

**SPECIAL MEETING**  
**HELD ON DECEMBER 30, 2024, IN THE CITY COUNCIL CHAMBERS**  
**204 PULASKI ROAD, CALUMET CITY, ILLINOIS**

CALL TO ORDER The Special Meeting was called to order at 4:30 p.m. by Mayor Jones.

PUBLIC COMMENT: None

PRESENT 6 ALDERMEN: Navarrete, Wilson Williams, Gardner,  
Patton, Smith

ABSENT: 0 ALDERMEN: None

Also present were Alderman Tillman (via zoom), City Clerk Dr. Nyota T. Figgs, City, City Treasurer Tarka, Deputy Clerk Jessica Coffee, Police Chief Kolosh, and Attorney Mark Sterk.

Discussion Opt  
Out Cook County  
Paid Leave  
Ordinance

Mayor Jones stated he was tasked with contacting the School Superintendents and inviting them to the Special City Council Meeting tonight. Mayor Jones stated three of them declined to attend tonight and sent personal statements. I received an email from Anita Rice in the email dated Saturday December 28<sup>th</sup>; part of the email stated “Dear Mayor Jones, thanks for your invitation to the meeting for December 3<sup>rd</sup> regarding possible consideration of the Calumet City opt out of the Cook County Paid Leave Ordinance for school districts located in Calumet City. We sincerely appreciate your and the city’s effort to meet in connection to this matter the district recently learned that in January 2025 cook county will consider an amendment to the Paid Leave ordinance that employers governed by the Illinois School Code may set a minimum increment not to exceed their regular workday. The district also understands that a rule change is also being proposed for January 25<sup>th</sup> as follows “Employers governed by the Illinois School Code will be considered compliant with this division with respect to employees whose regular work year is less than 11 months if 1. The employee received at least 10 paid sick leave days per year and 2. The employer provides at least two additional personal leave days and 3. The employer permits the employee to convert accumulated unused sick days to personal days so that the employee may have a total of 5 personal days per school year. The use of personal leave shall be subject to negotiated terms to any applicable collective bargaining agreement. In the absence of a collective bargaining agreement the school board policies shall govern the use of personal leave. In view of the proposed amendment and rule change we respectfully withdraw our request that the city council take action and opt out of the Cook County Paid Leave Ordinance for the school districts located in Calumet City. In



the event either the amendment or rule change does not take effect, the district will make any necessary modifications to the board policy to be compliant with the Ordinance for employees not covered by the collective bargaining unions. The district will also partner in good faith with their respective bargaining unions on the subject Ordinance during the course of successor contract negotiations since we withdraw our requests it is not necessary for our districts to attend the meeting on December 23<sup>rd</sup>, we wish you all the best in the new year.

So, Alderman you made this request do you still want to proceed?"

Alderman Patton "This came across my desk because several Superintendents in our city reached out to me starting in September of this year, and so this is something that I put on the mayor's radar. I'm just going to read some paragraphs from emails that I've received from our Superintendents since this came on my radar. This first paragraph is from a Superintendent that says from a district perspective we are looking for some help; it would be great if this could be added to the agenda at the city council meeting on 11/25. Again, at the last meeting I stated I had been asking for this to be added on the agenda going back to November. I can provide a draft resolution if needed. The Cook County Paid Leave ordinance replaces the Cook County Earned Sick Leave Ordinance which took effect on 07/01/17 this is an ordinance that this city council opted out of back in 2017. As a home rule municipality the city of Calumet City can opt out of compliance ordinance enacted by the board of the commissioners of Cook County. The City of Calumet City was 1 of 109 municipalities that opted out of compliance with the Earned Sick Leave Ordinance in 2017. Effective 01/01/24 the State of Illinois enacted the Paid Leave Act for all workers act. The act all school districts and park districts are excluded from the act. Cook County is the only County in the State of Illinois to include school districts and park districts. Therefore, the board of commissioners of Cook County adopted the Cook County Paid Leave Ordinance which replaced the Earned Sick Leave Ordinance neither school districts nor park districts were excluded from the ordinance, however an amendment was adopted to delay the implementation date for school districts and park districts to 01/01/25 that's why we're discussing this on 12/30/24. According to a recent survey conducted by the Northwest Municipal conference at least 11 home rule municipalities have been opted out of the Paid Leave Ordinance. almost half of which exempted all employees or all government employees. Again, this was written in the beginning of November so that 11 number has risen since then."

Mayor Jones "Alderman, you said parks and the schools but then you said the request came from the schools so did the request come from the parks or the schools?"

Alderman Patton “It came from the schools.”

Attorney Mark Sterk Legal Opinion Attorney Mark Sterk gave the Legal opinion that opting out of the Paid Leave Ordinance will have no effect on the schools.

