

TOI Newsletter



TOWNSHIP OFFICIALS OF ILLINOIS
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TOI.ORG

November 2023
Issue 2023-04



A Message from the President

Chris Kain

TOI President

Assessor (Addison Twp./DuPage Co.).

As we wind down the last quarter of 2023 and move towards 2024, we have a lot of positives to look back on and a lot of optimism to look forward to. We recently wrapped up the 116th Annual Fall Conference in Springfield, IL and we will look to carry that momentum into December and ultimately 2024. We look forward to announcing the 2024 Education program, along with the 2nd Annual TOIPAC

Golf Outing, among other events.

On behalf of the TOI Board of Directors and the Staff at TOI, I would like to wish everyone a Happy Thanksgiving, Happy Holidays, Happy New Year, and any other holiday you may celebrate. Thanks to all our members, volunteers, and everyone else who helps make the Township Officials of Illinois all that it is. We couldn't do it without you! We thank you for a great 2023 and look forward to an even better 2024!

Chris Kain

TOI President



From The Executive Director

Jerry B. Crabtree

TOI Executive Director



The Thanksgiving Holiday is a sign of the year about to wind down and we are provided an opportunity to look back on what we have accomplished in the past year. The association has achieved the goals and objectives set for 2023 with our "GET ON BOARD" theme throughout the year. The association held outstanding educational district events, efficient web programs, Q/A Fridays as we rounded out the year with the 116th Annual Educational Conference this past week. You the township officials in our great state of Illinois have stepped up and supported the many programs and activities scheduled and managed for you. Thank you from the TOI Board of Directors and staff for your unwavering support. For this next year we are working to make the programs and services even better to make you the best Township Official you can be.

I encourage you to take advantage of the legislative survey provided at the link below. Annually, we ask the membership to provide issues within township government that may need attention legislatively. If you have an issue you would like the legislative committee to review, please complete the survey at the link below.

The association has secured a webinar with the Illinois Department of Labor (IDOL) for December 19, 2023 to review township governments compliance with the new Paid Time for All requirements P.A. 102-1143. This webinar will review the steps townships can take to comply with the new law. There will be an opportunity for questions as well. This new law takes effect on January 1, 2024 and all townships are required to comply. Please mark your calendars to join us for the FREE webinar with IDOL.

Jerry B. Crabtree

Executive Director

Legislative Update

The 2023 Veto session ended on November 9th after the General Assembly convened for 6 days and will not return to Springfield until spring session begins January 16th of 2024. This year's veto session was a bit different compared to previous years under the current administration. In the past, Governor Pritzker has issued vetoes for one or perhaps two bills and was able to work out any differences with legislators before veto session began. This year the Governor issued more than a handful of vetoes and while most were able to be resolved some of those issues were unable to reach a solution during veto session and legislators will continue work on them into the spring session.

LEGISLATIVE NOTES

HB 351- REP. CURTIS TARVER (D-25TH)/ SEN. DON HARMON (D-39TH)

Changes dates for reporting by the Task Force to Review Eligibility to Hold Public Offices and removes the requirement that a notary public maintain a journal.

SB 690- SEN. CRISTINA CASTRO (D-22ND)/ REP. DANIEL DIDECH (D-59TH)

Validates certain tax levies for community mental health boards to ensure that local referendum previously passed are effective.

SB 1699- SEN. BILL CUNNINGHAM (D-18TH)/REP. LAWRENCE WALSH (D-86TH)

Makes changes to the Counties code for wind and solar siting. Gives 60 days instead of 45 to hold hearings. Also mandates that plans need to be filed with the county regarding drainage districts. Entitles landowners to compensation for certain damages.

The year 2022-2023 brought us the Decennial Committee Report. The year 2024 is bringing us the Paid Leave for All Workers Act (PLAWA) effective January 1, 2024. Like the Decennial Committee Report, we expect the PLAWA to bring in a new surge in inquiries and questions. While we still have plenty to learn and clarify, here is some initial information we think will be helpful in understanding the Act before it goes into effect on January 1st, 2024.

The 2024 Legislative Calendar has been released. Here is the [SENATE 2024](#) calendar. The [HOUSE 2024](#) calendar.



