

INCLEMENT WEATHER POLICY

Weather conditions occasionally create situations that are dangerous to staff and customers or unacceptable according to the sanitary disposal permits issued for facilities owned and operated by the South Central Iowa Solid Waste Agency. At these times, it may be appropriate for one or more Agency facilities to close to the public.

The Director, with input from the site foreman and such other resources as may be needed, has responsibility for determining to close any or all facilities. In the event that one or more facilities will be closed, the Director will give as much advance notice as reasonable given weather conditions.

Continued staff operations during such a closure shall be at the discretion of the Director with input from the site foreman. If the Landfill is closed due to inclement weather after the normal start of the working day:

- Hourly employees will be paid for a minimum of two hours of work if sent home by the Director or Landfill foreman less than two hours after beginning their work day.
- Hourly employees will be paid for time worked if sent home by the Director or Landfill foreman more than two hours after beginning their work day.
- In some situations, the Director or Landfill foreman may deem it appropriate to close the Landfill but have staff continue working. Staff members have the option to leave at the time the Landfill is closed. However, those that choose to leave when others remain shall be paid only for time worked or the two hour minimum, whichever is more. Those staff may choose to accept an abbreviated work week (i.e. be paid for less than 40 hours) or to use vacation time to cover the time not worked.

Inclement weather conditions that may lead to temporary closure to the public include, but are not limited to:

- Wind gusts in excess of 40 miles per hour
- Average wind speeds of 25 miles per hour or greater for one hour – calculated on 10 minute intervals
- Flooding on or near the facility
- Sustained heavy rain or snow that limit visibility and vehicle mobility
- Those identified as dangerous for travel by the Iowa Department of Transportation or National Weather Service

If facilities are to be closed due to inclement weather conditions, major customers and media outlets shall be notified by telephone at the numbers listed on Attachment 1 (Landfill) and Attachment 2 (Transfer Station).

Amended by the Agency this 13th day of September 2006.

Effective upon approval.



Roger Schletzbaum, Chairman