Delgado Ayau (May 1, 2021 14:24 MDT)		
Name: Gabriel Delgado Ayau	**Title: Council Trustee**	
Caveat(s):		

4.	**Approving Promulgation?**	Yes/Sí
By: oliver porter (Apr 30, 2021 16:19 EDT)		
Name: Oliver Porter	**Title: Council Trustee**	
Caveat(s):		
5.	**Approving Promulgation?**	Yes/Sí
By: Jeanette Doran (May 1, 2021 14:37 EDT)		
Name: Jeanette Doran	**Title: Council Treasurer/Council Trustee**	
Caveat(s):		
6.	**Approving Promulgation?**	Yes/Sí
By: Duane McNab (Apr 30, 2021 14:18 MDT)		
Name: Duane McNab	**Title: Council Trustee**	
Caveat(s):		
7.	**Approving Promulgation?**	Yes/Sí
By: Deborah Mills (Apr 30, 2021 17:13 MDT)		
Name: Deborah Mills	**Title: Council Trustee**	
Caveat(s):		
8.	**Approving Promulgation?**	**Open Seat**
By:		
Name:	**Title:**	
Caveat(s):		
9.	**Approving Promulgation?**	**Open Seat**
By:		
Name:	**Title:**	
Caveat(s):		

Technical Secretary Action		
PZ Rule/Action Promulgated with Prior Council Approval?		
By:		Yes/Sí
Name: Tristan M. Monterroso	**Title: Technical Secretary**	
Caveat(s):		
Council Secretary Certification		
Is this record certified as evidencing the official act of the PZ and duly noted in its public records?		Yes/Sí
By: Erick A. Brimen (May 9, 2021 06:10 MDT)		
Name: Erick A. Brimen	**Title: Council Secretary**	
Caveat(s):		

Codificación:	§ 5-1-141-0-0-0-1
Título:	Resolución por la que se exime del pago de horas extraordinarias a los empleados mejor pagados
Fecha de Promulgación:	29.04.2021
Autoridad para la Promulgación:	Estatutos y Reglamentos de Próspera ZEDE ("PZ"), según enmendados, §§1-3-36-0-0-0-3.05(4) y/o 3.09(8)

TEXTO OPERATIVO DE LA REGLA/ACCIÓN PZ:

RESUELVE que el Secretario Técnico abajo firmante promulgue, con la aprobación previa de los fideicomisarios del Consejo de Próspera, la siguiente regla/acción:

Sección 1. La presente Resolución lleva a efecto los principios, propósitos y disposiciones del Estatuto Laboral de Próspera de mejor manera que el statu quo en base a la necesidad de promover el empleo de los hondureños asegurando que las condiciones de empleo dentro de la ZEDE de Próspera sean competitivas con las condiciones de empleo en los otros países que eximen de horas extras a ciertos empleados asalariados altamente compensados.

Sección 2. En consecuencia, de acuerdo con la Sección 5(d)(1), (d)(3) y (4) del Estatuto Laboral de Próspera, §§2-2-69-0-0-0-1, et seq, para asegurar que las condiciones de empleo en Próspera ZEDE sean económicamente equivalentes a las de los Estados Unidos de América, tanto para los Empleadores como para los Empleados, después de tomar en consideración el menor costo de vida en la República de Honduras, los Empleadores de Empleados asalariados que realicen principalmente trabajo de oficina o no manual y que ganen por lo menos $25,000.00 USD (o su valor equivalente en Lempira) por año en compensación monetaria dentro de la jurisdicción de Próspera ZEDE, estarán exentos de pagar el Requisito de Horas Extra de Próspera en cuanto a dichos Empleados.

Sección 3. La presente Resolución entrará en vigencia a partir de su publicación.

VOTACIÓN NOMINAL:

1.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: 		
Nombre: Tristan Monterroso	**Título: Secretario Técnico**	
Advertencia(s):		

2.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: Erick A. Brimen Erick A. Brimen (May 9, 2021 06:10 MDT)		
Nombre: Erick A. Brimen	**Título: Secretario y Fideicomisario del Consejo**	
Advertencia(s):		
3.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: Gabriel Delgado Ayau Gabriel Delgado Ayau (May 1, 2021 14:24 MDT)		
Nombre: Gabriel Delgado Ayau	**Título: Fideicomisario del Consejo**	
Advertencia(s):		
4.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: O. E. Porter oliver porter (Apr 30, 2021 16:19 EDT)		
Nombre: Oliver Porter	**Título: Fideicomisario del Consejo**	
Advertencia(s):		

5.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: Jeanette Doran (May 1, 2021 14:37 EDT)		
Nombre: Jeanette Doran	**Título: Tesorero y Fideicomisario del Consejo**	
Advertencia(s):		
6.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: Duane McNab (Apr 30, 2021 14:18 MDT)		
Nombre: Duane McNab	**Título: Fideicomisario del Consejo**	
Advertencia(s):		
7.	**¿Aprobando la Promulgación?**	Yes/Sí
Por: Deborah Mills (Apr 30, 2021 17:13 MDT)		
Nombre: Deborah Mills	**Título: Fideicomisario del Consejo**	
Advertencia(s):		

8.	**¿Aprobando la Promulgación?**	**Asiento abierto**
Por:		
Nombre:	**Título:**	
Advertencia(s):		
9.	**¿Aprobando la Promulgación?**	**Asiento abierto**
Por:		
Nombre:	**Título:**	
Advertencia(s):		
Acción de la Secretarío Técnico		
Regla/acción de PZ promulgado con la aprobación previa del Consejo?		
Por: 		Yes/Sí
Nombre: Tristan M. Monterroso	**Título: Secretarío Técnico**	
Advertencia(s):		

Certificación del Secretario del Consejo	
¿Está este registro certificado como evidencia del acto oficial de la PZ y debidamente anotado en sus registros públicos?	Yes/Sí
Por: Erick A. Brimen Erick A. Brimen (May 9, 2021 06:10 MDT)	
Nombre: Erick A. Brimen	**Título: Secretarío del Consejo**
Advertencia(s):	





§5-1-141-0-0-0-1 Resolution Exempting Highly Paid Employees from Overtime

Final Audit Report 2021-05-09

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By:	Honduras Próspera Inc. (signatures@prospera.hn)
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"§5-1-141-0-0-0-1 Resolution Exempting Highly Paid Employees from Overtime" History

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