

STATE OF DELAWARE



EXECUTIVE DEPARTMENT DOVER

EXECUTIVE ORDER NUMBER SEVENTY-SEVEN

RE: STATE EMPLOYEE OBLIGATIONS AND COMPENSATION DURING SEVERE WEATHER CONDITIONS AND EMERGENCIES

WHEREAS, while State offices strive to remain open and operational with regularly scheduled hours, severe weather conditions and other emergencies may require modification of the operation and staffing of State agencies based on anticipated or actual conditions to ensure the health, safety and welfare of both citizens and employees; and

WHEREAS, it is imperative that within the Executive Branch there be a uniform policy, with appropriate flexibility, consistent with existing State Merit Rules, on State employee obligations and compensation during extreme weather situations and other emergencies; and

WHEREAS, the State's human resource professionals and Labor Management Committee have recommended a policy that clarifies practices for employee obligations and compensation during severe weather and other emergencies,

NOW, THEREFORE, I, Ruth Ann Minner, by virtue of the authority vested in me as Governor of the State of Delaware, do hereby declare and order the following:

1. The policy entitled "Employee Obligations During Severe Weather Conditions and Emergencies" dated December 19, 2005, and attached hereto as Exhibit A, is adopted as the policy to govern operation of Executive Branch agencies during severe weather conditions and other emergencies that may require changed hours of operation and/or reporting times for affected State employees.


2. The attached policy is applicable to all employees of the Executive Branch of the government of the State of Delaware, except personnel of the Delaware State Police and the Delaware National Guard. The policy is to be followed by all State departments and agencies other than the General Assembly, the judiciary and offices under their respective jurisdictions.
3. Executive Order Number 36, approved by Governor Castle on February 6, 1987 and Executive Order Number 76, approved by Governor Carper on February 4, 2000, are hereby rescinded.
4. The provisions of this policy shall be effective as of December 6, 2005.

Approved and adopted this 3rd day of
January, 2006.




Ruth Ann Minner
Governor

Attest:


Harriet Smith Hindsor
Secretary of State