Approval to Opt Out Of the Paid Leave Ordinance Alderman Patton moved, seconded by Alderman Wilson to opt out of the Paid Leave Ordinance.

(Ord. 24-24) (See Attached 3A)

ROLL CALL

YEAS: 5 ALDERMEN: Navarrete, Wilson, Tillman, Gardner, Patton

NAYS: 2 ALDERMEN: Williams, Smith

ABSENT: 0 ALDERMEN: NONE

**MOTION CARRIED**

2025 Holiday Calendar Update There was a brief discussion regarding the cost of adding more holidays to the 2025 Holiday Calendar. Mayor Jones advised the 2025 has been revised.

Approval of Revised 2025 Holiday Calendar Alderman Patton moved seconded by Alderman Williams to approve the revised 2025 Holiday Calendar.

ROLL CALL

YEAS: 6 ALDERMEN: Navarrete, Wilson, Williams, Gardner, Patton, Smith

NAYS: 0 ALDERMEN: None

ABSENT: 1 ALDERMEN: Tillman

**MOTION CARRIED**

Approval of Emergency Demolition (Amended) Alderman Patton moved, seconded by Alderman Navarrete to approve emergency demolition of 412 155<sup>th</sup> Place. Further direct Holland Asphalt to move forward with the demolition. Further, direct the City Treasurer to issue payment to Holland Asphalt in the amount of \$21,800.00 plus \$450.00 permit fee to Cook County for Asbestos removal from the Demolitions and Acquisitions line item as amended.

ROLL CALL

YEAS: 7 ALDERMEN: Navarrete, Wilson, Tillman, Williams, Gardner, Patton, Smith

NAYS: 0 ALDERMEN: None

ABSENT: 0 ALDERMEN: None

**MOTION CARRIED**



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**THE CITY OF CALUMET CITY,  
COOK COUNTY, ILLINOIS**

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**ORDINANCE NUMBER 24-24**

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**AN ORDINANCE AMENDING CHAPTER 2, ARTICLE V OF  
THE CITY OF CALUMET CITY CODE OF ORDINANCES  
REGARDING OPTING OUT OF THE COOK COUNTY PAID  
LEAVE ORDINANCE**

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**THADDEUS JONES, Mayor  
DR. NYOTA T. FIGGS, City Clerk**

**DEJUAN GARDNER  
MICHAEL NAVARRETE  
JAMES PATTON  
ANTHONY SMITH  
DEANDRE TILLMAN  
RAMONDE WILLIAMS  
MONET WILSON  
Aldermen**

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Published in pamphlet form by authority of the Mayor and City Council of the City of Calumet City on 12/30/2024  
Prepared by Corporation Counsel Ancel Glink PC, 140 South Dearborn, Suite 600, Chicago, Illinois 60603

**ORDINANCE NUMBER 24-24**

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THE CITY OF CALUMET CITY CODE OF ORDINANCES  
REGARDING OPTING OUT OF THE COOK COUNTY PAID  
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**WHEREAS**, the City of Calumet City (“City”) is an Illinois home rule municipality organized and operating pursuant to the Constitution and laws of the State of Illinois; and

**WHEREAS**, a home rule municipality may exercise and perform concurrently with the State any power or function pertaining to its government or affairs unless the General Assembly specifically limits the concurrent exercise or specifically declares the State's exercise to be exclusive (Illinois Const., Art. VII, § 6(i)); and

**WHEREAS**, if a statute does not expressly deny or limit a power or function of a home rule municipality specifically, the concurrent exercise of governmental power by a home rule municipality will not be read to be restricted (*Cammacho v. City of Joliet*, 2024 IL 129263, P23); and

**WHEREAS**, if a home rule county ordinance conflicts with an ordinance of a municipality, the municipal ordinance shall prevail within its jurisdiction (Illinois Const., Art. VII, § 6(c)); and

**WHEREAS**, effective January 1, 2024, Illinois Paid Leave for All Workers Act (“**PLAWA**”), 820 ILCS 192/1, *et seq.*, requires certain employers to provide certain paid leave to eligible employees; and

**WHEREAS**, on October 26, 2024, the corporate authorities of the City exercised its home rule powers to pass an ordinance, codified as Section 2-547 of the City of Calumet City Code of Ordinances (“**Code**”), whereby the City opted out of PLAWA and its administrative regulations, as now or hereinafter amended, and

**WHEREAS**, on December 14, 2023, Cook County (“**County**”) passed Ordinance Amendment 24-0583 (“**County Ordinance**”), which requires certain employers located in the County to provide certain paid leave to eligible employees; and

**WHEREAS**, the corporate authorities of the City find that applying the County Ordinance to the City will adversely impact its governmental operations and affairs, and impose an undue burden on the City’s ability to provide uninterrupted services to its residents; and