Paid Leave for All Workers Act

Effective January 1, 2024

The **PAID LEAVE FOR ALL WORKERS ACT**, Public Act (P.A.) 102-1143, requires employers, including townships, to provide 40 hours of paid leave to employees on an annual basis (calculates to 5 days annually).

The Illinois Department of Labor proposed a new rulemaking in the *Illinois Register* titled *Paid Leave for All Workers Act (56 IAC 200; 47 Ill. Reg. 15559)* establishing department rules. *The Flinn Report* of November 3, 2023, states, "Employers with existing paid leave policies in place prior to 1/1/2024 DO NOT have to change them if they meet or exceed the minimum requirements of the Act."

ESTABLISHING A MINIMUM PAID LEAVE STANDARD

Beginning January 1, 2024, employers (townships) must provide employees one hour of paid leave per 40 hours worked and allow them to carry over up to 40 hours of paid leave annually. Townships may set a minimum increment of no more than two hours per day for the use of paid leave. Paid leave accrued may be taken for any reason without documentation, but townships may set leave policies that require employees to provide notice of

seven days for foreseeable leave and as soon as possible for unforeseeable leave.

TOWNSHIP PAID LEAVE ORDINANCES

The Act does not require townships to pass paid leave ordinances.

TOWNSHIP RESPONSIBILITIES UNDER THE ACT

Townships will be required to maintain records documenting hours worked, paid leave accrued and taken and the paid leave balance for each employee for at least three years. Townships will also have notification responsibilities including posting a physical notice summarizing the Act, information on filing a complaint and supplying employees with notice of their amount of accrued time. Additionally, Townships will be barred from retaliating against employees for using paid leave. Townships will be subject to penalties for violations of the Act including fines of up to \$1,000 per violation of the Act's posting and notice requirements, up to \$2,500 for all other violations and possible civil penalties and damages to the employee.

EXCEPTIONS TO PAID LEAVE POLICY

The Act does not preempt or alter leave benefits subject to current collective bargaining agreements. The Act does not apply to federal employees, or school district and park district employees. Other excluded workers include: independent contractors, railroad employees subject to railroad unemployment insurance or the Railway Labor Act, part-time student employees who are employed by a college or university and short-term employees at institutions of higher education.

TOI IS HOSTING A FREE WEBINAR ON DECEMBER 19 WITH IDOL REPRESENTATIVES TO DISCUSS PLAWA AND TOWNSHIPS.

**TUESDAY, DEC 19
10:00 AM**

**FREE
WEBINAR**

PLAWA - PAID LEAVE FOR ALL WORKERS ACT

The Paid Leave for All Workers Act takes effect January 1, 2024. IDOL Staff will provide an overview of the new law and Proposed Rules, and guidance for compliance for township officials. They will also take questions at the end. Attendees can also review the FAQ on IDOL's web site prior to the webinar.

<https://labor.illinois.gov/laws-rules/paidleave.html>

This is a free webinar hosted by TOI on Tuesday, December 19, 2023 at 10am.

Featuring IDOL Legislative and Policy Director Anna Koeppel and IDOL Deputy General Counsel Ganapathi Ramaswamy.

Register at
<https://my.toi.org/events/upcoming-events>



Illinois Department of
LABOR

Civility Pledge - Voluntary

In the current age of extreme political divisions, the Township Officials of Illinois's Executive Committee is promoting that all Townships adopt the CIVILITY Pledge to bring conformity in townships across Illinois. This voluntary pledge publicly announces a code of conduct that is expected.

The Institute for Local Government defines civility primarily as how people treat each other. Civility involves the way people display respect for others in a group that have differing opinions that they may disagree with. Debate and disagreement play an important role in governance, but the issue is how individuals accept or express such disagreement. The objective of every township board meeting is to focus on the proposed solutions to identified problems impacting the community, not to engage, support or encourage personal attacks differing opinions of how to reach supportive conclusions.

For decades Township Government has experienced a fair share of division and regardless of your political affirmations disagreement and dislike occurs on both sides. Township meetings experience this and even elevate to physical encounters at times.

With the continued division of political affiliations, the call for a civil society is more now than ever. This is why TOI is following other units of local governments in Illinois and encouraging the 1426 townships in Illinois to adopt the civility pledge to eliminate such meeting problems.

