

ORDINANCE 12-18-2023B
AMENDING CHAPTERS 302, 305 & 312 OF THE EMPLOYEE MANUAL

WHEREAS, the City of Mendota, LaSalle County, Illinois has an Employee Manual; and

WHEREAS, changes are necessary from time to time; and

WHEREAS, the City Council has determined it to be necessary to modify certain sections of the manual.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Mendota as follows:

SECTION 1.

302 Vacation Benefits shall be amended and the following will replace the first 4 paragraphs:

“Vacation time off with pay is available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Employees in the following employment classification(s) are eligible to earn and use vacation time as described in this policy:

- * Regular non-union full-time employees

The amount of paid vacation time employees receive each year increases with the length of their employment as shown in the following schedule:

- * After 1 year of eligible service the employee is entitled to 10 vacation days each year.
- * After 5 years of eligible service the employee is entitled to 16 vacation days each year.
- * After 8 years of eligible service the employee is entitled to 17 vacation days each year.
- * After 11 years of eligible service the employee is entitled to 18 vacation days each year.
- * After 14 years of eligible service the employee is entitled to 19 vacation days each year.
- * After 16 years of eligible service the employee is entitled to 20 vacation days each year.”

SECTION 2.

305 Sick Leave Benefits shall be amended and the following will replace the first 2 paragraphs and the first sentence of the 3rd paragraph to read:

“The City provides paid sick leave benefits to all eligible employees for periods of temporary absence due to illnesses or injuries. Eligible employee classification(s):

- * Regular non-union full-time employees

Eligible employees will accrue sick leave benefits at the rate of 12 days per year.”

SECTION 3.

312 Health Insurance shall be amended and the following will replace the first 2 paragraphs:

“The City's health insurance plan provides employees and their dependents access to medical insurance benefits. Employees in the following employment classifications are eligible to participate in the health insurance plan:

* Regular non-union full-time employees”

The following paragraph will be added after the replaced paragraphs, making it the 3rd paragraph.

“Regular non-union full-time single employees shall have 100% of the premium paid by the City. Regular non-union full-time employees in the employee plus spouse, employee plus children or employee plus family categories shall pay 10% of the difference between their premium and the premium for a single employee.”

SECTION 4.

All other Ordinances and parts thereof, in conflict with the provisions of this Ordinance, are hereby repealed insofar as they conflict with the provisions of this Ordinance.

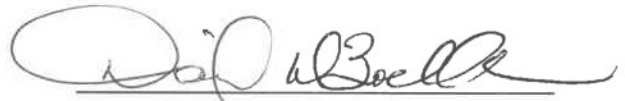
Presented, passed and adopted at the regular meeting of the City Council of the City of Mendota, LaSalle County, Illinois held on the 18th day of December, 2023.

AYES: 7

NAYS: 0

ABSENT: 0

ABSTAIN: 1



David W. Boelk, Mayor

ATTEST:



Emily J. McConville, City Clerk