

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

JABG, JAG, NCHIP, NFSIA, RSAT, VAWA, VAWA SASP, VOCA., Other (Specify)

Grantee/Organization Name (hereafter referred to as the "Entity"): **County of Kane**

Address: **719 S. Batavia Avenue
Geneva, Illinois 60134-3077**

Contact Person: **Eloise Fara**

Telephone #: **630-208-2124**

Fax #: **630-232-6508**

E-mail address: **faraeloise@co.kane.il.us**

Grant Number/Contract Name: **#409222 Multi-Jurisdictional Drug Prosecution Program**

Certification Statement:

I, **Sheila D. McCraven** [Responsible Official], certify to the following statements:

- Entity is in compliance with all applicable local, state and federal civil rights laws, regulations and guidelines, including but not limited to those listed in the Interagency Agreement(s)/Contract(s) in effect for the grant(s) and contract(s) listed above.
- No person shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with any activity funded under this grant(s)/contract(s) on the basis of race, color, age, religion, national origin, disability, or sex.
- Entity is in compliance with the following federal guidance materials regarding the provision of meaningful access to services and programs to persons with limited English proficiency (LEP): Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons (Federal Register, June 18, 2002, Volume 67, Number 117, Page 41455-41472).

(Additional information regarding LEP requirements may be found at: <http://www.ojp.usdoj.gov/ocr/lep.htm>)

In addition, I certify that in the event that a federal or State court or administrative agency makes a finding of discrimination after a due process hearing on the grounds of race, color, age, religion, national origin, disability, or sex against the Entity, or any subgrantee or contractor of the Entity, the Entity will forward a copy of the finding to the Authority. The Authority will forward a copy of the finding to the Office for Civil Rights, Office of Justice Programs.

Check the following item(s) that apply:

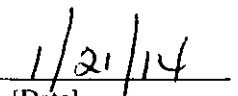
THE ENTITY, ITS SUBGRANTEES AND CONTRACTORS HAVE HAD **NO FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS

THE ENTITY, ITS SUBGRANTEES OR CONTRACTORS HAVE HAD **FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS (You **MUST** attach a copy of all finding(s) made within the past 3 years that have not yet been submitted to the Authority)

All current findings have already been submitted to the Authority; no additional findings have been made and no additional findings are attached


[Signature of Responsible Official]

Executive Director, Human Resource Management
[Title]


[Date]

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

ARRA JAG, JABG, JAG, NCHIP, NFSIA, RSAT, VAWA, VAWA SASP, VOCA,, Other (Specify)

Grantee/Organization Name (hereafter referred to as the "Entity"): **County of Kane**

Address: **719 Batavia Ave.
Geneva, IL 60134**

Contact Person: **Sheila McCraven**

Telephone #: **630.232.5932**

Fax # **630.232.3421**

E-mail address: **McCravenSheila@co.kane.il.us**

Grant Number/Contract Name: **213035 / Law Enforcement and Prosecutor-Based Victim Assistance Services**

Certification Statement:

I, Sheila McCraven [Responsible Official], certify to the following statements:

- Entity is in compliance with all applicable local, state and federal civil rights laws, regulations and guidelines, including but not limited to those listed in the Interagency Agreement(s)/Contract(s) in effect for the grant(s) and contract(s) listed above.
- No person shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with any activity funded under this grant(s)/contract(s) on the basis of race, color, age, religion, national origin, disability, or sex.
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Check the following item(s) that apply:

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All current findings have already been submitted to the Authority; no additional findings have been made and no additional findings are attached

Sheila McCraven
Signature of Responsible Official

Executive Director, HRMgmt
[Title]

2/28/14
[Date]

EQUAL EMPLOYMENT OPPORTUNITY PLAN (EEOP) CERTIFICATION
(Complete **SECTION A** OR **SECTION B** below, as applicable. Complete **ONLY ONE SECTION.**)

Grant Program (circle applicable federal grant program):
ADAA/BYRNE, JAIBG, LLEBG, NCHIP, RSAT, VAWA, VOCA, VOITIS, Other (Specify)

Grant Number: **213035** Federal Grant Award Amount: **\$81,121**

Grantee/Organization Name (hereafter referred to as the "Entity"): **County of Kane**
719 Batavia Ave.
Geneva, IL 60134

Contact Person: **Sheila McCraven**

Telephone #: **630.232.5932** Fax #: **630.232.3421** E-mail address: **McCravenSheila@co.kane.il.us**

SECTION A. CERTIFICATION (EEOP NOT REQUIRED)

I _____ [responsible official] CERTIFY THAT THE FUNDED ENTITY IS NOT REQUIRED TO PREPARE AN EEOP FOR THE REASON(S) CHECKED BELOW, PURSUANT TO 28 CFR 42.302.

Check all of the following that apply:

- | | |
|--------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <input type="checkbox"/> ENTITY HAS LESS THAN 50 EMPLOYEES | <input type="checkbox"/> ENTITY DOES NOT RECEIVE A GRANT OR AWARD OF AT LEAST \$25,000 |
| <input type="checkbox"/> ENTITY IS A NON-PROFIT ORGANIZATION | <input type="checkbox"/> ENTITY IS A MEDICAL INSTITUTION |
| <input type="checkbox"/> ENTITY IS AN INDIAN TRIBE | <input type="checkbox"/> ENTITY IS AN EDUCATIONAL INSTITUTION |

[Signature of Responsible Official] [Print Name and Title] [Date]

OR **SECTION B. CERTIFICATION (EEOP REQUIRED AND ON FILE)**

(For information regarding EEOP development, see: <http://www.ojp.usdoj.gov/ocr/eeop.htm>)

Certification Statement (For Entities with 50 or more employees that receive a single grant or award of \$25,000 or more):

I, Sheila McCraven [responsible official], certify that the Entity has formulated an Equal Employment Opportunity Plan in accordance with 28 CFR 42.301, et seq., subpart E, that was signed into effect within the past two years by the proper authority and that it is available for review. The EEOP is on file in the office of _____
Department of Human Resources Management [agency/organization],
at County of Kane, 719 Batavia Ave., Geneva, IL 60134 [address]
for review by the public and employees, or for review or audit by officials of the Illinois Criminal Justice Information Authority or the U.S. Department of Justice, Office of Justice Programs, Office of Civil Rights as required by relevant laws and regulations.

In addition to the above requirements, if Entity receives \$500,000 or more through a single grant, or \$1,000,000 or more in aggregate grant funds in an 18-month period, Entity shall submit a copy of its Equal Employment Opportunity Plan to the Authority. The Authority shall forward the Equal Employment Opportunity Plan to the Office of Civil Rights for review and approval.

Sheila D. McCraven [Signature of Responsible Official] SHEILA D. McCRAVEN, EXEC. DIR. HRMGMT [Print Name and Title] 2/28/14 [Date]

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

ARRA JAG, JABG, JAG, NCHIP, NFSIA, PSN, RSAT, VAWA, VAWA SASP, **VOCA**, Other (Specify)

Grantee/Organization Name (hereafter referred to as the "Entity"): Kane County

Address: 719 S. Batavia Ave.
Geneva, IL 60134-3077

Contact Person: Eloise Fara

Telephone #: 630-208-2124

Fax # 630-232-6508

E-mail address: faraeloise@co.kane.il.us

Grant Number/Contract Name: 214056 / Child Advocacy Center Services

Certification Statement:

I, Sheila McCraven [Responsible Official], certify to the following statements:

- Entity is in compliance with all applicable local, state and federal civil rights laws, regulations and guidelines, including but not limited to those listed in the Interagency Agreement(s)/Contract(s) in effect for the grant(s) and contract(s) listed above.
- No person shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with any activity funded under this grant(s)/contract(s) on the basis of race, color, age, religion, national origin, disability, or sex.
- Entity is in compliance with the following federal guidance materials regarding the provision of meaningful access to services and programs to persons with limited English proficiency (LEP): Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons (Federal Register, June 18, 2002, Volume 67, Number 117, Page 41455-41472).

(Additional information regarding LEP requirements may be found at: <http://www.ojp.usdoj.gov/ocr/lep.htm>)

In addition, I certify that in the event that a federal or State court or administrative agency makes a finding of discrimination after a due process hearing on the grounds of race, color, age, religion, national origin, disability, or sex against the Entity, or any subgrantee or contractor of the Entity, the Entity will forward a copy of the finding to the Authority. The Authority will forward a copy of the finding to the Office for Civil Rights, Office of Justice Programs.

Check the following item(s) that apply:

THE ENTITY, ITS SUBGRANTEES AND CONTRACTORS HAVE HAD **NO FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS

THE ENTITY, ITS SUBGRANTEES OR CONTRACTORS HAVE HAD **FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS (You MUST attach a copy of all finding(s) made within the past 3 years that have not yet been submitted to the Authority)

All current findings have already been submitted to the Authority; no additional findings have been made and no additional findings are attached

Sheila D McCraven
[Signature of Responsible Official]

Executive Director, HEMgmt
[Title]

10/8/14
[Date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three.

Recipient's Name: <u>County of Kane</u>	DUNS Number: <u>010221786</u>	
Address: <u>719 Batavia Ave, Geneva, IL 60134</u>		
Grant Title: <u>Child Advocacy Center</u>	Grant Number: <u>214056</u>	Award Amount: <u>22,254</u>
Name and Title of Contact Person: <u>Sheila McCraven</u>		
Telephone Number: <u>630-232-5932</u>	E-Mail Address: <u>McCravensheila@Co.Kane.IL.US</u>	

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply:

- Recipient has less than fifty employees. Recipient is an Indian tribe. Recipient is a medical institution.
 Recipient is a nonprofit organization. Recipient is an educational institution. Recipient is receiving an award less than \$25,000.

I, _____ [responsible official],
certify that _____ [recipient] is
not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R § 42.302.

I further certify that _____ [recipient]
will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of
services.

Print or Type Name and Title _____ Signature _____ Date _____

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or subaward of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Sheila McCraven [responsible official],
certify that County of Kane [recipient],
which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than
\$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last
twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable
federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for
Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

County of Kane - Human Resources [organization],
719 BATAVIA AVE, Geneva, IL 60134 [address].

Sheila McCraven Sheila D McCraven 10/8/14
Print or Type Name and Title _____ Signature _____ Date _____

Section C—Declaration Stating that an EEOP Utilization Report Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award or subaward of \$500,000 or more, then the recipient agency must send an EEOP Utilization Report to the OCR for review.

I, _____ [responsible official],
certify that _____ [recipient],
which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in
accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the
Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

Print or Type Name and Title _____ Signature _____ Date _____

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

ARRA JAG, JABG, JAG, NCHIP, NFSIA, RSAT, VAWA, VAWA SASP (**VOCA**), Other (Specify)

Grantee/Organization Name (hereafter referred to as the "Entity"): **County of Kane**

Address: **719 Batavia Ave.
Geneva, IL 60134**

Contact Person: **Sheila D. McCraven**

Telephone #: **630.232.5932**

Fax # **630.232.3421**

E-mail address: **McCravenSheila@co.kane.il.us**

Grant Number/Contract Name: **214035 / Law Enforcement and Prosecutor-Based Victim Assistance Services**

Certification Statement:

I, Sheila D. McCraven [Responsible Official], certify to the following statements:

- Entity is in compliance with all applicable local, state and federal civil rights laws, regulations and guidelines, including but not limited to those listed in the Interagency Agreement(s)/Contract(s) in effect for the grant(s) and contract(s) listed above.
- No person shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in connection with any activity funded under this grant(s)/contract(s) on the basis of race, color, age, religion, national origin, disability, or sex.
- Entity is in compliance with the following federal guidance materials regarding the provision of meaningful access to services and programs to persons with limited English proficiency (LEP): Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons (Federal Register, June 18, 2002, Volume 67, Number 117, Page 41455-41472).

(Additional information regarding LEP requirements may be found at: <http://www.ojp.usdoj.gov/ocr/lep.htm>)

In addition, I certify that in the event that a federal or State court or administrative agency makes a finding of discrimination after a due process hearing on the grounds of race, color, age, religion, national origin, disability, or sex against the Entity, or any subgrantee or contractor of the Entity, the Entity will forward a copy of the finding to the Authority. The Authority will forward a copy of the finding to the Office for Civil Rights, Office of Justice Programs.

Check the following item(s) that apply:

THE ENTITY, ITS SUBGRANTEES AND CONTRACTORS HAVE HAD **NO FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS

THE ENTITY, ITS SUBGRANTEES OR CONTRACTORS HAVE HAD **FINDINGS** OF DISCRIMINATION WITHIN THE PAST 3 YEARS (You **MUST** attach a copy of all finding(s) made within the past 3 years that have not yet been submitted to the Authority)

All current findings have already been submitted to the Authority; no additional findings have been made and no additional findings are attached

Sheila D. McCraven Exec. Dir., HRMgmt
[Signature of Responsible Official] [Title]

10/27/14
[Date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three.

Recipient's Name: Kane County State's Attorney's Office	DUNS Number: 963572417	
Address: 370 777 Route 38 Suite 300, St Charles, IL 60175		
Grant Title: Victim Assistance	Grant Number: 214035	Award Amount: \$1,121
Name and Title of Contact Person: Eloise Fara		
Telephone Number: 630.208.2124	E-Mail Address: faraeloise@ca.kane.il.us	

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply:

- Recipient has less than fifty employees. Recipient is an Indian tribe. Recipient is a medical institution.
 Recipient is a nonprofit organization. Recipient is an educational institution. Recipient is receiving an award less than \$25,000.

I, _____ [responsible official],
certify that _____ [recipient] is
not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R § 42.302.
I further certify that _____ [recipient]
will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of
services.

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or subaward of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Sheila D. McCraven [responsible official],
certify that Kane County State's Attorney's Office [recipient],
which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than
\$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last
twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable
federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for
Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:
Kane County Human Resources Management [organization],
719 Bateria Ave, Geneva IL 60134 [address].
Sheila D. McCraven [signature] Sheila D. McCraven Exec Dir, HRMgmt [signature] 10/27/14 [date]

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Utilization Report Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award or subaward of \$500,000 or more, then the recipient agency must send an EEOP Utilization Report to the OCR for review.

I, _____ [responsible official],
certify that _____ [recipient],
which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in
accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the
Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEO) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three.

Recipient's Name: <u>County of Kane</u>		DUNS Number: <u>943572417</u>
Address: <u>719 Batavia Ave. Geneva IL</u>		
Grant Title: <u>VICTIM ASSISTANCE</u>	Grant Number: <u>000 214035</u>	Award Amount: <u>\$1,121</u>
Name and Title of Contact Person: <u>Sheila McCraven</u>		
Telephone Number: <u>630.232.5932</u>	E-Mail Address: <u>McCravenSheila@Co.Kane.IL.US</u>	

Section A—Declaration Claiming Complete Exemption from the EEO Requirement

Please check all the following boxes that apply:

- Recipient has less than fifty employees. Recipient is an Indian tribe. Recipient is a medical institution.
 Recipient is a nonprofit organization. Recipient is an educational institution. Recipient is receiving an award less than \$25,000.

I, _____ [responsible official],
certify that _____ [recipient] is
not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302.
I further certify that _____ [recipient]
will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of
services.

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or subaward of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Sheila D. McCraven [responsible official],
certify that County of Kane [recipient],
which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than
\$500,000, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last
twenty-four months, the proper authority has formulated and signed into effect the EEO and, as required by applicable
federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for
Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEO is on file at the following office:
County of Kane, Human Resource mgt. [organization],
719 Batavia Ave. Geneva, IL 60134 [address].
Sheila D. McCraven, Exec Dir, Human Resource mgt. [signature]
Date 11/7/14

Section C—Declaration Stating that an EEO Utilization Report Has Been Submitted to the Office for Civil Rights for Review

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I, _____ [responsible official],
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which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEO in
accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the
Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

Print or Type Name and Title

Signature

Date

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

ARRA JAG, JABG (JAG), NCHIP, NFSIA, PSN, RSAT, VAWA, VAWA SASP, VOCA, Other (Specify)

Grantee/Organization Name (hereafter referred to as the "Entity"): COUNTY OF KANE

Address: 719 BATAVIA AVE.
GENEVA, IL 60134

Contact Person: SHEILA McCRAVEN

Telephone #: 630.232.5932

Fax # 630. 232.3421

E-mail address: mccravensheila@co.kane.il.us

Grant Number/Contract Name: 412022/ Multi-Jurisdictional Drug Prosecution

Certification Statement:

I, SHEILA D. McCRAVEN [Responsible Official], certify to the following statements:

- Entity is in compliance with all applicable local, state and federal civil rights laws, regulations and guidelines, including but not limited to those listed in the Interagency Agreement(s)/Contract(s) in effect for the grant(s) and contract(s) listed above.
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All current findings have already been submitted to the Authority; no additional findings have been made and no additional findings are attached

Sheila D McCraven Executive Director, HRMgmt 11/7/14
[Signature of Responsible Official] [Title] [Date]

County of Kane
2014 Equal Employment Opportunity Plan
Executive Summary

Preface

The County of Kane has created this Equal Employment Opportunity Plan in order to comply with U.S. Department of Justice regulations. The purpose of an Equal Opportunity Plan (EEO) is to insure full and equal participation of men and women regardless of race or national origin in the workforce of the recipient agency. A *recipient agency* is defined as any State or local unit of government or agency thereof, and any private entity, institution, or organization, to which Office of Justice Programs (OJP) financial assistance is extended directly or through such government or private entity. Recipient agencies that meet all of the following criteria are required to maintain an EEO on file for review by OJP, if requested (see 28 CFR 42.301 et. Seq.):

- Has 50 or more employees; and
- Received a total of \$25,000 or more in grants or subgrants; and
- Have 3 percent or more minorities in service population

An EEO is a comprehensive document that analyzes the agency's workforce in comparison to its relevant labor market data and all agency employment practices to determine their impact on the basis of race, sex, or national origin. The EEO includes a written analysis that:

- provides a statistical profile of the internal workforce by race, sex and national origin
- identifies problems in employment practices and procedures
- specifies corrective action
- forms the basis of ongoing evaluation

Introduction

The County of Kane (Kane County) was organized under township form of government in 1836. It is not a home rule county. The Illinois Constitution limits the powers of non-home rule counties to the powers granted to them by law. Kane County is divided into twenty-six (26) districts. Each district elects a representative to the Kane County Board. The County Board Chairman is elected countywide by the voters of Kane County.

Kane County government is composed of departments created by the Kane County Board and countywide officials elected to certain offices provided by law. In Kane County those elected officials are:

County Clerk ¹	State's Attorney ²	Sheriff ³	County Recorder ⁴
Auditor ⁵	Circuit Clerk	Coroner ⁶	Treasurer ⁷

¹ Sec. 3-2003.2. Internal operations of office. The County Clerk shall have the right to control the internal operations of his office; to procure necessary equipment, materials and services to perform the duties of his office.

² Sec. 3-9006. Internal operations of office. The State's Attorney shall control the internal operations of his office and procure the necessary equipment, materials and services to perform the duties of his office.

³ Sec. 3-6018. Counties under 1,000,000; control of internal operations. In counties of less than 1 million populations, the Sheriff shall control the internal operations of his office. Subject to the applicable county appropriation ordinance, the Sheriff shall direct the County treasurer to pay, and the Treasurer shall pay, the expenditures for the Sheriff's office, including payments for personal services, equipment, materials and contractual services. Purchases of equipment by the Sheriff shall be made in accordance with any ordinance requirements for centralized purchasing through another County office or through the state, which are applicable to all county offices.

⁴ Sec. 3-5005.2. Internal operations of office. The Recorder shall have the right to control the internal operations of his office; to procure necessary equipment, materials and services to perform the duties of his office. The Recorder shall have the right to select the computer or micrographic system to be used for document storage and retrieval. The Recorder may retain the services of management or consulting firms to establish or maintain such a system.

⁵ Sec. 3-1004. Internal operations of office. The County Auditor shall control the internal operations of the office and procure equipment, materials and services necessary to perform the duties of the office, subject to the budgetary limitations established by the County Board.

⁶ Sec. 3-3003. Duties of Coroner. The County Coroner shall control the internal operations of his office. Subject to the applicable county appropriation ordinance, the Coroner shall procure necessary equipment, materials, supplies and services to perform the duties of the office. Compensation of deputies and employees shall be fixed by the Coroner, subject to budgetary limitations established by the County Board. Purchases of equipment shall be made in accordance with any ordinance requirements for centralized purchasing through another county office or through the State, which are applicable to all county offices.

The duties and powers of these officers are set by law and by County ordinance. By statute, some of these officers are granted internal control of their offices. Although the exact limitations on internal control is specified for each office, in general, internal control generally means the officer has absolute power to procure necessary equipment, materials and services to perform the duties of the office. It is axiomatic that the term “services” includes employees to staff the office and assist the elected officer in the performance of his or her duties.

Because of this dichotomy, it is possible for an elected officer to be the *recipient agency* that is required to create and maintain an EEOP. In order to eliminate the need for individual offices to create and maintain separate EEOPs, the County of Kane has created a single EEOP for itself and all of its affiliated elected offices.

This EEOP contains three sets of statistical analyses. One set analyzes the **Total County**, i.e., all employees including those in the offices of elected officials. One set that analyzes the workforce of departments created by the Kane County Board, excluding the workforce of offices controlled by elected officers. This data is named **County without Elected Officials**. Where the utilization analysis shows the underutilization of women and minorities by one percent (1%) or more, a countywide process will be initiated to address the underutilization. The second set analyzes the workforce of the offices controlled by countywide elected officers. This data is named **County with Elected Officials**. Where the utilization analysis shows the underutilization of certain women and minorities by one percent (1%) or more in offices controlled by elected officers, the elected officer will be asked to address the underutilization. In this way, separation is maintained and prevents the County of Kane from intruding upon the control of these elected officers.

This EEOP is current and shall remain in effect as long as the County of Kane and its affiliated offices are required by law or regulation to maintain an EEOP. Kane County adopted its first EEOP in May 2005. Each year the document is updated with the current demographics of the County’s workforce.

In 2007, Kane County formally adopted a strategic plan for County operations over the next five to fifteen years that contains a priority of goals. Implementation of the goals was scheduled to begin in 2008. Further implementation is dependent upon funding and staffing levels. County revenues have decreased and a hiring freeze (Resolution 08-278) was put into place in 2008 as a result of the nation’s economic downturn experienced in 2008. This hiring freeze remained in effect in 2009. The hiring freeze does not apply to positions or offices where the person is required to subscribe to a statutory oath of office.

From time to time, this narrative is amended to reflect changes in County practices, policies and employee demographics. First begun in 2006, this document continues the practice of showing the representation of employees by gender and race through the use of color graphs.

County of Kane
2014 Gender and Ethnicity Utilization Analysis: Females and Minorities

2005 - The analysis shows an underrepresentation of female employees by one percent (1%) or more in every occupational category. The underutilization ranges from a high of -10.6% for *Hispanic females* in the *Services/Maintenance* category to a low of -.1 for *Asian females* in the *Sworn Protective Services* category. Three female groups show underrepresentation across a majority of the occupational categories; Black females, Hispanic females and White females.

⁷ Sec. 3-10005.1. Internal operations of office. The Treasurer shall control the internal operations of his office and procure necessary equipment, materials and services to perform the duties of his office.

2006 - The analysis shows a little improvement for females. The underrepresentation ranges from a high of -26.864% in the *Technicians* category for white females to a low of -.091% in the *Sworn Protective Services* category for Asian females. However, the underrepresentation of black females is noted in both the *Technicians* and *Non-Sworn Protective Services* categories as the County government does not employ any black females in either of these two categories.

2007 - The County's workforce statistics have not fluctuated tremendously. The variances between gains and losses in terms of total numbers represented in each occupational category are small, with the exception of the *Non-Sworn Protective services* category, which has seen an increase in underrepresentation by both White and Hispanic women. In terms of raw numbers, there are 9 fewer White and 2 fewer Hispanic females occupying the *Non-Sworn Protective Services* category. These losses appear to be offset by gains in the *Professionals* category, which usually carries a higher salary.

2008 - There were minor variances in all categories. The County's workforce statistics show improvement for females in the *Officials/Executive* category; white females up 2.69%, black females up .98%, and Hispanic females up .99%. The largest increase for females occurred in the *Protective Services, Non-Sworn* category where Hispanic females increased by 12.5%. These gains were offset by a decrease of 5.5% in the technician category, 2.4% decrease in *Svcs. Maintenance* category, and a 2.5% decrease in the total number of females employed. In the *Protective Services, Non-Sworn* category Black males experienced an 11.67% decrease, and Hispanic males experienced a 5.833% decrease.

2009 - With slight variations, the percentage of females and Blacks males employed by the County remains largely unchanged. The percentage of Hispanics employed by the County increased slightly by .53%. The analysis shows a slight improvement for females in the area of *Officials/Executive* category; with white females up slightly over 1%. Hispanic females were up slightly more than 1.0%. The largest increase for females occurred in the *Protective Services (Non-Sworn)* category with an increase of 8.333% for White females and in the *Technicians* category with an increase of 2.462% for White females. There were also gains in the *Office/Clerical* category of 3.23% and in the *Svcs/Maintenance* area of 2.576% for White females. The Hispanic female population increased slightly in *Officials/Administrators*, and *Svcs/Maintenance*. Black women increased slightly in the areas of *Professionals*.

