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**VILLAGE OF SUGAR GROVE  
BOARD REPORT**

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**TO:** VILLAGE PRESIDENT & BOARD OF TRUSTEES  
**FROM:** MATT ANASTASIA, FINANCE DIRECTOR  
**SUBJECT:** ORDINANCE: ADOPTING A PAID LEAVE POLICY (ILLINOIS PAID LEAVE FOR ALL WORKERS ACT)  
**AGENDA:** DECEMBER 19, 2023 REGULAR BOARD MEETING  
**DATE:** DECEMBER 13, 2023

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**ISSUE**

Shall the Village Board adopt a Paid Leave Policy (Illinois Paid Leave for All Workers Act).

**DISCUSSION**

At the Village Board meeting on December 5, 2023, the Board discussed the full update to the Village's Human Resources Manual. One of main reasons for the update was to comply for the new Illinois Paid Leave for All Workers Act, which goes into effect January 1, 2024. The Ordinance is required to be passed to follow State Law.

**COST**

There is no cost to approve the Paid Leave Policy (Illinois Paid Leave for All Workers Act).

**RECOMMENDATION**

That the Village Board approve Ordinance 20231219PLP Adopting a Paid Leave Policy (Illinois Paid Leave for All Workers Act).



**VILLAGE OF SUGAR GROVE  
KANE COUNTY, ILLINOIS**

**ORDINANCE NO. 20231219PLP**

**AN ORDINANCE ADOPTING A PAID LEAVE POLICY  
(ILLINOIS PAID LEAVE FOR ALL WORKERS ACT)  
VILLAGE OF SUGAR GROVE, KANE COUNTY, ILLINOIS**

**WHEREAS**, the Village of Sugar Grove (“**Village**”) is not a home rule municipality within Article VII, Section 6A of the 1970 Constitution of the State of Illinois, and therefore pursuant to those powers granted to it under 65 ILCS 5/1-1 *et seq.* enacts this Ordinance; 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.*) (“**Act**”); 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 in excess of what is required by the Act; 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 by virtue of this Ordinance.

**NOW, THEREFORE, BE IT ORDAINED** by the President and Board of Trustees of the Village of Sugar Grove, Kane County, Illinois, in an open meeting assembled, as follows:

## **SECTION ONE:            INCORPORATION OF RECITALS**

The forgoing recital clauses are incorporated herein and adopted as the findings by the Corporate Authorities of the Village of Sugar Grove.

## **SECTION TWO:            ADOPTION OF POLICY**

Pursuant to Section 15(p) of the Act, the Village hereby adopts its current paid leave policy for all Village employees as set forth on **Exhibit A**, attached hereto and incorporated herein by reference. This paid leave policy, or portions thereof, may also be codified in the Village's Code of Ordinances, Employee Human Resourced Manual, Annual Salary Ordinances, any collective bargaining agreements to which the Village is a party and to the extent impacted by the paid leave policy, 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.

## **SECTION THREE:        GENERAL PROVISIONS**

**REPEALER:** All ordinances or portions thereof in conflict with this Ordinance are hereby repealed.

**SEVERABILITY:** Should any provision of this Ordinance be declared invalid by a court of competent jurisdiction; the remaining provisions will remain in full force and effect the same as if the invalid provision had not been a part of this Ordinance.

**EFFECTIVE DATE:** This Ordinance shall be in full force and effect from and after its approval, passage and publication in pamphlet form as provided by law.

**TITLES AND CAPTIONS:** All article, section and paragraph titles or captions contained in this Ordinance are for convenience only and shall not be deemed part of the context nor affect the interpretation of this Ordinance.

**INCORPORATION OF EXHIBITS:** All exhibits attached to this Ordinance are hereby incorporated herein and made a part of the substance hereof.

**PASSED AND APPROVED** by the President and Board of Trustees of the Village of Sugar Grove, Kane County, Illinois this 19th day of December, 2023.

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Jennifer Konen,  
President of the Board of Trustees of the Village of Sugar Grove

ATTEST:

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Rachel Wortham,  
Deputy Clerk of the Village of Sugar Grove

	<b>Aye</b>	<b>Nay</b>	<b>Absent</b>	<b>Abstain</b>
Trustee Matthew Bonnie	_____	_____	_____	_____
Trustee Heidi Lendi	_____	_____	_____	_____
Trustee Sean Herron	_____	_____	_____	_____
Trustee James F. White	_____	_____	_____	_____
Trustee Sean Michels	_____	_____	_____	_____
Trustee Michael Schomas	_____	_____	_____	_____
Village President Jennifer Konen	_____	_____	_____	_____