

Ordinance No. 17-53

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

WHEREAS, the Village of East Dundee, Cook and Kane Counties, Illinois (the “*Village*”) is a duly organized and validly existing home-rule municipality and pursuant to Section 6(a) 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 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 believe it is in the best interests of the Village to adopt a formal policy manual in order to further the Village’s goal as stated herein.

WHEREAS, the President and Board of Trustees of the Village of East Dundee having determined that it is in the best interests of the Village that Title III, Administration; Chapter 34, Village Policies; Section 34.20, personnel policy be amended to amend the Holidays contained in the Employee Personnel Manual, Section 5.1. by replacing Martin Luther King Jr. Day with Christmas Eve as follows:

5.1 Holidays

All employees who have full time employment status shall receive time off and be paid for the following holidays:

New Years Day
Good Friday
Memorial Day
Independence Day
Veteran's Day

Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
Labor Day
3 Personal Day

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of East Dundee, Kane and Cook Counties, Illinois, as follows:

Section 1. 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 2. 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 3. 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 4. This Ordinance shall be in full force and effect from and after its passage, approval, and publication as provided by law.

PASSED this 20th day of Nov, 2017, pursuant to a roll call vote as follows:

AYES: Trustees Lynam, Selep, Wood, Hall and Andresen

NAYS: \emptyset

ABSENT: Trustee Mahony

APPROVED this 20th day of Nov, 2017.



Lael Miller, Village President

Attest: Katherine Holt
Katherine Holt, Village Clerk