



**MIKE DEWINE**  
GOVERNOR  
STATE OF OHIO

**Executive Order 2025-01D**

Return to Office for State of Ohio Employees

**WHEREAS**, it is the mission of the State of Ohio to effectively, efficiently, and accountably serve its citizens at all times; and

**WHEREAS**, on March 9, 2020, the State of Ohio took swift action to declare an emergency in response to the COVID-19 pandemic, including permitting certain State of Ohio employees to work remotely; and

**WHEREAS**, the majority of State of Ohio employees never worked remotely due to the nature of their positions, including state hospital and direct care employees, correctional and law enforcement officers, and others; and

**WHEREAS**, on June 18, 2021, the state of emergency declared under 2020-01D ended and State of Ohio employees who had been working remotely began performing their duties at a physical office or facility on a full-time or hybrid basis; and

**WHEREAS**, as a result of remote and hybrid work, the State of Ohio saved millions of dollars by reducing leased real estate and maximizing the use of state-owned and managed real property, ensuring that state offices are currently nearly fully occupied; and

**WHEREAS**, it is now in the best interest of the citizens of Ohio for State of Ohio employees to complete a return to a physical office or facility to best serve the public and maximize the use of state-owned assets and facilities.

**NOW THEREFORE**, I, Mike DeWine, Governor of the State of Ohio, by virtue of the authority vested in me by the Constitution and laws of this State, do hereby order and direct the following:

1. State agencies, boards, and commissions under the authority of the Governor (collectively referred to as agency or agencies) shall require all permanent employees to routinely perform their duties in the physical office or facility assigned by their appointing authority, and not routinely from a remote location, no later than March 17, 2025.

2. The Department of Administrative Services (DAS) shall amend applicable policies to reflect the elements of this order and shall include the ability for an appointing authority to grant exceptions they deem necessary. Some examples may include where:
  - a. The appointing authority has deemed it appropriate to exempt certain limited classifications, field workers or agency employees for whom no reasonable in-office employment is possible, or other compelling situations and has certified those requests to the Director of DAS; or
  - b. DAS has or assisted the agency in eliminating all or a portion of the agency's commercial real estate portfolio and new or additional office space would have to be acquired or remodeled at additional cost; or
  - c. Other exceptions as outlined within the revised DAS policy and subject to the approval of the Director of DAS.
  
3. Nothing in this Executive Order shall be construed to impair or otherwise affect the authority granted to the Governor or an Agency by the Ohio Constitution, Ohio Revised Code, or the Ohio Administrative Code. Nothing in this Executive Order shall be construed to abridge any collective bargaining contracts. Nothing in this Executive Order shall impact managerial discretion due to onsite or localized events such as electrical outages, water outages, security events, weather events, etc. Further, this Executive Order does not create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the State, its Agencies or agents, or any other person.

I signed this Executive Order on February 4, 2025, in Columbus, Ohio, and it will expire ten (10) calendar days after my last day as Governor of Ohio unless rescinded before then.



*Mike DeWine*  
Mike DeWine, Governor

ATTEST:

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Frank LaRose, Secretary of State