

CITY OF GENOA  
DEKALB COUNTY, ILLINOIS

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**ORDINANCE NO. 2023- 15**

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ADOPTED BY  
THE MAYOR AND  
CITY COUNCIL  
OF THE  
CITY OF GENOA

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AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

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Adopted September 6, 2023, by the Mayor and City Council of the City of Genoa  
DeKalb County, Illinois, and approved and published in pamphlet form  
This 6<sup>th</sup> day of September 2023.

# CITY OF GENOA

## ORDINANCE 23 - \_\_\_\_\_

### AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

WHEREAS, the City of Genoa, Illinois, is a municipality, and the passage of this Ordinance constitutes an exercise of the City's statutory rights, including, without limitation, pursuant to the "Paid Leave for All Workers Act," 820 ILCS 192/1 *et seq.* (the "Act"); and

WHEREAS, consistent with the Act, the City Council finds that it is in the public policy interests of the municipality for employees to have some paid leave from work to maintain their health and well-being, care for their families, or use for any other reason of their choosing, and that doing so is in the best interest of the government to provide for the overall betterment of public health and safety, and long-term efficient operations of the municipality; and

WHEREAS, the City Council of the City desire to establish by ordinance and codify in the City of Genoa Municipal Code ("Municipal Code") to set forth inalienable rights to paid leave which existing and future policy of the City may enhance but which may not be diminished, and that such a municipal ordinance is expressly contemplated by Section 15(p) of the Act; and

NOW, THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Genoa, Illinois as follows:

**SECTION 1: RECITALS.** The foregoing recitals are incorporated into and made a part of this Ordinance as the findings of the Mayor and City Council.

**SECTION 2: PAID LEAVE RIGHTS.** Title 1, Chapter 16, Section 5 of the Municipal Code is hereby established with the following language:

#### **1-16-5: WARDS: PAID LEAVE RIGHTS:**

- A. All regular, full-time employees of the City will, at all times, be provided no less than 40 hours of any form of paid leave for every consecutive 12 month period of their employment.
- B. All part-time, temporary, and seasonal employees of the City will, at all times, be provided no less than 1 hour of any form of paid leave for every 40 hours worked, up to a minimum of 40 hours.
- C. The City through its Personnel Policies may make adjustments to eligibility and accrual rates for various forms of paid leave, including sick leave, on an ongoing basis without impacting, affecting, or altering this ordinance, but in no event shall the rights to paid leave provided to employees be less than what is provided herein.
- D. The rights of employees working for non-municipal employers within the City shall be as stated in the Paid Leave for All Workers Act, 820 ILCS 192/1 *et seq.*, as may be amended from time to time.

**SECTION 3:** If any section, paragraph, subdivision, clause, sentence or provision of this Ordinance shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair, invalidate or nullify the remainder thereof, which remainder shall remain and continue in full force and effect.

**SECTION 4:** All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict, and any future changes to preexisting personnel policies adopted by ordinance are hereby authorized to be done by motion or resolution.

**SECTION 5:** This Ordinance shall be in full force and effect upon its approval and publication in pamphlet form (which publication is hereby authorized) as provided by law.

Passed this 6 day of September 2023, by roll call vote as follows:

Alderman Name	Aye	Nay	Abstain	Absent
Pam Wesner	✓			
Chris Pulley				✓
Melissa Freund	✓			
Walter Stage	✓			
Courtney Winter	✓			
Kendra Braheny	✓			
Gregg Hughes	✓			
Gary Roca				✓
Mayor Jonathon Brust				

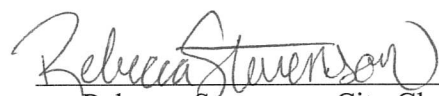
PASSED by the City Council of the City of Genoa, DeKalb County, Illinois this 6 day of September, 2023.

Approved by me this 6 day of September, 2023.

  
 \_\_\_\_\_  
 Jonathon Brust, Mayor

(SEAL)

ATTESTED and filed in my office this 6 day of September, 2023.

  
 \_\_\_\_\_  
 Rebecca Stevenson, City Clerk

**CERTIFICATION**

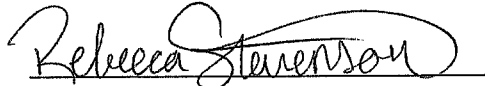
I, Rebecca Stevenson, do hereby certify that I am the duly appointed, acting and qualified Clerk of the City of Genoa, Illinois, and that as such Clerk, I am the keeper of the records and minutes and proceedings of the Mayor and City Council of said City of Genoa.

I do further certify that at a regular meeting of the Mayor and City Council of the City of Genoa, held on the 10 day of September 2023, the foregoing Ordinance entitled, ***An Ordinance Establishing Employees' Rights to Paid Leave***, as duly passed by the Mayor and City Council of the City of Genoa.

The pamphlet form of Ordinance No. 2023-\_\_\_\_, including the Ordinance was prepared, and a copy of such Ordinance was available in the City Hall, commencing on the 10 day of September, 2023, and will continue for at least 10 days thereafter. Copies of such Ordinance are also available for public inspection upon request in the office of the City Clerk.

I do further certify that the original, of which the attached is a true and correct copy, is entrusted to me as the Clerk of said City for safekeeping, and that I am the lawful custodian and keeper of the same.

Given under my hand and seal of the City of Genoa this 10 day of September, 2023.

  
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City Clerk  
City of Genoa,  
DeKalb County, Illinois

(SEAL)