

VILLAGE OF HECKER, ILLINOIS
ORDINANCE NO. 25-10

**AN ORDINANCE CREATING CHAPTER 12, EMPLOYEES,
ARTICLE 1-GENERAL REGULATIONS, SECTION 12-1-1,
RETURN TO WORK/LIGHT DUTY POLICY,
FOR THE VILLAGE OF HECKER, MONROE AND ST. CLAIR COUNTIES,
ILLINOIS.**

WHEREAS, the Illinois Municipal League Risk Management Association (IMLRMA) will be requiring existing members to adopt a "Return To Work/Light Duty Policy" (RTW) to maintain their respective membership with the organization; and

WHEREAS, IMLRMA has required new members to adopt this policy prior to joining the IMLRMA group; and

WHEREAS, the Village is committed to providing a safe work environment to its employees who have sustained a work-related injury, verified by a physician, the possibility of returning to work on a limited basis that is authorized by a medical provider and the availability of work-related tasks by their respective department head; and

WHEREAS, if work is available for the injured employee and the physical requirements of such work do not pose a risk of violating any medical restrictions, the employee will be required to perform the alternate job assignment; and

WHEREAS, a suggested RTW plan will be developed by the Department Head/Supervisor that outlines the tasks to be performed, hours of work, with a length of assignment not to exceed more than two-weeks initially and upon conclusion a written report that summarizes the tasks completed along with a recommendation to continue or not-continue the RTW duties; and

WHEREAS, the Village Clerk will be the primary coordinator for employees to work with in conjunction with their respective department heads to assure compliance and proper utilization of the RTW program; and

WHEREAS, the Village Clerk will forward the request for RTW to the Village President and Board of Trustees for due consideration before the employee is allowed to officially RTW; and

WHEREAS, every effort will be made to ensure that an injured employee has received quality medical attention and is returned to the workplace as soon as they are possibly able. To this end, the Village will have a physician who has been designated to care for any medically related issue that may come into question or potential concern.

NOW, THEREFORE, BE IT ORDAINED BY THE VILLAGE PRESIDENT AND THE BOARD OF TRUSTEES OF THE VILLAGE OF HECKER, MONROE AND ST. CLAIR COUNTIES, ILLINOIS, THAT:

SECTION 1: That Chapter 12, Employees, Article 1-General Regulations, Section 12-1-1, Return to Work/Light Duty Policy, is hereby created.

SECTION 2: Severability of Provisions. Each section, paragraph, sentence, clause and provision of this Ordinance is severable, and if any provisions are held unconstitutional or invalid for any reason, such decision shall not affect the remainder of the Ordinance, nor any part thereof, other than that part affected by such decision.

SECTION 3: Conflicting Ordinances. Any conflicting ordinances, code provisions or pertinent portions thereof in effect at the time of this ordinance takes effect are hereby repealed.

SECTION 4: Effective. This Ordinance shall be in full force and effect from and after its passage, approval, and publication in pamphlet form as provided by law.

SECTION 5: Passed this 9th day of September, 2025 by the Board of Trustees of the Village of Hecker, Monroe and St. Clair Counties, Illinois, and deposited and filed in the office of the Village Clerk in said Village on that date.


Annette Schreder, Village Clerk

	AYE	NAY	ABSENT
Arnie Eckart	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rich Happel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deanna Louveau	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Mueth	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Douglas Van Buren	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gary Wittenauer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Approved by the Village President of the Village of Hecker, Monroe and St. Clair Counties, Illinois, this 9th day of September, 2025.


Aaron Eckart, Village President

ATTEST:

Annette Schreder
Annette Schreder, Village Clerk

(SEAL)





Col. Frederick Hecker

Village of Hecker

Administrative Offices • 151 West Monroe • Hecker, IL 62248-0176

The Village of Hecker is committed to providing a safe work environment for its employees. It is the intention of the Village of Hecker to provide employees who have sustained work-related injuries with the opportunity to return to or remain on the municipality's payroll during periods of partial incapacity resulting from these injuries. Every effort will be made to ensure that employees receive quality medical care and are returned to the work environment as soon as they are physically able.

Employees who may work in a limited capacity, but who are temporarily not capable of performing the full scope of their regular job duties, may receive a temporary job assignment through the Village of Hecker's Return-To-Work Program.

Job assignments will be based on specific medical restrictions provided by licensed physicians. If work is available for the injured employee and the physical requirements of such work do not violate any medical restrictions, the employee will be required to perform the alternate job assignment.

The Village of Hecker's Return-To-Work Program will be coordinated by Charles Kujawski, Superintendent of Public Works. Charles Kujawski may be reached by phone at 618-473-2300 x12 or by email at ckujawski@hecker.illinois.gov. Charles Kujawski is responsible for ensuring that the Village of Hecker's Return-To-Work Program is being fully utilized and followed.

Every effort will be made to ensure that an injured employee has received quality medical care and is returned to the work environment as soon as they are physically able. The employee shall use a physician of their discretion. The employee's chosen physician shall provide the employee with all applicable restriction and release documentation.