

AN ORDINANCE AMENDING THE VILLAGE OF MACKINAW MUNICIPAL CODE, SAID MUNICIPAL CODE BEING ORDINANCE 513, TO PROVIDE AMENDMENTS RELATING TO PERSONNEL POLICY

WHEREAS, the Village of Mackinaw, hereinafter "Village", is an Illinois municipal corporation organized under and pursuant to the law of the State of Illinois; and

WHEREAS, the Village employs a work force of approximately 9 full-time employees who are also members of the Illinois Municipal Retirement Fund; and

WHEREAS, the Village desires to continually implement a benefits and compensation package to reward dedicated service of its employees to the Village; and

WHEREAS, the Village desires to provide an early retirement incentive package to reward those individuals with substantial longevity in employment and commitment to the Village.

BE IT ORDAINED by the President and the Board of Trustees of the Village of Mackinaw, Tazewell County, as follows:

SECTION 1: Chapter 33 of the Village Code of the Village of Mackinaw is hereby amended by inserting a new Section 33.24 which shall be as follows:

SECTION 33.24: EARLY RETIREMENT POLICY

- (A) Each Eligible Employees of the Village of Mackinaw may, at his or her discretion, elect to participate in the Village of Mackinaw's Early Retirement Program, which shall be administered according to the terms of this section.
- (B) For the purposes of this section, an individual shall be an "Eligible Employee" if that individual:
 - a. Is a full-time employee of the Village of Mackinaw; and
 - b. Is a participant in the Illinois Municipal Retirement Fund; and
 - c. Is age 55 or older; and
 - d. Has accumulated 25 years or more of service to the Village.
- (C) Any eligible employee of the Village of Mackinaw may at his or her discretion elect to participate in the Early Retirement Program. Participation in the program shall be for one full Village fiscal year. To elect to participate, an eligible employee shall provide to the Village of Mackinaw (1) a written letter of intent to participate in the Early Retirement Program which specifies the fiscal year in which the employee elects to participate in the Early Retirement Program, and (2) a written and notarized irrevocable letter of resignation effective on the last day of the fiscal year in which the employee elects to participate in the Early Retirement Program.
- (D) An eligible employee who elects to participate in the Village's early retirement program shall receive a one-time increase in salary of \$5,000.00 for the fiscal year in which the employee elects to participate in the Early Retirement Program. The one-time salary increase shall be included on a pro rata basis in the eligible employee's regular paycheck. This one-time salary

bonus shall be in addition to and not in lieu of any standard annual raise offered by the Village to its full-time employees.

- (E) The Village of Mackinaw shall not take adverse employment action against an eligible employee by reason of the eligible employee's participation in the Early Retirement Program. The foregoing notwithstanding, nothing in this Section is intended or should be construed as an agreement and/or a contract, express or implied. It is expressly understood that the employee and the Village are free to terminate the at-will employment relationship at any time.
- (F) In the event the eligible employee's employment with the Village ends prior to the effective date of the eligible employee's letter of resignation, the employee shall be entitled to a pro-rata portion of the benefits described in Paragraph (D) of this Section.

SECTION 2: Chapter 33 of the Village Code of the Village of Mackinaw is hereby amended by inserting a new Section 33.25 which shall be as follows:

SECTION 33.25: SALARY INCREASE FOR WATER AND SEWER LICENSES

- (A) Any full-time employee of the Village of Mackinaw who receives a water operator's license from the State of Illinois Environmental Protection Agency during his or her employment with the Village shall receive a pay increase of 50¢ per hour per each class of license awarded.
- (B) Any full-time employee of the Village of Mackinaw who receives a wastewater operator's license from the State of Illinois Environmental Protection Agency during his or her employment with the Village shall receive a pay increase of 50¢ per hour per each class of license awarded.
- (C) In order to be eligible, the full-time employee must submit his or her licenses to the Village for verification.
- (D) The pay increase referenced in Paragraphs (A) and (B) of this section shall take effect the pay period immediately following presentation to the Village of said licenses.

SECTION 3: If any section or part of this Ordinance is held invalid, it shall not affect the validity of the remainder of this Ordinance.

SECTION 4: This Ordinance shall take effect 10 days after publication thereof as provided by law.

SECTION 5: Ordinance No. 513 of the Village of Mackinaw, as amended by this Ordinance, shall remain in full force and effect and all previous amendments to Ordinance No. 513 shall remain in force and effect except as modified by this Ordinance.

PASSED in due form on a roll call vote by the Board of Trustees of the Village of Mackinaw at a duly held meeting on the 13th day of June, 2011.

APPROVED:

[Redacted Signature]

President of the Board of Trustees of
The Village of Mackinaw

ATTEST:

[Redacted Signature]

Village Clerk

AYES:

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NAYS:

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ABSENT:

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