



## Legislation Text

---

**File #:** ORD19-1592, **Version:** 1

---

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

WHEREAS, the Village of Romeoville has heretofore adopted ordinances creating and adopting the Village Employee Handbook, codified as Appendix A to Chapter 37 of the Village Code of Ordinances; and

WHEREAS, current review of the provisions of the Employee Handbook included as Appendix to Chapter 37 of the Village Code of Ordinances indicates that certain revisions thereto are appropriate in order to reflect the substance of the recently adopted amendments to the Equal Pay Act of 2003, 820 ILCS 112/1 et. seq.; 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 3.16 of the aforesaid Employee Handbook:

3.16 In accordance with the Equal Pay Act of 2003 as amended, 820 ILCS 112/1 et. seq., nothing in this policy manual shall be deemed to limit or restrict an employee from disclosing or communicating information about that employee's wages, salary, benefits or other compensation, and the Village shall not require any employee or prospective employee as a term or condition of employment to waive or relinquish the ability to disclose or communicate information about that employee's wages, salary, benefits or other compensation.

SECTION 3: 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 4.4 of the aforesaid Employee Handbook, replacing the presently existing Section 4.4 thereof:

4.4 The Human Resources Manager will be responsible for securing applicants through appropriate resources. The Human Resources Manager and relevant department head will screen applicants and select those applicants deemed to be best qualified for the position to be interviewed. In accordance with the Equal Pay Act of 2003 as amended, 820 ILCS 112/1 et. seq., the Village shall not request, require or use current or historical

information pertaining to the salary, compensation wages or benefits of any applicant for employment with the Village in any way or for any purpose in connection with evaluating or interviewing any such applicant for employment with the Village, nor shall the Village consider or rely on any unprompted or voluntary disclosure of such information provided by any applicant for employment with the Village or make the disclosure or provision of such information a term or condition of the employment of any applicant.

**SECTION 4:** 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 text attached hereto and incorporated herein by reference as Exhibit A, which text shall be codified as and for a new Exhibit A to the said Appendix A-Employee Handbook of the Village Code of Ordinances, and which shall substitute for and replace the heretofore existing text thereof.

**SECTION 5:** 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 text attached hereto and incorporated herein by reference as Exhibit B, which text shall be codified as and for a new Exhibit B to the said Appendix A-Employee Handbook of the Village Code of Ordinances.

**SECTION 6:** 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 7:** 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 8:** 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.