

**ORDINANCE 24-628**

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE  
FOR ALL WORKERS ACT FOR THE VILLAGE OF ST. JACOB**

**WHEREAS**, the Illinois Municipal Code, 65 ILCS 5/8-1-1 *et seq.*, provides that the corporate authorities may appropriate money for corporate purposes only and provide for payment of debts and expenses of the corporation.; and

**WHEREAS**, the Village of St. Jacob operates according to the Illinois Municipal Code as a Village, with such authority, employing employees and engineers to accomplish its statutory purpose; and

**WHEREAS**, on or about March 12, 2023, Governor JB Pritzker signed into law the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*) (the “Act”); and

**WHEREAS**, the State of Illinois did not make the necessary appropriations or include statutory language exempting the Act from the Illinois State Mandates Act (30 ILCS 805/1 *et seq.*); and

**WHEREAS**, effective January 1, 2024, the Act requires an employer to provide certain paid leave to their employees, unless the employer is subject to an existing ordinance that requires the employer to provide any form of paid leave to their employees; and

**WHEREAS**, the Village of St. Jacob recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees through existing leave policies and applicable collective bargaining agreements; and

**WHEREAS**, the Village of St. Jacob has determined that applying the Act to its own employees will negatively impact the Village of St. Jacob, placing an undue financial and operational burden on the Village of St. Jacob’s ability to provide uninterrupted services to its residents; and

**WHEREAS**, the Village of St. Jacob believes and hereby declares that it is in the best interests of the Village of St. Jacob to clearly define the paid leave benefits that Village of St. Jacob employees shall receive.

**NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF ST. JACOB, IN A MEETING DULY ASSEMBLED:**

**Section 1.** The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

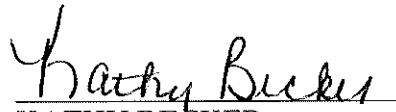
**Section 2.** Pursuant to Section 15(p) of the Act, the Village of St. Jacob hereby adopts its current paid leave policies and procedures for all Village of St. Jacob employees as set forth in the Village of St. Jacob’s Code of Ordinances, any and all employee handbooks, annual salary ordinances if any, and any/or all collective bargaining agreements to which the Village of St. Jacob may be a party, and all other binding legislative actions governing paid

leave adopted by the Board of Trustees, as the same may be amended from time to time. However, in no event shall the Village of St. Jacob provide less than **one (1) day of paid leave per year** to any Village of St. Jacob employee.

**Section 3.** Repeal of Conflicting Provisions. All ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.

**Section 4.** Severability. If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.


**Section 5.** The Village Clerk of the Village of St. Jacob is directed by the Board of Trustees to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication.

  
KATHY BECKER  
VILLAGE CLERK  
ST. JACOB ILLINOIS


Adopted this 3RD day of APRIL 2024, pursuant to roll call vote by the Board of Trustees of the Village of St. Jacob, Madison County, Illinois.

<u>Board of Trustees</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>
<u>Guideon Richeson</u>	<u>X</u>		
<u>Curtis Kinnick</u>			<u>X</u>
<u>Nathan Schmidt</u>	<u>X</u>		
<u>Dawn Ross</u>	<u>X</u>		
<u>Tim Elliott</u>			<u>X</u>
<u>George Gavlick</u>	<u>X</u>		

Approved by the Village President of the Village of St. Jacob, Madison County, Illinois, this 3RD day of APRIL, 2024:

  
RICHARD SCHIEFER  
VILLAGE PRESIDENT  
ST. JACOB, ILLINOIS

ATTEST:

  
KATHY BECKER  
VILLAGE CLERK  
ST. JACOB, ILLINOIS

(SEAL)