

Memorandum

Ohio **DAS**

To: Appointing Authorities, Human Resources Administrators, and Labor Relations Administrators
From: Hugh Quill, Director *HQ*
Date: February 14, 2007
RE: Weather Emergency on February 14, 2007

On February 14, 2007, the Ohio Department of Public Safety declared a formal emergency situation for all 88 counties from 6:30 a.m. until 10:00 a.m. This emergency declaration was extended for 49 counties until 5:00 p.m. (please see the attached announcement from the Department of Public Safety to determine these counties). Employees not living or working in the counties listed in the attached announcement should report to work by 10:00 a.m. or the beginning of their scheduled shift, whichever is later.

While extreme weather conditions may have existed and additional roadway emergencies may have been declared by local sheriffs in counties, the declaration from the Department of Public Safety is the declaration that affects the obligation and payment of state employees who traveled to and from work on February 14, 2007. State employees should receive compensation as follows:

- Bargaining Unit Employees:

- **Non-Essential Bargaining Unit Employees.**

- Non-essential bargaining unit employees who did not report to work during the declared hours of emergency or who were sent home as a result of the declared weather emergency should be paid for those hours of work that they were scheduled to work, and should be paid at their regular rate of pay.

- Non-essential bargaining unit employees who worked during the hours of the declared weather emergency shall be paid at the premium rate under the contract. Please refer to the appropriate contract for premium rates. However, if non-essential employees are not truly needed and are living or working in the 49 counties listed in the attached announcement, they should be sent home.

- **Essential Bargaining Unit Employees.**

- Essential bargaining unit employees must report to work as scheduled regardless of weather conditions. Essential employees shall be paid at the premium rate provided under the contract.

- **FOP Unit 2**

- Employees covered by the FOP collective bargaining agreement, receive only their regular rate of pay under a weather emergency.

- Exempt Employees:

- Employees exempt from collective bargaining will be granted parity in accordance with section 124.15(D) of the Revised Code in the following manner:

- **Non-Essential Exempt Employees.**

- Exempt non-essential employees who did not report to work during the declared hours of emergency or who were sent home as a result of the declared weather emergency should be paid for those hours of work they were scheduled to work during the declared emergency, and should be paid at their regular rate of pay.

- Exempt non-essential employees who worked during the hours of the weather emergency should receive an \$8/hour stipend in addition to their hourly rate. For example, in those counties where the emergency ended at 10:00 a.m. and non-essential exempt employees reported to work prior to 10:00

a.m., the employees should receive their regular compensation and an \$8/hour stipend for those hours worked prior to 10:00 a.m.

Essential Exempt Employees

All agencies create and maintain a list of essential employees. Essential employees must report to work regardless of the weather conditions. Essential employees who are overtime eligible under FLSA and who worked during the hours of emergency shall be given a choice of overtime compensation or compensatory time for every hour worked during the emergency. Essential employees who are overtime exempt under FLSA shall receive compensatory time for every hour worked during the emergency.

Essential employees who were instructed not to report to work during the hours of emergency shall be paid at their regular rate of pay for the number hours of work during the emergency that they were scheduled to work.

No compensatory time off will be granted to essential employees who volunteered to work before 10:00 am after being advised not to report to work.

A letter outlining the OAKS emergency payroll reporting codes is forthcoming and will be dispatched as soon as possible.



STATE OF OHIO
Emergency Operations Center
NEWS RELEASE
www.ema.ohio.gov

Ted Strickland, Governor

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FOR IMMEDIATE RELEASE

February 14, 2007

Contact: C.J. Couch, Chief of Public Affairs
(614) 799-6492

State Weather Emergency Extended For 49 Counties

Columbus, OH - Ohio Department of Public Safety Director Henry Guzmán has declared a weather emergency for non-essential state employees in 49 counties due to severe weather. Non-essential personnel who work or reside in the following counties should not report to work on February 14, 2007. This action is effective until 5:00 p.m., February 14, 2007 at which time agencies should resume normal schedules.

Employees designated as essential for maintaining emergency operations are to remain on the job or report to work as normally scheduled.

Employees not living or working in the counties listed below should report to work by 10:00 a.m. or the beginning of their scheduled shift, whichever is later.

The following counties are included in this action:

1. Allen
2. Ashland
3. Auglaize
4. Butler
5. Carroll
6. Champaign
7. Clark
8. Clinton
9. Coshocton
10. Crawford
11. Cuyahoga
12. Darke
13. Defiance
14. Delaware
15. Fairfield
16. Fulton
17. Greene
18. Guernsey
19. Hancock
20. Hardin
21. Harrison
22. Henry
23. Holmes
24. Huron
25. Jefferson
26. Knox
27. Logan
28. Lucas
29. Mahoning
30. Marion
31. Medina
32. Mercer
33. Miami
34. Montgomery
35. Morrow
36. Muskingum
37. Ottawa
38. Paulding
39. Putnam
40. Preble
41. Richland
42. Sandusky
43. Seneca
44. Shelby
45. Summit
46. Union
47. Van Wert
48. Williams
49. Wyandot

This declaration will be evaluated and updated as necessary.

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