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City Council Document Tracking Sheet

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Sponsor(s): Emanuel, Rahm (Mayor)

Type: Resolution

Title: Amendment to salary resolution

Committee(s) Assignment: Committee on Workforce Development and Audit

S U B S T I T U T E
R E S O L U T I O N

AMENDMENT TO REGULATIONS GOVERNING THE ADMINISTRATION
OF THE CLASSIFICATION PLAN AND EMPLOYEE BENEFITS
FOR CLASSIFIED POSITIONS

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. Subsection (G)(2) of The Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance ("the Salary Regulations") is hereby amended by deleting the language stricken through and by inserting the language underscored, as follows:

G.   Holidays, Vacations And Sick Leave For Positions In The Classified Service.
(Omitted text is unaffected by this resolution)

(2)   Vacation Leave

Except as otherwise provided in a collective bargaining agreement, vacation leave shall be earned in the following manner:

(a)(1) For the remainder of 2011, ~~Employees~~ employees appointed to city service prior to January 1, 2011 shall be eligible for vacation leave computed on the basis described in this paragraph (a)(4) as of January 1st of each year following the year in which they were employed. ~~Each salaried employee or hourly rate employee with less than six years of service will be granted two calendar weeks and three days (13 working days) vacation leave in each calendar year.~~ Such vacation leave will be computed on the basis of time earned during the prior calendar year. Vacation leave earned will be determined by dividing the number of months worked in the prior calendar year by twelve and then multiplying by the number of yearly vacation leave days based on service. Any fraction will be rounded off to the nearest whole number of days.

(a)(2) Until January 1, 2013, the following provision shall apply to employees hired on or after January 1, 2011: Employees shall be eligible for vacation leave computed on the basis described in paragraph (a)(4) as of January 1st during the calendar year in which they were employed. Such vacation leave will be computed on the basis of time earned during such calendar year. Vacation leave earned will be determined by dividing the number of months worked in such calendar year by twelve and then multiplying by the number of yearly vacation leave days based on service. Any fraction will be rounded off to the nearest whole number of days. Vacation days may be advanced to an employee subject to department head approval as permitted in the Personnel Rules.

(a)(3) On and after January 1, 2013, the following provision shall apply to all employees:

Employees shall be eligible for vacation leave computed on the basis described in paragraph (a)(4) as of January 1st of each year during the year in which they were employed. Such vacation leave will be computed on the basis of time earned during the current calendar year. Vacation leave earned will be determined by dividing the number of months worked in the current calendar year by twelve and then multiplying by the number of yearly vacation days based on service. Any fraction will be rounded off to the nearest whole number of days. Vacation days may be advanced to an employee subject to department head approval as permitted in the Personnel Rules.

(a)(4) Each salaried employee or hourly rate employee with less than six years of service will be granted two calendar weeks and three days (13 working days) vacation leave in each calendar year.

Each salaried employee or hourly rate employee who has served the City for six years or more prior to July 1st shall be granted a vacation of three calendar weeks and three days (18 working days) in each calendar year.

(Omitted text is unaffected by this resolution)

~~Such vacation leave will be computed on the basis of time earned during the prior calendar year. Vacation leave earned will be determined by dividing the number of months worked in the prior calendar year by twelve and then multiplying by the number of yearly vacation leave days based on service. Any fraction will be rounded off to the nearest whole number of days.~~

(b) No employee while on leave of absence or leave without pay status may earn vacation credit except where such leave was adjudged eligible for duty disability. Except as otherwise provided in Subsection (g)(2)(a)(1) for the remainder of 2011, ~~V~~vacation leave will be reduced in proportion to the length of leave (excluding leave of absence for duty disability) during the ~~prior~~ current calendar year. Any month in which the employee worked for at least 50% of the time shall be credited for purposes of computing vacation leave on the basis described in paragraph (a).

(c) ~~Vacation~~ Five days vacation leave may be carried over from the calendar year in which such vacation was due to the next calendar year ~~upon the approval of the department head~~. Carry over vacation leave is to be on file subject to audit by the Budget Director and/or the Commissioner of Human Resources.

(d) In the event an employee has not taken his or her vacation as provided for herein by reason of separation from City service, he or she, or in the event of death the widow or widower or estate, shall be entitled to receive his or her prevailing salary for any such earned, unused vacation Vacation earned and accrued pursuant to Section G(2)(a) and Section G(2)(b) for service ~~in the prior calendar year and not used, and vacation earned and accrued~~ in the current year and any unused vacation leave carried over pursuant to Section (G)(2)(c) shall be paid on a supplemental

payroll as soon as is practicable following the last day worked   The designated payrolls shall be verified by the Commissioner of Human Resources, the Budget Director and be approved by the City Comptroller

(Omitted text is unaffected by this resolution)

(h)(1) Employees appointed to City service on or after January 1, 2011 will earn vacation leave in the manner described in Section (G)(2)(a)(2) and Section (G)(2)(b)

(h)(2) Employees appointed to City service prior to January 1, 2011 will not accrue vacation leave in 2012. Such pre-January 1, 2011 employees will be permitted to carryover from 2011 to 2012 all unused, earned vacation leave granted for 2011 and will be entitled to use in 2012 the full amount of accrued vacation leave earned during 2011 for 2012.

(h)(3) Starting on January 1, 2013, all employees will earn vacation leave in the manner described in Section (G)(2)(a)(3) and Section G(2)(b) and will be permitted to carryover five days of vacation leave pursuant to Section (G)(2)(c).

(i)   Employees appointed to City service prior to January 1, 2011 will receive on January 1, 2013, 13 days of paid leave, termed "employee equalization days." Employee equalization days must be taken on or before December 31, 2014, and are not eligible for carryover into 2015. Employee equalization days shall not constitute "earned vacation" or "final compensation" for purposes of Section 2 of the Illinois Wage Payment and Collection Act, as amended, codified at 820 ILCS 115/2; accordingly, an employee who leaves City service before December 31, 2014 shall not be entitled to compensation in any form for unused employee equalization days.

(Omitted text is unaffected by this resolution)

SECTION 2. This amendatory resolution shall be effective on its passage.

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