

AN ORDINANCE REPEALING VARIOUS ORDINANCES AND AMENDING THE ROLLING MEADOWS CITY CODE RELATED TO PERSONNEL REGULATIONS COVERED BY THE CITY'S UPDATED EMPLOYEE MANUAL

WHEREAS, the corporate authorities of the City find that it is necessary to repeal various ordinances and amend the City of Rolling Meadows Code of Ordinances related to personnel regulations that are to be included and more properly addressed in the City's forthcoming and updated Employee Manual.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Rolling Meadows, Cook County, Illinois, as follows:

SECTION 1: The facts and statements contained in the preambles to this Ordinance are found to be true and correct and are hereby adopted as part of this Ordinance.

SECTION 2: Effective January 1, 2024, the City of Rolling Meadows Personnel Rules and Regulations originally adopted on November 14, 2006, and amended from time to time prior to the passage of this Ordinance, are hereby repealed.

SECTION 3: Effective January 1, 2024, the following ordinances are hereby repealed:

- Ordinance No 06-48 – An Ordinance Adopting the City of Rolling Meadows Personnel Rules and Regulations dated November 14, 2006 (11/14/2006)
- Ordinance No. 08-40 – An Ordinance Amending Chapter 2 “Administration” of the Code of Ordinances (10/28/2008)
- Ordinance No. 10-06 – An Ordinance Amending the City’s Personnel Rules and Regulations Manual (3/23/2010)
- Ordinance No. 10-37 – An Ordinance Amending the Personnel Rules and Regulations (Vacation Accrual & Usage-Non-Union Personnel) (11/2/2010)
- Ordinance No. 11-03 – An Ordinance Amending the Personnel Rules and Regulations (Sick Leave Accrual & Usage-Non-Union Personnel) (2/8/2011)
- Ordinance No. 11-04 – An Ordinance Amending the Rules & Regulations as They Pertain to the Retirement Notice Incentive (1/25/2011)
- Ordinance No. 11-05 – An Ordinance Amending the Personnel Rules and Regulations (Vacation Eligibility) (1/25/2011)
- Ordinance No. 15-23 – An Ordinance Amending the Personnel Rules and Regulations (Vacation Accrual & Usage-Non-Union Personnel) (7/14/2015)
- Ordinance No. 15-51 – An Ordinance Amending the Personnel Rules and Regulations (Vacation Earnings Non-Union and Non-Sworn Personnel) (11/10/2015)
- Ordinance No. 15-52 – An Ordinance Amending the Personnel Rules and Regulations (Vacation Accrual Limit Revision – Non-Union and Non-Sworn Personnel) (11/24/2015)

- Ordinance No. 15-53 – An Ordinance Amending the Personnel Rules and Regulations (Sick Leave Bank Establishment – Non-Union and Non-Sworn Personnel) (11/10/2015)
- Ordinance No. 15-54 – An Ordinance Amending the Personnel Rules and Regulations (Merit Pay Plan – Non-Union and Non-Sworn Personnel) (11/10/2015)
- Ordinance No. 15-55 – An Ordinance Amending the Personnel Rules and Regulations (Sick Leave Accrual and Vacation Accrual Limits for Tier II – Non -Union and Non-Sworn Personnel) (11/10/2015)
- Ordinance No. 18-54 – An Ordinance Amending the City of Rolling Meadows Personnel Rules and Regulations and Code of Ordinances with Respect to External Complaint Procedures for Filing a Complaint of Harassment or Discrimination (11/27/2018)
- Ordinance No. 19-28 – An Ordinance Amending the Personnel Rules and Regulations (Sick Leave Earning and Vacation Accrual Limits for Non-Union and Non-Sworn Personnel) (4/23/2019)

SECTION 4: Article VI, entitled “Personnel” of Chapter 2 entitled “Administration”, of the Code of Ordinances, City of Rolling Meadows, Illinois is hereby deleted in its entirety and reserved for future use.

SECTION 5: Article XII, entitled “Anti-Nepotism Policy” of Chapter 2 entitled “Administration”, of the Code of Ordinances, City of Rolling Meadows, Illinois is hereby deleted in its entirety and reserved for future use.

SECTION 6: Article XIII, entitled “Prohibition of Discrimination and Harassment, Including Sexual Harassment” of Chapter 2 entitled “Administration”, of the Code of Ordinances, City of Rolling Meadows, Illinois is hereby deleted in its entirety and amended to read as follows:

Sec. 2-2001. - Statement of anti-harassment/anti-discrimination policy.

The city is committed to maintaining a work environment free from all forms of harassment or discrimination of any kind. In keeping with this commitment, the city shall maintain policies prohibiting discrimination and harassment, including sexual harassment, along with retaliation of any kind against anyone who complains about discrimination or harassment. These policies shall be applicable to all city employees, as well as all elected or appointed officials of the city. Each city employee or official bears the responsibility to refrain from discrimination or harassment in the workplace and to make sure that the work environment is free from harassment or discrimination of any kind.

SECTION 7: The personnel policies of the City of Rolling Meadows shall be set forth in an updated Employee Manual with an effective date of January 1, 2024, to be adopted by subsequent resolution of the City Council.

SECTION 8: All ordinances, resolutions, or parts of the Code of Ordinances, City of Rolling Meadows, Illinois, in conflict with the terms and provisions of this Ordinance are hereby repealed to the extent of such conflict.

SECTION 9: This Ordinance shall be in full force and effect upon its passage and approval in accordance with law.

ADOPTED this 19th day of December, 2023.

AYES: Vinezeano, Boucher, Koehler, McHale, Budmats

NAYS: O'Brien

ABSENT: Reyez

APPROVED by me this 19th day of December, 2023.



Lara Sanoica, Mayor

ATTESTED and filed in my office,
this 19th day of December, 2023.



Judith Brose, Deputy City Clerk