

ORDINANCE NO. 2015

AN ORDINANCE  
AMENDING SECTION 19.6.4 OF  
ARTICLE VI OF CHAPTER 19, ENTITLED PERSONNEL, IN  
CONNECTION WITH THE PROVISIONS OF HOURS OF WORK AND OVERTIME

WHEREAS, on February 8, 2000, the President and Board of Trustees (the "Corporate Authorities") of the Village of Rantoul, Champaign County, Illinois (the "Village") passed and approved Ordinance No. 1715, which adopted a revised Chapter 19, entitled "PERSONNEL" (the "Personnel Chapter") to the Village of Rantoul Code-1977, as supplemented and amended; and

WHEREAS, the Corporate Authorities now desire to further supplement and amend the Personnel Chapter in order to make revisions thereto in connection with the provisions thereof relating to the Hours of Work and Overtime.

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND THE BOARD OF TRUSTEES OF THE VILLAGE OF RANTOUL, ILLINOIS, as follows:

That Section 19.6.4, entitled "Hours of Work and Overtime", of Article VI, entitled "WAGES AND BENEFITS", of Chapter 19, entitled "PERSONNEL", of the Village of Rantoul Code-1977, as supplemented and amended, be and the same is hereby further supplemented and amended to provide as follows:

**Section 19.6.4. Hours of Work and Overtime.**

(a) **Application of Section.** This Section is only intended to serve as a basis for calculating overtime payments for any Full-Time/Hourly Employee, and nothing in this Section shall be construed as a guarantee of hours of work per workday, per workweek or per work schedule or be construed to preclude any restructuring of any such regular workday, workweek or work schedule.

(b) **Workday/Work Schedule.** The regular work schedule for any Full-Time/Hourly Employee shall normally include either: (i) two (2) periods of five (5) continuous days of work and the regular work schedule shall consist of eighty (80) hours per Pay Period; (ii) two (2) periods of four (4) continuous days of work and the regular work schedule shall consist of eighty (80) hours per Pay Period; or (iii) seven (7) alternating days of work and the regular work schedule shall consist of eighty (80) hours per Pay Period.

(c) **Overtime.** Any Full-Time/Hourly Employee shall be paid one and one-half (1½) times his or her regular straight time hourly rate of pay for all hours worked in excess of any such Full-Time/Hourly Employee's regular work schedule. Hours worked shall include any compensated periods. Overtime shall be paid in thirty (30) minute increments.

(d) **Compensatory Time.** Any Full-Time/Hourly Employee may, at his or her option, elect to receive, in lieu of overtime pay, compensatory time equal to one and one-half (1½) times all

overtime hours actually worked as specified in subsection (c) of this Section above, until any such Full-Time/Hourly Employee has accumulated eighty (80) hours of compensatory time. If any such Full-Time/Hourly Employee has accumulated eighty (80) hours of compensatory time, any such Full-Time/Hourly Employee shall be eligible for overtime pay in accordance with subsection (c) of this Section above. Compensatory time may be scheduled in one (1) hour increments upon the prior approval of the Department Head of any such Full-Time/Hourly Employee. Any Full-Time/Hourly Employee shall be paid for all earned but unused compensatory time at his or her then regular straight-time hourly rate of pay as of his or her date of termination.

(e) **Overtime Opportunities.** Any Department Head shall have the right to require overtime or to seek volunteers for the overtime. Any Full-Time/Hourly Employee covered by this Article is expected to report to work in accordance with any instructions from the Department Head of any such Full-Time/Hourly Employee. All overtime shall be authorized in advance by the Department Head of any such Full-Time/Hourly Employee.

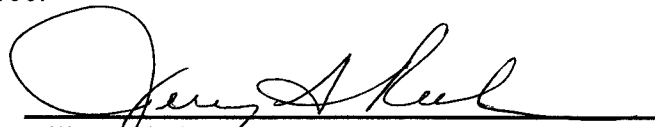
(f) **On Call.** Any Department Head shall have the right to establish a rotating on-call procedure for any Full-Time/Hourly Employee Position within his or her Department. If any such rotating on-call procedure is established, any such Full-Time/Hourly Employee holding a Position so assigned shall be expected to wear a pager/radio at all times designated by his or her Department Head and to remain in the range of such equipment during all hours that any such Full-Time/Hourly Employee is on-call pursuant to such rotating on-call procedure. If any such Full-Time/Hourly Employee fills in for another Full-Time/Hourly Employee on-call, any such Full-Time/Hourly Employee originally scheduled for the on-call, not any substituting such Full-Time/Hourly Employee, shall be paid. The failure of any such Full-Time/Hourly Employee to respond when on-call shall be cause for discipline, up to and including discharge. Any such Full-Time/Hourly Employee on-call shall receive (i) eight (8) hours of pay at his or her regular straight time hourly rate of pay or, at his or her option, eight (8) hours of compensatory time for each weekend period of on-call (Friday afternoon through Monday morning); or (ii) four (4) hours of pay at his or her regular straight-time hourly rate of pay or, at his or her option, four (4) hours of compensatory time for each holiday of on-call (twenty-four (24) hour holiday period). Any such election to receive compensatory time by any such Full-Time/Hourly Employee under this subsection (f) of this Section shall be subject to the provisions of subsection (b) of this Section with respect to restrictions upon accumulation and use.

(g) **No Pyramiding.** Compensation shall not be paid at more than one rate of pay or more than once for the same hours under any provisions of this Article.

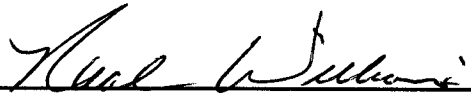
This ordinance is hereby passed, the "ayes" and "nays" being called, by the concurrence of a majority of the members of the Corporate Authorities then holding office at a regular meeting on the date set forth below.

PASSED this 10th day of January, 2006.



  
Village Clerk

**APPROVED** this 10th day of January, 2006.

  
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Village President