

DATE: June 3, 2024

MEMO TO: Gina Roberts, Chair
Finance Committee

FROM: Mary E. Kann
Director of Administration

RECOMMENDATION: Recommend approval of an Ordinance deleting Personnel Policy 11.4 – Physical Fitness Test.

STRATEGIC DIRECTION SUPPORTED: Organizational Sustainability

FINANCIAL DATA: There is no immediate direct financial impact.

BACKGROUND: In January 2023, staff recommended to the Finance Committee that the Personnel Policies & Procedures be amended to delete Personnel Policy 11.4 – Physical Fitness Test (“Policy 11.4”). Staff had surveyed local police departments, and, at the time, found Policy 11.4 to be outdated; consequently, the recommendation was made to delete Policy 11.4. During Committee discussion of the recommendation, it was noted that Chief Tannahill was soon to retire, with a new Chief starting. The Committee decided to wait for the new Chief to review the policy and make a recommendation.

In consultation with Chief Davis, he confirmed that the existing Policy 11.4 is outdated, is no longer an industry standard, and puts the District in a situation of assuming more liability. The District has adopted a more holistic approach to officer wellness. Specifically, Public Safety department staff now have access to in-house personal fitness training, nutritional counseling, and added mental health support services, which collectively provide a greater benefit to staff than the physical fitness exam required by Policy 11.4. As part of the May 9, 2024 Finance Committee, staff was given direction to proceed with the Policy deletion.

Therefore, staff recommends that Policy 11.4 – Physical Fitness Test be deleted from the District’s Personnel Policies & Procedures, as provided in the attached Ordinance.

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

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

**AN ORDINANCE DELETING POLICY 11.4 – PHYSICAL FITNESS TEST
FROM THE DISTRICT’S PERSONNEL POLICIES & PROCEDURES**

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

WHEREAS, Policy 11.4 – Physical Fitness Test no longer reflects industry standards, and the District’s Director of Public Safety has recommended that the Policies be amended to delete Policy 11.4; and

WHEREAS, it is in the best interests of the District to delete Policy 11.4;

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 Policy Deletion. Policy 11.4 is hereby deleted from the Policies. The Executive Director or his designee is authorized to reserve the location of Policy 11.4 within the Policies for future use.

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 _____, 2024

AYES:

NAYS:

APPROVED this ____ day of _____, 2024

Angelo D. Kyle, President
Lake County Forest Preserve District

ATTEST:

Julie Gragnani, Board Secretary
Lake County Forest Preserve District

Exhibit No. _____