

ORDINANCE NUMBER 08 - 27

ORDINANCE AMENDING TITLE III, ADMINISTRATION, CHAPTER 34, VILLAGE POLICIES, SECTION 34.20, PERSONNEL POLICY, ADDING SICK LEAVE DONATION POLICY

WHEREAS, the Village of East Dundee is a home rule unit of local government under and pursuant to Section 6 of Article VII of the Constitution of the State of Illinois, has the authority to exercise any power and perform any function pertaining to its government and affairs, including but not limited to the power to regulate for the protection of the public health, safety, morals, and welfare; and

WHEREAS, the President and Board of Trustees of the Village of East Dundee having determined that it is in the best interests of the health, safety and welfare of the residents of the Village of East Dundee that **Title III, Administration, Chapter 34, Village Policies, Section 34.20**, personnel policy be amended to add sick leave donation policy.

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

Section One. That **Title III, Village Administration, Chapter 34, Village Policies, Section 34.20**, personnel policy, adding sick leave donation policy as follows:

§ 34.20 Sick Leave Donation Policy

In the event of a serious illness of any employee who has exhausted their sick leave, and other periods of time-off with pay, employees may donate specific amounts of their sick leave, compensatory time, personal time or vacation time, not to exceed, in an aggregate, forty (40) hours per employee annually to a particular employee, for the purpose of allowing an employee to have access to paid sick leave, even though the recipient employee had depleted their own sick leave.

1. An employee must complete the Family Medical Leave Request form, including the Certification of Health Care Provider, prior to receiving any donation of time.
2. An employee receiving a donation must first have used all of their accrued sick, vacation time, personal time, and compensatory time (collectively known as earned time off). However, all donated time can be used only as sick time for the employee in need.
3. Both the donating employee and the recipient employee must be full-time employees, and have completed their probationary period.

4. Time donated will be counted on an hour for hour basis. For example, an employee receiving an hour of sick time from a supervisor will receive one hour of sick time regardless of hourly rate differential.
5. An employee donating time must retain not less than 40 hours of their own sick time following the donation of the hours.
6. Once the donation has been made, all donated time is the property of the receiving employee. Unused time may not be transferred back, and any unused time shall expire with the need for which it was donated.

Section Two. Severability. If any section, paragraph or provision of this ordinance shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this ordinance.

Section Three. Repeal. All ordinances, resolutions, motions or parts thereof in conflict herewith shall be and the same are hereby repealed.

Section Four. Publication. This ordinance shall be in full force and effect forthwith upon its adoption, approval and publication in pamphlet form as provided by law.

Adopted this 16th day of June, 2008, pursuant to a roll call vote as follows:

AYES: Ruffalo, Gorman, Carlini, Lynam, Cichowski,
Mahony, Pres. O'Leary

NAYES: _____

ABSENT: _____

Approved by me this 16th day of June, 2008.

Daniel O'Leary
 DANIEL O'LEARY, President

Published in pamphlet form this 18th day of June, 2008, under the authority of the President and Board of Trustees.

ATTEST:

Susan Norton
 SUSAN NORTON, Village Clerk

Recorded in the Village Records on June 18, 2008.

