



WOOD RIVER DRAINAGE AND LEVEE DISTRICT
OF
MADISON COUNTY, ILLINOIS
543 W. MADISON AVENUE
WOOD RIVER, ILLINOIS 62095

ORDINANCE NO. 2024-02

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE WOOD RIVER DRAINAGE AND LEVEE DISTRICT**

WHEREAS, the Illinois Drainage Code, 70 ILCS 605 et seq., provides that the commissioners of a levee district may use funds of the district for any lawful purpose and compromise actions and controversies and employ engineers, attorneys, and other employees, and may levy assessments for the funding of same; and

WHEREAS, the Wood River Drainage and Levee District operates according to the Illinois Drainage Code as a drainage district with such authority, employing employees and engineers to accomplish its statutory purpose; 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 ordinance that requires the employer to provide any form of paid leave to their employees; and

WHEREAS, the Wood River Drainage and Levee District recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees through existing leave policies and applicable collective bargaining agreements; and

WHEREAS, the Wood River Drainage and Levee District has determined that applying the Act to its own employees will negatively impact the Wood River Drainage and Levee District, placing an undue financial and operational burden on the Wood River Drainage and Levee District's ability to provide uninterrupted services to its residents; and

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

NOW, THEREFORE, be it ordained by the Board of Commissioners of the Wood River Drainage and Levee District in a meeting duly assembled this 22nd day of December 2023.

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 Wood River Drainage and Levee District hereby adopts its current paid leave policies and procedures for all Wood River Drainage and Levee District employees as set forth in the Wood River Drainage and Levee District's Code of Ordinances, Employee Handbook, Annual Salary Ordinances, and collective bargaining agreements to which the Wood River Drainage and Levee District is a party, and all other binding legislative actions governing paid leave adopted by the Board of Commissioners, as the same may be amended from time to time. However, in no event shall the Wood River Drainage and Levee District provide less than **one (1) day of paid leave per year** to any Wood River Drainage and Levee District 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.

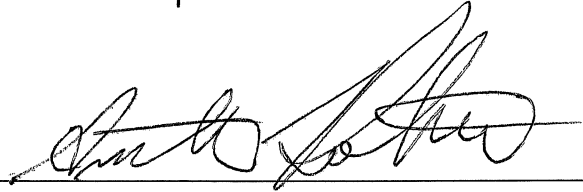
Section 4. Severability. If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

Section 5. The Executive Director of Wood River Drainage and Levee District is directed by the Board of Commissioners to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication.

WOOD RIVER DRAINAGE AND LEVEE DISTRICT



CHARLES JOHANSEN – PRESIDENT



ANTHONY ROBERTS – VICE-PRESIDENT



NATHAN KINCAID – COMMISSIONER

**(SEAL)
ATTEST:**



BRIANNE ENGLAND – SECRETARY / TREASURER