
THE VILLAGE OF BLOOMINGDALE
DUPAGE COUNTY, ILLINOIS

ORDINANCE NUMBER 2021-32

**AN ORDINANCE AMENDING SECTIONS 13.4-03 AND 13.4-04
MILITARY LEAVE OF THE EMPLOYEE PERSONNEL MANUAL
FOR THE VILLAGE OF BLOOMINGDALE, ILLINOIS**

Franco A. Coladipietro, Mayor
Pamela S. Hager, Village Clerk

Vince Ackerman
William Belmonte
Bill Bolen
Frank Bucaro
Patrick Shannon
Judi Von Huben

Village Board

Published in pamphlet form by authority of the
President and the Board of Trustees of the Village of Bloomingdale
on this the 9th day of August, 2021

ORDINANCE NO. 2021-32

**AN ORDINANCE AMENDING SECTIONS 13.4-03 and 13.04-04 MILITARY LEAVE OF
THE EMPLOYEE PERSONNEL MANUAL
FOR THE VILLAGE OF BLOOMINGDALE,**

WHEREAS, the corporate authorities of the Village of Bloomingdale have previously adopted an official Employee Personnel Manual for the Village of Bloomingdale, Illinois, on January 9, 2012, as revised March 10, 2014, March 27, 2017, January 8, 2018, and April 22, 2019 (“Personnel Manual”); and

WHEREAS, the corporate authorities of the Village of Bloomingdale have determined that it is in the best interest of the Village to further revise the Personnel Manual as needed, where further clarification is needed, and as policies and applicable laws change; and

WHEREAS, the corporate authorities of the Village of Bloomindale are desirous of making certain other amendments to the Personnel Manual as set forth herein.

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Bloomindale, DuPage County, Illinois, as follows:

Section 1. Sections 13.4-03 and 13.4-04 Military Leave of the Employee Personnel Manual for the Village of Bloomindale, Illinois, is hereby deleted in full and replaced with the following:

13.4-03 MILITARY LEAVE: In accordance with Illinois Service Member Employment and Reemployment Rights Act (ISERRA), a military leave of absence will be granted to an eligible employee called to active service in the armed forces or National Guard, including basic training, special or advanced training, and annual training. The Village will require notice from the proper military authority on official letterhead to verify employee eligibility for military leave. Requests for such leave must be accompanied by a copy of official orders requiring such training or leave.

In accordance with ISERRA, an employee's seniority and other benefits will continue to accrue while on a military leave. An employee shall continue to receive his full pay from the Village without any reduction for military pay received while on military leave for annual training ("concurrent compensation") for up to 30 days per calendar year.

While an employee is on military leave for active service, the employee's compensation received from the Village will be reduced by the base military pay received or to be received ("differential compensation"). Differential compensation is calculated on a daily basis and only applies to days in which the employee would have otherwise been scheduled to work. Employees who have exhausted concurrent compensation in a calendar year shall receive differential compensation, if eligible. For purposes of inactive duty, the daily rate of compensation for military service is calculated in accordance with the applicable drill pay chart issued by Defense Finance and Accounting Services. Differential compensation for voluntary active service is limited to 60 work days in a calendar year. Employees may elect the use of accrued vacation or similar leave with pay in lieu of differential compensation during any period of military leave. Differential compensation shall not be paid for active service without pay.

A copy of the military pay voucher shall be submitted to the Village Finance Director.

The Village will not discriminate in any aspect of employment, reemployment or any benefits of employment on the basis of an employee's participation in the uniformed services, in accordance with ISERRA and the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). Upon completion of military service, an employee is eligible for reemployment if the employee reports back on a timely basis as required by Federal and State law.

13.4-04 FAMILY MILITARY LEAVE: In accordance with the Family Military Leave Act (820 ILCS 151/1), the Village will grant up to thirty (30) days of unpaid leave to the spouse, parent, or grandparent of a person called to military service lasting longer than 30 days with the State or United States pursuant to the orders of the Governor or the President of the United States ("family military leave"). The Village will require certification from the proper military authority to verify employee eligibility for family military leave.

Family military leave is unpaid. An employee may supplement the unpaid family military leave with the employee's accrued vacation leave, personal leave, compensatory leave, and any other applicable leave, except sick leave and disability leave. During unpaid family military leave, employees may continue their benefits at the expense of the employee.

Employees who take family military leave will be reinstated to the same position or a position with the same seniority, status, benefits, pay, and other terms and conditions of employment. The Village is not required to reinstate employees if they are not reinstated because of conditions that are not related to taking family military leave.

The Village will not interfere with, restrain, or deny employees' right to family military leave. The Village will not discipline, or in any manner discriminate against employees who take family military leave.

Employees must give the Village at least fourteen (14) days' notice of the date they intend to start taking family military leave of five (5) or more consecutive work days. To the extent possible, employees must consult with the Village to schedule the leave so as to not unduly disrupt the Village's operations. Employees taking family military leave of less than five (5) consecutive days must give the Village as much advance notice as practicable.

Section 2. This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

DECIDED pursuant to a roll call vote as follows:

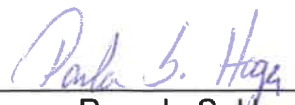
	YES	NO	ABSENT	PRESENT
Vincent Ackerman	X			
William Belmonte	X			
Bill Bolen	X			
Frank Bucaro	X			
Patrick Shannon	X			
Judi Von Huben	X			
Franco A. Coladipietro (only if necessary)				
TOTAL	6	0	0	

PASSED AND APPROVED by the Village of Bloomingdale Board of Trustees on the 9th day of August, 2021.



Franco A. Coladipietro, Village President

ATTEST:



Pamela S. Hager, Village Clerk