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City Clerk
116 E. Market Street
Troy, Illinois 62294



Ordinance No. 2023 - 68

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE CITY OF TROY, ILLINOIS**

ADOPTED BY THE CITY COUNCIL

OF THE CITY OF TROY, ILLINOIS

THIS 20TH DAY OF NOVEMBER, 2023

*Published in pamphlet form by the authority of the City Council of the
City of Troy, Madison County, Illinois, this 20th day of November, 2023.*

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 Troy 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 of Troy recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

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

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

NOW, THEREFORE, BE IT ORDAINED, by the City Council and Mayor of the City of Troy 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 of Troy hereby adopts its current paid leave policy for all City employees as set forth in the City’s Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the City is a party and all other binding legislative actions governing paid leave adopted by the City Council and Mayor of the City, 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 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 by the City Council of the City of Troy, Madison County, Illinois, approved by the Mayor, and deposited in the office of the City Clerk this 20th day of November, 2023.

Aldermen:

Dawson AYE

Flint AYE

Hellrung AYE

Henderson AYE

Italiano AYE

Knoll AYE

Manley AYE

Turner ABSENT

Total:

7 Ayes

0 Nays



APPROVED:

David Nonn

David Nonn, Mayor,
City of Troy, Illinois

ATTEST:

Kimberly Thomas

Kimberly Thomas, Clerk
City of Troy, Illinois