

Ordinance #O.23.25

An Ordinance **REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE CITY OF GALENA.**

Adopted by the City Council of the City of Galena on this 13th Day of November 2023.

Published in pamphlet form by authority of the City Council of the City of Galena, Jo Daviess County, Illinois, this 13th Day of November 2023.

STATE OF ILLINOIS)
) City of Galena
COUNTY OF JO DAVIESS)

CERTIFICATE

I, Mary Beth Hyde, certify that I am the duly elected municipal clerk of the City of Galena, JoDaviess County, Illinois.

I further certify that on the 13th Day of November 2023, the Corporate Authorities of said municipality passed and approved Ordinance No. O.23.25 entitled **AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE CITY OF GALENA**, which provided by its terms that it should be published in pamphlet form.

The pamphlet form of Ordinance No. O.23.25 including the Ordinance and a cover sheet thereof, was prepared, and a copy of such Ordinance was posted in the municipal building, commencing the 13th Day of November 2023 and commencing for at least ten (10) days thereafter.

Dated at Galena, Illinois, this 14th Day of November 2023.


Mary Beth Hyde, City Clerk

(Seal)

ORDINANCE NO. O.23.25

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS

ACT FOR THE CITY OF GALENA

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary, to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the City of Galena is a non-home rule Illinois municipality; 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 municipal or county ordinance that requires the employer to provide any form of paid leave to their employees; and

WHEREAS, the City recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the City has determined that applying the Act to its own employees will negatively impact the City and place an undue financial and operational burden on the City's ability to provide uninterrupted services to its residents; and

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

NOW, THEREFORE, be it ordained, by the Mayor and City Council of the City of Galena as follows:

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 City hereby adopts its current paid leave policy for all City employees as set forth in the City's Code of Ordinances, Personnel Policy Handbook, any collective bargaining agreements to which the City is a party and all other binding legislative actions governing paid leave adopted by the Mayor and City Council of the City of Galena, as the same may be amended from time to time. However, in no event shall the City, as an employer, provide less than one (1) day of paid leave per year to any City 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 City Clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication in accordance with 65 ILCS 5/1-2-4.

PASSED THIS 13th day of November, 2023.

AYES: Kieffer, Tegtmeyer, Westemeier, Wienen, Bernstein, Johnson, Renner

NAYS: None

ABSTENTIONS: None

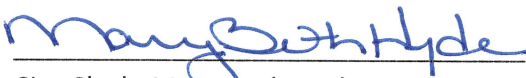
ABSENT: None

APPROVED THIS 13th day of November, 2023.



Mayor Terry Renner

ATTEST:



City Clerk, Mary Beth Hyde