



# Lake County Illinois

## Legislation Text

File #: 19-1249, Version: 1

Resolution amending the Lake County Employee Policies and Procedures section 4.5, Sick Leave.

- The Employee Sick Leave Act (Public Act 99-0841) (the “Act”) is a State law that requires employers to allow employees to use at least a portion of the sick leave time already available to them, under certain existing employer policies, to care for specific relatives.
- In order to comply with the Employee Sick Leave Act, the Lake County Employee Policies and Procedures Ordinance, Section 4.5 - Sick Leave is being amended as follows:
  - The policy defines family member as designated by law (defined as the employee’s child, stepchild, spouse, domestic partner, sibling, parent, mother or father in law, grandchild, grandparent, or stepparent).
  - The policy clarifies usage of Family Medical Leave Act (FMLA) for a family member, as defined by law.
- Additionally, due to the conversion of our payroll system to UltiPro, the accrual of employee sick time in the Lake County Employee Policies and Procedures Ordinance, Section 4.5 - Sick Leave is being amended as follows:
  - Accrual of sick time will begin on the employee’s first day.
  - Accrual of sick time will be spread evenly over all paychecks instead of 24 paychecks a year.
  - Annual accrual remains the same.

## RESOLUTION

**WHEREAS**, it is good policy from time to time to review policies to update them in the best interest of the County; and

**WHEREAS**, Lake County wishes to establish revised policies and procedures for sick leave due to changes to state law and the implementation of Lake County’s new HR and Payroll system, UltiPro; and

**NOW, THEREFORE, BE IT RESOLVED**, by this County Board of Lake County, Illinois, that the revised Section 4.5 Sick Leave attached hereto and made part of the policy is adopted.

**DATED** at Waukegan, Illinois, on August 13, 2019.