OVERTIME COMPENSATION FOR POLICE OFFICERS & CARPENTERS UNION POLICY

Policy Number: 4.3004
Subject Area: Personnel
Adopted: 10/23/2023
Revised: 07/28/2025

Kaskaskia College compensates overtime for employee's whose supervisor has granted prior approval in accordance with Illinois Wage Law 820 ILCS 105/4a (1) and the Federal Fair Labor Standards Act of 1938 Section 7 (FLSA). Police Officers and Carpenters Union members shall be paid overtime for any hours over 40, to include paid holidays and paid leave such as campus closure, vacation, sick, and personal. The Illinois Wage Law Act does not require that an employee be paid overtime compensation for hours worked in excess of eight hours per day, or for work on Saturdays, Sundays, or regular days of rest, unless the hours worked for the work week exceed 40 hours. Kaskaskia College's work week begins on Sunday and ends on Saturday.

Overtime compensation will be paid at a rate of not less than one and one-half times the employee's regular hourly rate of pay. Overtime compensation is not applicable to FLSA defined exempt employees such as employees classified in Executive, Administrative, or Professional positions.