

RESOLUTION NUMBER 10 - 00

RESOLUTION APPROVING AN AMENDMENT TO
THE EAST DUNDEE EMPLOYEE PERSONNEL MANUAL
BY ADDING PARAGRAPH 2.13 - NEPOTISM TO
SECTION 2 - EMPLOYMENT

WHEREAS, the corporate authorities of the Village of East Dundee have determined that it is advisable, necessary and in the public interest that the Village amend the East Dundee Employee Personnel Manual by adding Paragraph 2.13 - Nepotism to Section 2 - Employment.

NOW THEREFORE BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF EAST DUNDEE, COOK AND KANE COUNTIES, ILLINOIS, AS FOLLOWS:

Section One. That the East Dundee Employee Manual, Section 2 - Employment, shall be amended by adding Paragraph 2.13 - Nepotism as set forth in the text attached hereto as an exhibit.

Section Two. Severability. If any section, paragraph or provision of this resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this resolution.

Section Three. Repeal. All ordinances, resolutions, motions or parts thereof in conflict herewith shall be and the same are hereby repealed.

Section Four. Publication. This resolution shall be in full force and effect forthwith upon its adoption, approval and publication in pamphlet form as provided by law.

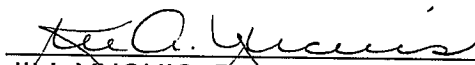
Adopted this 20th day of March, 2000, pursuant to a roll call vote as follows:

AYES: Bartels, Szalla, Zaeske, Ahrens, Arnone, Ruffulo.

NAYES: None.

ABSENT: None.

Approved by me this 20 day of March, 2000.



JILL YUCUIS, President

Published in pamphlet form this 22 day of March, 2000, under the authority of the President and Board of Trustees.

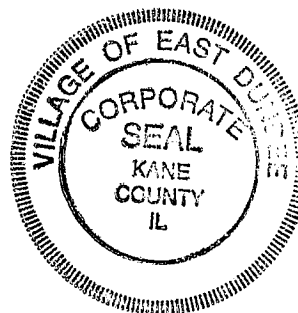
ATTEST:



JANE THEIS, Village Clerk

Recorded in the Village Records on March 22nd, 2000.

D:\WPWIN60\WPDOCS\EASTDUND\RESOLUTION\AMDEMPY.RES (03-07-00 -- 1st Draft)



**EMPLOYEE PERSONNEL MANUAL
EMPLOYMENT**

VILLAGE OF EAST DUNDEE

2.13 Nepotism

A. Purpose.

To establish policy for the employment of Immediate Relatives of current employees, as hereinafter defined, in order to assure both the reality and appearance of fairness in the best interest of the Village.

B. Statement of Policy.

It is the Village's policy that Immediate Relatives of current employees will not be employed in regular full-time or regular part-time positions where:

1. One relative would have the authority to supervise, appoint, remove, discipline or evaluate the performance of the other, either as a direct supervisor or in any other supervisory capacity.
2. One relative would be responsible for auditing the work of the other.
3. Other circumstances exist, which would place the relatives in a situation of actual or reasonably foreseeable conflict between the Village's interest and their own.

Where business necessity requires the limitation of employment opportunity of spouses, the means chosen to meet the business necessity shall be those, which have the least adverse impact on spouses or members of either sex. Example:

The exclusion should be limited to the job, work crew, shop or unit where the reason for exclusion exists, and should not bar the person from the whole work force, unless the reason applies to the whole work force. When it is necessary to exclude a person because of what his or her spouse does, then the employees will be asked to determine which spouse shall keep the job. The Village may require one spouse to terminate 60 days after marriage if such marriage creates a violation of this policy and a mutually agreeable solution cannot be reached between the Village and the employees.

C. Definitions.

Immediate Relative - Includes spouse, child, parent, brother, sister, grandparents, parent-in-law, shall also apply to persons related by blood or marriage residing in an employee's home.

D. Preexisting Employment

The adoption of this policy shall not require employees of the Village who are employed on the effective date of this policy to terminate. The intent of this policy, possible to avoid the existence of the relationships set forth in Paragraph 2.13 C of this Policy.