

VILLAGE OF GRAYSLAKE

ORDINANCE NO. 2011-0-20

**AN ORDINANCE AMENDING CHAPTER 2.08 OF THE VILLAGE OF GRAYSLAKE
MUNICIPAL CODE CONCERNING LIMITATIONS ON THE HIRING
OF ELECTED OFFICIALS AND RELATIVES OF VILLAGE EMPLOYEES**

Published in Pamphlet Form September 20, 2011

ORDINANCE NO. 2011-0-20

AN ORDINANCE AMENDING CHAPTER 2.08 OF THE VILLAGE OF GRAYSLAKE MUNICIPAL CODE CONCERNING LIMITATIONS ON THE HIRING OF ELECTED OFFICIALS AND RELATIVES OF VILLAGE EMPLOYEES

WHEREAS, the Village has a long-term informal policy precluding the hiring of elected officials and relatives of elected officials and Village employees; and

WHEREAS, the Village desires to continue to maintain a transparent and merit-based employment process that attracts and retains employees who provide the highest level of professional service to Village residents; and

WHEREAS, in an effort to strengthen existing policies that preclude undue influence in the hiring process, the Village desires to place within the Village Code certain limits on the employment of relatives of employees and elected officials, as well as employment of elected officials following the conclusion of their terms of office; and

WHEREAS, pursuant to Section 10-4-1 of the Illinois Municipal Code, 65 ILCS 5/10-4-1, the Village exercises broad discretion concerning the relationships between the Village, its municipal officers, and its employees; and

WHEREAS, in order to continue to foster and to strengthen further the essential integrity and fairness of Village employment decisions in a non-discriminatory manner, the Village has developed restrictions on the hiring of former Village officials and relatives of Village employees and officials, as set forth in this Ordinance (the "*Proposed Amendments*"); and

WHEREAS, the President and Board of Trustees of the Village have determined that it is in the best interests of the Village and its residents to amend Chapter 2.08 of the Village Code to incorporate the Proposed Amendments as set forth in this Ordinance;

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND BOARD OF TRUSTEES OF THE VILLAGE OF GRAYSLAKE, COUNTY OF LAKE, STATE OF ILLINOIS, as follows:

SECTION ONE. Recitals. The foregoing recitals are hereby incorporated into, and made a part of, this Ordinance as findings of the Board of Trustees of the Village of Grayslake.

SECTION TWO. Amendment to Chapter 2.08 of the Village Code. Section 2.08, entitled "Officers and Employees Generally," of Title 2, entitled "Administration and Personnel," of the Grayslake Village Code shall be, and it is hereby, amended by adding a new Section 2.08.080, which new Section 2.08.080 shall be and read as follows:

2.08.080 Limitations on Hiring of Elected Officials and Relatives of Village Employees and Officials.

A. Statement of Purpose. The Village desires to continue to maintain a transparent and merit-based employment process that attracts and

retains employees who provide the highest level of professional service to Village residents. The purpose of this section 2.08.080 is to foster integrity and fairness in the Village's hiring process by precluding undue influence in Village hiring decisions concerning applications for employment by elected officials or relatives of Village employees or elected officials.

- B. Definitions. For purposes of this Section 2.08.080, the following terms will have the following definitions:

“Elected Official” means any person who serves or has served at any time in the offices of mayor, trustee, or clerk of the Village, whether on an elected or appointed basis.

“Party to a civil union” means a person who has established a civil union pursuant to the Illinois Religious Freedom Protection and Civil Union Act, Public Act 96-1513, as it may be amended from time-to-time.

“Relative of a Village Party” shall mean any father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepsister, half-brother, half-sister, grandchild, or grandparent of any Village Employee or a currently serving Elected Official. A "Relative of a Village Party" shall also include any person who is a party to a civil union with a Village Employee or a currently serving Elected Official, or any person in a co-habitational arrangement with a Village Employee or a currently serving Elected Official.

“Village Employee” shall mean any full-time, part-time, or seasonal employee of the Village and not members of any appointed board or commission.

- C. Limitation on Employment of Elected Officials. No Elected Official may apply for, be considered for, or be hired for employment with the Village, for a period of five years beginning on the last day that the Elected Official serves in office. This subsection 2.08.080C shall not preclude an Elected Official from service as an officer, official, or member of any appointive board or commission.

- D. Prohibition on Employment of Relatives of a Village Party.

1. The Village shall not hire or accept any application for employment from any Relative of a Village Party at any time for any reason.

2. This subsection 2.08.080D shall not preclude the Village from continuing to employ a Village Employee that becomes the Relative of a Village Party during the course of his or her employment.

3. An applicant for employment whose application is rejected pursuant to this subsection 2.08.080D and wishes to present additional factual evidence demonstrating that he or she is not a Relative of a Village Party may submit such additional factual information to the Village Manager or his designee for review within 15 days after the rejection of such application. The Village Manager or his designee will review the additional factual information and notify the applicant by first class mail within 30 days after the Village's receipt of the additional information of the Village's determination. If the Village Manager or his designee determines that the additional factual information demonstrates that the applicant is not a Relative of a Village Party, the applicant will be notified that the application for employment may be re-submitted to the Village for review.

SECTION THREE. Effective Date. This Ordinance shall be in full force and effect upon its passage, approval, and publication in pamphlet form in the manner provided by law.

The foregoing Ordinance was adopted this 20th day of September 2011, by a vote as follows:

Ayes: Bassett, Werfel, Edwards, Vogel, Jarvis, Waldenstrom
Nays: _____
Absent and Not Voting: _____

Approved [Signature]
President

Attest: 
[Signature]
Village Clerk

Passed: September 20, 2011
Approved: September 20, 2011
Published in Pamphlet Form: September 20, 2011