



RESOLUTION #24-1217A
A RESOLUTION AMENDING EMPLOYEE BENEFIT HOLIDAYS

WHEREAS, the Village of Ashmore (hereinafter “the Village”) is a duly organized municipality under the laws of the State of Illinois; and

WHEREAS, pursuant to the Illinois Municipal Code (65 ILCS 5/8-1-7), the corporate authorities of a municipality are authorized to fix the compensation and benefits of municipal employees, including establishing policies for paid time off; and

WHEREAS, the Village recognizes the importance of observing federal holidays to honor national events, promote employee well-being, and align with community standards; and

WHEREAS, the Village Personnel Committee has determined that increasing the number of paid federal holidays from six (6) to ten (10) is equitable and in the best interest of the Village employees and operations; and

WHEREAS, the Village has reviewed the fiscal impact of this change and determined that it is financially feasible under the current budget.

NOW, THEREFORE, BE IT RESOLVED by the President and Board of Trustees of the Village of Ashmore, Illinois as follows:

SECTION 1: INCREASED PAID FEDERAL HOLIDAYS:

The Village hereby increases the number of paid federal holidays for its employees from six (6) to ten (10). The holidays observed are as follows with the newly allowed holidays indicated with an asterisk (*):

- New Year’s Day – January 1
- *Martin Luther King Day – 3rd Monday in January
- *President’s Day – 3rd Monday in February
- Memorial Day – Last Monday in May
- Independence Day – July 4
- Labor Day – 1st Monday in September
- *Columbus Day / Indigenous People’s Day – 2nd Monday in October
- *Veteran’s Day – November 11
- Thanksgiving Day – 4th Thursday in November
- Christmas Day – December 25

SECTION 2: IMPLEMENTATION:

This increase in paid holidays shall take effect on January 1, 2025. The Village Clerk is directed to update the employee handbook and relevant policies, wage packet agreements, etc. to reflect this change.

SECTION 3: COMPLIANCE:

The Village Treasurer shall ensure that the fiscal implications of this policy adjustment are accounted for within the approved municipal budget.

SECTION 4: EFFECTIVE DATE:

This Resolution is effective immediately upon passage and shall remain in effect until rescinded or superseded by the Village Board of Trustees.

The provisions of this Resolution are hereby declared to be severable, and should any provision of this Resolution be determined to be in conflict with any law, statute, or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein, and all other provisions shall remain in full force and effect. All resolutions, rules and orders, or parts thereof in conflict herewith are, to the extent of such conflict, hereby superseded.

Passed this 17th day of December, 2024 on a motion from Personnel Committee, seconded by [second not required when motion is from a Committee].

Bill Edwards	<u>Aye</u>
Thomas Grissom	<u>Aye</u>
Dane Perdieu	<u>Absent</u>
Terry Price	<u>Aye</u>
Bryan Watson	<u>Aye</u>
Cathy Welborn	<u>Aye</u>

Kurt Crail
APPROVED: Kurt Crail, Mayor

Jackie Freezeland
ATTEST: Jackie Freezeland, Clerk
(SEAL)

