

RESOLUTION 2014 - 002

A RESOLUTION AUTHORIZING AMENDING
THE CURRENT VILLAGE OF VERNON HILLS PERSONNEL RULES

WHEREAS, the Village Board has approved amending the Village of Vernon Hills Personnel Rules.

NOW THEREFORE BE IT RESOLVED BY THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS:

That the following changes have been made effective January 1, 2014:

Chapter 8 - Compensation

Section 8.12 Overtime – General

C. Compensatory Time

Added the following sentence “Commanders will be eligible to be awarded straight compensatory time for staff meetings, court time, training, holiday pay and otherwise when appropriate”.

Section 8.17 – Roll Call Credit Time

Deleted the word prorated from the first sentence and added the sentence “The Commander must be employed with the Village on January 1st to be eligible to receive this time credited for the previous year. Roll call credit time earned during the previous year will not be paid unless he/she is employed on January 1st of the next year”.

Section 8.22 – Holiday Compensation

D. Police

Compensation for Community Service Officers was changed to read as follows “In addition, any hours worked on a holiday listed in Section 11.01 above (between 12:01 a.m. and 12:00 midnight on the actual holiday) shall be paid at the rate of time and one-half the employee’s regular hourly rate of pay”. Deleted the following: Any employee whose shift actually begins during the holiday, or who works unscheduled regular or overtime during the holiday will receive 8 hours regular pay, as well as the additional compensation described below: An employee whose scheduled shift begins on a holiday will be paid regular holiday pay (8 hours), as well as 4 “special holiday” hours of pay, when scheduled to work at least 8 hours, and the employee does indeed work at least 8 hours on that holiday. When a shift is scheduled to begin on the holiday, and an employee works less than 8 hours, then the 4 “special holiday” hours will be reduced as follows:

- At least 6, but less than 8 hours worked on a holiday will result in payment of 3 hours of special holiday pay
- At least 4, but less than 6 hours worked on a holiday will result in payment of 2 hours of special holiday pay
- At least 2, but less than 4 hours worked on a holiday will result in payment of 1 hour of special holiday pay.

Also, holiday compensation for the Commander’s now reads as follows: “Holiday compensation for a Commander who works an actual holiday will be entitled to additional compensation if he/she works at least six (6) hours. Deleted text stating only certain holidays would be covered for this compensation.

Chapter 11 - Holidays

Section 11.02 – Floating Holidays

The following text was added to mirror the police contract.

If an employee starts after January 1 they shall receive a prorated portion of floating holidays as follows: employees hired in January shall receive thirty-two (32) hours of floating holidays during the remainder of their first year of employment; employees hired between February 1st and March 31st shall receive twenty-four (24) hours of floating holidays during the remainder of their first year of employment; employees hired

between April 1st through June 30th shall receive sixteen (16) hours of floating holidays during the remainder of their first year of employment; employees hired between July 1st through September 30th shall receive eight (8) hours of floating holidays during the remainder of their first year of employment; and employees hired on or after October 1st shall not receive floating holidays during the remainder of the calendar year of their initial year of employment.

If the **Manager's Discretionary Holiday** is designated a Floating holiday it will be prorated for all employee's hired during that year as follows: employees hired in January shall receive eight (8) hours of floating holiday; employees hired between February 1st and March 31st shall receive six (6) hours of floating holiday; employees hired between April 1st through June 30th shall receive four (4) hours of floating holiday; employees hired between July 1st through September 30th shall receive two (2) hours of floating holiday; and employees hired on or after October 1st shall not receive floating holiday for the Manager's Discretionary holiday. In addition, floating holidays may not be used by an employee until the employee has been employed at least thirty (30) days by the Employer.

Chapter 15 – Employee Benefits Plans

Section 15.04 Continuation of Benefits

B. Continuation of Benefits (Retirees)

After discussion with the Illinois Department of Insurance the following text was added: "Dependents of retirees are eligible for open enrollment rights if he/she was covered on the day immediately preceding the day of retirement. Therefore, the retiree can add or drop dependent coverage at those times. Once a retiree elects to discontinue coverage from the Village plans, he/she is not eligible to return."

Chapter 20 – Prohibitions and Penalties

Section 20.10 Conceal/Carry Policy

Added the following:

Non-sworn employees shall not knowingly keep or carry a loaded or unloaded firearm on or about his or person while performing work for the Village of Vernon Hills or within any vehicle owned and/or operated by or for the Village. Firearms transported to the non-sworn employee's place or work must be secured in a case within the non-sworn employee's locked vehicle or locked container out of plain view within the vehicle in the parking area prior to entering any building or portion of a building under the control of the Village in accordance with the Illinois Compiled Statutes, *Firearm Concealed Carry Act, 430 ILCS 66/65 (a-10) b* which reads as follows:

"Notwithstanding subsections (a), (a-5), and (a-10) of this Section except under paragraph (22) or (23) of subsection (a), any licensee prohibited from carrying a concealed firearm into the parking area of a prohibited location specified in subsection (a), (a-5), or (a-10) of this Section shall be permitted to carry a concealed firearm on or about his or her person within a vehicle into the parking area and may store a firearm or ammunition concealed in a case within a locked vehicle or locked container out of plain view within the vehicle in the parking area. A licensee may carry a concealed firearm in the immediate area surrounding his or her vehicle within a prohibited parking lot area only for the limited purpose of storing or retrieving a firearm within the vehicle's trunk, provided the licensee ensures the concealed firearm is unloaded prior to exiting the vehicle. For purposes of this subsection, "case" includes a glove compartment or console that completely encloses the concealed firearm or ammunition, the trunk of the vehicle, or a firearm carrying box, shipping box, or other container."

Failure to comply with this provision will subject an employee to disciplinary action up to and including termination.

Dated this 21st day of January, 2014

Adopted by roll call vote as follows:

AYES: 4 - Schultz, Williams, Koch, Marquardt

NAYS: 0 - None

ABSENT AND NOT VOTING: 2 – Hebda, Schwartz

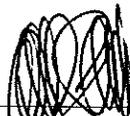


Roger Byrne, Village President

PASSED: 1/21/2014

APPROVED: 1/21/2014

ATTEST: 1/22/2014



Michael Allison, Village Clerk/Manager