FAQ

FREQUENTLY ASKED QUESTIONS

Who is eligible for this program?

Anyone with the skills to perform the duties outlined on the job posting is eligible for this program.

Where are the DelDOT districts located (plowing areas)?

North District – I-95 north to the Delaware/Pennsylvania line
Canal District – I-95 south to the New Castle County/Kent County line
Central District – Kent County

Do Snow & Ice Maintenance Program employees get overtime?

Snow & Ice Maintenance Program employees are not entitled to any premium pay, including shift differential, stand-by, hazard duty, and call back. The only time they will earn overtime will be after they've worked 40 hours in the casual/seasonal position. The hours worked in the merit position are not added to the casual/seasonal hours worked.

Are program employees allowed to take their pay as comp time earned?

Program employees are not entitled to comp time. They must be paid for all hours worked.

Are program employees required to pay union dues?

This issue was discussed with AFSCME, Council 81, and it was agreed that these employees will not be required to pay union dues due to the limited amount of time involved.

Are program employees entitled to meal allowances?

If the conditions outlined in the Union Agreement are met, meal allowances will be issued to anyone working in the program who meets those conditions.

Will program employees receive a separate paycheck for storm duties?

Program employees who are already employed with DelDOT will receive one paycheck with combined earnings of their program employee duties and their regular job duties. Non-DelDOT employees who work as program employees will receive one paycheck for storm duties.

Who records the program employee hours for payroll?

Business Management is responsible for recording the hours of all program employees. Payroll and HR create a separate job record for each of the approved program employees; only Business Management can add hours

to this record. If a program employee is also a Merit employee with self-service access in time and labor, that employee will still be required to submit a timesheet to Business Management. The district that contacts you for snow duty will review timekeeping with you.

If, while performing storm duties, the program employee is in an accident or gets hurt on the job, will they be covered similar to a merit employee?

Yes, program employees will be covered by workers' compensation.

How will program employees be paid during their regular work hours?

Every effort will be made to return DelDOT employees working as program employees to their normal position during their regular work hours. Merit employees who are needed to perform storm duties during regular work hours will be paid based on their merit position salary during those hours.

Program employees are paid at the pre-determined casual/seasonal rate during their non-regular merit scheduled work hours. This would include weekends or before/after their merit regularly scheduled work hours. When the State has returned to regular business hours, and the program employees' services are still required, they must obtain supervisory approval and notify their respective M&O timekeeper. They will be paid the merit rate only during their regularly scheduled work hours and the casual/seasonal rate for any off duty hours.

Program employees are not eligible for comp time or overtime in addition to or in place of their casual/seasonal rate.

During a Governor's Declared Day (GDD), the program employee (eligible state employees) will receive casual/seasonal pay and will also receive GDD pay at the merit rate during regular business hours. During a delayed start because of a Governor's Declared Day (GDD) for the county in which the program employee lives or works, the employee will receive casual/seasonal pay and will also receive GDD pay at the merit rate for only the selected hours of the delay.

How will pensions be affected by working as a program employee?

Full-time merit employees in the Snow & Ice Maintenance Program will have their pension deducted from their paycheck, which will include all earnings. All other program employees will not have a pension deduction.

How are program employees contacted for training/snow duty?

The district who contacts you for snow duty will discuss equipment training (if applicable) with you. If the State experiences a storm event, the district will contact you if that district needs assistance with storm response (These positions are based on operational needs so you may not be contacted for every storm event especially if it's a minor event).

Is there a dress code for performing these duties?

All approved employees are required to wear OSHA-approved footwear that covers their ankles and jeans/workpants (shorts and sweatpants are not approved apparel).