Black males increased by 1.03% in the *Officials/Executive* category, .852% in the *Professionals* category, .2% in *Protective Services (Sworn)* category, 2.857% in the *Skilled Craft* category and 1.289% in *Svcs/Maintenance*. Hispanic males increased by 2.123% in the *Protective Services (Sworn)* category and 1.932% in the *Svcs. Maintenance* category, but decreased by .596% in the *Protective Services (Non-Sworn)* category. In general, the male Asian/Pacific Islander percentages were slightly down and the male American Indian/Alaska Native percentages were unchanged.

2010 - We became aware that elected officials should not be included in the statistics for the plan; therefore, we removed all of those individuals from the numbers. We will continue in this manner from now on. We are a County made up of many elected officials so this did have an impact, most notably in the County Board Office numbers. The severe economic downturn that began in 2008 and the tight budget constraints that the County continues to experience continued to result in limited hiring. The analysis shows a significant drop in males in the *Officials/Executive* category, from 53.5% to 35.6%. This is due in great part to removing the data on elected officials and also reclassifying of certain individuals in different job categories. There was an increase in females in all ethnic groups in the *Officials/Administrators* category, most significantly in the white female category from 35.4% to 50.6%.

Numbers in the *Technicians* category were stable with a slight increase in the category of black female.

In the Protective Services (Sworn) category, the male numbers are remarkably consistent with a slight decrease in white males from 70.4% to 68.6%. This was offset by an increase in white females from 14.6% to 16.1% and an increase in Hispanic females from 0% to .784%. There was a slight increase in Hispanic females from 15.3% to 16%.

The skilled craft category remained extremely consistent in all categories, seeing a slight increase in white females from 17.4% to 22.2%.

2011 – Although this is the first year after the decennial population census, new community labor statistics are not yet available for comparison purposes; therefore, our analysis continues to reflect overall community statistics that are 10 years old. Hiring continues to be constrained with specific Board approval needed to replace terming employees. Overall, employment demographic remains largely unchanged.

2012 - Though the total number of County employees has increased to 1272, the overall percentage of females and males employed by the County remains consistent-56% for females and 44% for males. The overall ratio of each ethnic group also remains consistent with prior years.

2013 - The percentage of females and males employed by the County remains consistent at 56% for females and 44% for males. The overall ratio of each ethnic group is consistent with 2012's data. Females in all ethnic categories remain stable. There was a slight increase in white females in the Officials/Administrators category. Hispanic females in the office/clerical category increased in 2013. The service maintenance saw an increase in white females from 13.79% in 2012 to 27.27% in 2013.

2014 - In 2014, the total number of Kane County employees was 1313. The percentage of females and males employed by the County remains consistent: 56% for females and 44% for males. Percentages for white females in the Officials and Administrators category show a slight decrease in utilization 50.67% in 2013 to 47.76% in 2014. Protective Services, Non-Sworn saw a slight increase in white females 51.52% in 2013 to 60% in 2014. All other categories remain fairly consistent in ethnic and gender from 2013.

Objectives to address underutilization

Kane County undertakes a multi-step process to identify and address the underutilization of certain genders and ethnicities in each county department. In Step 1, each county department is analyzed to compare its workforce with the community labor market at large. In Step 2, the top director in each department is asked to prepare a narrative that accounts for the underutilization of certain genders and ethnicities. This is done because these directors are presumed to possess specific information about the necessary qualifications of its workforce that may account for or contribute to the underutilization. In Step 3, the director of each department is required to outline specific objectives they will undertake to address the underutilization. In Step 4, the staff of the Department of Human Resources Management will offer its assistance and resources to assist each department in achieving its objectives.

Steps to Achieve the Objectives

The Department of Human Resource Management plays a role in assisting each county department to achieve its objectives to increase the hiring of certain genders and ethnicities in the workforce. Over the years, this assistance has taken the form of:

- Training on interviewing and diversity in the workplace,
- Targeted recruitment of specific genders and ethnicities through advertisements in relevant publications and on the internet,
- All advertisements carry the appropriate EEO tagline "Equal Opportunity Employer".

Equal Employment Opportunity Policy of the County of Kane

The County of Kane, State of Illinois, represents that it and the employing agencies responsible to it, conform to the following:

We will not discriminate against or deny equal employment opportunities to employees and job applicants because of race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy, or unfavorable discharge from military service or any other legally protected status. We will take whatever action is necessary to ensure that applicants and employees are treated appropriately regarding all terms and conditions of employment. We will post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

We will, in all solicitations or advertisements for employees placed by or on behalf of the employing agencies, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy, or unfavorable discharge from military service.

We will make reasonable accommodations for any medical or common condition of a job applicant or employee related to pregnancy or childbirth unless to do so would impose an undue hardship on the ordinary operation of County business.

6/2015

PART I. COUNTY OF KANE – 2014 KANE COUNTY WORKFORCE

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		67 100%	1 1.49%	25 37.32%	1 1.49%	0 0%	0 0%	5 7.46%	32 47.76%	2 2.99%	1 1.49%	0 0%
Professionals		467 100%	18 3.85%	165 35.33%	16 3.43%	2 0.43%	0 0%	24 5.14%	213 45.61%	22 4.71%	7 1.50%	0 0%
Technicians		29 100%	0 0%	21 72.41%	1 3.45%	1 3.45%	0 0%	0 0%	6 20.69%	0 0%	0 0%	0 0%
Protective Services	Sworn	278 100%	17 6.11%	182 65.46%	19 6.84%	5 1.80%	0 0%	4 1.44%	49 17.63%	2 0.72%	0 0%	0 0%
	Non-Sworn	35 100%	2 5.71%	8 22.86%	1 2.86%	0 0%	0 0%	0 0%	21 60%	3 8.57%	0 0%	0 0%
Office/Clerical		367 100%	0 0%	35 9.54%	5 1.36%	1 0.27%	0 0%	7 1.91%	258 70.30%	58 15.80%	3 0.82%	0 0%
Skilled Craft		36 100%	1 2.78%	34 94.44%	1 2.78%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance		34 100%	1 2.94%	17 50%	3 8.83%	0 0%	0 0%	0 0%	11 32.35%	2 5.88%	0 0%	0 0%

6/5/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

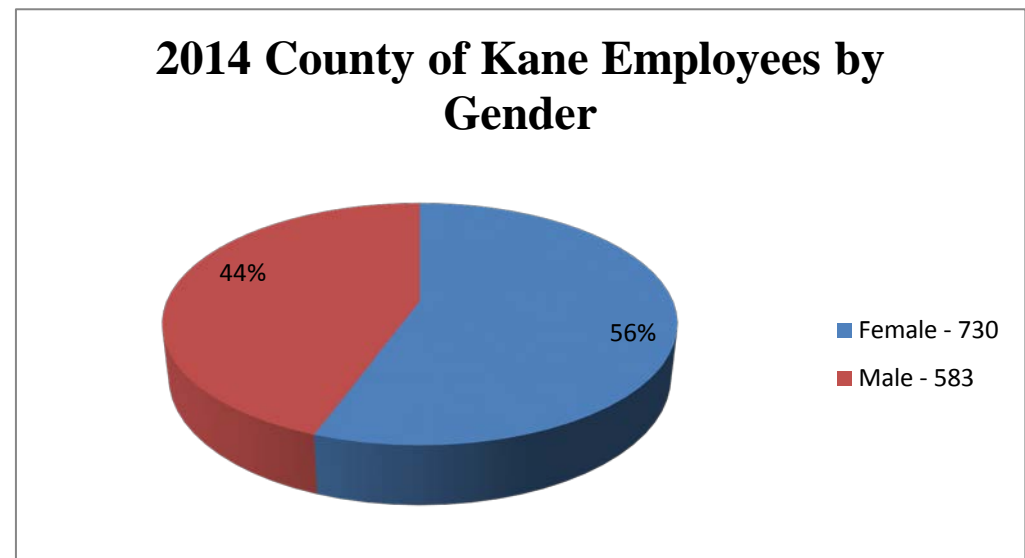
PART I. COUNTY OF KANE – 2014 KANE COUNTY UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE					FEMALE				
		White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE											
Workforce #/%		37.32%	1.49%	1.49%	0%	0%	47.76%	7.46%	2.99%	1.49%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-17.18%	-0.11%	-3.11%	-1.8%	0%	16.96%	6.26%	-0.81%	0.19%	0%
PROFESSIONALS											
Workforce #%		35.33%	3.85%	3.43%	0.43%	0%	45.61%	5.14%	4.71%	1.50%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		-1.37%	2.35%	-0.37%	-3.17%	0%	-0.29%	3.74%	0.41%	-1.20%	0%
TECHNICIANS											
Workforce #/%		72.41%	0%	3.45%	3.45%	0%	20.69%	0%	0%	0%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		33.70%	-3.96%	-2.83%	-0.88%	0%	-16.73%	-1.48%	-5.25%	-2.58%	0%
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	65.46%	6.11%	6.84%	1.80%	0%	17.63%	1.44%	0.72%	0%	0%
	CLS #/%	59.06%	7.72%	11.50%	1.89%	0%	11.02%	1.48%	5.35%	0%	0%
	Utilization %	6.40%	-1.61%	-4.66%	-0.09%	0%	6.61%	-0.04%	-4.63%	0%	0%
	NON-SWORN										
	Workforce #/%	22.86%	5.71%	2.86%	0%	0%	60%	0%	8.57%	0%	0%
	CLS #/%	52.11%	0%	0%	0%	0%	39.44%	0%	8.45%	0%	0%
	Utilization %	-29.25%	5.71%	2.86%	0%	0%	20.56%	0%	0.12%	0%	0%
OFFICE/CLERICAL											
Workforce		9.54%	0%	1.36%	0.27%	0%	70.30%	1.91%	15.80%	0.82%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-18.06%	-1.7%	-6.64%	-0.73%	-.1%	27.80%	-2.09%	3.3%	-0.48%	-.1%
SKILLED CRAFT											
Workforce #/%		94.44%	2.78%	2.78%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		58.94%	1.75%	30.06%	1.90%	0.19%	3.18%	0.54%	2.92%	0.52%	0%
Utilization %		35.50%	1.03%	-27.28%	-1.90%	-0.19%	-3.18%	-0.54%	-2.92%	-0.52%	0%
SVCS/MAINTENANCE											
Workforce #/%		50%	2.94%	8.83%	0%	0%	32.35%	0%	5.88%	0%	0%
CLS #/%		21.83%	3.21%	33.44%	1.14%	0.033%	16.89%	3.01%	19.16%	1.24%	0.52%
Utilization %		28.17%	-0.27%	-24.61%	-1.14%	-0.033%	15.46%	-3.01%	-13.28%	-1.24%	-0.52%

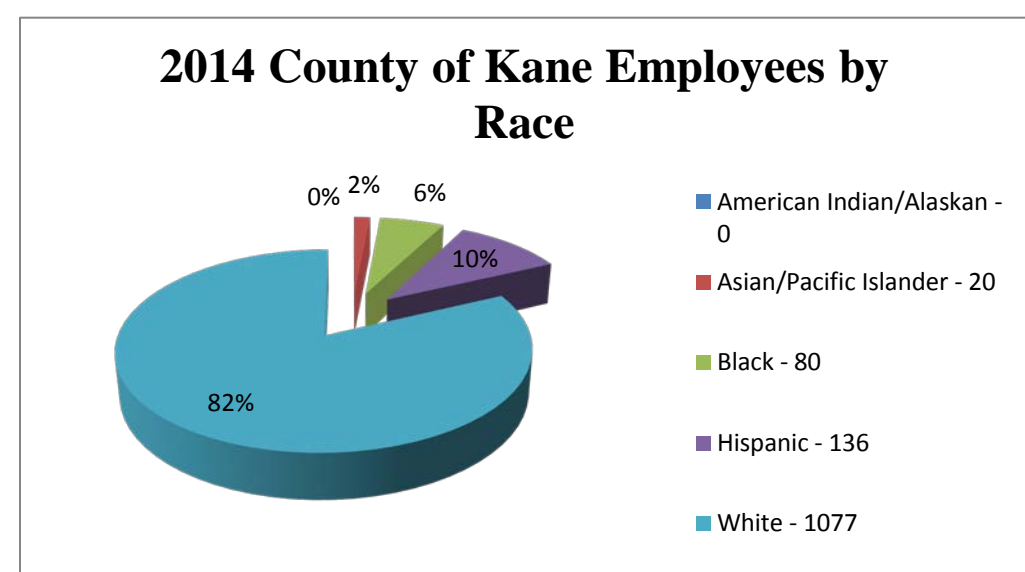


2014 Total County of Kane Departments by Gender and Race

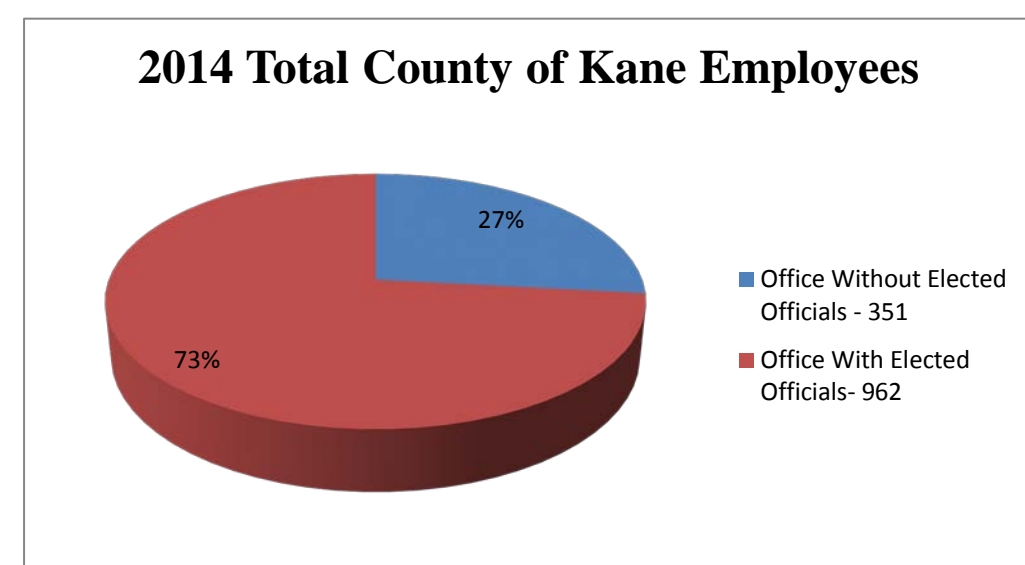
2014 Total County of Kane Departments by Gender		
Gender	Count	%age
Female - 730	730	56%
Male - 583	583	44%
Total	1313	100%



2014 Total County of Kane Departments by Race		
Race	Count	%age
American Indian/Alaskan - 0	0	0%
Asian/Pacific Islander - 20	20	2%
Black - 80	80	6%
Hispanic - 136	136	10%
White - 1077	1077	82%
Total	1313	100%



2014 County of Kane Total Employees		
Category	Count	%age
Office Without Elected Officials - 351	351	27%
Office With Elected Officials- 962	962	73%
Total	1313	100%



PART II. COUNTY OF KANE --COMMUNITY LABOR STATISTICS

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		35625 100%	570 1.6%	19430 54.54%	1655 4.646%	655 1.839%	20 .056%	460 1.291%	10985 30.835%	1345 3.775%	480 1.347%	25 .07%
Professionals		43334 100%	635 1.465%	15900 36.691%	1640 3.785%	1565 3.611%	20 .046%	625 1.442%	19875 45.865%	1880 4.338%	1190 2.746%	4 .01%
Technicians		5425 100%	215 3.963%	2100 38.71%	340 6.267%	235 4.332%	0 0%	80 1.475%	2030 37.419%	285 5.253%	140 2.581%	0 0%
Protective Services	Sworn	3175 100%	245 7.717%	1875 59.056%	365 11.496%	60 1.89%	0 %	110 3.465%	350 11.024%	170 5.354%	0 %	0 %
	Non-Sworn	355 100%	0 %	185 52.113%	0 %	0 %	0 %	0 %	140 39.437%	30 8.451%	0 0%	0 0%
Office/Clerical		72325 100%	1295 1.72%	20770 27.574%	5750 7.95%	755 1.044%	45 .062 %	2885 3.989%	30745 42.51%	9060 12.527%	965 1.334%	55 .076%
Skilled Craft		23150 100%	405 1.749%	13645 58.942%	6960 30.065%	440 1.901%	45 .194%	125 .54%	735 3.175%	675 2.916%	120 .518%	0 0%
Service/Maintenance		76805 100%	2465 3.209%	16765 21.828%	25680 33.435%	875 1.139 %	25 .033%	2315 3.014%	12970 16.887%	14720 19.165%	950 1.237%	40 .052%

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE – 2014 KANE COUNTY WORKFORCE OFFICES WITHOUT ELECTED OFFICIALS

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		43 100%	1 2.32%	18 41.87%	1 2.32%	0 0%	0 0%	3 6.98%	17 39.54%	2 4.65%	1 2.32%	0 0%
Professionals		143 100%	3 2.1%	56 39.16%	2 1.4%	0 0%	0 0%	10 6.99%	62 43.36%	8 5.59%	2 1.4%	0 0%
Technicians		20 100%	0 0%	16 80%	1 5%	0 0%	0 0%	0 0%	2 10%	0 0%	1 5%	0 0%
Protective Services	Sworn	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
	Non-Sworn	28 100%	0 0%	6 21.43%	0 0%	0 0%	0 0%	0 0%	19 67.86%	3 10.71%	0 0%	0 0%
Office/Clerical		54 100%	0 0%	5 9.26%	0 0%	1 1.86%	0 0%	3 5.55%	34 62.96%	11 20.37%	0 0%	0 0%
Skilled Craft		33 100%	1 3.03%	31 93.94%	1 3.03%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance		29 100%	1 3.45%	16 55.17%	3 10.35%	0 0%	0 0%	0 0%	7 24.14%	2 6.89%	0 0%	0 0%

6/5/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE – 2014 KANE COUNTY (OFFICES WITHOUT ELECTED OFFICIALS) UTILIZATION ANALYSIS

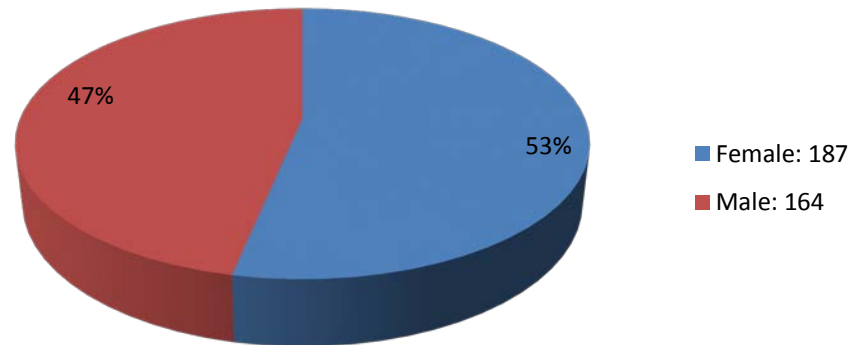
JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE					FEMALE				
		White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE											
Workforce #/%		41.87%	2.32%	2.32%	0%	0%	39.54%	6.98%	4.65%	2.32%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-12.63%	0.72%	-2.28%	-1.8%	0%	8.74%	5.78%	0.85%	1.02%	0%
PROFESSIONALS											
Workforce #%		39.16%	2.1%	1.4%	0%	0%	43.36%	6.99%	5.59%	1.4%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		2.46%	0.6%	-2.4%	-3.16%	0%	-2.54%	5.59%	1.29%	-1.30%	0%
TECHNICIANS											
Workforce #/%		80%	0%	5%	0%	0%	10%	0%	0%	5%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		40.46%	-3.96%	2.05%	-4.33%	0%	-29.09%	-1.48%	-5.25%	1.59%	0%
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	CLS #/%	59.06%	7.72%	11.50%	1.89%	0%	11.02%	1.48%	5.35%	0%	0%
	Utilization %	40.94%	-7.72%	-11.50%	-1.89%	0%	-11.02%	-1.48%	-5.35%	0%	0%
	NON-SWORN										
	Workforce #/%	21.43%	0%	0%	0%	0%	67.86%	0%	10.71%	0%	0%
	CLS #/%	52.11%	0%	0%	0%	0%	39.44%	0%	8.45%	0%	0%
	Utilization %	-30.68%	0%	0%	0%	0%	28.42%	0%	2.26%	-3.85%	0%
OFFICE/CLERICAL											
Workforce		9.26%	0%	0%	1.86%	0%	62.96%	5.55%	20.37%	0%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-18.34%	-1.7%	-8%	0.86%	-.1%	20.46%	1.55%	7.87%	-1.3%	-.1%
SKILLED CRAFT											
Workforce #/%		93.94%	3.03%	3.03%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		58.94%	1.75%	30.06%	1.90%	0.19%	3.18%	0.54%	2.92%	0.52%	0%
Utilization %		35%	1.28%	-27.03%	-1.90%	-0.19%	-3.18%	-0.54%	-2.92%	-0.52%	0%
SVCS/MAINTENANCE											
Workforce #/%		55.17%	3.45%	10.35%	0%	0%	24.14%	0%	6.89%	0%	0%
CLS #/%		21.83%	3.21%	33.44%	1.14%	0.033%	16.89%	3.01%	19.16%	1.24%	0.52%
Utilization %		33.34%	0.24%	-23.09%	-1.14%	-0.033%	7.25%	-3.01%	-12.27%	-1.24%	-0.52%



2014 County of Kane Non-Elected Departments by Gender and Race

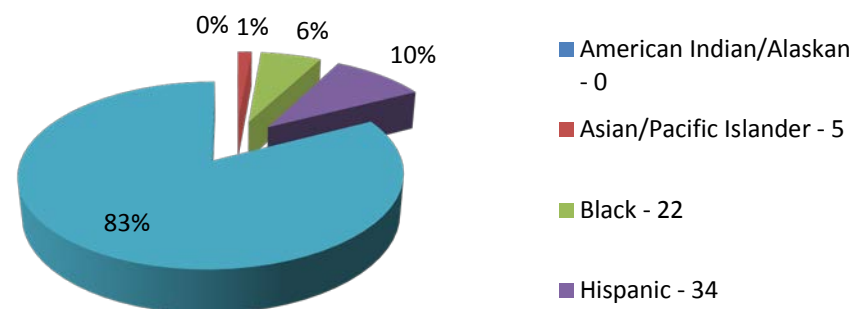
2014 Total Non-Elected Departments	Count	%age
Female: 187	187	53%
Male: 164	164	47%
Total	351	100%

2014 Total Non-elected Departments by Gender



2014 Total Non-Elected Departments	Count	%age
American Indian/Alaskan - 0	0	0%
Asian/Pacific Islander - 5	5	1%
Black - 22	22	6%
Hispanic - 34	34	10%
White - 290	290	83%
Total	351	100%

2014 Total Non-Elected Departments by Race



PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 ANIMAL CONTROL WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	1 100%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	
Professionals (02)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	
Technicians (03)	Animal Control Department does not have employees in this job category.											
Protective Services	Sworn (04)	Animal Control Department does not have employees in this job category.										
	Non-Sworn (05)	5 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 100%	0 0%	0 0%	0 0%
Office/Clerical (06)	6 100%	0 0%	1 16.67%	0 0%	0 0%	0 0%	0 0%	4 66.66%	1 16.67%	0 0%	0 0%	
Skilled Craft (07)	Animal Control Department does not have employees in this job category.											
Service/Maintenance (08)	8 100%	0 0%	1 12.5%	0 0%	0 0%	0 0%	0 0%	6 75%	1 12.5%	0 0%	0 0%	

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 ANIMAL CONTROL UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.54% -54.54%	0% 1.6% -1.6%	100% 4.6% 95.4%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.7% -3.7%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	0% 45.9% -45.9%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	Animal Control Department does not have employees in this job category.									
PROTECTIVE SERVICES Workforce #/% CLS #/% Utilization %	Animal Control Department does not have employees in this job category.									
	NON-SWORN Workforce #/% CLS #/% Utilization %	0% 52.1% -52.1%	0% 0% 0%	0% 0% 0%	0% 0% 0%	0% 0% 0%	100% 39.4% 60.6%	0% 0% 0%	0% 8.4% -8.4%	0% 0% 0%
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	16.67% 27.6% -10.93%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	66.66% 42.5% 24.16%	0% 4% -4%	16.67% 12.5% 4.17%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	Animal Control Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	12.5% 21.8% -9.3%	0% 3.2% -3.2%	0% 33.4% -33.4%	0% 1.1% -1.1%	0% 0% 0%	75% 16.9% 58.1%	12.5% 3% 9.5%	0% 19.2% -19.2%	0% 1.2% -1.2%	0% 0% 0%

Ethnic Detail for Animal Control - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20050146	CAMPBELL, MICHELE L	F	White	06	Administrative Support	1/6/2014	
FT	19740004	ELLBERG, LYNNE A	F	White	06	Administrative Support	5/13/1974	
FT	20030183	HILLIER, LYNETTE	F	White	06	Administrative Support	10/16/2003	3/7/2014
FT	19850006	KLEVENO, LINDA	F	White	06	Administrative Support	7/8/1985	1/2/2014
FT	20060209	MATA, MELBA V	F	Hispanic or Latino	06	Administrative Support	12/4/2006	12/20/2013
FT	20130174	ZACHARY, RICHARD L	M	White	06	Administrative Support	12/23/2013	1/2/2015
FT	20130011	SAUCEDA, ROBERT B	M	Hispanic or Latino	01	Official/Administration	1/22/2013	5/7/2014
FT	20050052	BLUESTONE, LAUREN C	F	White	05	Protective Services: Non Sworn	3/7/2005	8/22/2013
FT	20090056	HOFFMAN, JANET	F	White	05	Protective Services: Non Sworn	9/21/2009	
FT	20130045	LELAND, BRIANNA N	F	White	05	Protective Services: Non Sworn	5/13/2013	
FT	20130125	MULVANEY, SHANNON M	F	White	05	Protective Services: Non Sworn	10/14/2013	
FT	20000199	VARETONI, CAROLE L	F	White	05	Protective Services: Non Sworn	9/8/2000	
FT	20130156	CRUZ, NASTANCIA N	F	Hispanic or Latino	08	Service/Maintenance	11/18/2013	11/7/2014
FT	20080006	ALLEN, DARLENE	F	White	08	Service/Maintenance	12/26/2007	11/1/2013
FT	20130079	HUND, BRIANNA M	F	White	08	Service/Maintenance	7/15/2013	2/4/2014
PT	20140083	MANNION, KARI E	F	White	08	Service/Maintenance	6/28/2014	
FT	20140028	MONCHUNSKI MONACO, JENNIFER A	F	White	08	Service/Maintenance	3/3/2014	6/7/2014
FT	20140006	PETERSON, CHEYENNE A	F	White	08	Service/Maintenance	1/7/2014	6/26/2014
FT	20110030	WERNER, HANNAH M	F	White	08	Service/Maintenance	4/13/2011	1/3/2014
FT	20140048	COFER, PAUL G	M	White	08	Service/Maintenance	5/5/2014	

Total: 20

**EEOP Update
Kane County Department of Animal Control
For the period July 1, 2013 through June 30, 2014**

Department Employment Policies and Practices

The Department of Animal Control is committed to diversifying its workforce so that it reflects the community which it serves. The Kane County Department of Animal Control follows the employment policies and practices as defined by the Human Resources Department for the County of Kane.

