MCHenry County Conservation District
Ordinance #15-897

An ordinance amending personnel policy manual item
titled 4.02 Pregnancy Discrimination Policy

Whereas, under section 12 of the Conservation District Act, 70 ILCS 410/12
(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 the Personnel Policy Manual and
which was last revised on December 18, 2014; and

Whereas, the District has found it reasonable, necessary and desirable to
amend this policy due to Public Act 98-1050 amending the Illinois Human Rights Act
which took effect on January 1, 2015 adding specific accommodations related to
Pregnancy and Child Birth.

Now, Therefore, be it resolved by the President and the Board of Trustees
of the McHenry County Conservation District that the Personnel Policy Manual be
amended as presented.

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 policy in accordance with this ordinance.

Passed and Approved by the President and Board of Trustees of the McHenry
County Conservation District the 15th day of January, 2014.

Ayes: 6

Nays: 0

Absent: 1

Abstain: 0

Approved: [Signature]

Dave Brändt, President
Board of Trustees

Attest: [Signature]

Secretary Pró Tempore
Board of Trustees

Ordinance #15-897
Personnel Policy Manual 4.02
Page 1 of 1