

SNOW AND ICE REMOVAL EMPLOYEE PAY PLAN

Introduction

The goal of the CHO Winter Operations Plan and team is to provide guidance for Airport staff on managing safe and efficient snow removal operations and to ~~compensate~~ **pay** employees during the snow/ice event.

Each snow season has seen improved safety, increased efficiency, and better customer service from CHO to Airport users especially in parking lots.

Since every snowfall is different, specifics will change each time. In an effort to improve on personnel needs and call outs the following procedures will be initiated.

Declaration of a Snow Emergency

There may be times when the accumulation of snow and ice upon the Airport runway, taxiway, roads, and parking lots constitutes a significant danger of the safety and well-being of the customers traveling to the Airport. At that time, a determination will be made by the Airport Deputy Director or his designee in consultation with the Airport Executive Director to declare a "Snow Emergency" for the Airport. The factors that will be taken into consideration for the declaration of a snow emergency are severity of the storm, ice, and forecasted conditions.

When a Snow Emergency is declared snow removal teams (Airside and Landside) shall be ~~compensated~~ **paid** as follows:

*Employees assisting with snow removal shall be paid time and a half (no less than \$25 per hour) for hours worked. Hours worked for snow removal pay shall be determined when the snow emergency is declared and when it ends.

*There may be different times designated as snow emergencies for airside and landside snow removal operations.

*Exempt Employees will ~~have the choice of compensatory time at~~ **be paid an administrative bonus at** their straight rate of pay.

Approved by the Board of Directors
Signature of Board Chairman

Date of Revision