Disciplinary Actions

Number of
Employees
4

Employees Applying for Promotion / Transfer

Number of
Employees
0

Promoted / Transferred Employees

Number of
Employees
0

Narrative Utilization Analysis

Kane County Department of Animal Control labor statistics indicate the most significant underutilization occurs within the white male group.

The community workforce percentage for the Officials / Executive category for white males is 54.5% and it has -54.5% underutilization. The Kane County Department of Animal Control employs only one Official / Executive.

Other underutilized groups were:

White males by -36.691% in the Professional Category
White males by -52.1% in the Protective Services (Non-Sworn) Category
White males by -27.6% in the Office / Clerical Category
Hispanic males by -33.4% in the SVCS/ Maintenance Category

Objectives

The Kane County Department of Animal Control is dedicated to having a workforce reflecting the community it represents as identified by the Utilization Analysis Report. The Kane County Department of Animal Control has established the following objectives for addressing the Department's underutilization.

EEOP Update
Kane County Department of Animal Control
For the period July 1, 2013 through June 30, 2014

- Promote and recruit the underutilized categories exceeding -3% if the opportunity exists to hire additional employees or if an employee separates from the Department and a vacancy exists that can be filled.
- Actively recruit in the areas underutilized through posting to various sites: general and specialized organization internet job sites, local newspapers and the Kane County website.

Steps to Achieve Objectives

The following steps will be taken by the Department of Animal Control to address the underutilization:

- Post positions on the internet job sites for NACA, American Humane and other related animal control websites
- Post positions on the Kane County website and local newspapers
- Promote qualified applicants within the County Departments per County policy
- Provide job postings to organizations and schools that reach the targeted populations
- Post in professional journals and newsletters

Dissemination

The following steps will be taken by the Kane County Department of Animal Control to ensure dissemination on information:

- The Kane County Department of Animal Control will list the EEO Employer / Program statement on all of its postings for hire
- The Kane County Director of Human Resources Management will be provided a copy of the EEOP for the dissemination of all interested parties
- The Administrator of the Kane County Department of Animal Control will be responsible for the dissemination of the EEOP Plan to all Kane County Department of Animal Control employees

Suggested Publications and Websites for Job Postings.

NACA News – National Animal Control Association
www.nacanet.org

American Humane
www.americanhumane.org

**EEO Update
Kane County Department of Animal Control
For the period July 1, 2013 through June 30, 2014**

www.animalsheltering.org/jobs/post

Kane County Chronicle

The Beacon News

www.CareerBuilder.com

Kane County Website

www.countyofkane.org

KANE COUNTY ANIMAL CONTROL

PROMOTIONS/TRANSFERS REPORT FOR THE PERIOD OF JULY 1, 2013 THRU JUNE 30, 2014

PROMOTIONS

Month	Race	Sex	National Origin	Job Category	Transfer from	Transfer to

Total Number of Promotions: **0**

Race Summary: N/A

Gender Summary: N/A

TRANSFERS

Month	Race	Sex	National Origin	Job Category	Transfer from	Transfer to

Total Number of Transfers: **0**

Race Summary: N/A

National Origin: N/A

Gender Summary: N/A

Total Number of Promotions/Transfers: **0**

Race Summary: N/A

National Origin Summary: N/A

Gender Summary: **0** Male, **0** Female

KANE COUNTY ANIMAL CONTROL

DISCIPLINE REPORT FOR THE PERIOD OF JULY 1, 2013 - JUNE 30, 2014

Month	Race	Sex	National Origin	Discipline Type
Apr-14	White	F	Europe	WRITTEN-1st Acknowledgement
N/A	White	F	Europe	WRITTEN-1st Acknowledgement
N/A	White	F	Europe	Verbal
N/A	White	F	Europe	WRITTEN-1st Acknowledgement
<i>*Data received from employees</i>				

Total Number of Disciplinary Actions: **4**

Sanction Summary: WRITTEN-1st Acknowledgement

Race Summary: 4 - White

National Origin: Europe

Gender Summary: 4 - Female

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 BUILDING MANAGEMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	The Building Management Department does not have any employees in this job category.										
Professionals (02)	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Technicians (03)	The Building Management Department does not have employees in this job category.										
Protective Services	Sworn (04)	The Building Management Department does not have employees in this job category.									
	Non-Sworn (05)	The Building Management Department does not have employees in this job category.									
Office/Clerical (06)	4 100%	0 0%	3 75%	0 0%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Building Management Department does not have employees in this job category.										
Service/Maintenance (08)	21 100%	1 4.76%	15 71.43%	3 14.29%	0 0%	0 0%	0 0%	1 4.76%	1 4.76%	0 0%	0 0%

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 BUILDING MANAGEMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	Building Management does not have employees in this job category.									
PROFESSIONALS Workforce #/% CLS #/% Utilization %	50% 36.7% 13.30%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	50% 45.9% 4.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	Building Management does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce CLS #/% Utilization	75% 27.6% 47.4%	0% 1.7% -1.7%	0% 8.9% -8%	0% 1% -1%	0% .1% -1%	25% 42.5% -17.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	Building Management does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	71.43% 21.8% 49.63%	4.76% 3.2% 1.56%	14.29% 33.4% -19.11%	0% 1.1% -1.1%	0% 0% 0%	4.76 % 16.9% -12.14%	0% 3% -3%	4.76% 19.2% -14.44%	0% 1.2% -1.2%	0% 0% 0%

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Ethnic Detail for Building Management - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date	
FT	20110023	ELVIN, DOUGLAS L	M	White	06	Administrative Support	2/14/2011		
FT	20060087	MATUSZAK, MICHELE H	F	White	06	Administrative Support	4/24/2006		
FT	20030140	PHILIPS, ROBERT D	M	White	06	Administrative Support	8/15/2003	12/29/2014	
PT	20130064	WINTER, RANDALL A	M	White	06	Administrative Support	6/24/2013	11/14/2014	
FT	19950177	GENSLINGER, RICKY E	M	White	02	Professionals	10/2/1995		
FT	20060059	REMIYAC, MARY A	F	White	02	Professionals	4/10/2006		
FT	20140124	ANDERSON, KENNETH G	M	White	08	Service/Maintenance	9/24/2014	10/17/2014	
FT	20040139	BERRIOS, CARLOS A	M	Hispanic or	08	Service/Maintenance	7/7/2004		
FT	20110054	BEX, TROY	M	White	08	Service/Maintenance	7/25/2011		
FT	20130088	BROWN, PHILLIP J	M	White	08	Service/Maintenance	9/16/2013		
FT	20110095	BRUSVEEN, DAN A	M	White	08	Service/Maintenance	#####		
FT	20070179	CLARK, JOHN T	M	White	08	Service/Maintenance	10/1/2007	2/9/2015	
FT	19940074	DAVID, JOHN E	M	White	08	Service/Maintenance	7/18/1994	8/28/2014	
FT	20000246	DILLER JR., GLENN G	M	White	08	Service/Maintenance	12/1/2000	2/9/2015	Sheriff's Dept
FT	19990083	DOUGLAS, DEVONDA R	F	Hispanic or	08	Service/Maintenance	4/16/1999		
FT	20090060	GARLITS, THERESA M	F	White	08	Service/Maintenance	9/28/2009		
FT	20070111	HINKLE, JAMES	M	White	08	Service/Maintenance	6/18/2007		
FT	20110022	IBARRA RODRIGUEZ, PEDRO U	M	Hispanic or	08	Service/Maintenance	2/14/2011		
FT	20130019	KLIMPKE, WILLIAM E	M	White	08	Service/Maintenance	2/25/2013		
FT	20100019	KNORR, IAN-MICHAEL	M	White	08	Service/Maintenance	2/22/2010		
FT	20050060	KONSTANTINIDIS, GUS	M	White	08	Service/Maintenance	3/16/2005	9/26/2014	
FT	19780009	MARION, RICHARD R	M	White	08	Service/Maintenance	8/23/1978	6/13/2014	
FT	19890037	NEWBOLDS, MICHAEL E	M	White	08	Service/Maintenance	7/28/1989		
FT	20130023	OLESEN, KEVIN M	M	White	08	Service/Maintenance	3/4/2013		
FT	20010171	SMALL, STEVE H	M	White	08	Service/Maintenance	8/1/2001		
FT	19970163	SORIA, JUAN	M	Hispanic or	08	Service/Maintenance	8/25/1997		
FT	19970185	SUMMERS, MICHAEL E	M	White	08	Service/Maintenance	9/16/1997		
FT	20050243	TAYLOR, WALTER H	M	Black	08	Service/Maintenance	#####		

Total: 27

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 COMMUNITY REINVESTMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	5 100%	0 0%	2 40%	0 0%	0 0%	0 0%	0 0%	3 60%	0 0%	0 0%	0 0%
Technicians (03)	The Office of Community Reinvestment does not have employees in this job category.										
Protective Services	Sworn (04)	The Office of Community Reinvestment does not have employees in this job category.									
	Non-Sworn (05)	The Office of Community Reinvestment does not have employees in this job category.									
Office/Clerical (06)	The Office of Community Reinvestment does not have employees in this job category.										
Skilled Craft (07)	The Office of Community Reinvestment does not have employees in this job category.										
Service/Maintenance (08)	The Office of Community Reinvestment does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 COMMUNITY REINVESTMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.50%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	40% 36.7% 3.3%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	60% 45.9% 14.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Office of Community Reinvestment does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	The Office of Community Reinvestment does not have employees in this job category.									
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Office of Community Reinvestment does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Office of Community Reinvestment does not have employees in this job category.									

Ethnic Detail for Office of Community Reinvestment- All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19990139	BERGER, SCOTT W	M	White	01	Official/Administration	7/16/1999	
FT	20100028	BECK, JOSHUA	M	White	02	Professionals	4/5/2010	
FT	20040237	COYNE, AMY R	F	White	02	Professionals	12/1/2004	
FT	20140016	DALL, CHRISTOPHER S	M	White	02	Professionals	2/3/2014	
FT	20100027	GROBE, JENNIFER M	F	White	02	Professionals	4/5/2010	11/26/2013
FT	20010189	THAVONG, JULIA E	F	White	02	Professionals	8/16/2001	

Total: 6

KANE COUNTY OFFICE OF COMMUNITY REINVESTMENT

UTILIZATION ANALYSIS

July 1, 2013 - June 30, 2014

Utilization Analysis Narrative

An analysis of the Kane County Office of Community Reinvestment staff to the Community Labor Statistics in the areas of *Official/Executive* and *Professional* reveals the following;

- In the *Official/Executive* classification under-utilization occurs in the following categories; Minority Males (Black -1.6%; Hispanic -4.6%; Asian -1.8%). The analysis shows that females in general are poorly utilized in this job classification White females (-30.8%) Black females (-1.2%) and Hispanic females (-3.8%). White males (45.5%) represent the largest utilized group of employees in this category.
- In the *Professional* classification under-utilization occurs in the following categories; Minority Males (Black -1.5%; Hispanic -3.8%; Asian -3.6%). The analysis shows that minority females are poorly utilized Black females (-1.4%) and Hispanic females (-4.3%) in this job classification. White females (14.1%) represent the largest utilized group of employees in this category.

The Office of Community Reinvestment recognizes the need to actively recruit more females and minority groups for *Official/Executive* and *Professional* positions as they occur. At the time that a position becomes available and the office has been given the approval to hire a new employee, this office will make every effort to assure that all applicants, regardless of gender, race or national origin, are given the same opportunity and consideration for any/all positions available through our office.

Objectives

A conscious effort will be made to consider all genders/races for vacant positions. Posting of vacancies will continue in-house on bulletin boards and on the county's intranet, on the county's website, local university job boards, and on the websites of professional organizations. Recruitment efforts will utilize language reflective of the fact that the Office of Community Reinvestment does not discriminate in terms of gender or race. Office employees will continue to be encouraged to pursue educational training to develop and enhance personal job skills to prepare them for supplemental and new job tasks.

Disciplinary Actions – None

Promotions/Transfers – None

Employment Practices

When seeking staff, the Office of Community Reinvestment utilizes the employment application forms prepared by the Kane County Human Resources Department (HRD) and asks for assistance from the HRD in the placing of job announcements in the appropriate sites and in screening applications. Testing has not, to date, been requested. Job Performance evaluations are done annually, or if necessary, on a more frequent basis when required. The Office of Community Reinvestment utilizes all other forms as prepared by the Human Resources Department that relate to employees and job performance.

Employment Opportunities Advertised

Kane County Website

Illinois City/County Management Association

Northern Illinois University Career Services

University of Illinois – Urbana Career Services

University of Chicago Career Services

Ball State University Career Services

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 DEVELOPMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	8 100%	0 0%	4 50%	0 0%	0 0%	0 0%	1 12.5%	3 37.5%	0 0%	0 0%	0 0%
Technicians (03)	6 100%	0 0%	6 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	The Development Department does not have employees in this job category.									
	Non-Sworn (05)	The Development Department does not have employees in this job category.									
Office/Clerical (06)	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 66.67%	1 33.33%	0 0%	0 0%
Skilled Craft (07)	The Development Department does not have employees in this job category.										
Service/Maintenance (08)	The Development Department does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 DEVELOPMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.50%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	50% 36.7% 13.30%	0% 1.5% 5.6%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	40% 45.9% -5.90%	10% 1.4% 8.6%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	100% 38.7% 61.30%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	0% 37.4% -37.4%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	Development does not have employees in this job category.								
	NON-SWORN Workforce #/% CLS #/% Utilization %	Development does not have employees in this job category.								
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	66.67% 42.5% 24.17%	0% 4% -4%	33.33% 12.5% 20.83%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	Development does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	Development does not have employees in this job category.									

Ethnic Detail for Development - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20070210	HOYE, MARY ANNE	F	White	06	Administrative Support	12/3/2007	was in Development during the date range
FT	20040181	HERRERA, ANGELICA I	F	Hispanic or Latino	06	Administrative Support	5/10/2004	
FT	20130069	MAIR, JANINE M	F	White	06	Administrative Support	6/24/2013	
OT	19810009	BOWEN, HAROLD N	M	White	01	Official/Administration	3/10/1981	
OT	20050164	CAMERON, PENELOPE L	F	White	01	Official/Administration	8/1/2005	
OT	20130155	HEINRICH, DANIEL W	M	White	01	Official/Administration	5/1/2013	
OT	19890015	JOHNSTON, STANLEY H	M	White	01	Official/Administration	3/14/1989	
OT	20080111	MOGA, ROBERT R	M	White	01	Official/Administration	5/15/2008	
OT	20050168	REGAN, GERALD D	M	White	01	Official/Administration	8/1/2005	
OT	19980031	STOVER, ROXANNE	F	White	01	Official/Administration	3/1/1998	
FT	19940082	VANKERKHOFF, MARK D	M	White	01	Official/Administration	8/1/1994	
OT	20090034	WHITE, JOSEPH M	M	White	01	Official/Administration	4/1/2009	
FT	19990109	HILL, JANICE	F	Black	02	Professionals	6/1/1999	
PT	19960098	BIEWER, BROOKE R	F	White	02	Professionals	6/3/1996	
FT	20130054	JOHNSON, ELLEN A	F	White	02	Professionals	5/28/2013	5/16/2014
FT	20000177	MILLER, KAREN A	F	White	02	Professionals	8/16/2000	
FT	19750002	AHMED, HAMID M	M	White	02	Professionals	1/16/1975	
FT	19980210	BERKHOUT, KEITH	M	White	02	Professionals	10/2/2006	
FT	20130046	HANLON, BRETT V	M	White	02	Professionals	5/16/2013	
FT	20110062	LOCHBAUM, JOHN R	M	White	02	Professionals	8/29/2011	12/13/2013
FT	19980129	CRODDY, DAVID E	M	White	03	Technicians	7/16/1998	
FT	19930001	KEELING, GLEN	M	White	03	Technicians	1/4/1993	
FT	19860006	MACK, THOMAS L	M	White	03	Technicians	4/2/1986	
FT	19910051	MESCHER, TIM J	M	White	03	Technicians	1/17/1989	
FT	19870012	SODERQUIST, DAVID K	M	White	03	Technicians	5/1/1987	
FT	20120115	ZABEL, PAUL C	M	White	03	Technicians	12/19/2012	6/6/2014

Total: 18

COUNTY OF KANE

**DEVELOPMENT & COMMUNITY
SERVICES DEPARTMENT**
Mark D. VanKerkhoff, AIA, Director



County Government Center
719 Batavia Avenue
Geneva, Illinois 60134
Phone: (630) 232-3480
Fax: (630) 232-3411
Website: www.co.kane.il.us

May 13, 2015

Susan M. Brown
Assistant Director of Human Resource Management
Kane County
719 S. Batavia Ave.
Building A, Room 311
Geneva, IL 60134

Ms. Brown,

Attached please find the reports and charts you requested. This letter will serve as the narrative for the Development & Community Services Department. Please let me know if you have any questions or need additional information.

Narrative:

There were no disciplinary actions taken against any employees with FY 2014.

During FY 2014, there were no employees who applied for a promotion/transfer. During FY 2014 there were no employees promoted.

The existing employment policies and practices of the Development & Community Services Department follow those used by the Department of Human Resources.

Publications / Website posting List:

www.planning.org (for job openings for professional planning staff)

www.ilapa.org/jobpost (for job openings for professional planning staff)

<http://www.i-ace.org/job-openings> (for building and code officials and inspectors)

Sincerely,

Mark D. VanKerkhoff, AIA, Director

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 EMERGENCY MANAGEMENT WORKFORCE

Job Category		MALE					FEMALE					
		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)		1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)		The Emergency Management Department does not have employees in this job category.										
Technicians (03)		The Emergency Management Department does not have employees in this job category.										
Protective Services	Sworn (04)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
	Non-Sworn (05)	The Emergency Management Department does not have employees in this job category.										
Office/Clerical (06)		1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Skilled Craft (07)		The Emergency Management Department does not have employees in this job category.										
Service/Maintenance (08)		The Emergency Management Department does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 EMERGENCY MANAGEMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/ CLS #/ Utilization %	The Emergency Management Department does not have employees in this job category.									
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Emergency Management Department does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	100% 59.1% 40.9%	0% 7.7% -7.7%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	0% 11.0% -11.0%	0% 3.5% -3.5%	0% 5.4% -5.4%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Emergency Management Department does not have employees in this job category.								
OFFICE/CLERICAL Workforce CLS #/% Utilization	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	100% 42.5% 57.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Emergency Management Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Emergency Management Department does not have employees in this job category.									

Ethnic Detail for Emergency Management - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19970230	DORTMUND-MADISON, DEBORAH A	F	White	06	Administrative Support	12/1/1997	
FT	19950019	BRYANT, DONALD H	M	White	01	Official/Administration	2/6/1995	
FT	19950048	MADISON, SEAN	M	White	04	Protective Services: Sworn	4/1/1995	

Total: 3

COUNTY of KANE
OFFICE of EMERGENCY MANAGEMENT

Donald H. Bryant, IPEM
Director



719 S. Batavia Ave.
Geneva, Illinois, 60134
Emergency: (630) 208-8911
Office: (630) 232-5985
FAX: (630) 232-7408

TO: Susan Brown
FROM: Donald Bryant
SUBJECT: EEOP report 2013 - 2014
Date: April 9, 2015
CC:

As this office has not had any changes in staff over the past several years our demographic reports will remain the same as past years.

Enclosed you will find the requested EEOP information. Please let me know if there is any thing else you require.

Thanks

COUNTY of KANE

OFFICE of EMERGENCY MANAGEMENT

Donald H. Bryant, IPEM
Director



719 S. Batavia Ave.
Geneva, Illinois, 60134
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April 9, 2015

NARRATIVE UTILIZATION ANALYSIS

A comparison of the Office of Emergency Management's (OEM) workforce to the community labor statistics for Kane County indicates an under utilization of minorities and females in all categories.

It has long been acknowledged that the available qualified labor force within the emergency management discipline is relatively limited when compared to other public safety disciplines such as law enforcement, fire protection, and EMS. Given this fact and the fact that the OEM professional staff is comprised of one full time administrator, one full time sworn staff, and one full time clerical staff assistant, achieving racial balance within the OEM is extremely difficult.

In the past fiscal year the OEM has had no need to take any disciplinary actions against any paid employee nor have we had an employee apply for a transfer or request a promotion.

The OEM continues to follow all Kane County employment policies and procedures and we do not test to establish eligibility lists.

OBJECTIVES

The Office of Emergency Management is committed to making its workforce reflective of the available community labor force. Based on an examination of the underutilization analysis the OEM has established the following objectives:

- The OEM will promote minorities and females from within the ranks of our volunteer corp. when ever possible.
- We will make every effort to recruit qualified minority staff, for all positions, from the available community labor force.

STEPS TO ACHIEVE OBJECTIVES

The following steps will be taken to address the underutilization of minorities and females in all categories:

- Seek new methods of recruiting minorities and females to become members of the OEM volunteer corp. as a means of acquiring the necessary training to become a staff member within the emergency management discipline.
- Continue to post all job openings on both the OEM and County website along with posting employment notices in the following mediums:
 - ✓ Local newspapers
 - ✓ The Journal of the International Association of Emergency Managers (IAEM).
 - ✓ List the opening on the IAEM web site.
 - ✓ List the opening on the Illinois Emergency Services Management Association's web site.
- Provide additional opportunities for members of the volunteer corp. to receive managerial training to further develop staff prospects and improve the diversity of the OEM staff.

PLAN DISSEMINATION

- The OEM will include the statement "EEO Employer. Auxiliary aids are available to individuals with disabilities upon request" on all job applications and all applicants will be advised as to where they can obtain a copy of this plan.
- All new employees will be provided with information pertaining to the EEOP during orientation.
- The Director of the Department of Human Resource Management will be provided with the plan for dissemination to any interested parties.

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 ENVIRONMENTAL-WATER RESOURCES WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	2 100%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	7 100%	0 0%	3 42.86%	0 0%	0 0%	0 0%	0 0%	4 57.14%	0 0%	0 0%	0 0%
Technicians (03)	The Environmental and Water Resources departments do not have employees in this job category.										
Protective Services	Sworn (04)	The Environmental and Water Resources departments do not have employees in this job category.									
	Non-Sworn (05)	The Environmental and Water Resources departments do not have employees in this job category.									
Office/Clerical (06)	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	1 50%	0 0%	0 0%
Skilled Craft (07)	The Environmental and Water Resources departments do not have employees in this job category.										
Service/Maintenance (08)	The Environmental and Water Resources departments do not have employees in this job category.										

