



# Lake County Illinois

## Legislation Details (With Text)

<b>File #:</b>	21-0666	<b>Version:</b>	1	<b>Name:</b>	Continued discussion on repealing and replacing Section 2.10, Hiring of Relatives, in the Employee Policies and Procedures manual
<b>Type:</b>	resolution	<b>Status:</b>			Passed
<b>File created:</b>	4/19/2021	<b>In control:</b>			Financial & Administrative Committee
<b>On agenda:</b>		<b>Final action:</b>			5/11/2021

**Title:** Resolution repealing Section 2.10, Hiring of Relatives, in the Employee Policies and Procedures manual and replacing with a new Section 2.10, Employment and Supervision of Relatives; Personal Relationships with Employees.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Current - 2.10 Hiring of Relatives.pdf, 2. Proposed - 2.10 Employment of Relatives and Personal Relationship.pdf

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 regular agenda	Pass

Resolution repealing Section 2.10, Hiring of Relatives, in the Employee Policies and Procedures manual and replacing with a new Section 2.10, Employment and Supervision of Relatives; Personal Relationships with Employees.

- The current policy was adopted in 1992.
- The Human Resources Department will periodically review and update its employee policies in accordance with current best practices.
- Staff will provide you with information regarding the background of the existing policy and the need to repeal and replace the existing policy.

### RESOLUTION

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

**WHEREAS**, Section 2.10, Hiring of Relatives, 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 2.10 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 2.10 Hiring of Relatives Policy be repealed and replaced; 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.