



# Lake County Illinois

## Legislation Details (With Text)

**File #:** 21-0657      **Version:** 1      **Name:** Continued Discussion on repealing and replacing Section 4.3, Military Training Leave and Military Leave of Absence, in the Employee Policies and Procedures manual.

**Type:** resolution      **Status:** Passed

**File created:** 4/16/2021      **In control:** Financial & Administrative Committee

**On agenda:**      **Final action:** 5/11/2021

**Title:** Resolution repealing Section 4.3, Military Training Leave and Military Leave of Absence, in the Employee Policies and Procedures manual and replacing with a new Section 4.3, Military Leave.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Current - 4.3 Military Training Leave and Military Leave of Absence.pdf, 2. Proposed - 4.3 Military Leave

Date	Ver.	Action By	Action	Result
5/11/2021	1	Lake County Board	adopted	Pass
4/29/2021	1	Financial & Administrative Committee	recommended for adoption to the consent agenda	Pass

Resolution repealing Section 4.3, Military Training Leave and Military Leave of Absence, in the Employee Policies and Procedures manual and replacing with a new Section 4.3, Military Leave.

- The existing Military Training and Military Leave of Absence Policy is 20 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 4.3, Military Training Leave and Military Leave of Absence, was last revised in 2000 (20 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 repeal and replace Section 4.3 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 revises our Employee Policy Manual and 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 4.3 Military Training Leave and Military Leave of Absence Policy be repealed, replaced 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** at Waukegan, Illinois on May 11, 2021.