

VILLAGE OF BANNOCKBURN

ORDINANCE NO. 2023-17

AN ORDINANCE AMENDING ARTICLE XI OF CHAPTER 20 OF THE VILLAGE
CODE REGARDING PAID LEAVES OF ABSENCE OF VILLAGE EMPLOYEES

Adopted by the
President and Board of Trustees
of
the Village of Bannockburn
Lake County, Illinois
on this 11th day of December, 2023

Published in pamphlet form by direction
and authority of the Village of Bannockburn
Lake County, Illinois
this 12th day of December, 2023

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ORDINANCE NO. 2023-17

AN ORDINANCE AMENDING ARTICLE XI OF CHAPTER 20 OF THE VILLAGE CODE REGARDING PAID LEAVES OF ABSENCE OF VILLAGE EMPLOYEES

WHEREAS, the Village of Bannockburn (the "**Village**") is an Illinois home rule municipality operating under Article VII, Section 6 of the Illinois Constitution and the Illinois Municipal Code, 65 ILCS 5; and

WHEREAS, pursuant to Section 10-4-1 of the Illinois Municipal Code, the Village has the authority to provide by ordinance appropriate terms and conditions relating to Village employees; and

WHEREAS, Article XI of Chapter 20 of the Bannockburn Village Code (the "**Village Code**") sets forth various conditions and provisions relating to work periods of employees of the Village; and

WHEREAS, in addition, the Village has developed and approved a "Village of Bannockburn Personnel Policy Manual" (the "**Personnel Manual**"), which Personnel Manual has been amended from time-to-time; and

WHEREAS, the Personnel Manual sets forth various terms and policies regarding leaves of absence for Village employees; and

WHEREAS, consistent with Section 15(p) of P.A. 102-1143, the Village has authority to establish requirements for employers to provide paid leave to their employees, including paid sick leave; and

WHEREAS, the President and Board of Trustees of the Village (the "**Village Board**") have determined that it will serve and be in the best interests of the Village and its residents to amend Article XI of Chapter 20 of the Village Code to establish minimum requirements for paid leave of Village employees pursuant to the Village's authority under P.A. 102-1143; and

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Bannockburn, County of Lake, State of Illinois, as follows:

SECTION ONE. Recitals. The foregoing recitals are incorporated into and made a part of this Ordinance by reference.

SECTION TWO. Amendment to Article XI of Chapter 20 of the Village Code. Article XI, entitled "Staff Work Periods," of Chapter 20, entitled Chapter 2.08, entitled "Departments, Officials and Employees," of the Village Code is hereby amended by adding a new Section 20-45a, to be entitled "Minimum Paid Time Off," which new Section 20-45a shall hereafter be and read as follows:

20-45a Minimum Paid Time Off.

The Village shall hereby provide every employee (whether full-time, part-time, or seasonal) not less than two (2) hours of paid time off annually. To the extent that the Village establishes from time-to-time personnel policies extending a greater amount of paid leave, the amount of paid leave set forth in such policies shall apply to employees in accordance with the conditions and limitations of such policies. To the extent that a collective bargaining agreement sets forth standards different than the personnel policies established by the Village, the terms of the collective bargaining agreement shall control to the extent permitted by law. Any paid time off shall be administered in accordance with the conditions and limitations of such personnel policies or (where applicable) collective bargaining agreements.

SECTION THREE. Effective Date. This Ordinance shall be in full force and effect upon its passage, approval, and publication in the manner provided by law.

PASSED THIS 11th day of December, 2023.

AYES: Four (4) Boyle, Herrmann, Korar, Rothing

NAYS: None (0)

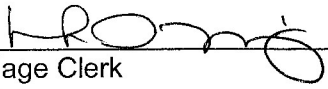
ABSENT: Three (3) Cox, Martin, Turner

APPROVED THIS 11th day of December, 2023.




Village President

ATTEST:


Village Clerk

