

**RESOLUTION NO. 20-R-13**

**A RESOLUTION AUTHORIZING EMPLOYEES OF POLICE UNION  
TO TRANSFER BENEFIT TIME TO SICK TIME BANK OF UNION MEMBER**

WHEREAS, the Rolling Meadows Police Association (“Police Union”) has requested that the City Council grant permission to allow for Police Union members to voluntarily donate some of their earned and accrued sick, vacation, holiday, or compensatory time (“Benefit Time”) to the sick leave bank of Police Officer Sean Biltgen (“Officer Biltgen”), who is dealing with a significant personal medical injury, illness or family hardship that has caused him to exhaust all of his own Benefit Time, including sick leave; and

WHEREAS, the City recognizes that there are times when unforeseen events happen when an employee needs assistance from his or her fellow employees due to events that result in the exhaustion of the employee’s sick leave and the need for sick leave donations from other employees; and

WHEREAS, Section 15.2 of the City of Rolling Meadows Personnel Rules and Regulations (“Personnel Rules”) establishes a sick leave bank program for non-union and non-sworn employees that allows for employees to donate benefit time to an employee who has exhausted his or her personal benefit time and who is dealing with a significant personal medical injury, illness or family hardship (“Sick Leave Bank Program”); and

WHEREAS, the City Manager has recommended that, in this instance, the City Council extend the application of the Sick Leave Bank Program established in Section 15.2 of the Personnel Rules to Officer Biltgen to allow Police Union members to voluntary donate a portion of their earned and accrued Benefit Time to Officer Biltgen’s sick leave bank; and

WHEREAS, the City will not incur any additional cost by allowing the Police Union members to voluntarily donate their Benefit Time to Officer Biltgen's sick leave bank and the Police Union has acknowledged that the City's application of the Sick Leave Bank Program to Officer Biltgen will be non-precedential.

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

Section 1. The preambles set forth above are hereby incorporated into this Resolution as though fully set forth herein.

Section 2. The City hereby extends that application of the Sick Leave Bank Program established in Section 15.2 of the Personnel Rules to Officer Biltgen to allow Police Union members to voluntarily donate a portion of their earned and accrued Benefit Time to Officer Biltgen's sick leave bank. In addition, all maximum accumulation benefit limits applicable to Officer Biltgen will be waived for a period of two years. After two years, Officer Biltgen will be bound by the current Personnel Rules and/or applicable collective bargaining agreement with respect to maximum accumulations and all donated Benefit Time that is unused by Officer Biltgen shall be lost.

Section 3. Benefit Time donated to Officer Biltgen's account shall be valued on the basis of the hourly wage of the employee who donates the Benefit Time. (For example: Employee A, whose hourly wage is \$12.00 per hour, donates eight (8) hours of Benefit Time valued at \$96.00 to Employee B, whose hourly wage is \$15.00 per hour; the result being Employee B receives the equivalent of \$96.00 worth of sick leave or 6.4 hours of sick leave time).

Section 4. Police Union members volunteering to participate in this program shall request the Benefit Time transfer on a written form and in accordance with the procedures established by the City Manager. Police Union members participating in this program are limited to three (3) donation occurrences in the 2020 calendar year and all donated Benefit Time shall be permanently relinquished by the donating Police Union member and shall not be restored to the bank of the donating member if unused by Officer Biltgen.

Section 5. This Resolution shall be in full force and effect immediately from and after its passage and approval.

YEAS: O'Brien, Vinezeano, Bisesi, D'Astice, Sanoica, Budmats

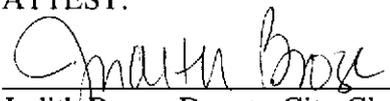
NAYS: 0

ABSENT: Cannon

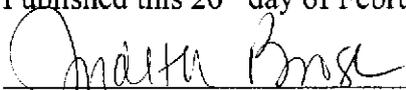
Passed and Approved this 25<sup>th</sup> day of February, 2020.

  
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Joe Gallo, Mayor

ATTEST:

  
\_\_\_\_\_  
Judith Brose, Deputy City Clerk

Published this 26<sup>th</sup> day of February, 2020.

  
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Judith Brose, Deputy City Clerk