

RESOLUTION

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

WHEREAS, A continuing decrease in revenues will, without further action, cause a deficit in the 2008 Budget, contrary to law; and

WHEREAS, The City Council has determined that additional cost-cutting measures will be required to avoid this deficit; and

WHEREAS, An equitable measure to help reduce this deficit is a limited budget-required furlough for those salaried employees best able to sustain a small reduction in pay; now, therefore,

Be It Resolved by the City Council of the City of Chicago:

SECTION 1. 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") are hereby amended by adding a new subsection G(12) as follows:

G(12) Unpaid Budget-Required Furlough Days in 2008

Due to Budget requirements, each non-represented salaried employee holding a position on July 1, 2008, whose 2008 annual salary is below \$75,000 will be required to take two days of unpaid furlough in 2008, and each non-represented salaried employee holding a position on July 1, 2008, whose 2008 annual salary is \$75,000 or above will be required to take three unpaid furlough days in 2008 as provided herein.

All unpaid furlough days must be taken on or prior to December 31, 2008. Unpaid furlough may not be taken on days designated for celebration of one of the City's holidays. Employees must coordinate their unpaid furlough days with their immediate supervisor(s) and must notify their timekeeper at least five (5) work days in advance of the dates to be taken. Under no circumstances may an employee work for the City on his or her unpaid furlough days.

Employees who use CATA for time and attendance but who are not generally required to swipe in and out must swipe in and out during any week in which their unpaid furlough days are taken. Supervisors are required to monitor the work hours of employees taking unpaid furlough to insure that no employee exceeds forty (40) hours of work during the week a furlough day is taken.

Employees who are required to take unpaid furlough will have their gross pay reduced by approximately 1/261st of their annual salary with respect to each furlough day taken. This is equivalent to one (1) day of work for an employee working five (5) days per week, 52 (fifty-two) weeks per year.

Notwithstanding the provisions of Subsection G(1)(d), an employee will not be denied pay for a holiday because he or she takes an unpaid furlough day on the working day immediately before or after the holiday.

The Budget Director is authorized to issue rules for implementation of the unpaid furlough days.

SECTION 2. This amendatory resolution shall be effective following passage and approval. Subsection G(12) created by this amendatory resolution shall be repealed and expire of its own accord at midnight on December 31, 2008 and shall not, without further action by the City Council, be included in the 2009 Salary Regulations.

Document No. R2008- 919

ADOPTED
by the City Council of the
City of Chicago

Miguel del Valle
City Clerk ✓ JUL 30 2008 City of Chicago

APPROVED

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APPROVED

Mayor Richard M. Daley
7-30-08 Mayor