



ORDINANCE NO. 7977
FILE NO. 148AA

CITY OF CRYSTAL LAKE

**AN ORDINANCE AMENDING CHAPTER 115 OF THE CITY CODE
REGARDING PAID LEAVES OF ABSENCE OF CITY EMPLOYEES**

WHEREAS, the City of Crystal Lake (the “*City*”) is a home rule Illinois municipality operating Article VII, Section 6 of the Illinois Constitution and the Illinois Municipal Code, 65 ILCS 5; and

WHEREAS, pursuant to Section 10-4-1 of the Illinois Municipal Code, the City has the authority to provide by ordinance appropriate terms and conditions relating to City employees; and

WHEREAS, Chapter 115 of the Crystal Lake City Code (the “*City Code*”) sets forth various conditions and provisions relating to compensation of employees of the City; and

WHEREAS, in addition, the City has developed and approved a “City of Crystal Lake Personnel Policy Manual” (the “*Personnel Manual*”), which Personnel Manual has been amended from time-to-time; and

WHEREAS, the Personnel Manual sets forth various terms and policies regarding leaves of absence for City employees; and

WHEREAS, consistent with Section 15(p) of P.A. 102-1143, the City has authority to establish requirements for employers to provide paid leave to their employees, including paid sick leave; and

WHEREAS, the Mayor and City Council of the City (the “*City Council*”) have determined that it will serve and be in the best interests of the City and its residents to amend Chapter 115 of the

City Code to establish minimum requirements for paid leave of City employees pursuant to the City's authority under P.A. 102-1143;

NOW, THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Crystal Lake, County of Lake, State of Illinois, as follows:

SECTION ONE. Recitals. The foregoing recitals are incorporated into and made a part of this Ordinance by reference.

SECTION TWO. Amendment to Chapter 115 of the City Code. Chapter 115, entitled "Salaries," of the City Code is hereby amended by adding a new Section 115-3a, to be entitled "Minimum Paid Time Off," which new Section 115-3a shall hereafter be and read as follows:

115-3a Minimum Paid Time Off.

The City shall hereby provide every employee (whether full-time, part-time, or seasonal) not less than two (2) hours of paid time off annually. To the extent that the City establishes from time-to-time personnel policies extending a greater amount of paid leave, the amount of paid leave set forth in such policies shall apply to employees in accordance with the conditions and limitations of such policies. To the extent that a collective bargaining agreement sets forth standards different than the personnel policies established by the City, the terms of the collective bargaining agreement shall control to the extent permitted by law. Any paid time off shall be administered in accordance with the conditions and limitations of such personnel policies or (where applicable) collective bargaining agreements.

SECTION THREE. Effective Date. This Ordinance shall be in full force and effect upon its passage, approval, and publication in the manner provided by law.

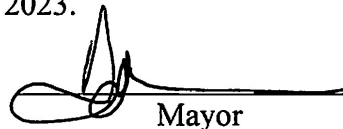
PASSED THIS 21st day of November, 2023.

AYES: (7)

NAYS: (0)

ABSENT: (0)

APPROVED THIS 21st day of November, 2023.



Mayor

ATTEST:
Nick Kachirawos by Nick Hammund, Deputy City Clerk
City Clerk