

ORDINANCE NUMBER 24 - 28

AN ORDINANCE OF THE VILLAGE OF EAST DUNDEE,
COOK AND KANE COUNTIES, ILLINOIS, AMENDING THE EMPLOYEE
PERSONNEL MANUAL REGARDING HOLIDAYS

WHEREAS, the Village of East Dundee ("Village") is a home rule unit of local government pursuant to Section 6 of Article VII of the Constitution of the State of Illinois, and has the authority to exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the Village desires to maintain policies and procedures by which employees of the Village are employed to ensure that all employees are treated in a manner consistent with all applicable employment laws and regulations and that those policies and procedures are provided to employees in a clear and consistent manner; and

WHEREAS, the President and Board of Trustees of the Village previously adopted a formal policy manual ("Personnel Manual") in order to further the Village's goal as stated herein; and

WHEREAS, the Personnel Manual is adopted by reference in Title III, Administration; Chapter 34, Village Policies; Section 34.20, Personnel Policy of the Village Code; and

WHEREAS, the President and Board of Trustees of the Village of East Dundee have determined that it is in the best interests of the Village that the Personnel Manual be amended pertaining to the Holiday schedule contained in the Personnel Manual, Section 11.1, as follows with additions **bold** and double-underlined and deletions ~~struck through~~:

11.1 Holidays

All employees who have full time employment status shall receive time off and be paid for ~~the following~~ **eleven** holidays **per calendar year at the discretion of the Village Administrator and to be announced by the Village Administrator no later than November 30th of the preceding year**:

~~New Year's Day
Martin Luther King, Jr Day
Veteran's Day
Memorial Day
Thanksgiving Day~~

Day after Thanksgiving
Independence Day
Christmas Eve
Labor Day
Christmas Day

NOW THEREFORE BE IT ORDAINED BY THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF EAST DUNDEE, COOK AND KANE COUNTIES, ILLINOIS, AS FOLLOWS:

SECTION 1: Incorporation. That the recitals above shall be and are hereby incorporated in this Section 1 as if restated herein.

SECTION 2: Amendment to Personnel Manual. The Village Administrator is hereby authorized and directed to undertake any and all actions as may be required to implement this amendment to the Employee Personnel Manual.

SECTION 3: Conflict. In the event there is a conflict between the Employee Personnel Manual and any collective bargaining agreement, personnel services contract or Federal or State law, the terms and conditions of that contract or law shall prevail. In all other cases, the Employee Personnel Manual shall prevail.

SECTION 4: Continuation. That all provisions of the Village Code and Personnel Manual not amended herein shall remain in full force and effect.

SECTION 5: Repeal. All prior ordinances or resolutions related to the employment policies of the Village or inconsistent with the provisions of this ordinance are hereby repealed.

SECTION 6: Effect. That this Ordinance shall be in full force and effect upon its adoption, approval and publication in pamphlet form as provided by law.

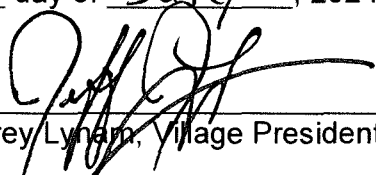
ADOPTED this 15th day of July, 2024 pursuant to a roll call vote as follows:

AYES: Kunze, Mahony, Brittin, Saviano and Sauder

NAYES: Ø


ABSENT: Treiber

APPROVED by me this 15th day of July, 2024.



Jeffrey Lynam, Village President

ATTEST:



Katherine Diehl, Village Clerk

Published in pamphlet form this 16th day of July, 2024, under the authority of the Village President and Board of Trustees.

Recorded in the Village records on July 16, 2024.