

DATE: September 3, 2020

MEMO TO: Terry Wilke, Chair
Finance Committee

FROM: Mary E. Kann
Director of Administration

RECOMMENDATION: Recommend approval of an Ordinance amending Personnel Policy 2.1 – Equal Employment Opportunity.

STRATEGIC DIRECTIONS SUPPORTED: Leadership, Organizational Sustainability

FINANCIAL DATA: There is no immediate financial impact.

BACKGROUND: The Lake County Forest Preserve District regularly reviews its Personnel Policies, to ensure consistency with changes in law. As part of a recent review, it is recommended that Policy 2.1 – Equal Employment Opportunity be updated, to include all current legally protected classes under both Federal and State Law. In addition, the Policy references Affirmative Action. The District has a separate policy regarding this topic, Personnel Policy 2.2 – Affirmative Action Plan, so it is recommended that these references be removed.

Therefore, it is the recommendation of staff that the Policies Section of the District’s Personnel Policies 2.1 – Equal Employment Opportunity be amended as set forth in the attached Ordinance.

REVIEW BY OTHERS: Chief Operations Officer, Director of Finance, Manager of Human Resources & Risk, Corporate Counsel.

STATE OF ILLINOIS)
) SS
COUNTY OF LAKE)

**BOARD OF COMMISSIONERS
LAKE COUNTY FOREST PRESERVE DISTRICT
REGULAR SEPTEMBER MEETING
SEPTEMBER 8, 2020**

MISTER PRESIDENT AND MEMBERS OF THE BOARD OF COMMISSIONERS:

Your **FINANCE COMMITTEE** presents herewith “An Ordinance Amending Personnel Policy 2.1 - Equal Employment Opportunity” and requests its approval.

FINANCE COMMITTEE:

Date:_____ Roll Call Vote: Ayes:_____ Nays:_____
 Voice Vote Majority Ayes: Nays:_____

**LAKE COUNTY FOREST PRESERVE DISTRICT
LAKE COUNTY, ILLINOIS**

**AN ORDINANCE AMENDING
PERSONNEL POLICY 2.1 – EQUAL EMPLOYMENT OPPORTUNITY**

WHEREAS, on March 19, 1976, the Lake County Forest Preserve District (the “District”) passed and approved certain Personnel Policies and Procedures, which have been amended from time to time (the “Policies”); and

WHEREAS, it is in the best interests of the District to amend Policy 2.1 – Equal Employment Opportunity to include all current legally protected classes under Federal and State Law, and remove references to the District’s Affirmative Action Plan, as the plan is addressed separately under Policy 2.2; and

WHEREAS, the amended Policy 2.1 shall be in the form of Exhibit A attached to this Ordinance and incorporated herein by this reference (the “Amended Policy”);

NOW, THEREFORE, BE IT ORDAINED by the Board of Commissioners of the Lake County Forest Preserve District, Lake County, Illinois, **THAT**:

Section 1: Recitals. The recitals set forth above are incorporated as a part of this Ordinance by this reference.

Section 2: Approval of Amended Policy. The Amended Policy is hereby approved and the Policies are hereby amended to include the Amended Policy.

Section 3: Effective Date. This Ordinance shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this ____ day of _____, 2020

AYES:

NAYS:

APPROVED this ____ day of _____, 2020

Angelo D. Kyle, President
Lake County Forest Preserve District

ATTEST:

Julie Gagnani, Board Secretary
Lake County Forest Preserve District

Exhibit No. _____



Lake County Forest Preserves

2.1 Equal Employment Opportunity

Effective Date: August 15, 1980

Revision Date: February 20, 1981, June 14, 1984, June 21, 2002, October 14, 2005, November 10, 2009, November 12, 2013, [September 8, 2020](#)

Policy

The policy of the District in regard to equal employment opportunity continues to require employment, promotions and all personnel actions to be based solely on individual merit and personal capabilities without regard to race, religion, color, national origin, sex, [gender identity](#), [pregnancy](#), age, disability ([mental or physical](#)) ~~or handicap~~, sexual orientation, [genetic information](#), order of protection, political affiliation, [military service](#) or any protected classification under the Illinois Human Rights Act [or Title VII of the Civil Rights Act](#).

~~In reaffirmation of the aforementioned policy, the Forest Preserve Board adopted the Affirmative Action Plan Ordinance on March 19, 1976.~~

~~The Administration Department has responsibility for correlating and implementation of the plan and related activities throughout the District. Equal Employment Opportunity reporting will be completed by the Lake County Department of Human Resources.~~

~~Cooperation and support in Affirmative Action Plan efforts are essential in assuring equal employment opportunities in all District operating facilities.*~~

~~*Passed as Statement of Policy on Lake County Forest Preserve District Affirmative Action Plan Ordinance adopted by the Lake County Forest Preserve District Board, March 19, 1976.~~