

**A RESOLUTION AMENDING THE CREST HILL EMPLOYEE HANDBOOK BY  
ADDING SECTION 9.8 CAMERAS/RECORDING DEVICES IN THE WORKPLACE**

---

**WHEREAS**, the City Council of Crest Hill, Will County, Illinois, has the authority to adopt resolutions and to promulgate rules and regulations that pertain to its government and affairs and protect the public health, safety, and welfare; and

**WHEREAS**, in 2018 the City Council of Crest Hill, Will County, Illinois adopted a Crest Hill Employee Handbook which applies to the City's non-union and exempt employees, and which is administered and periodically reviewed by the City's Employee Relations Manager under the direction of the City Treasurer; and

**WHEREAS**, Section 1.1(b) of the Crest Hill Employee Handbook provides for additions, deletions, suspension, or discontinuation of the Handbook Policies as may be necessary through changes in legislation, business, or economic conditions; and

**WHEREAS**, Section 1.6 of the Crest Hill Employee Handbook provides specifically for amendment and updating of its provisions through regular review by the City's Employee Relations Manager with substantive changes being brought to the City Council for approval; and

**WHEREAS**, the City Council has determined that Section 9 (Safety and Equipment Use) of the Employee Handbook should be amended to include a policy regarding cameras and recording devices in the workplace; and

**WHEREAS**, the City Council has determined that the adoption of the Cameras and Recording Devices in the Workplace policy is fair and equitable, and will better serve the City and its Employees.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of Crest Hill, Will County, Illinois, pursuant to its statutory authority, as follows:

**SECTION 1:** That the City Council hereby finds that all the recitals contained in the preamble to this Resolution are true, correct, and complete and are hereby incorporated by reference hereto and made a part hereof.

**SECTION 2:** That the City Council hereby adopts Section 9.8 Cameras/Recording Devices in the Workplace, attached hereto as Exhibit A, as the policy of the City and directs that Section 9.8 to the City of Crest Hill Employee Handbook.

**SECTION 3.** In the event that any provision or provisions, portion or portions, or clause or clauses of this Resolution shall be declared to be invalid or unenforceable by a Court of competent jurisdiction, such adjudication shall in no way affect or impair the validity or enforceability of any of the remaining provisions, portions, or clauses of this Resolution that may be given effect without such invalid or unenforceable provision or provisions, portion or portions, or clause or clauses.

**SECTION 4.** That all ordinances, resolutions, motions, or parts thereof, conflicting with any of the provisions of this Resolution, are hereby repealed to the extent of the conflict.

**SECTION 6.** That this Resolution shall be in full force and effect from and after its passage, approval.

**[*Left Intentionally Blank*]**

PASSED THIS 6<sup>TH</sup> DAY OF JANUARY, 2025.

|                             | Aye   | Nay   | Absent | Abstain |
|-----------------------------|-------|-------|--------|---------|
| Alderwoman Jennifer Methvin | _____ | _____ | _____  | _____   |
| Alderman Scott Dyke         | _____ | _____ | _____  | _____   |
| Alderwoman Claudia Gazal    | _____ | _____ | _____  | _____   |
| Alderman Darrell Jefferson  | _____ | _____ | _____  | _____   |
| Alderperson Tina Oberlin    | _____ | _____ | _____  | _____   |
| Alderman Mark Cipiti        | _____ | _____ | _____  | _____   |
| Alderman Nate Albert        | _____ | _____ | _____  | _____   |
| Alderman Joe Kubal          | _____ | _____ | _____  | _____   |
| Mayor Raymond R. Soliman    | _____ | _____ | _____  | _____   |

\_\_\_\_\_  
Christine Vershay-Hall, City Clerk

APPROVED THIS 6<sup>TH</sup> DAY OF JANUARY, 2025.

\_\_\_\_\_  
Raymond R. Soliman, Mayor

ATTEST:

\_\_\_\_\_  
Christine Vershay-Hall, City Clerk

**EXHIBIT A**  
**(SECTION 9.8 CAMERAS/RECORDING**  
**DEVICES IN THE WORKPLACE)**

