

VILLAGE OF TAMPICO
COUNCIL CHAMBER
202 W. SECOND STREET

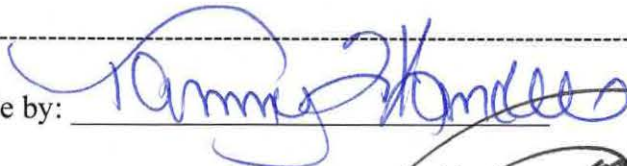
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|------------------------|---------------------------------|
| 1. Roll Call | 6. Reports of Village Officials |
| 2. Approval of Minutes | 7. Communications |
| 3. Remarks from Guests | 8. Closed Session |
| 4. Unfinished Business | 9. Presentation of Bills |
| 5. New Business | 10. Adjournment |

Mr. Mayor:

I make a motion to..

approve Ordinance NO. D04-23-12-12 an
Ordinance regarding the Illinois Paid
Leave for All Workers Act for the
Village of Tampico

Motion made by:



Motion seconded by:



ROLL CALL VOTE:

Sherry Coleman
Susan Dean
Jim Coleman
Tammy Kendell
Bruce Peltier

YES
✓
✓
✓
✓
✓

NO

MOTION CARRIED ✓

MOTION LOST _____

DATE 12-12-23

VILLAGE OF TAMPICO

ORDINANCE NO. 004-23-12-12

AN ORDINANCE REGARDING THE
ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE
VILLAGE OF TAMPICO

PASSED AND APPROVED

DECEMBER 12, 2023

THIS PAMPHLET

AVAILABLE

AT

TAMPICO VILLAGE HALL

REAGAN COMMUNITY CENTER

202 W. SECOND STREET

TAMPICO IL 61283

ORDINANCE NO. 004-23-12-12

**ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS
ACT FOR THE VILLAGE OF TAMPICO**

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

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

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

NOW, THEREFORE, be it ordained, by the President and Board of Trustees of the Village of Tampico 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 Village hereby adopts its current paid leave policy for all Village employees as set forth in the Village’s Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the Village is a party and all other binding legislative actions governing paid leave adopted by the President and Board of Trustees of the Village, as the same may be amended from time to

time. However, in no event shall the Village, as an employer, provide less than one (1) day of paid leave per year to any Village 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 Mayor and Village Council of the Village of Tampico, Whiteside County, Illinois, on the 12 day of December, 2023, and deposited and filed in the office of the Village Clerk in said Village on that date pursuant to roll call vote as follows:

Elected Trustees - 5

AYES: 5

NAYES: 0

ABSENT: 0

Jain McEntie
Village Clerk of the Village of Tampico, Illinois

APPROVED by the Mayor of the Village of Tampico, this 12 day of December, 2023.

[Signature]
Mayor of the Village of Tampico, Illinois

ATTEST:

Jain McEntie
Village Clerk of the Village of Tampico, Illinois

Published in pamphlet form this 13 day of December, 2023.

VILLAGE OF TAMPICO
WHITESIDE COUNTY, ILLINOIS
ORDINANCE NO. 004-23-12-12

VILLAGE OF TAMPICO
AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE VILLAGE OF TAMPICO

I, Jamie McIntire, do hereby certify that I am the Village Clerk of the Village of Tampico,

Whiteside County, Illinois, and keeper of the records of said Village of Tampico, Whiteside

County, Illinois, and that the foregoing is a true and correct copy of Ordinance No.004-23-12-12 as adopted by the Village Council of the Village of Tampico, Whiteside County,

Illinois, at their Regular Meeting held at 7:00 PM, on December 12, 2023.

Dated this 13 day of December, 2023

By: Jamie McIntire
Village Clerk of the Village of Tampico

SEAL

