

Ordinance No. 15-52

AN ORDINANCE AMENDING THE PERSONNEL RULES AND REGULATIONS (VACATION ACCRUAL LIMIT REVISION – NON-UNION AND NON-SWORN PERSONNEL)

WHEREAS, on November 14, 2006, the City Council adopted the Personnel Rules and Regulations; and

WHEREAS, the City Council wants to amend certain sections of the Personnel Rules and Regulations relating to the revision of vacation accrual limits.

NOW, THEREFORE, BE IT ORDAINED, by the City Council of the City of Rolling Meadows, Illinois, as follows:

SECTION ONE: Section 1.2 of the Personnel Rules and Regulations is hereby amended by adding thereto the following:

Any amendment to these rules and regulations shall not pertain to any employees who are the subject of a pending Petition for Recognition for a collective bargaining unit.

SECTION TWO: Section 14.8 of the City of Rolling Meadows Personnel Rules and Regulations is hereby amended as follows:

A. Elimination of all existing language and charts.

B. Insertion of the following text and chart: Section 14.8 Vacation Accumulation: Effective January 1, 2016 for those non-union and non-sworn employees not covered under a collective bargaining agreement, vacation may be accumulated up to one (1.0) times the employee's annual accrual (rounded to the nearest whole day). The maximum accrual hours cited below includes the current year's vacation. Any vacation days which have accrued in excess of said maximum shall be forfeited without pay.

Years of Completed Service	Vacation Weeks Earned Per Year	Vacation Hours Earned Per Year	Throughout the Anniversary Period- Maximum Accrual Hours*
0-4	2	80	160
5-9	3	120	240
10-14	4	160	320
15+	5	200	400

*This reflects the eligible vacation hours carry over/accrual, plus vacation accrual hours earned during the following year.

This schedule shall apply to those “Tier I” non-union and non-sworn employees (hired prior to November 2, 2010), and for such employees with less than 20 years of service with the City of Rolling Meadows as of January 1, 2016. For those employees with greater than 20 years of service with the City, the following schedule is to be followed:

Years of Completed Service	Vacation Weeks Earned Per Year	Vacation Hours Earned Per Year	Throughout the Anniversary Period- Maximum Accrual Hours*
0-4	2	80	160
5-9	3	120	240
10-14	4	160	320
15-19	5	200	400
20+	6	240	480

*This reflects the eligible vacation hours carry over/accrual, plus vacation accrual hours earned during the following year.

SECTION THREE: A five (5) year transition period shall be allowed in the event that an employee has vacation accruals in excess of this schedule, effective beginning January 1, 2016.

These employees will have the option of a) utilizing excess accrued vacation time over the January 1, 2016 established limit, during the five (5) year transition period, or b) making written request to convert unused accrued vacation time, for any or all hours over the January 1, 2016 established limit, to cash payment, at times and in manners to be

determined by the City Manager and the Finance Director.

A schedule for the required vacation accrual reductions is to be followed herein:

- By December 31, 2017 – 2.5 times the annual vacation accrual limit is reduced to 2.0 times the annual vacation accrual limit.
- By December 31, 2019 – 2.0 times the annual vacation accrual limit is reduced to 1.5 times the annual vacation accrual limit.
- By December 31, 2020 – 1.5 times the annual vacation accrual limit is reduced to 1.0 times the annual vacation accrual limit.

SECTION FOUR: All Ordinances and Resolutions in conflict with the provisions of this Ordinance be and the same are hereby repealed.

SECTION FIVE: This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

SECTION SIX: This Ordinance shall be printed and published in pamphlet form by order of the City Council of the City of Rolling Meadows.

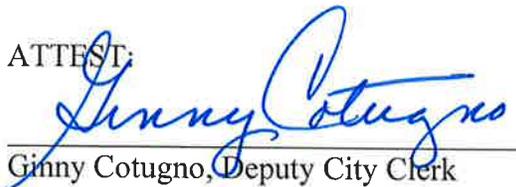
YEAS: Prejna, Majikes, Judd, Banger, D'Astice, Veenbaas

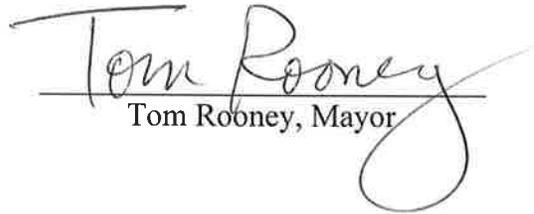
NAYS: Cannon

ABSENT: 0

Passed and approved this 24th day of November 2015.

ATTEST:


Ginny Cotugno, Deputy City Clerk


Tom Rooney, Mayor

