

ORDINANCE NO. _____

ORDINANCE AMENDING CHAPTER 2, ARTICLE II OF THE JOLIET CODE OF ORDINANCES TO AUTHORIZE PRE-SEPARATION RECRUITMENT AND TEMPORARY APPOINTMENTS

WHEREAS, the City of Joliet is a home rule unit of government pursuant to Article VII, Section 6(a) of the Illinois Constitution of 1970 and may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the City Council of the City of Joliet finds that efficient succession planning and continuity of operations are essential to maintain high-quality municipal services; and

WHEREAS, the ability of the City Manager to initiate recruitment and make appointments prior to an employee's separation will allow for training and transition, thereby reducing disruption and preserving institutional knowledge; and

WHEREAS, the City Council further finds that authorizing the City Manager to appoint temporary workers for short-term operational needs will enhance flexibility and responsiveness in City operations; and

WHEREAS, the City Council has determined that these changes pertain to the City's government and affairs and are in the best interests of the City of Joliet and its residents.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS:

SECTION 1: Amendment to Chapter 2, Article II, Section 2-29 of the Joliet Code of Ordinances, entitled "Powers and duties enumerated," is hereby amended by adding new subsections (h) and (i) as follows:

(h) Succession hiring; pre-separation recruitment and appointment.

Upon receipt of an eligible irrevocable written resignation or retirement notice from an employee, the City Manager may initiate recruitment, examination, and selection processes for the affected position beginning up to one hundred eighty (180) days prior to the employee's separation date.

The City Manager may make an appointment to such position effective no earlier than ninety (90) days prior to the separation date for the purpose of training and transition, provided that:

1. Funding is available in the fiscal year budget to support the overlap period;
2. The overlap appointment period does not exceed ninety (90) days unless a longer period is approved by the City Council; and
3. The appointment complies with applicable personnel policies.

Nothing in this subsection shall be construed to require the City Manager to fill the position.

(i) Temporary appointments.

The City Manager may appoint temporary workers to meet short-term operational needs, subject to available appropriations and applicable personnel policies. Temporary workers may be an employee or contractual employee. Temporary workers shall not acquire status in any classified service or bargaining unit by virtue of such appointment and shall be paid in accordance with the scales established by the City Council. Temporary workers shall not be eligible for benefits. All temporary appointments shall be made in accordance with applicable laws and any collective bargaining agreement in effect.

SECTION 2: Severability If any provision of this ordinance or its application to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this ordinance that can be given effect without the invalid provision or application.

SECTION 3: Effective Date This ordinance shall be in full force and effect from and after its passage, approval, and publication in accordance with law.

PASSED this _____ day of _____, 2026.

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____