5/1/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 ENVIRONMENTAL AND WATER RESOURCES UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	42.86% 36.7% 6.16%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	57.14% 45.9% 11.24%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Environmental and Water Resources departments do not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce CLS #/% Utilization	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8.9% -8%	0% 1% -1%	0% .1% -1%	50% 42.5% 7.5%	0% 4% -4%	50% 12.5% 37.5%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Environmental and Water Resources departments do not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Environmental and Water Resources departments do not have employees in this job category.									

Ethnic Detail for Environmental and Water Resources - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date	
FT	20040056	MORA, ESMERALDA	F	Hispanic or Latino	06	Administrative Support	4/1/2004		
PT	20000195	JAKUBAITIS, HEIDI J	F	White	06	Administrative Support	9/5/2000		
FT	19880040	ANDERSON, KENNETH N	M	White	01	Official/Administration	11/1/1988		
FT	19940028	HARBAUGH, TIMOTHY A	M	White	01	Official/Administration	4/1/1994	10/25/2013	
FT	20000026	HAJEK, SCOTT R	M	White	02	Professionals	3/1/2000		
FT	20140058	LINKE, ROBERT	M	White	02	Professionals	5/26/2014		
FT	19890030	SCHUCH, PAUL M	M	White	02	Professionals	6/19/1989	6/30/2014	
FT	20060208	WOLLNIK, JODIE L	F	White	02	Professionals	12/1/2006		
FT	20140045	GOVRIK, CECILIA M	F	White	02	Professionals	4/28/2014		
FT	20110047	JARLAND, JENNIFER C	F	White	02	Professionals	6/10/2011		
PT	20000020	KOSKY, KAREN M	F	White	02	Professionals	2/22/2000	8/30/2013	
OT	20110053	ADERMAN, BRUCE J	M	White	03	Technicians	8/2/2011	8/30/2013	seasonal
Total: 11									

COUNTY OF KANE

DIVISION OF ENVIRONMENTAL & WATER RESOURCES

Kenneth N. Anderson, Jr.
Director



County Government Center

719 S. Batavia Avenue
Geneva, IL 60134

www.countyofkane.org

Environmental Resources:

(630) 208-5118

FAX:

(630) 208-3837

May 1, 2015

To: Susan Brown, Assistant Director – Human Resource Management

From: Ken Anderson, Director, Division of Environmental & Water Resources

KWA

RE: 2014 Equal Employment Opportunity Plan Update

I am submitting this document in response to your April 7, 2015 memorandum.

The staff identified is correct during the reporting time period.

The category for each staff person is correct for this reporting period, with the exception of the position title for Jodie Wollnik, as of June 2014, is now Assistant Director rather than Civil Engineer.

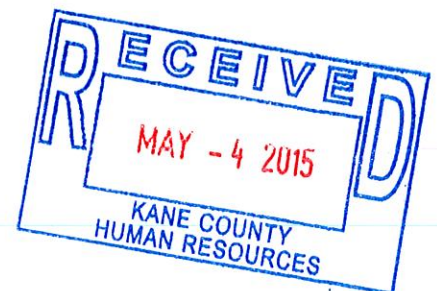
This department follows the EEO policy as outlined in the Kane County personnel policy handbook in all aspects of hiring, promotions, and benefits.

No disciplinary action was taken during this time period.

Hiring is based on traditional interviewing of potential candidates. Potential candidates are evaluated based on their work history, knowledge of the skills required to complete the job, and ability to interact with coworkers, the public, and their superiors. A short list is developed, referenced checked and second interviews are held. No written or oral tests are given.

With regard to publications/websites for job openings, Kane County posts on our website job applications and current job vacancy information. Due to the increased use of the internet by the general public, the majority of applications use our website. Other websites may be utilized, as well as local newspapers.

Thank you.



PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 FINANCE WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	2 100%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	4 100%	0 0%	2 50%	0 0%	0 0%	0 0%	0 0%	2 50%	0 0%	0 0%	0 0%
Technicians (03)	The Finance Department does not have employees in this job category.										
Protective Services	Sworn (04)	The Finance Department does not have employees in this job category.									
	Non-Sworn (05)	The Finance Department does not have employees in this job category.									
Office/Clerical (06)	1 100%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Finance Department does not have employees in this job category.										
Service/Maintenance (08)	The Finance Department does not have employees in this job category.										

5/14/2015-rev

KEY

B - Black
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H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 FINANCE UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	50% 36.7% 13.3%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	50% 45.9% 4.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Finance Department does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	100% 1% 99%	0% .1% -.1%	0% 42.5% -42.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Finance Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Finance Department does not have employees in this job category.									

Ethnic Detail for Finance - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20000150	KEOVONGSAK, TIMOTHY S	M	Asian	06	Administrative Support	7/31/2000	
FT	20130018	ONZICK, JOSEPH M	M	White	01	Official/Administration	2/17/2013	
FT	20070212	ROSSMAN, CHRISTOPHER M	M	White	01	Official/Administration	12/10/2007	1/2/2015
FT	20130017	GONZALEZ, CORDELIA H	F	Black	02	Professionals	2/11/2013	KCDEE
FT	20130084	GONZALEZ, MARIA L	F	Hispanic or Latino	02	Professionals	7/29/2013	KCDEE
PT	20110080	CARLSTROM, LYNN M	F	White	02	Professionals	10/3/2011	
FT	20120046	HERWALDT, MARY M	F	White	02	Professionals	7/19/2012	KCDEE
FT	20070142	WAGGONER, ERICA M	F	White	02	Professionals	7/30/2007	
FT	20130116	DAVIES, LAMAR C	M	White	02	Professionals	9/23/2013	2/6/2015
FT	20080004	ESTATE OF HANSEN II, JAMES W	M	White	02	Professionals	12/17/2007	11/2/2013

Total: 7

KANE COUNTY FINANCE DEPARTMENT
EEO ANALYSIS
NARRATIVE UTILIZATION ANALYSIS – 2014

A comparison of the Finance Department's workforce to the community labor statistics for Kane County indicate underutilization in specific race/ethnic categories in each of the three job group categories represented within the Finance Department. It is the opinion of the department administration that these discrepancies exist mainly due to the small population of employees. In total, this department employs only seven individuals.

White males and females are underutilized by -27.6% or greater in one out of three job categories for males and two out of three categories for females. Out of a total of seven positions, there are 2 white females and 4 white males employed. However, underutilization still exists when compared to the community labor statistics. This anomaly indicates the discrepancies are caused by the limited number of positions available.

Black males and females are underrepresented by -1.2% or greater when compared to community statistics in all three job categories. There is no known reason for underutilization other than the limited number of positions within the department.

Hispanic males and females are underrepresented by -3.8% or greater when compared to community statistics in all three categories. There is no known reason for underutilization other than the limited number of positions within the department.

Asian/Pacific Islander males are underrepresented by -1.8% or greater in two out of three job categories when compared to community statistics. Out of a total of seven positions, there is one Asian/Pacific Islander male employed in the finance department. Asian/Pacific Islander females are underutilized by -1.3% or greater in three out of three job categories when compared to community statistics. There is no known reason for underutilization other than the limited number of positions within the department.

After reviewing the results of the underutilization analysis, the Finance Department has identified the need to actively recruit each of the gender/races indicated above within the job categories that represent underutilization.

KANE COUNTY FINANCE DEPARTMENT
EEO ANALYSIS

Disciplinary Actions

Two disciplinary actions were issued to a white male during 2014. Both actions were written warnings given to the same person on 11/25/2013 and 03/24/2014 for attendance issues.

Promotions/Transfers

Between July 1, 2013 and June 30, 2014, one promotion took place in the Finance Department. An Asian male was promoted in Purchasing from Buyer I to Buyer II on December 22, 2013.

Employment Policies & Practices

The Finance Department uses employment practices and policies described within the Kane County Personnel Policy Handbook.

Job Opening Publications

The Finance Department uses, but is not limited to the following, for employee recruitment:

- Illinois Government Finance Officers Association Newsletter and Website
- Government Finance Officers Association Newsletter and Website
- Illinois City Manager's Association Newsletter and Website
- International City Manager's Association Newsletter and Website
- Illinois CPA Society Newsletter and Website

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 HEALTH DEPARTMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	14 100%	1 7.14%	3 21.43%	0 0%	0 0%	0 0%	1 7.14%	7 50%	2 14.29%	0 0%	0 0%
Professionals (02)	40 100%	0 0%	5 12.5%	1 2.5%	0 0%	0 0%	5 12.5%	26 65%	2 5%	1 2.5%	0 0%
Technicians (03)	The Health Department does not have employees in this job category.										
Protective Services	Sworn (04)	The Health Department does not have employees in this job category.									
	Non-Sworn (05)	The Health Department does not have employees in this job category.									
Office/Clerical (06)	12 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 25%	9 75%	0 0%	0 0%
Skilled Craft (07)	The Health Department does not have employees in this job category.										
Service/Maintenance (08)	The Health Department does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 HEALTH DEPARTMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	21.43% 54.5% -33.07%	7.14% 1.6% 5.54%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	50% 30.8% 19.2%	7.14% 1.2% 5.94%	14.29% 3.8% 10.49%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	12.5% 36.7% -24.2%	0% 1.5% -1.5%	2.5% 3.8% -1.3%	0% 3.6% -3.6%	0% 0% 0%	65% 45.9% 19.1%	12.5% 1.4% 11.1%	5% 4.3% 0.7%	2.5% 2.7% -0.2%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Health Department does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -0.1%	25% 42.5% -17.5%	0% 4% -4%	75% 12.5% 62.5%	0% 1.3% -1.3%	0% .1% -0.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Health Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Health Department does not have employees in this job category.									

Ethnic Detail for Health- All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19980057	ALMANZA, MARIA E	F	Hispanic or Latino	06	Administrative Support	4/16/1998	
FT	20000042	ARCH, NORA S	F	Hispanic or Latino	06	Administrative Support	4/3/2000	
FT	19950050	DEL TORO, OLGA M	F	Hispanic or Latino	06	Administrative Support	4/3/1995	
FT	19930075	FIGUEROA, SOL DAMARIS	F	Hispanic or Latino	06	Administrative Support	9/7/1993	
FT	19930117	GONZALEZ, JUANITA	F	Hispanic or Latino	06	Administrative Support	11/29/1993	
FT	19930079	MILLET, YVETTE M	F	Hispanic or Latino	06	Administrative Support	9/20/1993	
FT	19990038	PIZANO, HELEN	F	Hispanic or Latino	06	Administrative Support	2/4/1999	7/8/2013
FT	20030114	SOLORZANO, ANA I	F	Hispanic or Latino	06	Administrative Support	9/3/2013	
FT	19940131	TIJERINA, SILVIA	F	Hispanic or Latino	06	Administrative Support	11/14/1994	1/30/2015
FT	20020198	DAWSON, DIANE K	F	White	06	Administrative Support	8/19/2013	
FT	19910005	LOPEZ, BEVERLY	F	White	06	Administrative Support	1/2/1991	
FT	19930081	ROMAN, TERESA	F	White	06	Administrative Support	9/20/1993	
FT	20050029	JEFFERS, BARBARA J	F	Black	01	Official/Administration	2/1/2005	
FT	20070154	FEARDAY, JENNIFER A	F	Hispanic or Latino	01	Official/Administration	8/16/2007	
FT	19980247	PINA, MARI E	F	Hispanic or Latino	01	Official/Administration	12/14/1998	
FT	20060104	FERRISS, DIANE L	F	White	01	Official/Administration	5/22/2006	
FT	20070198	FOSSER, KATHLEEN L	F	White	01	Official/Administration	2/13/2011	
FT	19970079	HEATON, THERESA M	F	White	01	Official/Administration	4/16/1997	
FT	20030191	MARISHTA, ALKETA L	F	White	01	Official/Administration	10/29/2003	8/22/2014
FT	20080145	RYNDAK, ARLENE M	F	White	01	Official/Administration	9/8/2008	11/14/2014
FT	20020123	VERZAL, SHARON L	F	White	01	Official/Administration	8/26/2002	
FT	19980107	WIEGEL, JULIE A	F	White	01	Official/Administration	6/29/1998	
FT	20110057	SNOWDEN, KINNELL J	M	Black	01	Official/Administration	8/22/2011	
FT	20070164	EDER, DANIEL	M	White	01	Official/Administration	9/7/2007	
FT	20060152	HOFF, CHRISTOPHER R	M	White	01	Official/Administration	8/16/2006	12/20/2013
FT	20000180	ISAACSON, MICHAEL A	M	White	01	Official/Administration	8/21/2000	
FT	20030074	AZHER, MUNEEZA	F	Asian	02	Professionals	5/6/2003	8/12/2014
FT	20120016	HICKS, MICHELLE D	F	Black	02	Professionals	3/19/2012	
FT	19950052	JULIEN, ANNETTE	F	Black	02	Professionals	4/3/1995	
FT	19980120	ONWUTA, UCHENNA S	F	Black	02	Professionals	7/6/1998	
FT	20060190	VYUOH, DAISY A	F	Black	02	Professionals	10/16/2006	
FT	19910065	WOOTEN, JUNE C	F	Black	02	Professionals	12/16/1991	12/2/2013

PT	20060156	BROWN, JUANITA A	F	Hispanic or Latino	02	Professionals	8/28/2006	10/18/2013
FT	20040263	POSADA VELASCO, ADRIANA	F	Hispanic or Latino	02	Professionals	12/20/2004	
FT	20050169	BEDNARZ, RITA C	F	White	02	Professionals	8/8/2005	
FT	20040247	BOLINE, SARA J	F	White	02	Professionals	12/6/2004	
FT	20060016	BROWN, KRISTINA J	F	White	02	Professionals	1/9/2006	
FT	20130016	EIDE, KASSIA L	F	White	02	Professionals	2/11/2013	
FT	20100073	FORBES, JACQUELINE L	F	White	02	Professionals	11/15/2010	
PT	20050099	FOSEN, CYNTHIA A	F	White	02	Professionals	5/23/2005	
FT	20040025	JOHNSON, KRISTIN A	F	White	02	Professionals	12/1/2003	
PT	20050042	KANE, CHERYL K	F	White	02	Professionals	4/18/2002	
FT	20120032	LA BEE, MARY S	F	White	02	Professionals	5/29/2012	9/23/2013
FT	20130033	LANTIS, AMY J	F	White	02	Professionals	4/29/2013	
FT	20130166	MACKEY, DEBORAH M	F	White	02	Professionals	12/4/2013	7/16/2014
FT	19880039	MEAD, VICTOR L	F	White	02	Professionals	10/20/1988	
FT	19930012	MURPHY, NANCY O	F	White	02	Professionals	2/16/1993	
FT	19940005	OKAPAL, JULIANA R	F	White	02	Professionals	1/3/1994	
FT	20130165	PETERS, BECKY L	F	White	02	Professionals	12/4/2013	
FT	20140069	PREIHS, KRISTIN L	F	White	02	Professionals	6/23/2014	1/9/2015
FT	20030023	REYNA, TERESA A	F	White	02	Professionals	2/10/2003	
PT	19870002	SARRO LOWE, LORI	F	White	02	Professionals	1/26/1987	
FT	20070025	SCHLEICHER, MARY E	F	White	02	Professionals	2/5/2007	11/17/2014
FT	20010263	SHARP, JULIE M	F	White	02	Professionals	11/13/2001	5/5/2014
FT	19970150	SPANGLER, KATHLEEN A	F	White	02	Professionals	8/4/1997	1/5/2015
FT	19860013	SWANSON, ELIZABETH	F	White	02	Professionals	9/2/1986	
FT	20050152	SWEDBERG, KATHY A	F	White	02	Professionals	9/5/1989	
FT	20010018	WALSH, JEANNETTE M	F	White	02	Professionals	1/18/2001	
FT	20050210	ZAWACKI, JEANNETTE M	F	White	02	Professionals	4/1/2007	
FT	19940132	ZWART, JUDITH M	F	White	02	Professionals	11/14/1994	
FT	20120071	MAGANA, JUAN J	M	Hispanic or Latino	02	Professionals	9/17/2012	
FT	20050038	DURCZAK, JOSEPH B	M	White	02	Professionals	2/14/2005	
FT	20060161	MOLNAR, NEAL O	M	White	02	Professionals	9/5/2006	
FT	20060165	SCHLUETER, THOMAS A	M	White	02	Professionals	9/1/2006	
FT	20110096	SCHRAMER, AUSTIN J	M	White	02	Professionals	12/27/2011	
FT	20120070	SYLEJMANI, ARBEN	M	White	02	Professionals	9/17/2012	

Total: 66



NARRATIVE UTILIZATION ANALYSIS SFY14

The Community Labor Statistics (CLS) in compared with the Kane County Health Department indicate the following under utilization areas for the period of **July 1, 2013 – June 30, 2014**:

White Males in 3 job categories -	Officials/Executive	-33.07%
	Professionals	-24.2%
	Office/Clerical	-27.6%
Black Males in 2 job categories -	Professionals	-1.5%
	Office/Clerical	-1.7%
Hispanic Males in 3 job categories -	Officials/Executive	-4.6%
	Professionals	-1.3%
	Office/Executive	-8.0%
Asian/Pac. Islander Males in 3 categories -	Officials/Executive	-1.8%
	Professionals	-3.6%
	Office/Clerical	-1.0%
Amer. Indian/Alaska Nat. Males in 1 category	Office/Clerical	-1%
White Females in one 1 job category -	Office/Clerical	-17.5%
Black Females in one 1 job categories -	Office/Clerical	-4.0%
Asian/Pac. Islander Females in 3 categories -	Officials/Executive	-1.3%
	Professionals	-2%
	Office/Clerical	-1.3%
Amer. Indian/Alaska Nat. Females in 1 Category	Office/Clerical	-1%

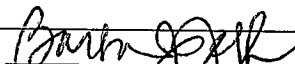
Kane County Health Department's employment statistics have remained fairly stable during this analysis period due to a low turnover and minimal recruitment activity.

The Health Department recognizes the difficulty it would have recruiting White Males in the three (3) job categories due to competitive wages, and males making up less than 10% of the nursing profession nationally.

Another challenge the Health Department faces is recruiting white females in the Office/Clerical category. Of the 10 positions in this category, 4 *require* English/Spanish Medical Interpreters Certificates to meet client service needs. This accounts for 40% of the positions.

The Kane County Health Department will continue their commitment of having a diverse workforce that reflects the community it serves. When active recruitment becomes possible, the Health Department will actively recruit individuals in the categories identified as underutilized.

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

Subject: Recruitment and New Hire Process

Policy: It is the policy of the Kane County Health Department (KCHD) to follow recruitment and new hire procedures that will attract, hire, and retain the most qualified applicants for job vacancies. This policy will deviate from the process if the Kane County Chairman enacts a hiring freeze.

Purpose: To ensure consistent and uniform employee recruitment, selection and new hire procedures, it is necessary that a standard format be followed.

Procedure:

ROUTINE VACANCY

When a full-time, part-time, or temporary/seasonal routine vacancy (position is not new/vacant over 120 days) occurs within a division, the hiring division will notify The Office of Administration by forwarding current incumbent's original resignation letter or notification of the incumbent's last day of employment. NO SIGNATURES are required on the top half of the Recruitment & New Hire Requisition Form (#HR02). The Office of Administration will complete the top half of the form.

NON-ROUTINE VACANCY

1. If a position is vacant the requisitioning Division Director or Assistant Director will submit a letter to the Executive Director justifying the need to fill the position. After the justification has been submitted, the Division Director or Assistant Director will notify the Office of Administration by forwarding the approved justification documentation.
2. If the position to be not filled is newly created and in the Health Department's original budget, the hiring division will notify the Office of Administration that they want to begin to recruit for the position.
3. If the position to be filled is newly created and not in the Health Department's original budget, and is a union position, the health department must follow the guidelines of the current union contract. Public Health Committee must approve the job description and budget amendment resolution. After Public Health Committee approval, Finance Committee and County Board must approve the Health Department's budget amendment resolution.
4. When a full-time, part-time, or temporary/seasonal non-routine vacancy (position that is new/vacant past 120 days) occurs within a division, the hiring division will notify the Office of Administration by forwarding approval documentation. The Office of Administration will complete a Recruitment & New Hire Requisition Form (#HR02). Once the form has been

Kane County Health Department

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

properly authorized and approved by the Division Director, Assistant Director, the Assistant Director for Administration or their designee, the Office of Administration (within 2 days of receipt), and Executive Director (within 2 days of receipt); the original requisition will be kept in the Office of Administration.

POSTING

1. Upon receipt of the completed copy of the Recruitment & New Hire Requisition Form (#HR02), the Assistant Director for Administration will be responsible to post the position within 2 days.
2. Information relating to these postings will be available via Kane County Health Department bulletin boards, and the employment section of the Kane County website. Vacant positions may also be advertised in appropriate publications depending on cost and budget dollars available.
3. All postings will adhere to the Collective Bargaining Agreement between Kane County Health Department and AFSCME (posted on all bulletin boards, remaining open for 10 working days or longer if there were no qualified applicants).

APPLICATION

1. Anyone desiring to apply for a posted job opening will notify the Assistant Director for Administration within the posting period by completing and submitting an Application for Employment Form (available in Human Resources Management Department and countyofkane.org). Applications must be received in the Office of Administration by the close of business on the last day of the posting. A resume may be attached but cannot be submitted in place of the application. Applications may be considered in active status for a period of one year from the date of submission. The Office of Administration will forward all completed "Affirmative Action" documents to the Kane County Department of Human Resources.
2. The Assistant Director for Administration will certify that the candidates applying for a position are qualified per the minimum requirements established in the approved job description.
3. Qualified applicants, who apply during the posting period, will be considered for the opening and may be interviewed. Applicants who apply after the posting period will not be considered for the current vacancy unless the position is re-posted within a 3-month period from the date of application.

SCREENING

1. The screening process shall be practical in nature and designed to reveal the traits and abilities of the applicant. The same tests and standards will be applied to all applicants for the same job. The method of screening an applicant may be any one or combination of the following techniques determined by the hiring division in consultation with the Office of Administration:

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

- Verbal
 - Written
 - Demonstration of performance
 - Evaluation of experience, education background, and skills required
 - Any other appropriate method
2. The Executive Director may disqualify an applicant, refuse to recommend an eligible applicant to the Health Department, or recommend removal of any person already appointed if it is found that:
- The person has made a false statement securing employment.
 - The person used or attempted to use bribery to secure an advantage in the appointment to a position.
 - The person has taken part in the creation, administration, or correction of the examination for which he/she is an applicant, or obtained information regarding the examination.
 - Satisfactory employment references could not be obtained.
 - The person has been convicted of a felony or a misdemeanor, where the conviction would affect the job for which they are applying.
 - All other relative reasons that may negatively impact the KCHD.

INTERVIEW

1. The interviewing person(s) will be determined by management and based on the type of work, level of the position, and its inter-relationships with other positions. Any interviewing person(s) who has a possible conflict of interest with the applicant must disqualify himself/herself.
2. The interviewing person(s) will complete an Interview Evaluation Form (#HR03). The hiring division and the Office of Administration will discuss employment recommendations for each applicant.
3. NOTE: ALL INTERVIEWING DOCUMENTATION MUST BE FORWARDED TO THE OFFICE OF ADMINISTRATION before an offer is made.

EMPLOYEE RELATIVES

Relatives of Health Department employees are only eligible for employment if neither relative is assigned to a position directly or indirectly supervising the other and/or has no input regarding the progression or compensation of the other. In addition, relatives will not be employed in the same division. Exceptions may be made in the case of larger divisions, with divisions that are not at the same physical location.

A relative is defined as spouse (to the maximum extent permitted by applicable law), parent, grandparent, child, grandchild, brother, sister, in-law, uncle, aunt, nephew, niece, or cousin.

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

Exceptions to this standard may be considered for temporary employees. Requests for exceptions shall be directed to the Executive Director.

FORMER EMPLOYEES

Former employees of the County may be considered for re-employment under the following conditions:

- The employee gave satisfactory advance notice.
- The employee left in good standing.
- The employee's last evaluation was meeting expectations or better.
- Subject to current hiring practices.
- The employee was recalled from lay-off status.

SELECTION

1. Preference shall be given to internal candidates over external candidates when there is substantial equality between them.
2. Prior to selection of an external candidate, the Office of Administration/hiring division will check references, preferably current employment, of the prospective employee.
3. Once the decision to select a candidate is made by the hiring division, this decision, including starting salary, and start date will be given in writing to The Office of the Administration.
4. Before an offer of employment is made, the **original** Recruitment & New Hire Requisition Form (#HR02) must be completed by the Office of Administration and approved by the hiring Division Director or Assistant Director (2 days of receipt), the Assistant Director for Administration (2 days of receipt), and Executive Director (2 days within receipt).
5. Once all approvals have been met, the hiring division/the Office of Administration offers the candidate the position contingent upon successful completion of a passed background check, employment health and a fit capacity assessment. If the hiring division makes the offer and the candidate accepts the offer, the hiring division notifies the Office of Administration to expedite notification & post-offer activities.

