

**VILLAGE OF ANTIOCH**

---

**22-07-41**

**AN ORDINANCE APPROVING AND ADOPTING A REVISED EMPLOYEE  
HANDBOOK FOR THE VILLAGE OF ANTIOCH, ILLINOIS**

**ADOPTED BY THE PRESIDENT AND BOARD OF TRUSTEES  
OF THE  
VILLAGE OF ANTIOCH, ILLINOIS  
ON  
JULY 27, 2022**

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**Published in pamphlet form by authority of the Village Board of the Village of  
Antioch, Lake County, Illinois,  
this 28<sup>th</sup> day of July, 2022.**

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SCOTT J. GARTNER	<b>President</b>	MARY C. DOMINIAK	<b>Trustee</b>
LORI K. ROMINE	<b>Clerk</b>	MARY J. PEDERSEN	<b>Trustee</b>
DEL GALDO LAW GROUP, LLC	<b>Attorney</b>	ED MACEK	<b>Trustee</b>
		SCOTT A. PIERCE	<b>Trustee</b>
		PETRINA A. BURMAN	<b>Trustee</b>
		BRENT C. BLUTHARDT	<b>Trustee</b>

**Ordinance No. 22-07-41**

***AN ORDINANCE APPROVING AND ADOPTING A REVISED EMPLOYEE HANDBOOK FOR THE VILLAGE OF ANTIOCH, ILLINOIS***

**WHEREAS**, the Village of Antioch (“Village”) is an Illinois non-home rule municipality organized and operating under the Illinois Municipal Code (65 ILCS 5/1, *et seq.*) (the “Code”); and

**WHEREAS**, the Village President (the “President”) and the Village Board of Trustees (the “Village Board”, and together with the President, the “Corporate Authorities”) are committed to ensuring the effective and efficient administration and operation of municipal government; and

**WHEREAS**, the Corporate Authorities adopted Ordinance No. 06-11-39, an ordinance adopting by reference the Village of Antioch’s Employee Policies and Procedures Manual, dated November 6, 2006 (the “Existing Manual”); and

**WHEREAS**, the Corporate Authorities desire to replace the Existing Manual with an updated employee manual containing the employment rules, policies, procedures, expectations and benefits available to eligible employees (the “Employee Handbook”), a copy of which is attached hereto as Exhibit A and incorporated herein by reference; and

**WHEREAS**, the Corporate Authorities have determined that it is necessary, advisable, and in the best interests of the Village to approve and adopt the Employee Handbook;

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

**SECTION 1:** The preceding recitals contained in the preamble to this Ordinance are complete, true and correct and are hereby incorporated by reference and made a part of this Ordinance as legislative findings.

**SECTION 2:** The Corporate Authorities hereby approve and adopt the Employee Handbook, dated July 2022. The Corporate Authorities further authorize and direct the President, or his designee, to perform all necessary acts to effectuate the intent of this Ordinance.

**SECTION 3:** Ordinance Number 06-11-39 and its amendments, if any, are hereby repealed in their entirety.

**SECTION 4:** The provisions of this Ordinance are hereby declared to be severable. If a court of competent jurisdiction determines that any provision of this Ordinance conflicts with any law, statute or regulation, that provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein. All other provisions shall remain unaffected, unimpaired, valid and in effect.

**SECTION 5:** All ordinances, resolutions, orders, rules, policies and procedures or parts of ordinances, resolutions, orders, rules, policies, and procedures in conflict with this Ordinance are superseded to the extent of such conflict.

SECTION 4: The Village Clerk shall cause this Ordinance to be published in pamphlet form.

SECTION 5: This Ordinance shall be in full force and effect after passage and publication as provided by law.

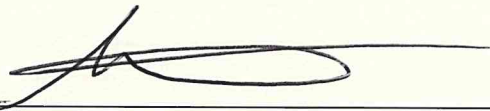
PASSED and ADOPTED by the President and Board of Trustees of the Village this 27<sup>th</sup> day of July, 2022.

Voting Aye (list names): 5: Pierce, Macek, Pedersen, Bluthardt and Dominiak.


Voting Nay (list names): 0.

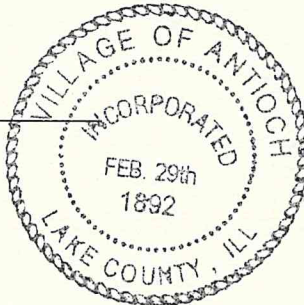
Abstaining (list names): 0.

Absent (list names): 1: Burman.

  
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SCOTT J. GARTNER, MAYOR

ATTEST:

  
\_\_\_\_\_  
LORI K. ROMINE, VILLAGE CLERK





STATE OF ILLINOIS       )  
                                      ) SS  
COUNTY OF LAKE       )


**CERTIFICATE**

I, Lori K. Romine, certify that I am the duly appointed Municipal Clerk of the Village of Antioch, Lake County, Illinois.

I certify that on July 27, 2022, the Corporate Authorities of such municipality passed and approved Ordinance No. 22-07-41, entitled “**AN ORDINANCE APPROVING AND ADOPTING A REVISED EMPLOYEE HANDBOOK FOR THE VILLAGE OF ANTIOCH, ILLINOIS**” which provides that it should be published in pamphlet form.

The pamphlet form of **Ordinance No. 22-07-41**, including the Ordinance and cover sheet thereof, was prepared, and a copy of such Ordinance was posted in the municipal building, commencing on July 27, 2022 and continuing for at least ten days thereafter. Copies of such Ordinance were also available for public inspection upon request in the office of the Municipal Clerk.

DATED at Antioch, Illinois, this 28<sup>th</sup> day of July, 2022



Lori K. Romine, RMC/CMC  
Village Clerk



**EXHIBIT A**

*[Employee Handbook]*