



Lake County Illinois

Legislation Details (With Text)

File #: 20-0732 **Version:** 1 **Name:** Resolution amending Section 11.4, Reduction in Force, in the Employee Policies and Procedures Manual.

Type: resolution **Status:** Passed

File created: 5/22/2020 **In control:** Financial & Administrative Committee

On agenda: **Final action:** 6/9/2020

Title: Resolution amending Section 11.4, Reduction in Force, in the Employee Policies and Procedures Manual.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 11.4 Reduction in Work Force - 1992.pdf, 2. 11.4 Reduction in Work Force Proposed.pdf

Date	Ver.	Action By	Action	Result
6/9/2020	1	Lake County Board	adopted	Pass
6/4/2020	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution amending Section 11.4, Reduction in Force, in the Employee Policies and Procedures Manual.

- The existing Reduction in Force Policy is 28 years old.
- The existing Policy needs to be updated to bring Lake County in-line with modern practices.
- The new policy was drafted after reviewing policies from other municipalities and counties in the region.

Resolution

WHEREAS, Lake County is committed to maintaining an up to date Employee Policies and Procedures Manual; and

WHEREAS, Section 11.4, Reduction in Force, was last revised in 1992 (28 years ago), and needs to be updated to bring Lake County in-line with modern practices; and

WHEREAS, after reviewing the practices of comparable organizations, Human Resources feels it is necessary to revise Section 11.4 in order to bring it in line with practices found in other high performing organizations, and

WHEREAS, Lake County is committed to remaining a high performing organization and periodically revising our Employee Policy Manual keeps the organization in compliance with employment laws and best practices.

NOW, THEREFORE, IT BE RESOLVED, by this County Board of Lake County, Illinois, that the Lake County Employee Policies and Procedures Manual Section 11.4 Reduction in Force Policy be amended and adopted; and

BE IT FURTHER RESOLVED, that the Director of Human Resources will make this policy available on the Employee Self-Service Portal; and

BE IT FURTHER RESOLVED, the Director of Human Resources will distribute this Policy to all Department Heads falling under the jurisdiction of the County Board.

Dated, in Waukegan, Illinois, on June 9, 2020.