INTERNAL (HEALTH DEPARTMENT) CHANGES

1. *Promoted employees* are eligible for a performance evaluation (conducted by supervisor prior to the promotion date) and begin a new performance evaluation schedule (based on promotion date). A possible merit or promotional increase may be given as recommended by senior management and approved by the Executive Director or as outlined in the Collective Bargaining Agreement for union employees
2. *Lateral transfer employees* are eligible for a performance evaluation (conducted by supervisor prior to the lateral transfer date) and begin a new performance evaluation schedule (based on lateral transfer date). No merit recommendation shall be made.

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

3. *Demoted employees* are eligible for a performance evaluation (conducted by supervisor prior to the demotion date) and begin a new performance evaluation schedule (based on demotion date). Union employees who are demoted will receive a two step demotion in pay grade as outlined in the Collective Bargaining Agreement. Non-union employees will receive a decrease in pay that is reflective of the demoted position recommended by the Executive Director.

NOTIFICATION

1. The hiring division notifies the Office of Administration to expedite written correspondence (offer letter) sent to the candidate/potential new employee.
2. Once the selected candidate has successfully completed ALL post-offer activities (see below), the Office of Administration will notify all internal candidates (through an informal discussion) and external candidates (by mail) who are not selected, that the position has been filled.
3. The Office of Administration will coordinate for the transfer of selected internal candidates no later than two (2) weeks from date of acceptance.

POST-OFFER ACTIVITIES

1. The hiring division notifies the Office of Administration to request a Criminal Background Check with the Kane County's Human Resources Department.
2. The Office of Administration will communicate to the candidate that they must schedule a Health Assessment Screening (through the Health Clinic Supervisor) and Criminal Background Check (through the Kane County Human Resources Department) by a date to be agreed upon by both.
3. The Office of the Administration will receive the Criminal Background Investigation results. Criminal conviction shall not automatically disqualify an individual from consideration for working for the Health Department in a program, but rather the conviction will be considered in relationship to the specific job. The Director of the Office of Administration will review any convictions reported; and, consult with the hiring Division Director and the Executive Director to determine appropriate action.
4. The Office of Administration will complete "Post Offer Activities – Criminal Background Investigation and Wellness Assessment Completed by & Date" and forward the original HR02 form for payroll processing.

RECORDS MAINTENANCE

The Office of Administration shall be responsible for the maintenance of all records pertinent to selection programs. Applications, resumes, and other records shall be kept as long as may be required by law. All hiring candidate's written forms relating to interview evaluation forms and reference checks shall be placed in their individual personnel file, maintained in the Office of

ADMINISTRATIVE PROTOCOL

Level	Agency-level	Number	P19
Applicability	All staff	Last Update Date	12/10/2012
Effective Date:	6/26/2008	Approved by:	

Administration. Copies of applicant information that are forwarded to hiring supervisors are considered confidential information; therefore, they must be kept in a secure area and disposed of properly (shredded). Applicants who were not selected will be sent the appropriate notice.

NEW HIRE ORIENTATION

1. The Assistant Director for Administration will send the hiring supervisor a New Employee Assimilation Program Form (#HR04) to be completed within 3 weeks, a "Training Alert Notice" (to be completed as indicated), and payroll paperwork to be completed on the employee's first day of employment.
2. On the new employee's first day, an Office of Administration representative will review and verify all required payroll documents (i.e. I-9 Form, W-4). If the new employee is unable to produce proper identification to verify employment eligibility, they will be unable to work for the Health Department until these documents are received and verified.
3. The new employee will be required to attend and participate in a county-wide New Employee Orientation conducted by the Department of Human Resource Management. A notice will be sent by the Department of Human Resource Management.
4. The new employee will be required to attend and participate in a Health Department New Employee Orientation coordinated by the Office of Administration with the other divisions. A notice will be sent by the Office of Administration.
5. The Assistant Director for Administration will notify the union of all new employees who are in classifications within the Collective Bargaining Agreement.



RECRUITMENT SOURCE LIST

Government Finance Officers Association (website)

Illinois City/County Management Association (website)

Illinois Department of Public Health (website)

Illinois Environmental Health Association (website)

Illinois Public Health Association (website)

Kane County (website)

Kane County Chronicle (publication & website)

National Association of County & City Health Officials (website)

Northern Illinois University (Huskies Get Hired Website)

Nursing Spectrum (publication & website)

Public Health Employment Connection (website)

University Career Fairs

YaSabe.com – bi-lingual English/Spanish (Aurora, IL Hispanic Market website)

**KANE COUNTY HEALTH DEPARTMENT
DISCIPLINE REPORT FOR THE PERIOD OF JULY 1, 2013 - JUNE 30, 2014**

Month	Race	Sex	National Orgin	Discipline Type
Jul-13	White	F	Europe	Oral (1 year)
Oct-13	Hispanic	F	Mexico	Oral (1 year)
Nov-13	Hispanic	F	Mexico	Written (1 yr., 1st Acknowledgement)
Jan-14	White	F	Europe	Written (1 yr., 1st Acknowledgement)
Jan-14	Hispanic	F	Mexico	Written (1 yr., 2nd Acknowledgement)
Jan-14	Hispanic	F	Mexico	Written (1 yr., 3rd Acknowledgement)
Apr-14	Hispanic	F	Mexico	Suspension - 1 day
Jun-14	White	F	Europe	Oral (1year)

Total Number of Disciplinary Actions: **8**

Sanction Summary: **3** ORAL, **2** WRITTEN-1st Ack., **1** WRITTEN-2nd Ack., **1** WRITTEN-3rd Ack., **1** Suspension 1-day

Race Summary: **5** Hispanic/Latino; **3** White

National Orgin Summary: Mexico; Europe

Gender Summary: 0 Male, **8** Female

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 HUMAN RESOURCE MANAGEMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	1 50%	0 0%
Professionals (02)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%
Technicians (03)	The Human Resource Management Department does not have employees in this job category.										
Protective Services	Sworn (04)	The Human Resource Management Department does not have employees in this job category.									
	Non-Sworn (05)	The Human Resource Management Department does not have employees in this job category.									
Office/Clerical (06)	4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	1 25%	3 75%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Human Resource Management Department does not have employees in this job category.										
Service/Maintenance (08)	The Human Resource Management Department does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 HUMAN RESOURCE MANAGEMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	50% 1.2% 48.8%	0% 3.8% -3.8%	50% 1.3% 48.7%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	0% 45.9% -45.9%	0% 1.4% -1.4%	100% 4.3% 95.7%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Human Resource Management Department does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	75% 42.5% 32.5%	25% 4% 21%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Human Resource Management Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Human Resource Management Department does not have employees in this job category.									

3/11/2015

Ethnic Detail for Human Resource Management - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19910055	CRODDY, DEBRA A	F	White	06	Administrative Support	10/1/1991	
FT	20100024	MARSZALEK ROBERG, NINA E	F	White	06	Administrative Support	3/15/2010	
FT	20130115	THOMAS, PAULA J	F	Black	06	Administrative Support	9/23/2013	9/5/2014
FT	20130051	TODD, MARGARET E	F	White	06	Administrative Support	6/3/2013	s/b HR
FT	20130076	BROWN, SUSAN M	F	Asian	01	Official/Administration	7/15/2013	
FT	19920031	MCCRAVEN, SHEILA	F	Black	01	Official/Administration	7/1/1992	
FT	20070204	CLARK, PATRICIA A	F	Hispanic or Latino	02	Professionals	11/16/2007	
Total: 7								

Human Resource Department 2014

NARRATIVE UTILIZATION ANALYSIS

A comparison of Human Resource Management Department's workforce percentages to the Community Labor Statistics for Kane County indicates underutilization in several categories and overutilization in two areas. This is mainly due to the fact that the Human Resource Department is small (seven employees), and therefore, the sex and race/national origins represented significantly impact the statistics.

In the Officials/Executives category, percentages show underutilization in all male categories because there are no males currently employed by the Human Resource Department. There is higher than usual utilization in the Black female (48.8%) and Asian female (48.7%) categories. There is underutilization in the White female category by -30.8% and Hispanic female by -3.8%. Again, because the Human Resource Department is extremely small and there are only two individuals in this category, it is impossible to have representation in all of the categories.

In the Professionals category, the workforce percentages show underutilization in all male categories. The Human Resource Department does have underutilization in White females category (-45.9%), Black female category (-1.4%) and the Asian/Pacific Islander female category (-2.7%). Utilization in the Hispanic female category is 95.7% representing one female.

In the Office/Clerical category, the workforce percentages show underutilization in all male categories. There is an average utilization in White females (32.5%) and higher utilization of Black females (21%) representing one female. There is underutilization of Hispanic females (-12.5%), Asian/Pac. Islander females (-1.3%), and American Indian/Alaska Native females (-.1%).

Turnover in the Human Resource Management Department is low. Government jobs tend to offer a lower starting salary, in comparison to private employers. This fact may discourage males from applying for many of the HR positions in all categories. However, the lower salaries may be offset by the benefits and perceived security of a governmental job. In any case, attempts should continue to be made to recruit males from all races/national origins for positions that become available in the Human Resource Management Department.

The Human Resource Management Department follows the EEO policy as outlined in the Kane County personnel Policy Handbook in all aspects of hiring, promotions and benefits.

DISCIPLINARY ACTIONS

There were no disciplinary actions for this reporting time period.

PROMOTIONS/TRANSFERS

There was one transfer in the Human Resource Management Department for this reporting time period.

EXISTING EMPLOYMENT POLICIES AND PRACTICES

Vacant positions are posted on the internet and are also available for internal candidates through the internal “intranet” site. A completed application is required and qualified candidates are interviewed. References for potential employees are checked. All County employees are subject to a background check. The Human Resource Management Department adheres to all Equal Employment Opportunity requirements and other related policies as outlined in the Kane County Personnel Handbook.

PUBLICATIONS/WEBSITES FOR JOB OPENINGS

Kane County posts on our website (www.countyofkane.org) job applications and current job vacancy information. Due to the increased use of the internet by the general public, the majority of applicants use our website.

Job vacancies are published, if needed, in local newspapers such as:

- Kane County Chronicle
- Beacon News (Aurora, IL)
- Courier News (Elgin, IL)
- Daily Herald (Chicago suburbs)

Professional publications are used, as deemed appropriate by individual departments.

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 INFORMATION TECHNOLOGIES WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	3 100%	0 0%	2 66.666%	0 0%	0 0%	0 0%	0 0%	1 33.334%	0 0%	0 0%	0 0%
Professionals (02)	29 100%	2 6.90%	19 65.52%	0 0%	0 0%	0 0%	0 0%	6 20.68%	1 3.45%	1 3.45%	0 0%
Technicians (03)	7 100%	0 0%	5 71.4%	0 0%	0 0%	0 0%	0 0%	1 14.3%	0 0%	1 14.3%	0 0%
Protective Services	Sworn (04)	The Information Technologies Department does not have employees in this job category.									
	Non-Sworn (05)	The Information Technologies Department does not have employees in this job category.									
Office/Clerical (06)	6 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6 100%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Information Technologies Department does not have employees in this job category.										
Service/Maintenance (08)	The Information Technologies Department does not have employees in this job category.										

5/19/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 INFORMATION TECHNOLOGIES UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	66.666% 54.5% 12.166%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	33.334% 30.8% 2.534%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	65.52% 36.7% 28.82%	6.90% 1.5% 5.4%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	20.68% 45.9% -25.22%	0% 1.4% -1.4%	3.45% 4.3% -0.85%	3.45% 2.7% -0.75%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	71.4% 38.7% 32.7%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	14.3% 37.4% -23.1%	0% 1.5% -1.5%	0% 5.3% -5.3%	14.3% 2.6% 11.7%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	The Information Technologies Department does not have employees in this job category.								
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Information Technologies Department does not have employees in this job category.								
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	100% 42.5% 57.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Information Technologies Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Information Technologies Department does not have employees in this job category.									

Ethnic Detail for Information Technologies/GIS - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19890005	HANSON, PATRICIA A	F	White	06	Administrative Support	1/17/1989	1/17/2014
FT	19890032	KOLEK, SANDRA L	F	White	06	Administrative Support	6/26/1989	
FT	20050200	MUELLER, DONNA J	F	White	06	Administrative Support	9/6/2005	
FT	19790018	PHILLIPS, DEBORAH A	F	White	06	Administrative Support	10/22/1979	
FT	20010127	REED, JILL A	F	White	06	Administrative Support	6/1/2001	
PT	20120087	THOMPSON, KELLI L	F	White	06	Administrative Support	10/1/2012	
FT	19930111	CHIDESTER, LORRAINE F	F	White	01	Official/Administration	11/16/1993	
FT	20020093	FAHNESTOCK, ROGER A	M	White	01	Official/Administration	7/1/2002	
FT	19920055	NICOSKI, THOMAS S	M	White	01	Official/Administration	11/1/1992	
FT	20130111	WEI, HELEN H	F	Asian	02	Professionals	9/9/2013	
FT	20130169	MONTERO, ALMA D	F	Hispanic or Latino	02	Professionals	12/9/2013	
FT	19800001	BANAS, TARRI D	F	White	02	Professionals	1/28/1980	
FT	20050222	GARZA, BARBARA J	F	White	02	Professionals	10/3/2005	
FT	19760011	POMPA, KIM D	F	White	02	Professionals	8/13/1976	2/18/2014
FT	19890065	SIENKIEWICZ, ELLEN L	F	White	02	Professionals	11/14/1989	
FT	19810001	STOVER, PEGGY I	F	White	02	Professionals	1/1/1981	
FT	20010151	QUILLMAN, CHERIE L	F	White	02	Professionals	12/2/2013	
FT	20040008	FRANKLIN, ANTHONY	M	Black	02	Professionals	1/7/2004	
FT	20100031	SCONIERS, LARRY K	M	Black	02	Professionals	11/4/2013	
FT	20080141	ARDELEAN, CHRISTOPHER L	M	White	02	Professionals	1/6/2011	
FT	19830011	ERICKSON, GARY R	M	White	02	Professionals	8/23/1983	
FT	20140114	FELDNER, PATRICK J	M	White	02	Professionals	9/11/2014	12/19/2014
FT	20120076	FOX, BENJAMIN J	M	White	02	Professionals	10/1/2012	
FT	20050147	GWILLIM, ERIC C	M	White	02	Professionals	7/1/2005	
FT	19990266	KLOESE, JONATHAN D	M	White	02	Professionals	11/16/1999	
FT	19990067	LAKE, WILLIAM D	M	White	02	Professionals	3/17/1999	
FT	20120060	LASKY, CHARLES A	M	White	02	Professionals	8/29/2012	
FT	19970171	NEITZEL, PAUL L Jr	M	White	02	Professionals	9/2/1997	3/28/2014
FT	19970086	NEUENKIRCHEN, DAVIS E Jr	M	White	02	Professionals	4/28/1997	
FT	20130068	NOVACK, SCOTT J	M	White	02	Professionals	6/24/2013	
FT	20060047	RADMAN, EDWARD M	M	White	02	Professionals	6/1/2006	8/15/2014
FT	20100046	SENER, SCOTT E	M	White	02	Professionals	7/26/2010	
FT	20120074	SHACKLETON, STEVEN R	M	White	02	Professionals	9/17/2012	
FT	19990047	SHIVE, ROBERT M	M	White	02	Professionals	2/16/1999	

FT	20040013	SMITH, ANDREW J	M	White	02	Professionals	1/12/2004	
FT	20110037	TEDDER, ADAM L	M	White	02	Professionals	5/9/2011	
FT	20130113	ENRIGHT, ROBERT F	M	White	02	Professionals	9/9/2013	
FT	20020005	ZAKOSEK, JOHN P	M	White	02	Professionals	1/6/2002	
FT	19870007	AHMED, MAZHER	F	Asian	03	Technicians	3/2/1987	
FT	19900018	PETOSKEY, PAMELA J	F	White	03	Technicians	3/15/1990	
FT	20050022	ANDERSON, MICHAEL D	M	White	03	Technicians	1/24/2005	
FT	20110094	BOND, STANTON J	M	White	03	Technicians	12/1/2011	County Clerk
FT	20050166	KRUEGER, NICHOLAS J	M	White	03	Technicians	8/1/2005	
FT	20120033	MULLINS, MICHAEL D	M	White	03	Technicians	6/4/2012	
FT	20050150	PINTACURA, SALVATORE T	M	White	03	Technicians	7/1/2005	
FT	20000055	VERACHTERT, JASON C	M	White	03	Technicians	4/17/2000	
Total: 45								

Information Technologies Department
Kane County Government Center

Roger A. Fahnestock
Director of Information Technologies
630-232-3571



719 Batavia Avenue
Geneva, Illinois 60134
Fax 630-232-3579

Equal Opportunity Employment Plan Report

Date: 05/07/2015

To: Susan Brown, Assistant Director – Human Resource Management

From: Roger A. Fahnestock - LC

Re: EEO Report for Information Technologies Department - 2014

The Information Technologies (IT) Department has reviewed the recent reports on employment, job group categories, community labor statistics, and utilization. The IT Department was asked to identify and explain any under utilization information that represented utilization score with negative percent.

In considering the negative % categories, the IT Department "executive" job category received a utilization score of negative % for all Male & Female categories with the exception of White Male & White Female and 0% in Amer. Indian/Alaska Nat... The IT Department has only three executive position in the department, and the position are held by (2) White Male and (1) White Female. The IT Department does not recommend expanding the number of executive positions in the IT Department but is willing to consider recommendations.

The IT Department "professionals" job category received a utilization score of negative % for the following Male categories: Hispanic, Asian/Pac. Islander & 0% Amer. Indian/Alaska Nat. Also in the White Female Categories all were negative & 0% in Amer. Indian/Alaska Nat... The IT Department does not have a position open for these categories. In the event a "professionals position becomes available in the IT Department, the IT Department will attempt to address this area of utilization as directed by the Human Resources Department.

The IT Department "technicians" job category received a utilization score of negative % for the following Male categories: Black, Hispanic, Asian/Pac. Islander & 0% in Amer. Indian/Alaska Nat. Also in the White Female Categories all were negative except Asian/Pac. Islander & 0% for Amer. Indian/Alaska Nat. The IT Department does not have a position open for these categories. In the event a "professionals position becomes available in the IT Department, the IT Department will attempt to address this area of utilization as directed by the Human Resources Department. (This category is for the GIS-Technologies Staff).

The IT Department "office/clerkical" job category received a utilization negative % for all categories with the exception of White Female. The IT Department does not have a single office/clerkical staff person in these categories. In the event an office/clerkical position becomes available in the IT Department, the IT Department will attempt to address these areas of utilization as directed by the Human Resources Department.

Three Additional Reports:

1. Number of disciplinary actions taken for Fiscal Year (2014) is as follows:

None

2. Number of employees in each job category who made application for promotion or transfer within Fiscal Year (2014)

None

3. For a detailed narrative statement setting forth our office/department's existing employment policies and practices as defined in 42.202(c)

Please see Kane County Handbook for Employees on web.kane

PART11. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 KANE COMM WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Professionals (02)	Kane Comm does not have employees in this job category.										
Technicians (03)	Kane Comm does not have employees in this job category.										
Protective Services	Sworn (04)	Kane Comm does not have employees in this job category.									
	Non-Sworn (05)	23 100%	0 0%	6 26.09%	0 0%	0 0%	0 0%	0 0%	14 60.87%	3 13.04%	0 0%
Office/Clerical (06)	Kane Comm does not have employees in this job category.										
Skilled Craft (07)	Kane Comm does not have employees in this job category.										
Service/Maintenance (08)	Kane Comm does not have employees in this job category.										

3/11/2015

KEY

B - Black	A/PI - Asian or Pacific Islander
W - White	AI/AN - American Indian or Alaskan Native
H - Hispanic	

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 KANE COMM UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	50% 54.5% -4.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	50% 30.8% 19.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	Kane Comm does not have employees in this job category.									
TECHNICIANS Workforce #/% CLS #/% Utilization %	Kane Comm does not have employees in this job category.									
PROTECTIVE SERVICES	Kane Comm does not have employees in this job category.									
	NON-SWORN Workforce #/% CLS #/% Utilization %	26.09% 52.1% -26.01%	0% 0% 0%	0% 0% 0%	0% 0% 0%	0% 0% 0%	60.87% 39.4% 21.47%	0% 0% 0%	13.04% 8.4% 4.64%	0% 0% 0%
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	Kane Comm does not have employees in this job category.									
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	Kane Comm does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	Kane Comm does not have employees in this job category.									

Ethnic Detail for Kane Comm - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20080132	GUTHRIE, MICHELLE N	F	White	01	Official/Administration	5/6/2013	
FT	20120051	SAUER, BRADLEY	M	White	01	Official/Administration	1/3/2013	
FT	19990298	DIAZ, NEREIDA	F	Hispanic or Latino	05	Protective Services: Non Sworn	12/20/1999	
FT	20020016	GONZALEZ, TERESA	F	Hispanic or Latino	05	Protective Services: Non Sworn	1/28/2002	
FT	20070043	SCHROEDER, MICHELLE A	F	Hispanic or Latino	05	Protective Services: Non Sworn	3/5/2007	
FT	20130039	BILY, JACQUELINE M	F	White	05	Protective Services: Non Sworn	5/1/2013	
FT	20090023	COX, REBECCA N	F	White	05	Protective Services: Non Sworn	5/19/2014	
PT	20130127	GORMAN, JENNIFER M	F	White	05	Protective Services: Non Sworn	10/21/2013	
FT	20080069	JONES, NINA	F	White	05	Protective Services: Non Sworn	5/5/2008	
FT	20130040	KEATING, MARY	F	White	05	Protective Services: Non Sworn	5/2/2013	
FT	20030173	KLEIN, JUDY K	F	White	05	Protective Services: Non Sworn	9/22/2003	5/19/2014
FT	19930060	LEMONS, MICHELLE K	F	White	05	Protective Services: Non Sworn	8/16/1993	
FT	20100052	MARSH, JENNIFER S	F	White	05	Protective Services: Non Sworn	8/9/2010	
FT	20070141	MCCABE, LINDSAY R	F	White	05	Protective Services: Non Sworn	5/3/2013	1/22/2014
FT	20070150	MECHOWSKI, AMANDA B	F	White	05	Protective Services: Non Sworn	8/3/2007	10/4/2013
FT	20000081	RIOS, THERESA M	F	White	05	Protective Services: Non Sworn	5/22/2000	
PT	20120026	RZEPPA, BROOKE S	F	White	05	Protective Services: Non Sworn	4/30/2012	10/12/2013
FT	20080120	THEIS, EMILY F	F	White	05	Protective Services: Non Sworn	8/4/2008	
FT	20100030	ZAMEDA, JOANNA	F	White	05	Protective Services: Non Sworn	4/21/2010	
FT	20050102	BAUMANN, ANDREW J	M	White	05	Protective Services: Non Sworn	7/16/2012	
FT	20010254	BRIGGS, COREY A	M	White	05	Protective Services: Non Sworn	3/12/2006	10/18/2013
FT	20010239	HOLDEN, JAMES L	M	White	05	Protective Services: Non Sworn	10/9/2001	
FT	20050126	HOLT, ADAM R	M	White	05	Protective Services: Non Sworn	6/7/2005	
FT	20080103	LINDER, WILLIAM M	M	White	05	Protective Services: Non Sworn	6/19/2008	
FT	20050207	WRIGHT, DAVID W	M	White	05	Protective Services: Non Sworn	9/13/2005	

Total: 25

COUNTY OF KANE

**Kane County Emergency
Communications Center**



Government Center
719 S Batavia Ave
Geneva, Illinois 60134
Phone: (630) 232-8400
Fax: (630) 208-2047

Memorandum

Date: 04/27/2015
To: Assistant Director of Human Resources Susan Brown
From: Deputy Director Michelle Guthrie
Re: KaneComm 2014 EEOP Information

The data for the Equal Employment Opportunity Plan for Kane County Emergency Communications 2014 attached.

1.) **The number of disciplinary actions taken again employees by race, sex and national origin:**
(also see attached)

Written reprimand was issued on 3 occasions. Of those; 1 involved a male employee and 2 involved a female employee. All 3 involved a white employee

Unpaid suspension time was issued on 6 occasions. Of those; 3 involved a male employee, 3 involved a female employee, and 6 involved a white employee.

Paid Administrative Leave (pending investigation) was issued on 2 occasions. Of those; 1 involved a male employee, 1 involved a female employee, and 2 involved a white employee.

An employee was placed in remedial training for three weeks on 1 occasion. One involved a female white employee.

Termination occurred on one occasion. Of those; 1 involved a male employee, 3 involved a female employee, and 4 involved a white employee.

2.) **The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer:**

3 employees made application for promotion or transfer. Of those; 1 applicant was male, 2 applicants were female and 3 applicants were white.

