

ORDINANCE NO. **21-2379**

AN ORDINANCE OF THE VILLAGE OF WESTCHESTER, COOK COUNTY, ILLINOIS
AMENDING SECTION 5.5 "SICK LEAVE" OF THE VILLAGE OF WESTCHESTER
PERSONNEL POLICY MANUAL

PASSED AND APPROVED BY THE
PRESIDENT AND BOARD OF TRUSTEES
THIS 23rd DAY OF FEBRUARY 2021

Published in pamphlet form by
Authority of the Corporate
Authorities of Westchester, Illinois
the 23rd day of February 2021

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AN ORDINANCE OF THE VILLAGE OF WESTCHESTER, COOK COUNTY, ILLINOIS AMENDING SECTION 5.5 “SICK LEAVE” OF THE VILLAGE OF WESTCHESTER PERSONNEL POLICY MANUAL

WHEREAS, the Village of Westchester, Cook County, Illinois (the “*Village*”) is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois and under the provisions of the Illinois Municipal Code, as from time to time supplemented and amended; and

WHEREAS, the Village has previously adopted a Village of Westchester Personnel Policy Manual (the “*Manual*”) related to employees of the Village of Westchester; and

WHEREAS, the Village desires to amend the Manual regarding sick leave accrual; and

WHEREAS, the Corporate Authorities deem it advisable and in the best interest of the health, safety and welfare of the residents of the Village to amend the Manual related to sick leave accrual.

NOW, THEREFORE, BE IT ORDAINED by the Village President and Board of Trustees of the Village of Westchester, Cook County, Illinois as follows:

Section 1: The above recitals and legislative findings are found to be true and correct and are hereby incorporated herein and made a part hereof, as if fully set forth in their entirety.

Section 2: Section 5-5 “Sick Leave” of Article 5 “Employee Benefits” of the Village of Westchester Personnel Policy Manual is hereby amended by deleting the stricken language and adding the underline language to read, as follows:

5-5. Sick Leave

Sick Leave Accrual

Employees hired prior to January 1, 2006 shall be eligible to receive the benefits provided for by the employee disability policy. The policy provides the following benefits:	Maximum Number of Weeks at Full Pay	Maximum Number of Weeks at Half Pay (After Full Pay is Exhausted)
Completed Years of Service		
Less than 1 year	1	0
1 year but under 2	2	2
2 years but under 3	3	3
3 years but under 4	4	4
4 years but under 5	5	5
5 years but under 6	6	6
6 years but under 7	7	7
7 years but under 8	8	8
8 years but under 9	9	9
9 years but under 10	10	10
10 years and over	12 plus one week for each year over 10, up to 20 weeks	12 plus one week for each year over 10, up to 20 weeks

~~Employees that use no sick leave in a calendar year shall receive three days pay. Employees that take sick leave shall be eligible for an incentive equal to half of the remaining sick days in any given year. Firefighters that use no sick leave shall be eligible for 24 hours of pay. Firefighters that use 24 hours of sick leave shall be eligible for 12 hours pay. All payments shall be made in January.~~

Employees ~~hired after January 1, 2006~~ shall be entitled to a maximum of 96 hours of sick leave per calendar year. Employees shall accrue 8 hours of sick time for each month of service. Paid sick days may be accumulated from year to year and may accrue up to 480 hours of sick time or 12 weeks that may be used. They may be able to accrue more but not use sick hours for paid time off but they may be used at the time of retirement for service credit hours with IMRF. Employees who leave employment for any cause shall not receive any compensation for accrued sick time.

~~Employees that use no sick leave in a calendar year shall receive three days pay. An employee who uses less than four sick days in a calendar year shall receive two days of pay. All payments shall be made in January.~~

Section 3: If any section, paragraph, clause or provision of this Ordinance shall be held invalid, the invalidity thereof shall not affect any other provision of this Ordinance.

Section 4: All ordinances, resolutions, motions or orders in conflict with this Ordinance are hereby repealed to the extent of such conflict.

Section 5: The Village Clerk is hereby authorized and directed to publish this Ordinance in pamphlet form and this Ordinance shall be in full force and effect immediately after its adoption, approval and publication to ensure the public health, safety and welfare of the residents of the Village.

(Intentionally left blank)

ADOPTED this 23rd day of February 2021, pursuant to a roll call vote as follows:

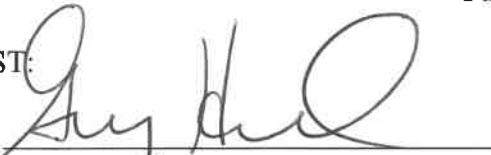
Angelo A. Calcagno	<u>Absent</u>	Robert Morales	<u>AYE</u>
Cathy Kuratko	<u>AYE</u>	Frank Perry	<u>AYE</u>
Tracy Hart Markey	<u>AYE</u>	Nick Steker	<u>Absent</u>

President Gattuso Nay

APPROVED this 23rd day of February, 2021.


Paul Gattuso, Village President

ATTEST:


Stanley V. Kolodziej, Village Clerk
Greg Hrbal, Deputy Village Clerk