Suggestions for your township boards to incorporate the civility pledge.

- Have each elected township board member sign the pledge individually annually.
- Have them sign as a group to show group agreement by signing together as a board.
- Post the pledge with your meeting agenda monthly.
- State the pledge after the Pledge of Allegiance at each township board meeting.

The Township Officials of Illinois Board of Directors is confident that providing a discussion of why civility is important and allowing the township boards as a group to accept the pledge it will undoubtedly:

- Assist in rebuilding trust in local government at all levels.
- Provide a model of productive, civil engagement among board members and the public.
- Increase communication and trust with the community that is being served.
- Increase the impact that township government has on communities every day.

Some tips for leading with CIVILITY.

- Accept and embrace different points of view.
- Practice active listening
- If you disagree, do it respectfully.
- Learn to Separate the individual from the issue (NEVER ATTACK A PERSON)
- Make board relationships a priority.
- Build TRUST among the board.
- Find common ground.

CIVILITY PLEDGE

*In the interest of civility, I, _____,
pledge to promote civility by listening, being respectful of
others, acknowledging that we are all striving to support and
improve our community, and understanding that we each
may have different ideas for achieving that objective.*

2024 Education Program

With 2024 right around the corner, the Education Committee of the TOI Board of Directors recently met to approve the Education Program for 2024. TOI is returning to some familiar sites and also adding some new stops to our Illinois tour.

We will be hosting four **DISTRICT EDUCATION EVENTS** throughout the state: **NORMAL, IL ON JUNE 5TH; MT. STERLING, IL ON JULY 9TH; ST. CHARLES, IL ON AUGUST 27TH; AND WOOD RIVER, IL FOR AN EVENING EVENT ON SEPTEMBER 26TH.** We are always looking for new venues and different areas to host our District Education Events. If you are interested in hosting and TOI coming to your township, please contact Director of Member Services Brad Ruppert at toi.org.

As we continue to become a more digital world, we are constantly trying new and different ways to bring our education program to our members through technology. For the first time, we are going to introduce in 2024 **TWO VIRTUAL DISTRICT EVENTS- MARCH 28TH AND MAY 23RD.** Stay tuned to toi.org and *Township Perspective* for more information.

Our **PROFESSIONAL DEVELOPMENT DAY** series returns in 2024 for events at the TOI Office in Springfield. We have those scheduled for **FEBRUARY 22ND, JUNE 28TH, SEPTEMBER 5TH, AND DECEMBER 12TH.**

Also returning by popular demand our **Q&A DAYS AS** well as **LUNCH AND LEARN WEBINARS.** For a full list of these events and dates, please see below or as always, check our website at toi.org and *Township Perspective*.

SAVE THE DATE **EVENTS**2024

EDUCATION DISTRICT EVENTS

JUNE 5
JULY 9
AUGUST 27
SEPTEMBER 26

LUNCH & LEARN WEBINAR

JANUARY 10
FEBRUARY 15
MARCH 13
APRIL 10
MAY 15
JULY 17
AUGUST 21
SEPTEMBER 18
OCTOBER 9

PROFESSIONAL DEVELOPMENT DAYS

FEB 22
JUNE 28
SEPTEMBER 5
DECEMBER 12

Q&A DAYS

JANUARY 19
FEBRUARY 23
MARCH 22
APRIL 19
MAY 10
JUNE 7
AUGUST 16
SEPTEMBER 13

VIRTUAL DISTRICT EVENT

MARCH 28
MAY 23

LOBBY DAY

APRIL 17

117TH ANNUAL EDUCATIONAL CONFERENCE

NOVEMBER 11-13, 2024



VISIT TOI.ORG FOR MORE DETAILS

DATES SUBJECT TO CHANGE

116th Annual Educational Conference Recap

We recently wrapped up the **116TH ANNUAL EDUCATIONAL CONFERENCE**, November 11-13th in Springfield, IL. The 116th Annual Conference brought elected township officials from throughout the state of Illinois to the Crowne Plaza hotel for 3 days of education, speakers, a trade show, networking, and social time.