The applicant promoted is a white female.

3.) **Narrative statement setting forth the office/department's existing employment policies and practices:**

Testing for employment with KaneComm has been contracted in the past through ErgoMetrics with the most recent test administered in 2008, under previous administration. Since 2009, all new employees have had experience and been hired from other communications centers. In April 2014, Director Sauer hired two telecommunicators that were transfers from within Kane County. They both employed at the Kane County Sheriff's Correctional Facility.

KaneComm has listed job openings requesting telecommunicators with experience internally on the county website as well as on the following public safety websites:

- The County Website: <http://www.countyofkane.org>
- The Thin Blue Line <http://www.thethinblue.net/>
- APCO International <http://www.apcointl.org/>
- NENA <http://www.nena.org/>

We are in the process of completing a new, appropriate testing application system to keep a list of potential candidates for 2015.

Application for Promotion or Transfer in 2014

Job Category		TOTAL	MALE					FEMALE				
			B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Application for promotion or transfer	Promotion for Team Leader - applicants	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	2 66.66%	0 0%	0 0%	0 0%

KEY

B - Black	A/PI - Asian or Pacific Islander
W - White	AI/AN - American Indian or Alaskan Native
H - Hispanic	

Actual Promotion or Transfer in 2014

Job Category		TOTAL	MALE					FEMALE				
			B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Application for promotion or transfer	Promotion for Team Leader - hire	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%

KEY

B - Black	A/PI - Asian or Pacific Islander
W - White	AI/AN - American Indian or Alaskan Native
H - Hispanic	

Disciplinary Actions 7/1/2013-6/30/2014

Male

Female

Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Written Reprimands 2014	3 100%	0 0%	1 33.3%	0 0%	0 0%	0 0%	0 0%	2 66.6%	0 0%	0 0%	0 0%

Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Suspension 1 day period)	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Suspension 2 day period)	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Suspension 5 day period)	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Paid Leave pending investigation	2 100%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Placed in remedial training for 3 weeks	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Termination		4 100%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	3 75%	0 0%	0 0%	0 0%

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 KCDEE WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	6 100%	0 0%	0 0%	0 0%	0 0%	0 0%	1 16.67%	5 83.33%	0 0%	0 0%	0 0%
Professionals (02)	21 100%	3 14.29%	0 0%	2 9.52%	0 0%	0 0%	4 19.05%	8 38.09%	4 19.05%	0 0%	0 0%
Technicians (03)	KCDEE does not have employees in this job category.										
Protective Services	Sworn (04)	KCDEE does not have employees in this job category.									
	Non-Sworn (05)	KCDEE does not have employees in this job category.									
Office/Clerical (06)	0 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 00%	0 0%	0 0%	0 0%
Skilled Craft (07)	KCDEE does not have employees in this job category.										
Service/Maintenance (08)	KCDEE does not have employees in this job category.										

5/14/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 KCDEE UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	83.33% 30.8% 52.53%	16.67% 1.2% 15.47%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	14.29% 36.7% -22.41%	0% 1.5% -1.5%	9.52% 3.8% 5.72%	0% 3.6% -3.6%	0% 0% 0%	38.09% 45.9% -7.81%	19.05% 1.4% 17.65%	19.05% 4.3% 14.75%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	KCDEE does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	KCDEE does not have employees in this job category.									
PROTECTIVE SERVICES	NON-SWORN Workforce #/% CLS #/% Utilization %									
	KCDEE does not have employees in this job category.									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	0% 42.5% -42.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	KCDEE does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	KCDEE does not have employees in this job category.									

Ethnic Detail for KCDEE - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19740003	BANKER, DEBORAH A	F	White	01	Official/Administration	1/15/1974	
FT	20100069	KNAPP, VIRGINIA L	F	White	01	Official/Administration	10/18/2010	
FT	20100018	MCDONNELL, TRACY E R	F	White	01	Official/Administration	3/1/2010	8/2/2013
FT	20120053	RENKEN, RENEE C	F	White	01	Official/Administration	8/13/2012	
FT	19950116	ROBINSON, RENATA	F	Black	01	Official/Administration	7/17/1995	
FT	20060146	YAPEJIAN, MARY	F	White	01	Official/Administration	8/1/2006	
FT	20130017	GONZALEZ, CORDELIA H	F	Black	02	Professionals	2/11/2013	KCDEE
FT	20130063	LINDLEY, RACHEL C	F	Black	02	Professionals	6/17/2013	8/2/2013
FT	20140076	PFISTER, GWENDOLYN	F	Black	02	Professionals	6/30/2014	
FT	20100017	WILLIAMS, MELISSA D	F	Black	02	Professionals	2/23/2010	3/28/2014
FT	19810010	GARCIA JIMENEZ, GLADYS	F	Hispanic or	02	Professionals	4/1/1981	12/31/2013
FT	20130084	GONZALEZ, MARIA L	F	Hispanic o	02	Professionals	7/29/2013	KCDEE
FT	20140011	GONZALEZ-FONSECA, TERESA M	F	Hispanic or	02	Professionals	1/16/2014	2/13/2015
FT	20020146	GUTIERREZ, ALICIA	F	Hispanic or	02	Professionals	9/16/2002	
FT	20130070	DULNUAN, REBECCA B	F	White	02	Professionals	6/26/2013	
FT	20120046	HERWALDT, MARY M	F	White	02	Professionals	7/19/2012	KCDEE
FT	20090073	HUTCHINS, LINDSAY S	F	White	02	Professionals	10/26/2009	
FT	20130110	MCPAHAN, TONYA A	F	White	02	Professionals	9/3/2013	10/25/2013
FT	20130071	PEREZ, SARAH K	F	White	02	Professionals	6/26/2013	11/6/2013
FT	20140031	RITCHEY, CRYSTAL M	F	White	02	Professionals	3/24/2014	10/16/2014
FT	20020085	WALL, KATHLEEN M	F	White	02	Professionals	6/10/2002	
FT	20140040	WEILER, CHERYL A	F	White	02	Professionals	3/31/2014	
FT	20070110	HERNANDEZ, JESSE S	M	Hispanic or	02	Professionals	6/18/2007	
FT	20110004	ROMERO, CARLOS	M	Hispanic or	02	Professionals	1/10/2011	
FT	20020141	ADAMS, RODNEY J	M	White	02	Professionals	9/16/2002	
FT	20020126	BECKSTROM, MARK S	M	White	02	Professionals	9/1/2002	
FT	19890046	PLACEK, STEVEN T	M	White	02	Professionals	9/1/1989	

Total: 27

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 SUPERVISOR OF ASSESSMENT WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	8 100%	0 0%	4 50%	0 0%	0 0%	0 0%	0 0%	4 50%	0 0%	0 0%	0 0%
Professionals (02)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Technicians (03)	1 100%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	The Supervisor of Assessments Office does not have employees in this job category.									
	Non-Sworn (05)	The Supervisor of Assessments Office does not have employees in this job category.									
Office/Clerical (06)	10 100%	0 0%	1 10%	0 0%	0 0%	0 0%	1 10%	8 80%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Supervisor of Assessments Office does not have employees in this job category.										
Service/Maintenance (08)	The Supervisor of Assessments Office does not have employees in this job category.										

4/8/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 SUPERVISOR OF ASSESSMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	50% 54.5% -4.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	50% 30.8% 19.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	100% 45.9% 54.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	0% 38.7% -38.7%	0% 4.0% -4.0%	100% 6.3% 93.7%	0% 4.3% -4.3%	0% 0% 0%	0% 37.4% -37.4%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	The Supervisor of Assessments Office does not have employees in this job category.									
PROTECTIVE SERVICES	NON-SWORN Workforce #/% CLS #/% Utilization %									
	The Supervisor of Assessments Office does not have employees in this job category.									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	10% 27.6% -17.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	80% 42.5% 37.5%	10% 4% 6%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Supervisor of Assessments Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Supervisor of Assessments Office does not have employees in this job category.									

Ethnic Detail for Supervisors of Assessment- All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
OT	20060117	BECKER, CHAD S	M	White	06	Administrative Support	6/9/2006	seasonal
FT	19910009	RICHARDSON JONES, DONNIE M	F	Black	06	Administrative Support	2/16/1991	
FT	20120031	COLLINS, KARI L	F	White	06	Administrative Support	6/4/2012	8/16/2013
FT	20010047	DEW, BARBARA A	F	White	06	Administrative Support	3/1/2001	
FT	20010048	GABRELESKI, JANICE L	F	White	06	Administrative Support	3/1/2001	
FT	19990099	GRATTON, CATHERINE M	F	White	06	Administrative Support	5/17/1999	
FT	20120091	HAMMER, GRETCHEN E	F	White	06	Administrative Support	11/13/2012	
FT	20130053	HUBER, EMILY R	F	White	06	Administrative Support	6/5/2013	seasonal
FT	19890045	HUBER, ROBIN M	F	White	06	Administrative Support	9/1/1989	
FT	20130080	MARTIN, ANGELA L	F	White	06	Administrative Support	7/10/2013	
FT	19980207	ORLANDO, SANDRA A	F	White	06	Administrative Support	10/1/1998	
PT	20130117	FITZMAURICE, STEPHEN P	M	White	06	Administrative Support	9/16/2013	
FT	20130052	WINTER, BETHANY M	F	White	06	Administrative Support	6/3/2013	seasonal
OT	20060096	WINTER, RACHEL L	F	White	06	Administrative Support	6/6/2006	seasonal
OT	20110071	ABELL, MICHELLE R	F	White	01	Official/Administration	9/12/2011	
PT	20090047	SCHULENBURG, KEVIN J	M	White	01	Official/Administration	9/4/2009	
OT	20110073	MADZIAREK, MICHAEL E	M	White	01	Official/Administration	9/12/2011	
OT	20010066	BIDDLE, ROGER L	M	White	01	Official/Administration	4/1/2001	
PT	19880042	NEPERMANN, JOHN	M	White	01	Official/Administration	12/1/1988	
PT	19960234	SCHOENGART, CAROL J	F	White	01	Official/Administration	12/1/1996	
PT	19860007	DAY, CHARLES E	M	White	01	Official/Administration	5/13/1986	8/7/2013
OT	20130090	KEISER, JAMES P	M	White	01	Official/Administration	8/6/2013	
OT	20110070	BAUER, PAUL	M	White	01	Official/Administration	9/12/2011	
OT	20100056	BARRETT, LEE	M	White	01	Official/Administration	6/22/2010	
OT	20110069	CARBONE, MICHAEL J	M	White	01	Official/Administration	9/12/2011	
OT	20110068	HOUGH, WILLIAM R	M	White	01	Official/Administration	9/12/2011	
PT	19890031	GOULD, ELDON	M	White	01	Official/Administration	6/26/1989	
FT	20040123	ARMSTRONG, MARK D	M	White	01	Official/Administration	6/8/2004	
FT	19910048	WINTER, HOLLY A	F	White	01	Official/Administration	9/3/1991	
FT	19900049	DORAN, BEV A	F	White	01	Official/Administration	10/1/1990	
FT	19900053	KING, DONNA L	F	White	01	Official/Administration	11/1/1990	
OT	19960245	WOLFE, DONALD S	M	White	01	Official/Administration	12/2/1996	
OT	20110072	MELZE, SHERRY L	F	White	01	Official/Administration	9/12/2011	
OT	20090046	HALL, KATHLEEN A	F	White	01	Official/Administration	9/4/2009	
OT	19950100	ORIN, JOHN S	M	White	01	Official/Administration	6/13/1995	

OT	20090048	SULLIVAN, TIMOTHY	M	White	01	Official/Administration	9/4/2009
OT	20090044	CLAYTON, JAMES R	M	White	01	Official/Administration	9/4/2009
OT	20130089	SMITH, ADAM F	M	White	01	Official/Administration	8/6/2013
OT	19970112	KONSTANS, CONSTANTINE	M	White	01	Official/Administration	6/11/1997
OT	19920068	JONES, GERALD A	M	Black	01	Official/Administration	7/20/2012
OT	20130048	GEHRKE, WAYNE A	M	White	01	Official/Administration	5/21/2013
FT	20050173	BINGMAN, JODI A	F	White	01	Official/Administration	8/16/2005
OT	19960245	WOLFE, DONALD S	M	White	01	Official/Administration	12/2/1996
FT	19980204	FIENE, JENNIFER A	F	White	02	Professionals	10/1/1998
FT	20010007	FINSTROM, LENNART P	M	Hispanic or Latino	03	Technicians	1/2/2001

Total: 20

COUNTY OF KANE

COUNTY ASSESSMENT OFFICE

Mark D. Armstrong, CIAO

Supervisor of Assessments

Holly A. Winter, CIAO/I

Chief Deputy Supervisor of Assessments



County Government Center

719 Batavia Avenue

Geneva, Illinois 60134-3000

(630) 208-3818

www.KaneCountyAssessments.org

Memorandum

To: Susan Brown, Assistant Director – Human Resource Management

From: Mark D. Armstrong, CIAO

Date: April 9, 2015

**Re: EEOP Plan for County Assessment Office
(July 1, 2013 to June 30, 2014)**

I am in receipt of the 2014 analysis of my staff (attached) and I offer the following narrative analysis of the underutilizations with a negative variance from the Community Labor Statistics:

2014

I. Officials/Executive (eight positions)

- A. White Males:** This 4.5% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.6% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic Males:** This 4.6% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian/Pacific Islander Males:** This 1.8% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Black Females:** This 1.2% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Hispanic Females:** This 3.8% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Asian/Pacific Islander Females:** This 1.3% underutilization is attributable to the small sample size and limited turnover in this category.

II. Professionals (one position)

- A. White Males:** This 36.7% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.5% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic Males:** This 3.8% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian/Pacific Islander Males:** This 3.6% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Black Females:** This 1.4% underutilization is attributable to the small sample size and limited turnover in this category.

Our Mission: An equitable assessment for every parcel.

To: Susan Brown, Assistant Director – Human Resource Management

Re: EEOP Plan for County Assessment Office

(July 1, 2013 to June 30, 2014)

Date: April 9, 2015

Page 2 of 3

F. Hispanic Females: This 4.3% underutilization is attributable to the small sample size and limited turnover in this category.

G. Asian/Pacific Islander Females: This 2.7% underutilization is attributable to the small sample size and limited turnover in this category.

III. Technicians (one position)

A. White Males: This 38.7% underutilization is attributable to the small sample size and limited turnover in this category.

B. Black Males: This 4% underutilization is attributable to the small sample size and limited turnover in this category.

C. Asian/Pacific Islander Males: This 4.3% underutilization is attributable to the small sample size and limited turnover in this category.

D. White Females: This 37.4% underutilization is attributable to the small sample size and limited turnover in this category.

E. Black Females: This 1.5% underutilization is attributable to the small sample size and limited turnover in this category.

F. Hispanic Females: This 5.3% underutilization is attributable to the small sample size and limited turnover in this category.

G. Asian/Pacific Islander Females: This 2.6% underutilization is attributable to the small sample size and limited turnover in this category.

IV. Office/Clerical (ten positions)

A. White Males: This 17.6% underutilization is attributable to the small sample size and limited turnover in this category.

B. Black Males: This 1.7% underutilization is attributable to the small sample size and limited turnover in this category.

C. Hispanic Males: This 8% underutilization is attributable to the small sample size and limited turnover in this category.

D. Asian/Pacific Islander Males: This 1% underutilization is attributable to the small sample size and limited turnover in this category.

E. American Indian/Alaskan Native Males: This 0.1% underutilization is attributable to the small sample size and limited turnover in this category.

F. Hispanic Females: This 12.5% underutilization is attributable to the small sample size and limited turnover in this category.

G. Asian/Pacific Islander Females: This 1.3% underutilization is attributable to the small sample size and limited turnover in this category.

H. American Indian/Alaskan Native Females: This 0.1% underutilization is attributable to the small sample size and limited turnover in this category.

To: Susan Brown, Assistant Director – Human Resource Management

Re: EEOP Plan for County Assessment Office

(July 1, 2013 to June 30, 2014)

Date: April 9, 2015

Page 3 of 3

Additionally, you requested the following information:

1. *The number of disciplinary actions taken against employees by race, sex, and national origin within the preceding fiscal year (FY 14). Please include the number and types of sanctions imposed (suspension indefinitely, suspension for a term, loss of pay, written reprimand, oral reprimand, other) against individuals by race, sex and national origin.*

No disciplinary actions were taken against any employees during the period in question.

2. *The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer within the preceding fiscal year (FY 14) and the number in each job category by race, sex, and national origin who were promoted or transferred.*

There were no promotions or transfers requested.

3. *A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c). So, for example, where testing is used in the employment selection process, it is not sufficient for the office/department to simply note the fact. The office/department should identify the test, describe the procedures followed in the administering and scoring the test, state what weight is given to test scores, how a cut-off score is established and whether the test has been validated to predict or measure job performance and, if so, a detailed description of the validation study. Similarly detailed responses are required with respect to other employment policies, procedures, and practices used by the applicant.*

The County Assessment Office did not use testing to analyze personnel for hiring or promotions during the period in question.

Job postings for the Supervisor of Assessments Office: in publications and /or websites utilized by Kane County Human Resource Management.

Please advise if you require anything further on this topic.

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 TRANSPORTATION WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	24 100%	0 0%	17 70.83%	0 0%	0 0%	0 0%	0 0%	7 29.17%	0 0%	0 0%	0 0%
Technicians (03)	6 100%	0 0%	5 83.33%	0 0%	0 0%	0 0%	0 0%	1 16.67%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	The Transportation Department does not have employees in the job category.									
	Non-Sworn (05)	The Transportation Department does not have employees in the job category.									
Office/Clerical (06)	5 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 100%	0 0%	0 0%	0 0%
Skilled Craft (07)	33 100%	1 3.03%	31 93.94%	1 3.03%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance (08)	The Transportation Department does not have employees in the job category.										

4/20/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (WITHOUT ELECTED OFFICIAL) – 2014 TRANSPORTATION UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	70.83% 36.7% 34.13%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	29.17% 45.9% -16.73%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	83.33% 38.7% 44.63%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	16.67% 37.4% -20.73%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	The Transportation Department does not have employees in this job category.								
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Transportation Department does not have employees in this job category.								
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	100% 42.5% 57.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	93.94% 58.9% 35.04%	3.03% 1.7% 1.33%	3.03% 30% -26.97%	0% 1.9% -1.9%	0% .2% -2%	0% 3.2% -3.2%	0% .5% -.5%	0% 2.9% -2.9%	0% .5% -.5%	0% 0% 0%
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Transportation Department does not have employees in this job category.									

Ethnic Detail for Transportation - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date	
FT	20130065	AUKSTOLIS, PETER W	M	White	06	Administrative Support	6/24/2013	8/30/2013	seasonal
FT	20140053	BRENDEL, ASHLEY L	F	White	06	Administrative Support	5/14/2014	12/5/2014	seasonal
FT	20130066	GUDEMAN, DREW S	M	White	06	Administrative Support	6/24/2013	8/22/2013	seasonal
FT	20140054	MEIER, JOSEPH T	M	White	06	Administrative Support	5/21/2014		seasonal
FT	19880036	HAINES, LINDA K	F	White	06	Administrative Support	10/3/1988	11/14/2014	
FT	20070210	HOYE, MARY ANNE	F	White	06	Administrative Support	12/3/2007		
FT	20040054	PHILIPS, MARY M	F	White	06	Administrative Support	3/25/2004	12/29/2014	
FT	19890038	SCHUM, BARBARA A	F	White	06	Administrative Support	8/1/1989		
FT	19970226	STARCEVICH, GLENDA J	F	White	06	Administrative Support	11/18/1997	8/15/2014	
FT	19970090	SCHOEDEL, CARL	M	White	01	Official/Administration	5/1/1997		
FT	20120090	BECKER, JENNIFER L	F	White	02	Professionals	11/1/2012		
FT	19980245	FILES, HEIDI M	F	White	02	Professionals	12/7/1998		
FT	20140062	HOPKINSON, KATHLEEN T	F	White	02	Professionals	6/2/2014		
PT	20140039	O'CONNELL, JENNIFER L	F	White	02	Professionals	3/25/2014		
FT	19960255	RIVERA, AVA K	F	White	02	Professionals	12/16/1996		
FT	20130028	SALZBRUNN, SUSAN M	F	White	02	Professionals	3/25/2013		
FT	20060014	YEHNERT, MARIAN JOY	F	White	02	Professionals	1/3/2006		
FT	20010154	BOESCH, DAVID J	M	White	02	Professionals	7/9/2001		
FT	20050109	COFFINBARGAR, STEVEN W	M	White	02	Professionals	6/1/2005		
FT	19960209	DICKSON, WILLIAM J	M	White	02	Professionals	11/1/1996		
FT	19750001	HOLCOMB, PAUL L	M	White	02	Professionals	1/1/1975	12/31/2013	
FT	20080094	HUNOLD, BRAD J	M	White	02	Professionals	6/2/2008	3/28/2014	
FT	20010028	KLINICKI, ARTHUR C	M	White	02	Professionals	2/5/2001		
FT	20130097	KNAPP, PATRICK M	M	White	02	Professionals	8/19/2013		
FT	20070002	LAFLEUR, PAUL S	M	White	02	Professionals	1/2/2007		
FT	19990152	LEBO, KURT D	M	White	02	Professionals	8/2/1999		
FT	20090053	MIELKE, KENNETH P	M	White	02	Professionals	9/14/2009		
FT	19980164	NIKA, KURT E	M	White	02	Professionals	8/17/1998		
FT	19880031	RICKERT, THOMAS B	M	White	02	Professionals	9/1/1988		
FT	20010265	SIROTZKE, GARY M	M	White	02	Professionals	11/16/2001	4/18/2014	
FT	20130124	SITKO, DAVID J	M	White	02	Professionals	10/7/2013		
FT	20080100	SULLIVAN, ROBERT M	M	White	02	Professionals	6/16/2008		
FT	20130126	VERHALEN, PATRICK J	M	White	02	Professionals	10/15/2013		
FT	19980167	ZAKOSEK, MICHAEL D	M	White	02	Professionals	8/25/1998		

FT	20010089	CULLINS, JOSEPH R	M	Black	07	Skilled Craft	12/1/2000		
FT	20090085	LOPEZ, SAMUEL D	M	Hispanic or Latino	07	Skilled Craft	12/1/2010		
FT	19950176	ABNER, JOHN T	M	White	07	Skilled Craft	10/2/1995		
FT	20130163	ACKMANN, KEVIN C	M	White	07	Skilled Craft	4/14/2014		
FT	20100094	ANDERSON, KENT D	M	White	07	Skilled Craft	12/20/2010		
OT	20050248	ANDERSON, MARK R	M	White	07	Skilled Craft	12/2/2013	3/31/2014	seasonal
FT	19830002	BEART, THOMAS C	M	White	07	Skilled Craft	4/18/1983		
FT	19950065	BLEDSON, JAMES L	M	White	07	Skilled Craft	5/1/1995	12/11/2013	
FT	20110086	CHIDESTER, STEVE W	M	White	07	Skilled Craft	5/1/2012		
FT	19890017	EDWARDS, WILLIAM G	M	White	07	Skilled Craft	4/1/1989		
FT	20050011	FREELAND, ROBERT A	M	White	07	Skilled Craft	5/1/2006		
FT	20020178	HAUSER, CARL J	M	White	07	Skilled Craft	11/4/2002		
FT	20000002	HAUSER, CORY N	M	White	07	Skilled Craft	1/3/2000		
FT	19920076	HERRMANN, DAVID M	M	White	07	Skilled Craft	12/16/1992		
FT	19980088	INGRAM, BRUCE O	M	White	07	Skilled Craft	6/1/1998		
FT	20140018	KAKOCZKI, STEVEN E	M	White	07	Skilled Craft	2/8/2014	3/31/2014	
FT	20080161	LINDSAY, JEREMY	M	White	07	Skilled Craft	11/3/2008		
FT	20010255	MATHIEU, CHESTER	M	White	07	Skilled Craft	11/1/2001		
FT	19920065	MOWERS, JAMES R	M	White	07	Skilled Craft	12/1/1992		
FT	20030211	MOWERS, LUCAS J	M	White	07	Skilled Craft	9/4/2007		
FT	19960233	RAMM, CHARLES P	M	White	07	Skilled Craft	12/1/1996		
FT	19950179	ROUSH, GARY	M	White	07	Skilled Craft	10/2/1995		
OT	20110097	RUCHTI, JAMES A Jr	M	White	07	Skilled Craft	12/2/2013	3/31/2014	seasonal
FT	19950216	SCHRAMER, BRYAN E	M	White	07	Skilled Craft	12/4/1995		
FT	19950180	SCHRAMER, MICHAEL J	M	White	07	Skilled Craft	10/2/1995		
FT	20090036	SUNDQUIST, KEVIN D	M	White	07	Skilled Craft	11/2/2009		
FT	19950217	THUESTAD, RONALD B	M	White	07	Skilled Craft	12/4/1995	3/5/2014	
FT	20050078	VANACKER, ANDREW J	M	White	07	Skilled Craft	5/1/2005		
FT	19880024	VER VYNCK, SCOTT J	M	White	07	Skilled Craft	8/1/1988		
FT	20030185	VERHAEGHE, JAMES E	M	White	07	Skilled Craft	10/16/2003		
FT	20100079	VOLKENING, JAMES H	M	White	07	Skilled Craft	5/2/2011		
FT	19990247	VOLKENING, JOSHUA J	M	White	07	Skilled Craft	11/1/1999		
FT	19950068	VOSS, GARY M	M	White	07	Skilled Craft	5/1/1995		
FT	20050079	WATROUS, JEROMY S	M	White	07	Skilled Craft	5/1/2005		
FT	20090002	ZILLER, CHASE M	M	White	07	Skilled Craft	12/1/2010		
FT	19980110	MARTIN, CYNTHIA L	F	White	03	Technicians	7/1/1998		

FT	19780005	GUDDENDORF, JOHN J	M	White	03	Technicians	6/1/1978	
FT	19990135	JOHNSON, RAYMOND E	M	White	03	Technicians	7/12/1999	
FT	20070076	MCGRAW, KEITH B	M	White	03	Technicians	5/16/2007	
FT	19960235	SEYLLER, JAY E	M	White	03	Technicians	12/1/1996	
FT	19880023	SZABO, THOMAS F	M	White	03	Technicians	8/1/1988	9/8/2014
Total: 69								

**KANE COUNTY DIVISION OF TRANSPORTATION
2014 UTILIZATION ANALYSIS NARRATIVE**

A comparison of the Kane County Division of Transportation (KDOT) workforce to the Community Labor Statistics (CLS) for Kane County is described in the following paragraphs. Analysis is presented based on Gender/Race-National Origin classification as well as within each job group. For KDOT, there are 5 applicable job group categories:

- 01 Officials/Executive
- 02 Professionals
- 03 Technicians
- 06 Office/Clerical
- 07 Skilled Craft

EXECUTIVE SUMMARY

Considering the categories within the Occupational Crosswalk, this results in 50 possible combinations (5 job groups x 2 genders x 5 races/national origins = 50 combinations). Of these combinations, **32 of 50 are considered within range** (defined as -3% or better compared to the applicable CLS statistic for Kane County).

