



Memorandum of Agreement (MOA)

Compensation Time

This Memorandum of Agreement is entered into on this 1st day of December, between William Rainey Harper College ("College") and Illinois Council of Police (Union)

In mutual agreement, the College and Union have agreed revised language regarding the Details are listed below and are effective as of December 1, 2024.

Current Language

13.3 Overtime

Overtime must be approved in advance by the appropriate supervisor and shall be paid at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for hours actually worked in excess of forty (40) hours per week. Overtime performed by an employee on the seventh regular work day in the employee's workweek shall be compensated at two (2) times the employee's regular hourly rate of pay for hours actually worked. An employee must work the regularly assigned hours during the workweek in order to qualify for the appropriate overtime rate. Assigned hours not worked due to illness, or leave without pay will not apply for purposes of calculating hours worked for overtime compensation. Paid vacation time, personal business leave, work life balance leave, bereavement leave, and holidays shall count as hours worked for overtime calculation purposes.

Overtime shall be compensated as salary paid at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular work day in the employee's workweek) the employee's regular rate of pay, or as compensatory time off earned at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular work day in the employee's workweek) the number of hours worked in excess of forty (40) hours per week. Compensatory time can be accumulated up to eighty (80) hours. While employee's wishes will be considered, the scheduling of compensatory time shall be subject to the needs of and not adversely affect the Department.

It is understood that all staffing decisions (including the assignment of overtime) for the

department are the sole responsibility of the administration. Should the Chief of Police (or designee) decide that the assignment of overtime to unit members for anticipated available hours is required, then assignments will be offered as follows:

There shall be established a seniority list (by classification and shift) for unit members. The most senior person on the list will be offered the overtime. Should the most senior person decline, the overtime will be offered sequentially to the remaining individuals on the list. Should the overtime be declined by all the individuals on the list, the Chief of Police (or designee) shall determine how the overtime is covered.

Assignment of subsequent overtime shall be offered to the member on the list who follows the individual who last accepted an overtime assignment through the seniority list process (excluding assignments made by the Chief of Police (or designee) should overtime be declined by all individuals on the list).

Purposed Language

13.3 Overtime

Overtime must be approved in advance by the appropriate supervisor and shall be paid at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for hours actually worked in excess of forty (40) hours per week. Overtime performed by an employee on the seventh regular work day in the employee's workweek shall be compensated at two (2) times the employee's regular hourly rate of pay for hours actually worked. An employee must work the regularly assigned hours during the workweek in order to qualify for the appropriate overtime rate. Assigned hours not worked due to illness, or leave without pay will not apply for purposes of calculating hours worked for overtime compensation. Paid vacation time, personal business leave, work life balance leave, bereavement leave, and holidays shall count as hours worked for overtime calculation purposes.

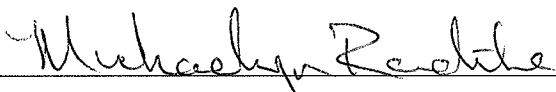
Overtime shall be compensated as salary paid at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular work day in the employee's workweek) the employee's regular rate of pay, or as compensatory time off earned at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular work day in the employee's workweek) the number of hours worked in excess of forty (40) hours per week.

Compensatory time can be accumulated up to one hundred (100) hours. While employee's wishes will be considered, the scheduling of compensatory time shall be subject to the needs of and not adversely affect the Department.

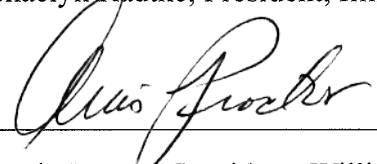
It is understood that all staffing decisions (including the assignment of overtime) for the department are the sole responsibility of the administration. Should the Chief of Police (or designee) decide that the assignment of overtime to unit members for anticipated available hours is required, then assignments will be offered as follows:

There shall be established a seniority list (by classification and shift) for unit members. The most senior person on the list will be offered the overtime. Should the most senior person decline, the overtime will be offered sequentially to the remaining individuals on the list. Should the overtime be declined by all the individuals on the list, the Chief of Police (or designee) shall determine how the overtime is covered.

Assignment of subsequent overtime shall be offered to the member on the list who follows the individual who last accepted an overtime assignment through the seniority list process (excluding assignments made by the Chief of Police (or designee) should overtime be declined by all individuals on the list).



Michaelyn Radtke, President, Illinois Council of Police 12/10/2024
Date



Dr. Avis Proctor, President, William Rainey Harper College 1/8/25
Date