
ORDINANCE 23-24-09
AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

AN ORDINANCE PASSED BY THE
PRESIDENT AND BOARD OF TRUSTEES
OF THE VILLAGE OF JOHNSBURG
AT A REGULAR MEETING ON NOVEMBER 7, 2023
PUBLISHED IN PAMPHLET FORM BY AUTHORITY OF THE
PRESIDENT AND BOARD OF TRUSTEES
OF THE VILLAGE OF JOHNSBURG

President

Edwin P. Hettermann

Board of Trustees

Beth Foreman
Mike Fouke
Josh Hagen
Greg Klemstein
Jamie Morris
Scott Letzter

Village Administrator

Claudett Sofiakis

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WHEREAS, the Village of Johnsburg, 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 Johnsburg 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 President and Board of Trustees of the Village of Johnsburg, 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 President and Board of Trustees.

SECTION 2: PAID LEAVE RIGHTS. Chapter 3, Section 3.01, Subsection 3.01.K of the Municipal Code is hereby established with the following language:

K. Paid Leave Rights.

- 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 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 7th day of November, 2023, by roll call vote as follows:

Voting Aye: Trustees Letzter, Fouke, Foreman, Klemstein, Hagen and Morris

Voting Nay: None

Abstain: None

Absent:



ATTEST:


Village Clerk Claudett E. Sofiakis

APPROVED:



Village President Edwin P. Hettermann

Passed: November 7, 2023

Approved: November 7, 2023

Published: November 7, 2023

Prepared by:

Claudett Sofiakis, Village Administrator

Village of Johnsburg

1515 Channel Beach Avenue

Johnsburg, IL 60051

CERTIFICATION

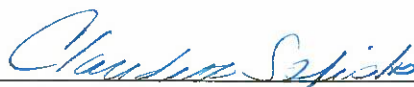
I, Claudett Sofiakis, do hereby certify that I am the duly appointed, acting and qualified Clerk of the Village of Johnsburg, Illinois, and that as such Clerk, I am the keeper of the records and minutes and proceedings of the President and Board of Trustees of said Village of Johnsburg.

I do further certify that at a regular meeting of the President and Board of Trustees of the Village of Johnsburg, held on the 7th day of November, 2023, the foregoing Ordinance entitled, *An Ordinance Establishing Employees' Rights to Paid Leave*, as duly passed by the President and Board of Trustees of the Village of Johnsburg.

The pamphlet form of Ordinance No. 23- 24-09, including the Ordinance was prepared, and a copy of such Ordinance was available in the Village Hall, commencing on the 7th day of November, 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 Johnsburg this 7th day of November, 2023.



Claudett Sofiakis, Village Clerk
Village of Johnsburg,
McHenry County, Illinois

