

**ROCHELLE CITY COUNCIL
REGULAR MEETING
AGENDA ITEM NO.**

SUBJECT: A Resolution Approving an Amendment to the Personnel Manual (City of Rochelle Employee Handbook) updating the Personal Leave to comply with the Illinois Paid Leave for All Workers Act (PLAWA) for the City of Rochelle.

Staff Contact: Nancy Bingham

Summary:

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”). We have been monitoring the Act for any further rulings, clarifications, and possible additional exemptions for municipalities. During the past year we have attended several seminars and webinars on this related topic from a few different organizations. On November 1, 2023, Illinois Municipal League, (IML), sent an email on guidance for this Act. Approving this Resolution will deem Personal Leave as compliance with the PLAWA.

Remove current Chapter 3: Leave, Section 4, Article C: Executive Level Personal Leave and combine with the new Personal Leave Policy.

Replace the current Chapter 3: Leave Section 4, Article Sick Leave and Personal Leave, Personal Days (added May 13, 2019) section and replace with the new Personal Leave Policy.

See Attached Documents for current policy and new policy which includes proposed changes.

Funding Sources:

Source:	Budgeted Amount:	Proposed Expenditure:

Strategic Plan Goal Application:

-Dynamic planning and evaluation in City wide planning efforts.

-Budget - A tool to attract and retain quality employees allowing the departments to provide quality services to the City and its residents.

Recommendation: Approve a Resolution to Amend the City of Rochelle Handbook (Personnel Policies Manual) regarding the Illinois Paid Leave for All Workers Act for the City of Rochelle.

Supporting Documents:

Current Personal Leave Policies.

Proposed new Personal Leave Policy.