

SNOW & ICE MAINTENANCE

GUIDELINES

- ❖ Individuals are required to apply each fiscal year for snow/ice duty regardless of prior participation.
- ❖ If you are a retired State employee, you cannot apply for this program until you have been separated from State service for a minimum of six months.
- ❖ If you are classified as an “essential” or “report when contacted” employee within the Division of Maintenance and Operations (M&O), you should not apply. Please discuss your potential interest and abilities with your immediate supervisor. **Casual Seasonal employees are not eligible to apply for the program.**
- ❖ As a condition of hire, applicants must successfully complete DelDOT’s Drug and Alcohol training class prior to performing snow and ice control duties. For all applicants, you must have attended DelDOT’s Drug and Alcohol training class **within the last five years**.
- ❖ For DelDOT applicants, supervisory approval is required. Additionally, any DelDOT employee who has less than a “Meets Expectation” on his/her most recent Performance Review or has had a disciplinary action in the last two years will not be permitted to participate in this program.
- ❖ Applicants must be available to work during times when State offices are closed due to inclement weather. Additionally, hours of work often include nights, weekends and holidays.
- ❖ Applicants selected for this program will be placed in a Casual Seasonal position and will be paid at the appropriate salary. Employees of this program are not eligible for premium pay (Example: Overtime, Stand-By, Call Back, Shift Differential, etc.).
- ❖ As per the Federal Motor Carrier Safety Administration (FMCSA), a pre-employment controlled substance test is required if the individual is not covered in DelDOT’s random testing pool for more than 30 days.
- ❖ All approved snow/ice employees will be placed in the Random Drug Screening Program through March 31st (unless previously volunteered in your Merit position to be included in random testing).
- ❖ All approved employees are required to wear OSHA-approved footwear that covers their ankles and jeans/workpants (shorts and sweatpants are not approved apparel).

**Employees must report immediately if called for a random drug screening.
Failure to appear for a drug screening is an automatic disqualification from this program.**