

**MCHENRY COUNTY CONSERVATION DISTRICT
ORDINANCE #13-875**

**AN ORDINANCE AMENDING PERSONNEL POLICIES TITLED
9.22 SOBRIETY AND SUBSTANCE ABUSE; 9.27 VEHICLE USE; 9.28 WEAPONS POLICY;
12.02 GRIEVANCE POLICY; 13.09 REVIEW OF DISCIPLINARY ACTION OTHER THAN
DISMISSAL; 13.10 REVIEW OF DISMISSAL; AND
APPENDIX A - ALCOHOL AND DRUG ABUSE POLICY**

WHEREAS, under section 12 of the Conservation District Act, 70 ILCS 410/12 (West, 2000)(The "Act"), a district is authorized and empowered "To adopt by-laws, adopt and use a common seal, to enter into contracts, acquire and hold real and personal estate and take such other actions as may be necessary for the proper conduct of its affairs"; and

WHEREAS, the District is authorized "to make and publish all ordinances, rules, and regulations necessary for the management and protection of its property and the conduct of its affairs"; and

WHEREAS, the District has determined that it is reasonable, necessary and desirable to set forth policies to clarify the organization and administration of the District; and

WHEREAS, the District had previously created Policy 800.00 - Personnel Policy Manual on July 19, 2007, and individual portions of the Personnel Policy Manual were amended by ordinances at various times prior to July 18, 2013, and was passed in whole on July 18, 2013; and

WHEREAS, the District has found it reasonable, necessary and desirable to amend portions of this policy to incorporate changes to comply with changes in the law and for clarification.

NOW, THEREFORE, be it resolved by the President and the Board of Trustees of the McHenry County Conservation District that the following portions of the Personnel Policy 800.00 be amended as presented:

- 9.22 - Sobriety and Substance Abuse
- 9.27 - Vehicle Use
- 9.28 - Weapons Policy
- 12.02 - Grievance Policy
- 13.09 - Review of Disciplinary Action other than Dismissal
- 13.10 - Review of Dismissal
- Appendix A - Alcohol and Drug Abuse Policy

FURTHERMORE, be it ordained that the Secretary for the District and the Executive Director are hereby authorized and directed to prepare and place on file the revised Personnel Policy Manual in accordance with this ordinance.

PASSED AND APPROVED by the President and Board of Trustees of the McHenry County Conservation District the 19th day of December, 2013.

AYES: 5

NAYS: 0

ABSENT: 2

ABSTAIN: 0

APPROVED: _____

DAVE BRANDT, VICE PRESIDENT
BOARD OF TRUSTEES

ATTEST: _____

BONA HEINSOHN, SECRETARY
BOARD OF TRUSTEES