

**ORDINANCE NO. 2024-**

**ORDINANCE AMENDING**  
**PERSONNEL POLICY REGARDING EMPLOYEE COMPENSATION**

**WHEREAS**, the Village Board of Trustees, via Ordinance No. 2019-15, adopted a new Personnel Policy on December 9, 2019, to be effective December 29, 2019, which policy has been amended from time to time via ordinance; and

**WHEREAS**, since that time the Village has created the position of Village Administrator and hired a Village Administrator, and there has been discussion of adjustment of the criteria and formula used for establishment of employee compensation, and the need for creation, and modification as necessary of a Village wide standard employee evaluation form with an additional section that is specific as to different classifications of employees; and

**WHEREAS**, to reflect the role of the Village Administrator in dealing with employee compensation, and to establish and incorporate the selected criteria and formula for establishing employee compensation, and evaluating employees in reference to the same there need to be changes made to the employee compensation section of the current Village Personnel Policy; and

**WHEREAS**, the Village Board of Trustees feels it is in the best interest of its citizenry to make such changes, and

**WHEREAS**, for ease of reference and clarity, the most efficient and expedient way to amend the Personnel Policy to reflect the above changes is to delete section 8 of the Personnel Policy in its entirety, and substitute a new Section 8, with a designation on bottom of each page of the new Section 8 that said section was updated via the instant ordinance, with ordinance number identified.

**NOW, THEREFORE, BE IT ORDAINED** by the President and the Board of Trustees of the Village of Winnebago, Illinois, as follows:

**SECTION 1: AMENDMENT OF SECTION OF 8 OF PERSONNEL POLICY TITLED  
“EMPLOYEE COMPENSATION”**

Section 8 of the Village of Winnebago Personnel Policy adopted by the Board of Trustees on December 9, 2019, is hereby revoked in its entirety and replaced with a new Section 8, with the language for said Section 8 identified on the attached Exhibit “A” which is incorporated herein and made a part hereof.

**SECTION 2: CONTINUED EFFECTIVENESS OF OTHER PROVISIONS OF ORDINANCE.** All other provisions of Ordinance No. 2019-15, as previously amended, not in conflict with the instant ordinance, shall remain in full force and effect.

**SECTION 3: EFFECT OF PARTIAL INVALIDITY.** If any section, paragraph, subdivision, clause, sentence, or provision of this ordinance, shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair, invalidate, or nullify the remainder thereof, which remainder shall remain and continue in full force and effect.

**SECTION 4: CONFLICTING ORDINANCES.** All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

**SECTION 5: EFFECTIVE DATE.** This ordinance shall be in full force and effect upon its passage, approval, and publication in pamphlet form (which publication is hereby authorized) as provided by law.

**APPROVED:**

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President of the Board of Trustees of the Village of  
Winnebago, Illinois

**ATTEST:**

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Village Clerk

**PASSED:**

**APPROVED:**

**PUBLISHED IN**

**PAMPHLET FORM:**

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