With a keynote address from U.S. Navy Commander Guy Snodgrass focusing on teamwork, public service, and leadership, the Opening Session set the tone for the remainder of the conference. Entertainment provided by the Ukulele Moonshiners got the Presidents reception dancing and large crowds for GloBingo closed the night with a fun, loud and entertaining finish.

We would like to thank all of the guests, the speakers and presenters, the volunteers. We couldn't do it without all of you and we look forward to seeing you back in Springfield at the Crowne Plaza November 12-14th, 2024.

Look for the December issue of *Township Perspective* to see a full conference recap!



TOI President Christopher Kain (Addison Township, DuPage Co.) greets attendees at the Opening Session



Keynote Speaker Guy Snodgrass speaks at the Opening Session.



Attendees enjoying lunch in the Exhibit Hall.



The TOI Booth in the Exhibit Hall featured many games for Attendees to take part in.



Education sessions were available for attendees to further their education as township officials.



The Ukulele Moonshiners performed during the President's Reception on Monday night.



It was a packed room for Glo Bingo on Monday night!



TOI swore in new director for the 2023-2025 term.

The Local Elected Official (LEO) Training

The year 2024 will begin the fourth year of the current township term. That means election season is right around the corner. To prepare all township clerks for the upcoming township elections, TOI and the Township Clerks of Illinois will be co-sponsoring a day-long event on July 30th, 2024, at the Northfield Center in Springfield, IL beginning at 10:00 AM to train all township clerks. Look in future issues of *Township Perspective* for reigstration details, fee is \$50.

The **2023 LOCAL ELECTION OFFICIALS HANDBOOK** is currently available to download on the State Board of Elections website [HERE](#) in the "Elections Guide" tab. As of this publication date, the official release date for the 2024 Local Election Officials Handbook hasn't been announced but expect it in early-2024.

TOI Board

TOI OFFICERS

President: Christopher Kain, *Addison Township, DuPage County*

1st Vice President: Craig Paulek, *Stonington Township, Christian County*

2nd Vice President: Sherry Tite, *Wood River Township, Madison County*

Treasurer: Sherrill Knorr, *Reed Township, Will County*

Secretary: Arnold Vegter, *Union Grove Township, Whiteside County*

Immediate Past President: Danny Hanning, *Huntsville Township, Schuyler County*

TOI BOARD OF DIRECTORS

Amanda Bean	<i>Mt. Vernon Twp., Jefferson Co.</i>
Sue Brokaw	<i>Dorr Twp., McHenry Co.</i>
Pam Bruner	<i>Cordova Twp., Rock Island Co.</i>
M. Carroll Carroll	<i>Brimfield Twp., Peoria Co.</i>
Jeff Castle	<i>Milton Twp., DuPage Co.</i>
Mary Rob Clarke	<i>Riverside Twp., Cook Co.</i>
John Dabrowski	<i>Bloomington Twp., DuPage Co.</i>
Katy Dolan Baumer	<i>Hanover Twp., Cook Co.</i>

Suzanne Fisher
John Gardner, Jr.
Don Goad
Lisa Hodge
Marsha Johnston
Scott Kegaris
James Kensler
Tim Killian
Chuck Layer

Karen Megan
Mike Reynolds
Sandy Shaw
Craig Smith
Kay Starostovic
Matthew Starr
Jacqueline Stewart
James Weisiger

Deanna Wilkins
Neal Wood

Oquawka Twp., Henderson Co.
Frankfort Twp., Franklin Co.
Greenwood Twp., McHenry Co.
Blackberry Twp., Kane Co.
Bruce Twp., LaSalle Co.
Schaumburg Twp., Cook Co.
Unit RD #3, Wabash Co.
Chenoa Twp., McLean Co.
Blackhawk Twp., Rock Island Co.
Millbrook Twp., Peoria Co.
Long Creek Twp., Macon Co.
Wood River Twp., Madison Co.
DeKalb Twp., DeKalb Co.
Grant Twp., Lake Co.
Plainfield Twp., Will Co.
Bloom Twp., Cook Co.
Champaign Twp., Champaign Co.
York Twp., DuPage Co.
Newman/Murdock/Sargent/Bowdre Twp., Douglas Co

**Effective through December 31, 2023*

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