



## Legislation Text

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**File #:** ORD18-1493, **Version:** 1

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An Ordinance Amending Chapter 37 of the Village Code of Ordinances (Employee Benefits and Policies)

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WHEREAS, the Village of Romeoville has recently adopted Ordinance 18-1483, the provisions of which create and adopt an updated version of the Village Employee Handbook; and

WHEREAS, current review of the Employee Handbook adopted by Ordinance 18-1483 indicates the need for certain technical revisions to the provisions of the Employee Handbook included as Appendix to Chapter 37 of the Village Code of Ordinances, and specifically to the appeal hearing process available to terminated employees before the Village Board of Trustees; and

NOW THEREFORE BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES FOR THE VILLAGE OF ROMEOVILLE, WILL COUNTY, ILLINOIS; THAT:

SECTION 1: RECITALS. The foregoing recitals are hereby incorporated into this Ordinance as if fully set forth herein.

SECTION 2: AMENDMENT TO CHAPTER 37 OF THE VILLAGE CODE OF ORDINANCES. Those provisions of all heretofore adopted Village Ordinances codified as and for Chapter 37-Appendix A-Employee Handbook of the Village Code of Ordinances are hereby amended by the addition of the following text, which text shall hereinafter be codified as and for a new Section 10.3 of the aforesaid Employee Handbook, and which shall replace the text set forth at Section 10.3 of the Employee Handbook as originally adopted by Ordinance No. 18-1483.

### 10.3 Appeal of Termination

An employee terminated has the right to appeal to the Village Board of Trustees within 15 days of the termination. The employee needs to contact the Village Manager or designee within three business days of the Village's termination of the employee to set up the hearing. If the employee does not so contact the Village Manager or designee, the termination shall be final and no appeal shall be conducted. The appeal shall be heard before the Village Board in convened in Executive Session in accordance with the pertinent provisions of the Open Meetings Act. Attendance at the hearing shall be limited to the employee, the Village President and Board of Trustees, the Village Clerk and/or Village Deputy Clerk, the Village Manager or his designee, and other Village staff or consultants as designated by the Village Manager. The scope of matters permitted to be addressed in the appeal shall be limited to the merits of the termination of the employee and the reasons for the termination asserted by the Village.

SECTION 3: SEVERABILITY. That the various provisions of this Ordinance are to be considered severable and if any part or portion of this Ordinance shall be held invalid by any Court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this Ordinance.

SECTION 4: CONFLICTS. All prior Ordinances and Resolutions, or parts thereof in conflict or inconsistent with this Ordinance are hereby expressly repealed only to the extent of such conflict or inconsistency.

SECTION 5: EFFECTIVE DATE. This Ordinance shall be in full force and effect from and after its passage, approval and publication in pamphlet form as provided by law, subject to final Village Manager and Village Attorney review and approval.

