



Lake County Illinois

Legislation Text

File #: 20-1069, Version: 1

Ordinance changing the last three fixed holidays of Fiscal Year (FY) 2020, as set forth in the list of holidays approved by the County Board and found in Section 4.1 of the Lake County Employee Policies and Procedures, to unpaid holidays for Lake County employees.

- The COVID-19 pandemic has had a negative impact on the Lake County budget for FY 2020 resulting in a revenue shortfall projected to be approximately \$50,000,000.
- The Lake County Board has previously approved more than \$17,000,000 in operational reductions to the FY 2020 budget and additional FY 2020 reductions are required.
- More than 50 percent of the Lake County operational budget goes to staff wages and benefits.
- After careful consideration of options, three unpaid fixed holidays for FY 2020 balances the requirement for additional budget reductions while minimizing the impact on County operations and employees.
- Applying this change to all employees in all departments under the County Board's budget authority will provide the greatest reduction and most fair outcome across the whole of County Government.
- This change can provide an estimated savings of up to \$1,800,000 in FY 2020.

ORDINANCE

WHEREAS, on March 9, 2020, the Governor of Illinois announced a state of emergency decree in response to the COVID-19 pandemic; and

WHEREAS, the Governor initially announced the closure of all but essential businesses in the State of Illinois and many businesses continue now to operate with various restrictions; and

WHEREAS, the temporary and, in some cases now, permanent closure of Illinois businesses during this pandemic and the loss of jobs, has had a severe negative effect on state and county economies to include decreased revenues/tax dollars to all units of local government including Lake County; and

WHEREAS, the actions taken to protect the public from COVID-19 during the pandemic has negatively impacted the Lake County budget for Fiscal Year 2020 (FY 2020) resulting in a revenue shortfall most recently projected to be approximately \$50,000,000; and

WHEREAS, Lake County has already approved more than \$17,000,000 in operational reductions to the FY 2020 budget; and

WHEREAS, more than 50 percent of the Lake County operational budget goes to staff wages and benefits; and

WHEREAS, after careful consideration of options for additionally FY 2020 reductions, it has been determined that unpaid fixed holidays for the remainder of FY 2020 balances the ongoing requirement for additional budget reductions with minimizing impact on County operations and employees; and

WHEREAS, since it is not uncommon for employers to change policies and procedures during financially difficult times, Lake County is, by this ordinance, amending its policies and procedures regarding paid holidays for the remainder of FY 2020; and

WHEREAS, application of this pay reduction to all employees in all departments under the County Board's budget authority will provide the greatest level of savings and most fair outcome across the whole of County Government; and

WHEREAS, this action will provide the County with an estimated cost savings of up to \$1,800,000 for FY 2020.

NOW, THEREFORE, BE IT ORDAINED, that the last three fixed holidays of FY 2020, as set forth in the list of holidays approved by the County Board and found in Section 4.1 of the Lake County Employee Policies and Procedures, will be unpaid holidays for Lake County employees. The unpaid holidays are:

- Labor Day (September 7, 2020)
- Thanksgiving (November 26, 2020)
- The day after Thanksgiving (November 27, 2020)

BE IT FURTHER ORDAINED, in order to achieve required budget savings, benefit time (vacation days, personal days, sick time, compensatory time, etc.) will not be accepted as a substitute on the days listed above; and

BE IT FURTHER ORDAINED, employees supporting previously determined mandatory/required operations on these fixed holidays will receive regular pay (no special pay rate or premium pay) for the hours worked; and

BE IT FURTHER ORDAINED, departments that are unable to support three unpaid fixed holidays for employees, for reasons determined as valid by the Financial and Administrative Committee, will be required to provide an alternative FY 2020 budget reduction; and

BE IT FURTHER ORDAINED, that this will not affect any paid holidays or equivalent time off previously accrued by employees during FY 2020.

DATED and **APPROVED** this 11th day of August 2020, by the County Board of County of

Lake, Illinois.