The remaining 18 combinations are areas where the job group category is -3% (or further) compared to the applicable CLS statistic. These categories are addressed in the narrative below; however, **given the extremely small sample sizes, there are limitations to the interpretation of this data.** In all of the job group categories, a change of gender/race-national origin for single employee position can dramatically affect the utilization percentage.

Utilization percentages show several **patterns that warrant continued attention.** In particular:

- White males are generally over-represented for all job group categories.
- Hispanic males are under-represented in all job group categories.
- Females (regardless of Race-National Origin) are under-represented in several of the more technical job group categories: Officials/Executive, Professionals, and Technicians.

Even though there are no KDOT employees in either the Asian/Pacific Islander and American Indian/Native Alaskan categories, the CLS statistics for Kane County for those groups regardless of gender are very low (less than 4.3%). Therefore, the **utilization percentage cannot be the only guide when reviewing equal employment goals.**

KDOT administers several seasonal employment programs that provide on-the-job training and experience in several job group categories. Therefore, **in addressing the areas of concern identified in the utilization analysis, special attention should be paid to these seasonal employment programs.**

ANALYSIS BY GENDER/RACE-NATIONAL ORIGIN

Male Gender by Race and National Origin

- White males are over-represented for all job group categories except Office/Clerical.
- Hispanic males are under-represented in all job group categories.
- Black males are generally within range for all jobs group categories except Technicians (within 4%). Black males are actually slightly over-represented in the Skilled Craft job group. Interestingly, there is only one Black male in this category, but this is enough to exceed the applicable CLS statistic.
- Currently, the CLS statistics for Asian/Pacific Islander males and American Indian/Native Alaskan males are low numbers, less than 3.6% in Professionals and less than 4.3% in Technicians. While KDOT has no employees in this cross-category, the CLS statistics are very low.

Female Gender by Race and National Origin

- White females are under-represented in the Officials/Executive, Professionals, Technicians, and Skilled Craft categories but over-represented in the Office/Clerical category.
 - Black females are generally under-represented in all job group categories. However, all categories are within 4.0% of the CLS statistic.
 - Hispanic females are under-represented in all job group categories. The largest disparity is within the Office/Clerical job group at -12.5%.
 - Currently, the CLS statistics for Asian/Pacific Islander females and American Indian/Native Alaskan females are low numbers, less than 2.7% in Professionals and less than 2.6% in Technicians. While KDOT has no employees in this cross-category, the CLS statistics are very low.
-

ANALYSIS BY JOB GROUP CATEGORY

01 Officials/Executive

Officials/Executive job group, there is only one individual. This individual is currently a White male (i.e., White males constitute 100% of this job class). Therefore, several other CLS statistics are automatically out of range: Hispanic males (-4.6%) and White females (-30.8%). KDOT tends to promote from within, so these statistics may shift in the future; there are qualified women within the Professionals job group, which is the most likely pool of internal candidates. The County may consider this as future appointments are made.

02 Professionals

Professional positions within the department are technical in nature, generally require a Bachelor's Degree, and may require licensure by the State of Illinois. The largest group within the Professional positions category represents those with degrees in Civil Engineering, and but for one white female, are filled with white males. White female enrollment in the engineering field is dramatically lower than that of their male counterparts, hindering recruiting efforts. According to the National Science Foundation only 17.9 % of the undergraduate engineering students were female in 2009. That is down from 19.8% in 1999. There is a continuing shortfall in women entering this field.

03 Technicians

White males are over-represented in this job group, while white, and Hispanic females are each more than -3% out of range. These positions are typically filled by persons without engineering degrees who are performing engineering-related work. Often, these positions are filled internally, by non-degreed persons with applicable experience. Thus the race/gender makeup of this group is more reflective of the past makeup within the Department. The Department recognizes the need to actively recruit more females and minorities into the Technicians job group. There are only 6 employees in this group, so a single individual represents 16.7% of the job group and a single change can have a dramatic effect on future statistics.

06 Office/Clerical

White males, Hispanic males and females, and Black females are under-represented in this job group. Meanwhile, White females are over-represented. There are currently 5 employees in this job class, so a change of one or two individuals will have a dramatic effect on the statistics. The Department recognizes the particular need to actively recruit more males and minority females into the Office/Clerical job group as permanent positions become available.

07 Skilled Craft

In general, males are over-represented in this job group. However, Hispanic males are under-represented. This group is made up of Highway Maintainers and Vehicle/Equipment Mechanics along with their Supervisors. These personnel carry a Commercial Drivers License (CDL) and are called on to drive snow plow trucks during the winter months and may be called on to mow grass during the summer months. The Department recognizes the need to actively recruit more Hispanic males into the Skilled Craft job group. There are currently 33 employees in this job class. The turnover in this group is fairly low; therefore, a more long-term view of recruiting goals is appropriate here.

REPORTS

Report 1: Disciplinary Actions FY2014

Gender	B White	C Black	D Hispanic	E Asian or Pacific Islander	F American Indian or Alaskan Native	Action
Male	6	-	-	-	-	Verbal Warning
Female	-	-	-	-	-	
Male	1	-	-	-	-	Written Warning
Female	-	-	-	-	-	
Male	1	-	-	-	-	Suspension
Female	-	-	-	-	-	
Male	-	-	-	-	-	Termination
Female	-	-	-	-	-	
Totals	8	-	-	-	-	Total = 8

Report 2: Applications for Promotion/Transfer FY2014

Gender	B White	C Black	D Hispanic	E Asian or Pacific Islander	F American Indian or Alaskan Native	Action
Male	2	-	1	-	-	Promotion/ Transfer
Female	-	-	-	-	-	
Male	-	-	-	-	-	Denial
Female	-	-	-	-	-	
Totals	2	-	1	-	-	Total = 3

Report 3: Employment Policies and Practices

Employment practices depend on the job class group in question. For this purpose, KDOT can be effectively divided into two broader groupings:

- Maintenance staff including job class category 07. Most of these positions are governed by a collective bargaining agreement which includes promotional testing. This is described in more detail below.
- Administrative, Professional and Technical staff: including job class categories 01, 02, 03, and 06 above. These positions typically require specialized training or experience; employment practices are described below.

Promotions

Consistent with County policy, KDOT prefers to promote from within when possible. Therefore all vacancies to be filled are posted internally (within the Department) and on the Kane County website through the Department of Human Resource Management. Most vacancies are filled in this manner.

Promotions within the Maintenance section are generally governed by the collective bargaining agreement. The contract describes a tiered promotion system where a new-hire is hired in at an entry level position (either Mechanic I or Highway Maintainer I). These persons can achieve two promotions (to level II or III) by taking skill tests offered at reasonable intervals (6 months or more).

Mechanic II requires 5 years' experience in automotive or truck repair/maintenance and ASE certification in Medium/Heavy Truck air brakes. The ASE certification includes the relevant testing and is typically conducted by a third party. ASE is the nationally recognized authority on automotive maintenance/repair and certification is the best indicator of proficiency.

Mechanic III meets all the same experiential requirements as a Mechanic II, but also must achieve certification as ASE Medium/Heavy Truck Master Technician. The ASE certification includes the relevant testing and is typically conducted by a third party. ASE is the nationally recognized authority on automotive maintenance/repair and certification is the best indicator of proficiency.

Highway Maintainers can achieve promotion to Highway Maintainer II or III by taking a series of tests administered by a third party (such as VISTA Training, Inc.) These are tests on skills that are applicable to the position: on Work Zone Safety, Wheel Loader Operation, Backhoe Operation, Motor Grader Operation, Tree-Felling, and Sign Installation. Proficiency on the exams determines the level to which the applicant will be promoted.

Within the bargaining agreement, there are also union "crew leader" positions called Tech I. These positions do not require specific testing, as they are a "quasi-management" position. When vacancies arise, these positions are posted and interviews are conducted. Since its inception in 2000, all of these positions have been filled internally within the Department.

Administrative/Professional/Technical employees are typically promoted through an interview process. When vacancies exist, they are posted internally and on the Kane County website. Depending on the position and the pool of qualified candidates, the Department may also advertise the position in professional publications, trade magazines, and other outlets (see "Advertising" below). This is more common in the Engineering and Planning positions, which require more specialized qualifications. Management supervisors within the Maintenance section are also selected using an interview process, but are almost exclusively promoted from within the ranks.

Seasonal Employment Programs

There are several unique seasonal employment programs that KDOT maintains: the Engineering Cooperative Education program (co-op), and the Seasonal Maintenance Workers (Snowbirds/Summerbirds). In each program, seasonal workers are hired to assist full-time staff. In a sense, this is a training program: workers who gain experience at KDOT will be uniquely qualified to perform those duties if future full-time opportunities arise. Former co-ops with solid job performance would be ideal candidates for entry-level Professional positions, while former Snowbirds or Summerbirds would be ideal candidates for the Skilled Craft positions. Therefore, in addressing the areas of concern identified in the Utilization Analysis discussion, special attention should be paid to these seasonal employment programs.

ADVERTISING & JOB POSTING

For the Maintenance section (Skilled Craft) positions, posting the vacancy on the County Website has been sufficient to generate a large enough pool of qualified candidates. Historically, very little “outside” advertising has been done for these positions.

For Professional/Technical/Administrative positions, KDOT has relied on outside advertising outlets when the pool of qualified internal candidates was deemed to be insufficient. This depends on the particular vacancy and the level of experience and qualifications desired. In general, the Engineering and Planning positions require a more specialized outreach. In contrast, the majority of Administrative positions are filled internally (Kane County website), however KDOT has also (infrequently) advertised in local newspapers for Administrative positions.

KDOT has used a variety of professional publications, technical societies, industry associations, and similar agencies for this type of recruiting in the past. Relevant examples include:

Organization	Publication	Websites
American Society of Civil Engineers (ASCE)	Civil Engineering Magazine	www.asce.org www.isasce.org
American Public Works Association (APWA)	Public Works Magazine	www.apwa.net
National Society of Professional Engineers (NSPE)	PE Magazine	www.nspe.org
Illinois Department of Transportation (IDOT)	(Bulletin Boards)	
Illinois Association of County Engineers (IACE)		www.iaceng.org
American Planning Association (APA)	APA JobMart	www.planning.org

This list is not meant to be exhaustive, but represents the broader technical disciplines in which KDOT recruits. Often, the national societies also have state sections and local branches offering flyers, websites, or other publications. Also, certain positions may indicate the use of more specialized publications or organizations.

SUMMARY

KDOT will actively provide equal opportunity to all employees and applicants for employment without regard to age, sex, pregnancy, race, color, religion, national origin, marital status, physical or mental disability, sexual orientation, or status as a veteran through:

1. Recruitment, advertising or solicitation for employment.
2. Selection, placement, transfer, or promotion.
3. Rates of pay or other forms of compensation.
4. Selection for training, skills enhancement.
5. Terms and condition of employment.
6. Layoff or termination.

Everyone is encouraged to apply for jobs, seek further training, compete for promotions, and all will be afforded equal opportunity for development and advancement. Competition among individuals for a specific job, training opportunity, or promotion will be based on qualifications and demonstrated ability.

PART I. COUNTY OF KANE – 2014 KANE COUNTY OFFICE OF ELECTED OFFICIALS WORKFORCE

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		26 100%	0 0%	7 26.93%	0 0%	0 0%	0 0%	2 7.69%	17 65.38%	0 0%	0 0%	0 0%
Professionals		322 100%	14 4.35%	109 33.85%	14 4.35%	2 0.62%	0 0%	14 4.35%	150 46.58%	14 4.35%	5 1.55%	0 0%
Technicians		9 100%	0 0%	5 55.56%	0 0%	1 11.11%	0 0%	0 0%	3 33.33%	0 0%	0 0%	0 0%
Protective Services	Sworn	277 100%	17 6.14%	181 65.34%	19 6.86%	5 1.81%	0 0%	4 1.44%	49 17.69%	2 0.72%	0 0%	0 0%
	Non-Sworn	7 100%	2 28.57%	2 28.57%	1 14.29%	0 0%	0 0%	0 0%	2 28.57%	0 0%	0 0%	0 0%
Office/Clerical		313 100%	0 0%	30 9.58%	5 1.6%	0 0%	0 0%	5 1.6%	224 71.57%	46 14.7%	3 0.95%	0 0%
Skilled Craft		3 100%	0 0%	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance		5 100%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	4 80%	0 0%	0 0%	0 0%

6/5/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

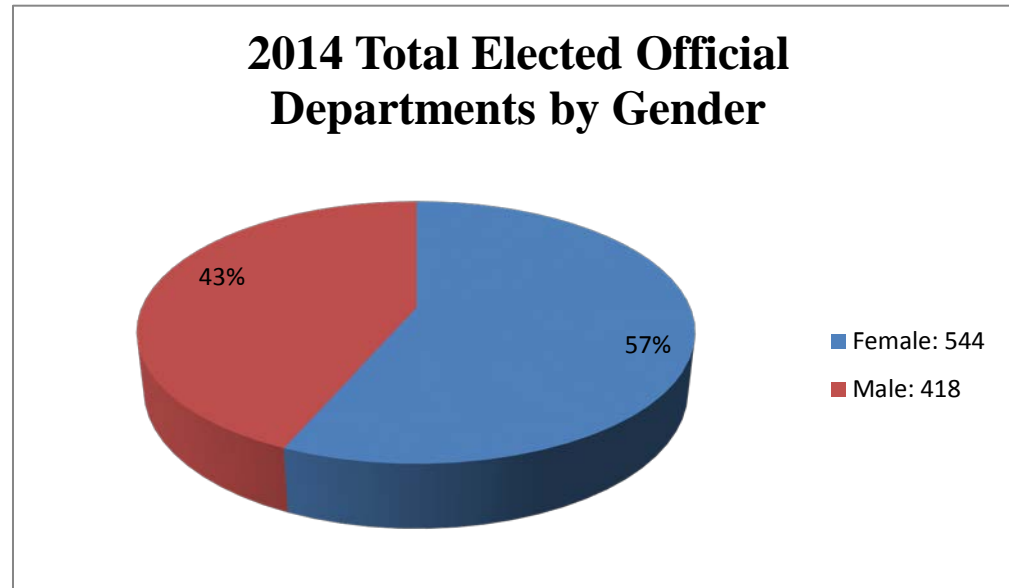
PART I. COUNTY OF KANE – 2014 KANE COUNTY OFFICE OF ELECTED OFFICIALS UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE					FEMALE				
		White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE											
Workforce #/%		26.93%	0%	0%	0%	0%	65.38%	7.69%	0%	0%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-27.57%	-1.6%	-4.6%	-1.8%	0%	34.58%	6.49%	-3.8%	-1.3%	0%
PROFESSIONALS											
Workforce #%		33.85%	4.35%	4.35%	0.62%	0%	46.58%	4.35%	4.35%	1.55%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		-2.85%	2.85%	0.55%	-2.98%	0%	0.68%	2.95%	0.05%	-1.15%	0%
TECHNICIANS											
Workforce #/%		55.56%	0%	0%	11.11%	0%	33.33%	0%	0%	0%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		16.85%	-3.96%	-6.28%	6.78%	0%	-4.09%	-1.48%	-5.25%	-2.58%	0%
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	65.34%	6.14%	6.86%	1.81%	0%	17.69%	1.44%	0.72%	0%	0%
	CLS #/%	59.06%	7.72%	11.50%	1.89%	0%	11.02%	1.48%	5.35%	0%	0%
	Utilization %	6.97%	-1.23%	-5.01%	-0.08%	0%	6.67%	-0.04%	-4.63%	0%	0%
	NON-SWORN										
	Workforce #/%	28.57%	28.57%	14.29%	0%	0%	28.57%	0%	0%	0%	0%
	CLS #/%	52.11%	0%	0%	0%	0%	39.44%	0%	8.45%	0%	0%
	Utilization %	-23.54%	28.57%	14.29%	0%	0%	-10.87%	0%	-8.45%	0%	0%
OFFICE/CLERICAL											
Workforce		9.58%	0%	1.6%	0.0%	0%	71.57%	1.6%	14.7%	0.95%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-18.02%	-1.7%	-6.4%	-1%	-.1%	29.07%	-2.4%	2.2%	-0.35%	-.1%
SKILLED CRAFT											
Workforce #/%		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		58.94%	1.75%	30.06%	1.90%	0.19%	3.18%	0.54%	2.92%	0.52%	0%
Utilization %		41.06%	-1.75%	-30.06%	-1.90%	-0.19%	-3.18%	-0.54%	-2.92%	-0.52%	0%
SVCS/MAINTENANCE											
Workforce #/%		20%	0%	0%	0%	0%	80%	0%	0%	0%	0%
CLS #/%		21.83%	3.21%	33.44%	1.14%	0.033%	16.89%	3.01%	19.16%	1.24%	0.52%
Utilization %		-1.83%	-3.21%	-33.44%	-1.14%	-0.033%	63.11%	-3.01%	-19.16%	-1.24%	-0.52%

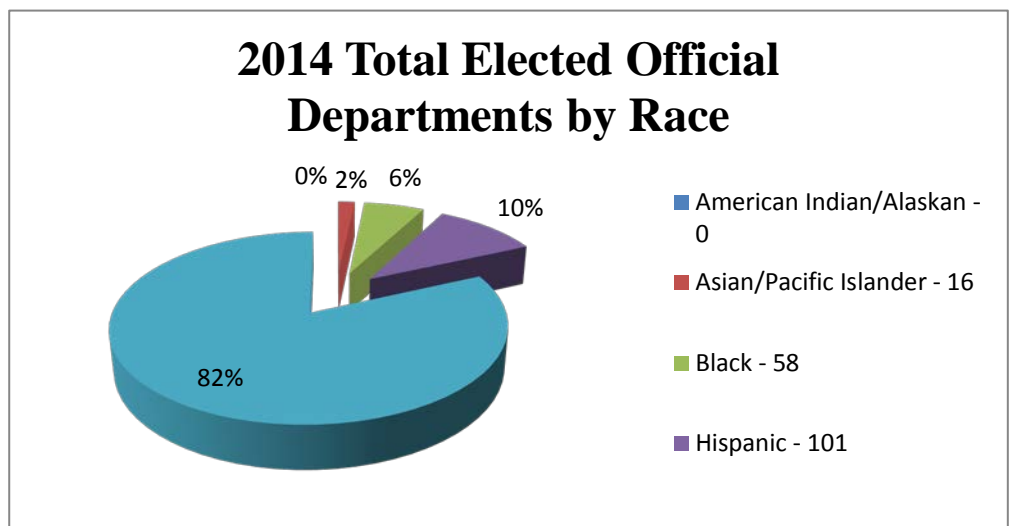


2014 County of Kane Elected Official Departments by Gender and Race

2014 Total Elected Official Departments	Count	%age
Female: 544	544	57%
Male: 418	418	43%
Total	962	100%



2014 Total Elected Official Departments	Count	%age
American Indian/Alaskan - 0	0	0%
Asian/Pacific Islander - 16	16	2%
Black - 58	58	6%
Hispanic - 101	101	10%
White - 787	787	82%
Total	962	100%



PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 AUDITOR WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Technicians (03)	The Auditor's Office does not have any employees in this job category										
Protective Services	Sworn (04)	The Auditor's Office does not have any employees in this job category									
	Non-Sworn (05)	The Auditor's Office does not have any employees in this job category									
Office/Clerical (06)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Auditor's Office does not have any employees in this job category										
Service/Maintenance (08)	The Auditor's Office does not have any employees in this job category										

5/28//2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 AUDITOR UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	100% 54.5% 45.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% -0 %	100% 45.9% 54.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Auditor's Office does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	0% 42.5% -42.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Auditor's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Auditor's Office does not have employees in this job category.									

Ethnic Detail for County Auditor - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
PT	20100011	HARAHAN, JOHN F	M	White	01	Official/Administration	1/25/2010	Deputy Auditor/retired in June
FT	20130051	TODD, MARGARET E	F	White	02	Professionals	6/3/2013	HR during this date range
OT	20120108	HUNT, TERRY D	M	White	01	Official/Administration	12/3/2012	
FT	20140015	RICH, ANDREA D	F	White	02	Professionals	2/3/2014	

Total: 2

OFFICE OF THE KANE COUNTY AUDITOR
TERRY HUNT, KANE COUNTY AUDITOR

ANDREA RICH
DEPUTY AUDITOR

MARGARET TODD-CAVE
STAFF AUDITOR



719 S.BATAVIA AVENUE
GENEVA, ILLINOIS 60134

630-232-5915
630-208-3838 (FAX)

EEOP Narratives for the Annual Reports Covering
July 1, 2013 - June 30, 2014

Utilization Analysis Narrative

For the reporting period July 1, 2013 through June 30, 2014, the Office of the Kane County Auditor only employed persons in the Professionals category. A comparison to the Community Labor Statistics in that category indicates an over-utilization of white females in this category (+54.1%). White females (100%) represent the only utilized group of employees in this category. Because the Office of the County Auditor includes just two full-time employees, the relatively small sample size results in comparisons that are less meaningful than would otherwise be indicated by the statistical variances.

Objectives

A conscious effort will continue to be made to consider all genders/races for vacant positions. Vacancies will continue to be published in-house on bulletin boards, on the County's intranet, on the County's website, and (when necessary) in local newspapers such as the Kane County Chronicle, Beacon News or the Daily Herald. Recruitment efforts utilize language reflective of the fact that the Office of the Kane County Auditor does not discriminate in terms of gender or race. Department employees will continue to be encouraged to pursue educational training to develop and enhance personal job skills.

Disciplinary Actions – None

Promotions/Transfers

During the July 1, 2013 - June 20, 2014 reporting period one employee of the Office of the County Auditor transferred to another department within the County. A replacement was hired from outside the County. Subsequently another employee from this Office retired, and was replaced through the promotion of an existing County employee. The vacancy created by the promotion was filled through the transfer of a County employee into the Office of the County Auditor. The application forms used were prepared by the Kane County Human Resources Department, and published as per the Employment Practice described as follows.

Employment Practices

When seeking Officials/Executive, Professionals, or Office/Clerical staff, the Office of the Kane County Auditor utilizes the Employment application forms prepared by the Kane County Human Resources Department (HRD) and asks for assistance from the HRD in placing newspaper ads and in screening applications. Office/Clerical testing has not, to date, been requested. Job Performance evaluations are done annually, or if necessary, on a more frequent basis when required. The Office of the Kane County Auditor utilizes all other applicable forms as prepared by the Human Resources Department that relate to employees and job performance.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 CIRCUIT COURT CLERK WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 100%	0 0%	0 0%	0 0%
Professionals (02)	4 100%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	3 75%	0 0%	0 0%	0 0%
Technicians (03)	6 100%	0 0%	3 50%	0 0%	0 0%	0 0%	0 0%	3 50%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	2 100%	0 0%	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
	Non-Sworn (05)	The Circuit Court Clerk's Office does not have employees in this job category.									
Office/Clerical (06)	104 100%	0 0%	13 12.5%	2 1.9%	0 0%	0 0%	2 1.9%	82 78.9%	5 4.8%	0 0%	0 0%
Skilled Craft (07)	The Circuit Court Clerk's Office does not have employees in this job category.										
Service/Maintenance (08)	The Circuit Court Clerk's Office does not have employees in this job category.										

