

**DELAWARE DEPARTMENT OF TRANSPORTATION (DELDOT)
SNOW & ICE CONTROL VOLUNTEER PROGRAM – 2015/2016**

Guidelines

- Individuals are required to apply each fiscal year for snow/ice duty regardless of prior participation.
- If you are classified as an “essential” employee or “report when contacted” employee within the Division of Maintenance & Operations (M&O), you should not apply for this volunteer program. Please discuss your potential interest and abilities with your immediate supervisor.
- Based on operational needs, M&O will decide which categories of work will be required.
- Applicants should indicate the preferred district of employment. Based on operational needs and with mutual agreement, M&O may ask the employee to work in a different district.
- Applicants must be available to work during times when State offices are closed due to the bad weather. Additionally, hours of work often include nights, weekends, and holidays.
- Applicants selected for this program will be placed into casual/seasonal positions in M&O’s Business Management Section and will be paid at the appropriate salary noted below. Employees are not eligible for premium pay (example: overtime, stand-by, call back, shift differential, etc.).
- Applicants must have a negative DOT Pre-Employment drug screen on file. If not, one will be scheduled for them.
- Applicants must have attended DelDOT’s Drug and Alcohol training class within the last five years. If they have not, applicants are responsible for scheduling this training on one of the dates listed on the snow volunteer website. Training must be completed prior to December 10, 2015, in order to be accepted into this program.
- All approved snow/ice volunteers will be placed in the Random Drug Testing Program through April 15 (unless they previously volunteered in their merit positions to be included in random testing). Failure to appear for a drug screening is an automatic disqualification from this program.
- For DelDOT applicants, supervisory approval is required. Additionally, any DelDOT employee who has less than “meets expectations” on the most recent performance review or has had disciplinary action in the last two years will not be permitted to participate in this program.
- If the applicant is a retired State employee, you cannot volunteer for this program until you have been separated from State service for a minimum of six months.

Duties

CREW LEADER (\$18.45/hr): This duty provides on-site supervisory assistance including communication with employees and maintenance supervisors and coordination of traffic and route designation.

NON-CDL EQUIPMENT OPERATOR (\$18.45/hr): This duty provides operation of trucks (under 26,000 GVWR) for clearing roads, loaders for material supply, etc.

CDL EQUIPMENT OPERATOR (\$22.60/hr): This duty provides operation of CDL equipment. (NOTE: Employee must have a valid CDL and meet the medical qualifications of the CDL.)

MECHANIC (\$22.60/hr): This duty provides repair to heavy equipment. (NOTE: Employee must have a valid CDL and meet the medical qualifications of the CDL.)