

VILLAGE OF ISLAND LAKE

ORDINANCE NO. 1674-23

***An Ordinance Amending Title 1, adding Chapter 18,
Establishing Employees' Right
to Paid Leave to the Village of Island Lake Code***

**ADOPTED BY THE
MAYOR AND BOARD OF TRUSTEES
OF THE
VILLAGE OF ISLAND LAKE
THIS 14th DAY OF DECEMBER, 2023.**

**PUBLISHED IN PAMPHLET FORM BY THE AUTHORITY OF THE MAYOR AND
BOARD OF TRUSTEES OF THE VILLAGE OF ISLAND LAKE ILLINOIS,
THIS 15th DAY OF DECEMBER, 2023.**

ORDINANCE No. 1674-23

An Ordinance Amending Title 1, adding Chapter 18, Establishing Employees' Right to Paid Leave to the Village of Island Lake Code

WHEREAS, the Village of Island Lake, Illinois, is a municipality, and the passage of this Ordinance constitutes an exercise of the Village's statutory rights, including, without limitation, pursuant to the "Paid Leave for All Workers Act," 820 ILCS 192/1 *et seq.* (the "Act"); and

WHEREAS, consistent with the Act, the Village Board finds that it is in the public policy interests of the municipality for employees to have some paid leave from work to maintain their health and well-being, care for their families, or use for any other reason of their choosing, and that doing so is in the best interest of the government to provide for the overall betterment of public health and safety, and long-term efficient operations of the municipality; and

WHEREAS, the Village Board of the Village desire to establish by ordinance and codify in the Village of Island Lake Municipal Code ("Municipal Code") to set forth inalienable rights to paid leave which existing and future policy of the Village may enhance but which may not be diminished, and that such a municipal ordinance is expressly contemplated by Section 15(p) of the Act; and

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Island Lake, Illinois as follows:

SECTION 1: RECITALS. The foregoing recitals are incorporated into and made a part of this Ordinance as the findings of the Village Mayor and Board of Trustees.

SECTION 2: EMPLOYEES' RIGHT TO PAID LEAVE. CHAPTER 18 of the *Village of Island Lake Code* is hereby established with the following language:

CHAPTER 18

EMPLOYEES' RIGHT TO PAID LEAVE

- A. All regular, full-time employees of the Village will, at all times, be provided no less than 40 hours of any form of paid leave for every consecutive 12 month period of their employment.
- B. All part-time, temporary, and seasonal employees of the Village will, at all times, be provided no less than 1 hour of any form of paid leave for every 40 hours worked, up to a maximum of 40 hours.
- C. The Village through its Personnel Policies may make adjustments to eligibility and accrual rates for various forms of paid leave, including sick leave, on an ongoing

basis without impacting, affecting, or altering this ordinance, but in no event shall the rights to paid leave provided to employees be less than what is provided herein.

- D. The rights of employees working for non-municipal employers within the Village shall be as stated in the Paid Leave for All Workers Act, 820 ILCS 192/1 *et seq.*, as may be amended from time to time.

SECTION 3: 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: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict, and any future changes to preexisting personnel policies adopted by ordinance are hereby authorized to be done by motion or resolution.

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

Passed this 14th day of December, 2023, by roll call vote as follows:

	AYES	NAYS	ABSTAIN	ABSENT
Brittany Alers	X			
Charles Cermak	X			
Thadd Lewis	X			
Vacant				
Stacey Pyne	X			
Will Ziegler	X			

APPROVED on the 15th day of December, 2023.



Richard McLaughlin, Village Mayor

ATTEST:



Georgine Cooper, Village Clerk

Published on the 15th December 2023

CERTIFICATION

I, Georgine Cooper, do hereby certify that I am the duly appointed, acting and qualified Clerk of the Village of Island Illinois, and that as such Clerk, I am the keeper of the records and minutes and proceedings of the Mayor and Board of Trustees of said Village of Island Lake.

I do further certify that at a regular meeting of the Mayor and Board of Trustees of the Village of Island Lake, held on the 14th day of December, 2023, the foregoing Ordinance entitled, *An Ordinance Amending Title 1, adding Chapter 18, Establishing Employees' Right to Paid Leave to the Village of Island Lake Code*, was duly passed by the Mayor and Board of Trustees of the Village of Island Lake.

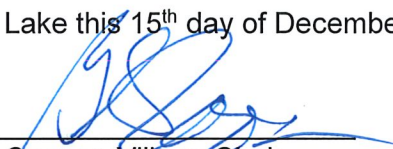
The pamphlet form of Ordinance No. 1674-23, including the Ordinance was prepared, and a copy of such Ordinance was available in the Village Hall, commencing on the 15th day of December, 2023, and will continue for at least 10 days thereafter. Copies of such Ordinance are also available for public inspection upon request in the office of the Village Clerk.

I do further certify that the original, of which the attached is a true and correct copy, is entrusted to me as the Clerk of said Village for safekeeping, and that I am the lawful custodian and keeper of the same.

Given under my hand and seal of the Village of Island Lake this 15th day of December, 2023.



(SEAL)



Georgine Cooper, Village Clerk
Village of Island Lake,
Lake and McHenry Counties, Illinois