

RECORDING INFORMATION

Prepared By:  
City of Mt. Carmel  
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Mt. Carmel, IL 62863  
(618) 262-4822

**FILED**

**JAN - 3 2024**

JANET L. WILL  
COUNTY CLERK  
WABASH COUNTY, ILLINOIS

**ORDINANCE NO. 2101**

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE CITY  
OF MT. CARMEL, WABASH COUNTY, ILLINOIS**

**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 Mt. Carmel 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 Mt. Carmel recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

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

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

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MT. CARMEL,  
WABASH COUNTY, ILLINOIS, as follows:**

**Section 1.** The forgoing 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 Mt. Carmel hereby adopts its current paid leave policy for all City of Mt. Carmel employees as set forth in the City of Mt. Carmel's Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the City of Mt. Carmel is a party and all other binding legislative actions governing paid leave adopted by the City Council of the City of Mt. Carmel, as the same may be amended from time to time. However, in no event shall the City of Mt. Carmel, as an employer provide less than one (1) day of paid leave per year to any City of Mt. Carmel employee except for Swimming Pool employees whose calendar year shall start on May 1 of each year, and Leaf pickup employees whose calendar year shall start on October 1 of each year.

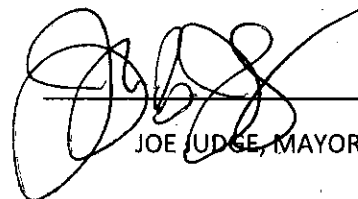
**Section 3.** Repeal of Conflicting Provisions. All ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.

**Section 4.** Severability. If any provisions 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 AND APPROVED THIS 27<sup>th</sup> DAY OF DECEMBER, 2023

CITY OF MT. CARMEL, ILLINOIS

  
\_\_\_\_\_  
JOE JUDGE, MAYOR

ATTEST:  \_\_\_\_\_

RYAN TURNER, CITY CLERK

Vote: Commissioner Meador absent

Commissioner Ikemire yes

Commissioner Meeks yes

First Reading: 12-11-, 2023

Second Reading: 12-27-2023

Passed and Approved: yes

Commissioner Zimmerman yes

CERTIFICATE

I, Ryan Turner, City Clerk in and for the City of Mount Carmel in the County of Wabash in the State of Illinois, and keeper of the records and files thereof, as provided by statute, do hereby certify the foregoing to be a true, perfect, and complete copy of Ordinance 2101 passed and approved by the City Council of the City of Mount Carmel at its regular meeting held December 27, 2023.

In testimony whereof, I have hereunto set my hand and affixed the seal of the City of Mount Carmel at my office this 27<sup>th</sup> day of December, 2023.

(SEAL)

A handwritten signature in black ink, appearing to read "Ryan Turner", is written over a horizontal line.

CITY CLERK

STATE OF ILLINOIS

COUNTY OF WABASH

CERTIFICATE OF PUBLICATION

I, Ryan Turner, certify that I am the duly appointed and acting City Clerk of the City of Mt. Carmel, Wabash County, Illinois.

I further certify that on December 27, 2023, the Corporate Authorities of such municipality passed and approved Ordinance Number 2101, entitled **AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE CITY OF MT. CARMEL, WABASH COUNTY, ILLINOIS**, which provided by its terms that it should be published in pamphlet form.

The pamphlet form of Ordinance No. 2101 including the Ordinance and a cover sheet thereof, was prepared, and a copy of such Ordinance was posted in the municipal building, commencing on December 27<sup>th</sup>, 2023 and continuing for at least 10 days thereafter. Copies of such Ordinance were also available for public inspection upon request in the office of the City Clerk.

Dated at Mt. Carmel, Illinois, this 27<sup>th</sup> day of December, 2023.

(SEAL)

A handwritten signature in black ink, appearing to read "Ryan Turner", is written above a horizontal line.

CITY CLERK