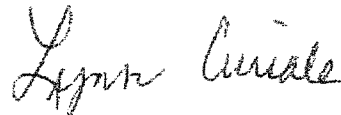


STATE OF ILLINOIS        )  
  ) SS  
COUNTY OF DU PAGE     )

I, Lynn Curiale, City Clerk of Wood Dale, Illinois DO HEREBY CERTIFY that as such City Clerk and keeper of the records, that the foregoing is a true and correct copy of Resolution **#R-23-32 A RESOLUTION AMENDING SECTION 2 OF THE CITY OF WOOD DALE PERSONNEL MANUAL TO REMOVE THE RESTRICTIONS AGAINST THE REHIRING OF CITY RETIREES**

Passed by The City of Wood Dale, Du Page County, Illinois, IN WITNESS WHERE OF, I have hereunto subscribed my name and affixed the seal of the City of Wood Dale, this 15<sup>th</sup> day of June, 2023.



Lynn Curiale, City Clerk

SEAL



**Resolution #R-23-32**

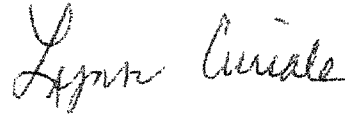
**A RESOLUTION AMENDING SECTION 2 OF THE CITY OF WOOD DALE  
PERSONNEL MANUAL TO REMOVE THE RESTRICTIONS AGAINST THE  
REHIRING OF CITY RETIREES**

Passed: June 15, 2023  
Published in Pamphlet Form: June 16, 2023

I, Lynn Curiale, as the City Clerk for the City of Wood Dale, hereby certify that the  
attached Resolution is a true and correct copy of **#R-23-32**

**A RESOLUTION AMENDING SECTION 2 OF THE CITY OF WOOD DALE  
PERSONNEL MANUAL TO REMOVE THE RESTRICTIONS AGAINST THE  
REHIRING OF CITY RETIREES**

Passed and approved by the City Council of the City of Wood Dale on June 15, 2023 and  
hereby published in pamphlet on June 16, 2023.



Lynn Curiale, City Clerk

SEAL



**RESOLUTION NO. R-23-32**

**A RESOLUTION AMENDING SECTION 2 OF THE CITY OF WOOD DALE  
PERSONNEL MANUAL TO REMOVE THE RESTRICTION AGAINST THE  
REHIRING OF CITY RETIREES**

**WHEREAS**, the City of Wood Dale (hereinafter referred to as the “City”) is a body politic and corporate, organized and existing pursuant to the Illinois Municipal Code, 65 ILCS 5/1-1-1 *et seq.*; and

**WHEREAS**, the City possesses the authority, pursuant to the Illinois Municipal Code, 65 ILCS 5/1-1-1 *et seq.*, to adopt ordinances pertaining to public health, safety and welfare; and

**WHEREAS**, the City Council of the City (hereinafter referred to as the “City Council”) is the corporate authority for the City and is authorized by law to exercise all powers and to control the affairs of the City; and

**WHEREAS**, the City Council possesses full power and authority to approve and pass all ordinances, resolutions, rules and regulations necessary for carrying into effect the objects for which the City was formed, in accordance with the Illinois Municipal Code; and

**WHEREAS**, in 2016, the City Council amended Section 2 of the Wood Dale Personnel Manual to limit the rehiring of City retirees by creating an eighteen (18) month separation period from the final day of the separating employee’s employment with the City, (Resolution No. R-16-53);and

**WHEREAS**, economic, workforce and staffing conditions have occurred since the approval of the restriction, which has created challenges in filling City positions with quality candidates, particularly for both sworn and non-sworn law enforcement positions within the City’s Police Department; and

**WHEREAS**, the City recognizes the eighteen (18) month separation period in the current Personnel Manual limits the pool of potential eligible candidates to fill vacant positions with qualified individuals; and

**WHEREAS**, in addition to the available candidates in the open job market, the City desires to extend rehiring opportunities to City retirees who meet the qualifications of the open position, and who are of high quality and possess proven employment experience to fill vacant City positions, without a waiting period; and

**WHEREAS**, the City has found that rescinding the hiring restriction on its retiring employees may help alleviate staffing shortages and afford Administrative Staff the option and flexibility to consider the entire eligible candidate pool; and

**WHEREAS**, the City seeks to amend the City Personnel Manual to accomplish said objective, as set forth herein.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF WOOD DALE, DUPAGE COUNTY, AN ILLINOIS CORPORATION,** as follows:

**SECTION ONE:** The recitals set forth above are incorporated herein and made a part hereof.

**SECTION TWO:** That the subsection entitled "Job Transfers and Promotions" of Section 2 of the City's Personnel Manual, entitled, "Employment After Retirement," be amended as follows:

Employment after Retirement

In the event an Employee of the City voluntarily separates his or her employment with the City in good standing, said Employee ~~shall be prohibited from being~~ may be considered for re-employed re-employment by the City, in ~~any a~~ full or part time capacity, ~~or with any City Department, for a period of 18 months from the final day of employment with the City, (hereinafter the "separation period"). The final day of employment shall be deemed to be the last day that the Employee is on the City payroll.~~ Any Employee of the City who voluntarily separates his or her employment with the City shall be eligible for consideration for re-hire upon the conclusion of the separation period defined above.

**SECTION THREE:** That the subsection entitled "Job Transfers and Promotions" of Section 2 of the City's Personnel Manual, entitled, "Transfers," be amended as follows:

No regular employee shall transfer or be transferred to a position for which he does not possess minimum qualifications. Upon approval by the City Manager, an employee, including police officers, may be transferred to a class for which the individual maintains minimum qualifications. Ordinarily the transfer of an employee from one position to another should be made with the consent of the employee and the department heads involved. However, the transfer may be affected without this procedure if the City Manager feels that the transfer would best service economy and efficiency within the City. If within six months of any transfer the employee is found unsuitable to the position the transfer shall be negated and the original position may be retained by the employee.

A transfer shall not be used to effectuate a promotion, demotion or advancement, each of which may be accomplished only as provided in these rules and regulations.

**SECTION FOUR:** That all ordinances and resolutions, or parts thereof in conflict with the provisions of this Resolution are, to the extent of such conflict, hereby repealed.

**SECTION FIVE:** That the City Manager, City Staff and City Attorney shall take all steps necessary or authorized to implement said provisions.

**SECTION SIX:** That the City Clerk of the City of Wood Dale is hereby directed to publish this Ordinance in pamphlet form, pursuant to the statutes of the State of Illinois.

**SECTION SEVEN:** That this Resolution shall be in full force and effect from and after its adoption, approval and publication in pamphlet form as provided by law.

PASSED this 15th day of June, 2023.

AYES: 6

NAYS: Alderman Woods, Alderman Artie Woods

ABSENT: 0

APPROVED this 15th day of June, 2023.

SIGNED: Annunziato Pulice  
Annunziato Pulice, Mayor

ATTEST: Lynn Curiale  
Lynn Curiale, City Clerk

Published in pamphlet form: June 16, 2023