**WHEREAS**, the City currently provides reasonable paid leave benefits to its employees through its collective bargaining agreements and personnel policies, and the corporate authorities of the City desire to maintain the status quo with respect to the current level of paid leave benefits provided to its eligible employees; and

**WHEREAS**, the corporate authorities of the City deem it necessary to exercise the City’s home rule powers to amend the City Code, as set forth in this Ordinance, to opt out of the County Ordinance, as now or hereinafter amended; and

**WHEREAS**, the corporate authorities of the City find that amending the City Code to opt out of the County Ordinance, as set forth in this Ordinance, is in the best interests of the public health, safety, and welfare of the City and its residents.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and City Council of the City of Calumet City, Cook County, Illinois, in exercise of its home rule powers, as follows:



**Section 1. Incorporation of Recitals.** The forgoing recitals are hereby incorporated into this Ordinance as findings of the corporate authorities of the City of Calumet City as though fully set forth herein.

**Section 2. Amendment.** Chapter 2 (“Administration”), Article V (“Employee Benefits”), Division 3 (“Conflicts With Paid Leave For All Workers Act) of the City of Calumet City Code of Ordinances is hereby amended as follows (additions in **bold and double-underlined**, deletions ~~strikethrough~~) (omitted language is not intended to be amended):

**DIVISION 3. - CONFLICTS WITH PAID LEAVE FOR ALL WORKERS ACT PLAWA AND COOK COUNTY PAID LEAVE ORDINANCE**

**Sec. 2-537. Conflicts with Paid Leave for All Workers Act PLAWA and Cook County Paid Leave Ordinance.**

No additional obligations with regard to paid leave, including, without limitation, any additional obligations adopted by the State of Illinois **or its administrative agencies** under the Paid Leave for All Workers Act (“**PLAWA**”), 820 ILCS 192/1, et seq., **as now or hereinafter amended, or its administrative rules**, the Cook County Paid Leave Ordinance, as **now or hereinafter amended** well as any subsequent amendments, shall apply to employees of the City of Calumet City, Illinois, and the city opts out of such **the foregoing laws, ordinance,** regulations or requirements.

**Section 3. Conflict.** In the event a conflict exists between the terms of this Ordinance and any other ordinance or resolution of the City, the terms of this Ordinance shall govern.

**Section 4. Severability.** If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portions hereof.

**Section 5. Effective Date.** This Ordinance shall be in full force and effect from and after its passage, approval, and publication in pamphlet form in the manner provided by law.

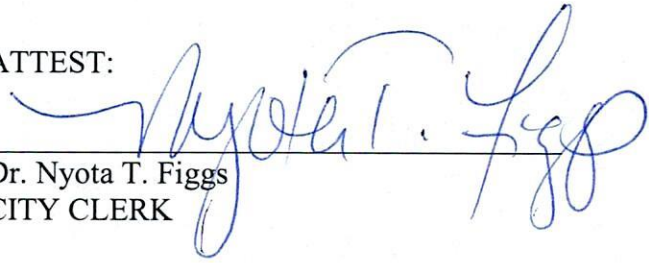
**ADOPTED** this 30th day of December 2024, pursuant to a roll call as follows:

	<b>Yes</b>	<b>No</b>	<b>Absent</b>	<b>Present</b>
Gardner	X			
Navarrete	X			
Patton	X			
Smith		X		
Tillman	X			
Williams		X		
Wilson	X			
(Mayor Jones)				

**APPROVED** by the Mayor on December 30, 2024.

  
Thaddeus Jones  
MAYOR

ATTEST:

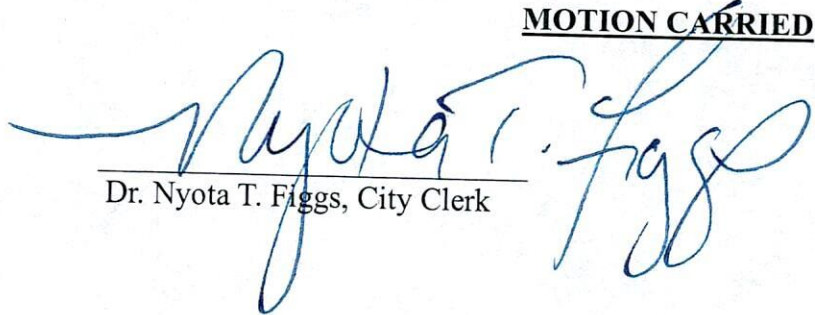
  
Dr. Nyota T. Figgs  
CITY CLERK



ADJOURNMENT

Adjournment was at 5:12 p.m., on a motion by Alderman Patton seconded by Alderman Smith.

MOTION CARRIED



Dr. Nyota T. Figgs, City Clerk