

5.05 SEVERE WEATHER AND/OR OTHER EMERGENCY

If a weather and/or other emergency is declared by the President of the United States, the Governor of the State of Ohio, or a Resolution of the Stark County Board of Commissioners requiring the official closure of operations, employees will receive straight time pay for the hours they were otherwise regularly scheduled to work.

Non-exempt employees required to work during a declared emergency will receive straight time for all hours worked in addition to straight time pay for the hours they were otherwise regularly scheduled to work for the duration of the declared emergency.

Employees absent from work and on “active pay status” (i.e. vacation, paid sick leave, etc.) during a declared emergency will be charged the time off as if operations were continuing.

Declaration of a weather related emergency by any authority other than those listed above is not sufficient to trigger payment under this provision, including declaration of “Level 3” road conditions by the Sheriff or other authorized authority.

