



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.