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DEC 18 2023

RACHAEL PARKER  
PEORIA COUNTY CLERK

ORDINANCE NO. 2023-12-13-02

**AN ORDINANCE ADOPTING VILLAGE OF MAPLETON PAID LEAVE POLICY  
VILLAGE OF MAPLETON, ILLINOIS**

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the Village of Mapleton ("City") is a non-home rule Illinois municipality;  
and

WHEREAS, the Village recognizes the importance of paid leave and desires reasonable paid leave benefits to all of its employees.

NOW, THEREFORE, be it ordained, by the Village Board of the Village of Mapleton as follows:

**Section 1. Recitals.** The preliminary paragraphs set forth above are incorporated herein as part of this Ordinance.

**Section 2. Paid Leave Policy.** The Village of Mapleton hereby adopts the Paid Leave Policy attached hereto.

**Section 3. Effective Date.** This Ordinance shall be in full force and effect after its passage and approval, and publication according to law.

**Section 4. Severability.** In the event that any section, clause, provision, or part of this Ordinance/Resolution shall be found and determined to be invalid by a court of competent jurisdiction, all valid parts that are severable from the invalid parts shall remain in full force and effect.

PASSED AND APPROVED THIS 13<sup>th</sup> DAY OF December, 2023.

AYES: 5

NAYS: 0

ABSENT: 1

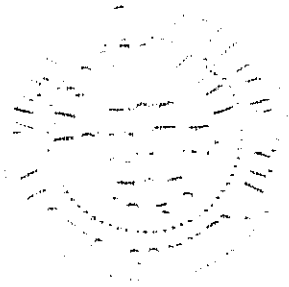
VILLAGE OF MAPLETON, ILLINOIS

By: Liz Rench  
Liz Rench, President

ATTESTED and RECORDED and published  
in pamphlet form this 13<sup>th</sup> day of December, 2023.

Stacy Morris  
Village Clerk

423-0624



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**VILLAGE OF BELLEVUE, ILLINOIS  
PAID LEAVE POLICY**

**Section 1: Paid Leave Time (“PLT”)**

PLT encompasses all forms of paid time off including but not limited to the following:

1. Vacation time
2. Sick time
3. Bereavement time
4. Personal time

Except as provided in Section 2, below, every employee of the Village of Mapleton (the “Village”) shall accrue one (1) day of PLT on the employee’s date of hire. PLT shall accrue subsequently as follows:

- 201-400 hours-2 days PLT
- 401-600 hours-3 days PLT
- 601-800 hours-4 days PLT
- >800 hours-5 days PLT

Accrued PLT cannot be used until 90 days after the employee’s date of hire. PLT accrued each year must be used during the same year PLT not used in a given year (calculated based on anniversary of hire date) is forfeited and lost.

PLT must be taken in full day increments.

PLT taken on a non-emergency basis (*e.g.*, not for sickness or bereavement) must be approved in advance by the President at least five (5) business days prior to the start of the leave.

Upon termination, resignation, retirement, or other separation from employment with the Village, the employee shall not be entitled to financial or other reimbursement for unused PTO accrued under this Section.

PLT

**Section 2: Contract Employees**

Employees that have entered into employment contracts with the Village, i.e., employees that are not employed “at-will,” are not subject to Section 1, above, and instead are subject to the express terms of the employment contracts entered into between the employee and the Village, unless such employment contract does not provide at least thirty-two hours of PLT.

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RACHAEL PARKER  
PEORIA COUNTY CLERK