

HAZARDOUS PAY SUPPLEMENT

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

DATE: September 12, 2016

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 are incorporated into the classification pay range, therefore an additional hazard pay supplement is not authorized.
 - Pay for temporary hazardous conditions may be granted for the time authorized employees are performing the activity with the increased risk.
2. There are three levels of hazard pay supplements.
 - 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. **(Level C)**
 - 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. **(Level B)**
 - 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. **(Level A)**
3. To initiate supplemental hazardous pay, division, district or office chiefs must follow the procedures outlined in Safety Standard Operating Procedure, SP 16-3, Hazard Pay Supplements, which can be found on the Safety webpage.
4. All requests for supplemental hazardous pay must be approved by the Agency Director after review by the Agency Safety Manager and the Chief of Employee Services. Final approval of all requests must be obtained from the Director, Department of Administrative Services (DAS).
5. Authorization for hazardous pay supplements may be withdrawn at any time if hazardous conditions change.

