

HAZARDOUS PAY SUPPLEMENT

SOURCE: OHIO REVISED CODE 124.181 & OHIO ADMINISTRATIVE CODE 123:1-37-04

CONTACT: OFFICE OF EMPLOYEE SERVICES

Hazardous Pay Supplement Policy:

1. *Hazards* are conditions that put employees at risk.
 - Pay for permanent hazardous conditions that exist for all positions in a classification is incorporated into the classification pay range.
 - Pay for temporary hazardous conditions may be granted for the time employees are at risk.

2. There are three levels of hazardous pay.
 - For some *unusually hazardous* conditions not common to the classification a hazardous salary adjustment of five percent of the classification salary base may be applied for those hours worked, or fractions thereof, while employees are at risk.
 - For some *considerably hazardous* conditions not common to the classification a hazardous salary adjustment of seven and one-half percent of the classification salary base may be applied for those hours worked, or fractions thereof, while employees are at risk.
 - For some *exceptionally hazardous* conditions not common to the classification a hazardous salary adjustment of ten percent of the classification salary base may be applied for those hours worked, or fractions thereof, while employees are at risk.

3. To initiate supplemental hazardous pay, division, district or office chiefs submit the names, the position control numbers, and a brief explanation of the hazardous nature of employees duties to OES. All requests for supplemental hazardous pay must be approved by the Director.

4. Authorization for hazardous pay supplements may be withdrawn at any time if conditions change.

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