

ORDINANCE NO. 827
AN ORDINANCE ADOPTING VILLAGE OF BELLEVUE PAID LEAVE POLICY
VILLAGE OF BELLEVUE, ILLINOIS

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the Village of Bellevue ("City") is a non-home rule Illinois municipality; and

WHEREAS, the Village recognizes the importance of paid leave and desires reasonable paid leave benefits to all of its employees.

NOW, THEREFORE, be it ordained, by the Village Board of the Village of Bellevue as follows:

Section 1. Recitals. The preliminary paragraphs set forth above are incorporated herein as part of this Ordinance.

Section 2. Paid Leave Policy. The Village of Bellevue hereby adopts the Paid Leave Policy attached hereto.

Section 3. Effective Date. This Ordinance shall be in full force and effect after its passage and approval, and publication according to law.

Section 4. Severability. In the event that any section, clause, provision, or part of this Ordinance/Resolution shall be found and determined to be invalid by a court of competent jurisdiction, all valid parts that are severable from the invalid parts shall remain in full force and effect.

PASSED AND APPROVED THIS 28 DAY OF November, 2023.

AYES: 6

NAYS: 0

ABSENT: 0

VILLAGE OF BELLEVUE, ILLINOIS

By Larry D. Merriman
Larry D. Merriman, President

ATTESTED and RECORDED and published
in pamphlet form this 28 day of November, 2023.

Susan Pesch
Susan Pesch, Village Clerk

VILLAGE OF BELLEVUE, ILLINOIS PAID LEAVE POLICY

Section 1: Paid Leave Time ("PLT")

PLT encompasses all forms of paid time off including but not limited to the following:

1. Vacation time
2. Sick time
3. Bereavement time
4. Personal time

Except as provided in Section 2, below, every employee of the Village of Bellevue (the "Village") shall accrue thirty-two (32) hours of PLT on the employee's date of hire and the anniversaries thereof. Notwithstanding the fact that the employee accrues thirty-two hours of PLT on the employee's date of hire, employee shall not be entitled to use any PLT until 90 days following commencement of their employment.

PLT accrued each year must be used during the same year PLT not used in a given year (calculated based on anniversary of hire date) is forfeited and lost.

PLT must be taken in multiples of 4 hours (a half day).

PLT taken on a non-emergency basis (*e.g.*, not for sickness or bereavement) must be approved in advance by the President at least five (5) business days prior to the start of the leave.

Upon termination, resignation, retirement, or other separation from employment with the Village, the employee shall not be entitled to financial or other reimbursement for unused PTO accrued under this Section.

Section 2: Contract Employees

Employees that have entered into employment contracts with the Village, i.e., employees that are not employed "at-will," are not subject to Section 1, above, and instead are subject to the express terms of the employment contracts entered into between the employee and the Village, unless such employment contract does not provide at least thirty-two hours of PLT.