4/9/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 CIRCUIT CLERK UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	100% 30.8% 69.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	25% 3.6% 21.40%	0% 0% 0%	75% 45.9% 29.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	50% 38.7% 11.3%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	50% 37.4% 12.6%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	100% 59.1% 40.9%	0% 7.7% -7.7%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	0% 11.0% -11.0%	0% 3.5% -3.5%	0% 5.4% -5.4%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Circuit Clerk's Office does not have employees in this job category.								
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	12.5% 27.6% -15.1%	0% 1.7% -1.7%	1.9% 8% -6.1%	0% 1% -1%	0% .1% -0.1%	78.9% 42.5% 36.4%	1.9% 4% -2.1%	4.8% 12.5% -7.7%	0% 1.3% -1.3%	0% .1% -0.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Circuit Clerk's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Circuit Clerk's Office does not have employees in this job category.									

4/9/2015

Ethnic Detail for Circuit Clerk- All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date	
FT	20000025	DAVIS, JANET L	F	Black	06	Administrative Support	3/1/2000		
FT	20040179	HULL, DENEEN S	F	Black	06	Administrative Support	8/23/2004		
FT	20140030	WHEELER, LADONNA J	F	Black	06	Administrative Support	3/18/2014	7/8/2014	seasonal
FT	20140051	BARREIRO, DANIELLE E	F	Hispanic or Latino	06	Administrative Support	5/19/2014	8/15/2014	seasonal
FT	20000134	GODDARD, MABEL	F	Hispanic or Latino	06	Administrative Support	7/17/2000		
FT	20140104	LEMOS, ROSE M	F	Hispanic or Latino	06	Administrative Support	9/8/2014	9/10/2014	
FT	20010223	MESZAROS, ROSA	F	Hispanic or Latino	06	Administrative Support	9/17/2001		
FT	20000107	SIFUENTES, MARIA I	F	Hispanic or Latino	06	Administrative Support	6/16/2000		
FT	20120116	BORUNDA-AGUILAR, LIZBETH	F	Hispanic or Latino	06	Administrative Support	12/27/2012		
FT	20040071	ADAMS, MARY L	F	White	06	Administrative Support	4/16/2004		
FT	20050187	ANDERSON, LINDSAY M	F	White	06	Administrative Support	1/3/2006		
FT	20140032	BAILEY, BROOK A	F	White	06	Administrative Support	3/24/2014		
FT	20040148	BANKS, PEGGY J	F	White	06	Administrative Support	8/2/2004		
FT	20070186	BART, RUTH	F	White	06	Administrative Support	10/16/2007		
FT	20000090	BEGALKA, BARBARA A	F	White	06	Administrative Support	6/1/2000		
FT	19970159	BOLAND, LYNN MARIE	F	White	06	Administrative Support	8/19/1997		
FT	20060055	BOYNTON, JILL S	F	White	06	Administrative Support	3/16/2006		
FT	19980158	BROOKS, DEANNA M	F	White	06	Administrative Support	8/17/1998		
FT	20080035	BURGESS, ALYSSA	F	White	06	Administrative Support	2/19/2008		
FT	20130059	BUTTERS, JULIE A	F	White	06	Administrative Support	6/17/2013	8/30/2013	seasonal
FT	19990282	CAMERON, HEATHER	F	White	06	Administrative Support	12/1/1999		
FT	19910060	CAMPEGGIO, NANCY K	F	White	06	Administrative Support	11/4/1991		
FT	20010221	CASSON, LISA M	F	White	06	Administrative Support	9/17/2001		
FT	20100023	CASTRO, KELLI D	F	White	06	Administrative Support	3/22/2010		
FT	20060088	CHAN, DEBORAH M	F	White	06	Administrative Support	5/1/2006		
FT	20070203	CONSIDINE, VALERIE ANN	F	White	06	Administrative Support	11/16/2007	2/7/2014	
FT	19990194	CONWAY, JOANNE	F	White	06	Administrative Support	9/1/1999		
FT	20060102	COX, JESSICA R	F	White	06	Administrative Support	5/16/2006	8/7/2014	
FT	20080085	CREIGHTON, AIMEE M	F	White	06	Administrative Support	6/9/2008		
FT	20040019	CRISTALLO, LANA M	F	White	06	Administrative Support	1/26/2004		
FT	20100010	DUFFY, CASSANDRA A	F	White	06	Administrative Support	2/1/2010		
FT	20130072	DUFFY, MARILYNN A	F	White	06	Administrative Support	7/15/2013	10/24/2013	seasonal
FT	20060194	DUNNE, CHERYL R	F	White	06	Administrative Support	11/6/2006		
FT	20120080	FABRIZIUS, PAMELA	F	White	06	Administrative Support	10/10/2012	6/2/2014	
FT	19950108	FLETCHER, MERSENE	F	White	06	Administrative Support	7/3/1995		
FT	20000093	FORS, LAURA M	F	White	06	Administrative Support	6/1/2000		
FT	19930068	GEMMER, MARIANNE	F	White	06	Administrative Support	9/1/1993		
FT	20050255	GORDON, KATHRYN	F	White	06	Administrative Support	12/16/2005		

FT	20030204	GREENE, TERESA L	F	White	06	Administrative Support	11/17/2003	
FT	20120035	HANSON, GINA R	F	White	06	Administrative Support	6/11/2012	
FT	20090065	HASSLER, JOANNE	F	White	06	Administrative Support	10/19/2009	
FT	20130087	HOWELL, COURTNEY K	F	White	06	Administrative Support	8/12/2013	Circuit Clerk for this time period
FT	20090072	HUBBS, DONNA	F	White	06	Administrative Support	11/2/2009	
FT	20130044	HYMAN, JOY A	F	White	06	Administrative Support	5/13/2013	
FT	20140070	INNOCENTI, LORI M	F	White	06	Administrative Support	7/7/2014	7/14/2014
FT	20090057	JACKSON, JESSICA E	F	White	06	Administrative Support	9/28/2009	
FT	19780003	JENSEN, TERRY R	F	White	06	Administrative Support	4/3/1978	
FT	19960153	JOHNSON GREITER, LORI A	F	White	06	Administrative Support	8/19/1996	
FT	19980206	JUNGERS, LINDA S	F	White	06	Administrative Support	10/1/1998	
FT	20100009	JURS-LAUDERDALE, RACHEL	F	White	06	Administrative Support	2/1/2010	7/18/2014
FT	20020024	KANE, SHAUNA L	F	White	06	Administrative Support	2/4/2002	
FT	20090067	KEIFER, STEPHANIE ANN	F	White	06	Administrative Support	10/19/2009	
FT	20060056	KISSANE, MELISSA D	F	White	06	Administrative Support	3/16/2006	
FT	20130085	KLIMPKE, SARA M	F	White	06	Administrative Support	8/5/2013	
FT	20070061	KOWALSKI, JACQUELINE	F	White	06	Administrative Support	4/16/2007	
FT	20140029	KRUEGER, TAMMY K	F	White	06	Administrative Support	3/18/2014	12/17/2014
FT	19970105	LANGE, PENNY A	F	White	06	Administrative Support	6/2/1997	
FT	20080025	LARSON, JOANNE	F	White	06	Administrative Support	2/1/2008	4/1/2014
FT	19970068	LISNER, KELLY A	F	White	06	Administrative Support	2/19/2008	
FT	19940125	LISSON, DIANE M	F	White	06	Administrative Support	11/1/1994	
FT	20090068	LYNCH, REBECCA	F	White	06	Administrative Support	10/19/2009	
FT	20100093	MANAK, BETSY L	F	White	06	Administrative Support	12/2/2010	1/21/2014
FT	20060044	MARCYNIUK, TONYA J	F	White	06	Administrative Support	2/16/2006	8/19/2014
FT	20070108	MONNETT, ELIZABETH	F	White	06	Administrative Support	6/18/2007	
FT	20130073	NICKELSON, HANNAH E	F	White	06	Administrative Support	5/19/2014	seasonal
FT	19890035	OROZCO, KATHLEEN A	F	White	06	Administrative Support	7/3/1989	2/2/2015
FT	19960213	PALM, SHELLEY L	F	White	06	Administrative Support	11/1/1996	
FT	19970193	PATTERSON, MALINDA K	F	White	06	Administrative Support	10/1/1997	
FT	20140019	PAYNE, STACEY L	F	White	06	Administrative Support	2/18/2014	
FT	20080016	PEARSON, JESSICA	F	White	06	Administrative Support	1/22/2008	10/21/2014
FT	20070072	PERKINS, JENNIFER	F	White	06	Administrative Support	5/16/2007	12/2/2013
FT	20130041	PIGGOTT, RENEE N	F	White	06	Administrative Support	5/6/2013	8/21/2014
FT	20130074	QUILL, CATHERINE	F	White	06	Administrative Support	7/15/2013	11/1/2013 seasonal
FT	19980097	QUIRIN, DEBRA ANN	F	White	06	Administrative Support	6/8/1998	
FT	20000236	ROGERS, KELLY L	F	White	06	Administrative Support	11/14/2000	
FT	20010050	ROOP, RACHEL L	F	White	06	Administrative Support	3/1/2001	
FT	20100008	SCHILKE, SARAH	F	White	06	Administrative Support	2/1/2010	
FT	20140025	SCHLICHTING, KATHY J	F	White	06	Administrative Support	3/11/2014	

FT	19990270	SCHLIM, NANCY	F	White	06	Administrative Support	11/16/1999		
FT	20130009	SCHOEN, MICHELE	F	White	06	Administrative Support	1/16/2013		
FT	19980186	SHARPNESS, KRISTY L	F	White	06	Administrative Support	9/8/1998		
FT	19890025	SHEPPARD, CYNTHIA J	F	White	06	Administrative Support	5/1/1989	4/30/2014	
FT	20030047	SKWAREK, JESSICA A	F	White	06	Administrative Support	4/1/2003		
FT	19970071	SMICK, PAULA S	F	White	06	Administrative Support	4/7/1997		
FT	19950133	SMITH, JANICE	F	White	06	Administrative Support	8/3/1995		
FT	20040069	SMITH, WENDY L	F	White	06	Administrative Support	4/12/2004		
FT	19970164	SULLIVAN, LINDA L	F	White	06	Administrative Support	8/25/1997		
FT	20050067	TURNER, STEPHANIE L	F	White	06	Administrative Support	4/1/2005		
FT	20080034	VOIGHT, JILL	F	White	06	Administrative Support	2/19/2008		
FT	19940008	WCISLO, MARY J	F	White	06	Administrative Support	1/18/1994		
FT	20130081	WEBER, DOLORES A	F	White	06	Administrative Support	2/3/2014		
FT	19870013	WENBERG, MARILYN K	F	White	06	Administrative Support	5/18/1987		
FT	20010076	WILSON, PATRICIA A	F	White	06	Administrative Support	4/2/2001		
FT	19970206	WITUK, PATTY J	F	White	06	Administrative Support	10/16/1997		
FT	19980184	WOLF, KATHLEEN J	F	White	06	Administrative Support	9/8/1998		
FT	20130056	SUTHERLAND, ARTHUR S	M	Asian	06	Administrative Support	6/11/2013	9/25/2013	seasonal
FT	20000172	CAPPARELLI, JAMES C	M	Hispanic or Latino	06	Administrative Support	8/16/2000		
FT	20000061	SIFUENTES, JUAN M	M	Hispanic or Latino	06	Administrative Support	5/1/2000		
FT	20140026	ARTZ, RICHARD J	M	White	06	Administrative Support	3/11/2014		
FT	19950202	BOMMELMAN, CURT A	M	White	06	Administrative Support	11/13/1995		
FT	20100015	DETTMANN, BRIAN	M	White	06	Administrative Support	2/22/2010		
FT	19810018	ESSIG, JAMES E	M	White	06	Administrative Support	11/5/1981		
FT	19810019	ESSIG, JOHN M	M	White	06	Administrative Support	11/5/1981		
FT	20130057	EVENSEN, WILLIAM S	M	White	06	Administrative Support	5/12/2014	6/27/2014	seasonal
FT	20130162	GAEDTKE, DONALD A	M	White	06	Administrative Support	12/3/2013		
FT	20140066	HARTWELL, DAVID T	M	White	06	Administrative Support	6/23/2014	8/15/2014	seasonal
FT	20140072	ISMAILI, KUSHTRIM	M	White	06	Administrative Support	7/7/2014	8/15/2014	seasonal
FT	20140002	KECK, AARON J	M	White	06	Administrative Support	1/13/2014	5/2/2014	
FT	20080014	LYNCH, JOHN	M	White	06	Administrative Support	1/16/2008	8/23/2013	
FT	19936088	MEYER, MICHAEL G	M	White	06	Administrative Support	11/16/2006		
FT	20130082	OIE, MICHAEL T	M	White	06	Administrative Support	7/29/2013	11/15/2013	seasonal
FT	20120081	PICKERING, JOHNATHAN M	M	White	06	Administrative Support	10/15/2012		
FT	20010256	REGGIO, ANTHONY M	M	White	06	Administrative Support	11/1/2001		
FT	20060073	ROMANOW, JEFFREY P	M	White	06	Administrative Support	4/10/2006		
FT	19880022	SHERRELL, DOUGLAS R	M	White	06	Administrative Support	7/18/1988		
FT	20130075	SUTHERLAND, CHAD A	M	White	06	Administrative Support	7/15/2013	8/30/2013	seasonal
FT	20140046	VAN TREECK, ANDREW M	M	White	06	Administrative Support	5/12/2014	8/8/2014	seasonal
FT	19910056	HERWICK, KARIN M	F	White	01	Official/Administration	10/7/1991		

FT	19910030	LAWRENCE, MONICA	F	White	01	Official/Administration	5/6/1991
FT	19840012	SMITH, LISA M	F	White	01	Official/Administration	6/11/1984
FT	19900038	VERMAAT, KATHLEEN M	F	White	01	Official/Administration	8/27/1990
OT	20120106	HARTWELL, THOMAS M	M	White	01	Official/Administration	12/3/2012
FT	20120058	JON, EUGENE S	M	Asian	02	Professionals	8/22/2012
FT	19950122	ALLEN, CANDY K	F	White	02	Professionals	8/1/1995
FT	19810005	LAMBERT, ANN C	F	White	02	Professionals	1/26/1981
FT	19920010	STEGING, LAURA	F	White	02	Professionals	3/3/1992
PT	20070116	PATE, DONALD	M	White	04	Protective Services: Sworn	7/2/2007
PT	20140024	PETERS, JOHN R	M	White	04	Protective Services: Sworn	3/10/2014
FT	20110043	AZEMI, MAKFIRE	F	White	03	Technicians	5/31/2011
FT	19780014	HACKMAN, CECELIA M	F	White	03	Technicians	10/10/1978
FT	20070202	SELL, SAMANTHA	F	White	03	Technicians	11/16/2007
FT	20060183	CUNNINGHAM, THOMAS A	M	White	03	Technicians	10/2/2006
FT	20100001	FRYE, RANDY S	M	White	03	Technicians	1/4/2010
FT	19990031	MEYER, MATTHEW N	M	White	03	Technicians	1/25/1999

Total: 120

**Office of the Circuit Court Clerk
16th Judicial Circuit
Kane County**

**Thomas M. Hartwell
Circuit Court Clerk
Fax (630) 208-2172**

**540 S Randall Rd.
St Charles, IL 60174
Telephone (630) 232-3413**

Date: April 10, 2015

To: Susan Brown

From: Kathleen Vermaat – Circuit Clerk’s Chief Human Resource Officer.

Re: EEOP

Attached you will find the reports, etc that you requested on the EEOP for the Circuit Clerk’s office. These are for 2014 and also for the time period of July 1, 2013 through June 30, 2014.

Please feel free to call me if additional information is needed. I can be reached at (630) 232-3435

Circuit Clerk's Office

Part 1 - During the 2014 fiscal year to date, there has been the following number and types of disciplinary action that have taken place.

Male

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
Work performance/Job Duties	Verbal Written Warning	0	0	0	0	0	0
Work performance/Job Duties	Written Warning	0	0	0	0	0	0
Work performance/Job Duties	Suspension 3 Days	0	0	0	0	0	0
Work performance/Job Duties	Termination	0	0	0	0	0	0
Attendance	Verbal Written Warning	0	0	0	0	0	0
Attendance	Written Warning	0	0	0	0	0	0
Attendance	Suspension 2 Days	0	0	0	0	0	0
Attendance	Termination	0	0	0	0	0	0

Female

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
Work performance/Job Duties	Verbal Written Warning	0	0	0	0	0	0
Work performance/Job Duties	Written Warning	1	1	0	0	0	0
Work performance/Job Duties	Suspension 3 Days	0	0	0	0	0	0
Due to FMLA – no more time available for LOA	Termination	1	0	0	0	0	0
Attendance	Verbal Written Warning	0	0	0	0	0	0
Attendance	Written Warning	0	0	0	0	0	0
Attendance	Suspension 15 Days	2	0	0	0	0	0
Attendance	Termination	2	0	0	0	0	0

W=White B= Black H=Hispanic A/PI = Asian/Pacific Islander AI/AN = American Indian or Alaskan Native

Part 2 - During the 2014 fiscal year to date there has been the following applications made for promotion or transfer.

Note - *Denotes employee who was promoted and/or transferred**

Male

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Transfer 1	0	0	0	0	0	0
Promotion 1	1	1	0	0	0	0
Promotion 2	1	1*	0	0	0	0
Promotion 3	0	0	0	0	0	0
Promotion 4	0	0	0	0	0	0
Promotion 5	0	0	0	0	0	0

Female

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Promotion 1	2	2 (**1 got promotion)	0	0	0	0
Promotion 2	5	5(**1 got promotion)	0	0	0	0
Promotion 3	1	**1	0	0	0	0
Transfer 1	1	**1	0	0	0	0
Transfer 2	1	**1	0	0	0	0
Transfer 3	1	**1	0	0	0	0
Transfer 4	1	**1	0	0	0	0
Transfer 5	0	0	0	0	0	0

W=White B= Black H=Hispanic A/PI = Asian/Pacific Islander AI/AN = American Indian or Alaskan Native

Part 3

The main assignments for the Deputy Clerk Office/Clerical positions in the Circuit Clerk's Office compasses around a high volume of work ranging from data entry, filing of records, scanning, working w/the public, court personnel, etc., processing payments, and many other daily office duties.

When hiring for these positions a number and name perception matching test is administered. E.F. Wonderlic and Associates, Inc validate these tests. The applicants have four (4) minutes in which to complete each test working as fast as they can without making mistakes. High scores on these tests indicate an ability to work with numbers rapidly and completing accurate work. While low scores indicate either a difficulty in quickly recognizing the differences in number pairs, or a carelessness that would produce error-prone work. While majority (60 – 70%) of the hiring decision is based on the interview questions with each applicant and how they answer the interview questions and present themselves, the tests results represent approx. 30-40% of the hiring decision. Two other tests we have each applicant complete, is an addition and subtraction test. No calculator is used for these two tests. The Circuit Clerk's Office has obtained questions asked in the interview process in researching the contents from the edition of "Hiring the Best" book by Bob Adams, Inc.

When hiring for any of the professional area's (Managers, Supervisors, etc.) additional interview questions are added which have also been obtained from the book "Hiring the Best". Depending on the management position we are interviewing for, additional items could be expected from the applicant(s). I.E. If the open position is for a Supervisor, one of the assignments could be to complete a discipline write-up for an employee having an attendance problem, completing a weekly schedule, etc.

Circuit Clerk's Office

Part 4 – Utilization Analysis Narrative and Goals Objectives to Achieve

In the Office/Clerical, Officials/Executive and Professional area categories, the results indicate underutilization of males.

In the Official/Executive category, the results indicate underutilization in white males, which is listed as -54.5% and in the Professional area listed as -36.7%. In both of these areas the employees in these categories have been with the Circuit Clerk's Office for 18 to 20 plus years. No turnover has taken place in these positions.

In the Office/Clerical area as the underutilization of males is -15.1% of which has improved from the years of which was -17.80%. Most clerical applicants are woman. However, this has improved in the past years. Since June 30, 2014 we have hired five (5) in this category.

The Circuit Clerk's Office is located on a very busy highway and the flow of applications being handed in from applicants remains adequate at times. Additional applications when needed are obtained from the County's H.R. Dept.

The following will be used by the Circuit Clerk's Human Resource Officer to address the underutilization as stated above:

- ** Obtain additional applications from the County's H.R. Dept. when needed.
- ** Begin posting of all job openings on the county website when needed.
- ** Seek new methods to recruit male employees (I.e. community colleges in the area or other organizations that reach the target population, etc.)
- ** Check into future career job fairs in the area and attend as needed
- ** Our office presently offers and will continue to offer employees the opportunity to attend classes, seminars, etc. to gain knowledge for future advancement or to improve their skills when needed for their present position.

Our Office continues to post the proper EEOC posters, etc. in view for all employees to review.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 CORONER WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	
Professionals (02)	The Coroner's Office does not have employees in this job category.											
Technicians (03)	The Coroner's Office does not have employees in this job category.											
Protective Services	Sworn (04)	6 100%	1 16.67%	1 16.67%	0 0%	0 0%	0 0%	1 16.66%	3 50%	0 0%	0 0%	0 0%
	Non-Sworn (05)	The Coroner's Office does not have employees in this job category.										
Office/Clerical (06)	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	1 33.33%	1 33.33%	0 0%	0 0%	
Skilled Craft (07)	The Coroner's Office does not have employees in this job category.											
Service/Maintenance (08)	The Coroner's Office does not have employees in this job category.											

5/18/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIALS) – 2014 CORONER UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE					
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%	
PROFESSIONALS Workforce #/% CLS #/% Utilization %	The Coroner's Office does not have employees in this job category.										
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Coroner's Office does not have employees in this job category.										
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	16.67% 59.1% -42.43%	16.67% 7.7% 8.97%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	50% 11% 39.9%	16.66% 3.5% 13.16%	0% 5.4% -5.4%	0% 0% 0%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Coroner's Office does not have employees in this job category.									
OFFICE/CLERICAL Workforce CLS #/% Utilization	33.33% 27.6% 5.73%	0% 1.7% -1.7%	0% 8.8% -8%	0% 1% -1%	0% .1% -1%	33.33% 42.5% -9.17%	0% 4% -4%	33.33% 12.5% 20.83%	0% 1.3% -1.3%	0% .1% -1%	
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Coroner's Office does not have employees in this job category.										
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Coroner's Office does not have employees in this job category.										

Ethnic Detail for Coroner - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Numb	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20040072	BURLACK, HOLLIE E	F	White	06	Administrative Support	4/16/2004	
FT	20040241	LOPEZ, SONIA M	F	Hispanic or Latino	06	Administrative Support	12/1/2004	
FT	20130027	TOMANEK, JOSEPH W	M	White	06	Administrative Support	3/18/2013	1/29/2015
FT	20120102	RUSSELL, LLOYD R	M	White	01	Official/Administration	12/3/2012	
FT	20070125	ENGH, KAREN	F	White	04	Protective Services: Sworn	7/9/2007	
FT	20050026	GILBERT, LISA M	F	White	04	Protective Services: Sworn	1/31/2005	
FT	19990065	RENWICK, ANNA MAE	F	White	04	Protective Services: Sworn	3/15/1999	
FT	19990281	RICHARDSON CARRERA, LOREN C	F	Black	04	Protective Services: Sworn	12/1/1999	
FT	20140023	HAYDEN, DERICK R	M	Two or More Races	04	Protective Services: Sworn	2/24/2014	
FT	20070184	WEST, ERIC W	M	White	04	Protective Services: Sworn	10/1/2007	12/6/2013

Total: 9

Kane County Coroner
2014 – EEO

Period covering July 1, 2013 through June 30, 2014

Utilization Analysis Narrative:

This office is aware of the under representation of males within the Coroner's office. Of the number of applications received, a small number are actually from male applicants. All applications are reviewed, regardless of gender

When a position becomes available in the Coroner's office, this office makes every effort to assure that all applicants, regardless of gender, race or national origin, are given the same opportunity and consideration for any/all positions available through our office.

Objectives:

The Coroner will interview all qualified applicants with the commitment to make the workforce population in the Coroner's office more accurately reflect the community's population. All qualified applicants will be afforded the opportunity to be interviewed at such time when a vacancy occurs or additional job openings are created.

Disciplinary Action:

M/W - discharged December, 2013.

Promotions or Transfers:

On April, 2014, an employee (deputy coroner/white/female) was promoted to Assistant Chief Deputy Coroner.

Employment Policies & Practices:

All applicants are requested to submit their resumes (in writing) to the Coroner, the resumes are then reviewed at the time of receipt. If an opening exists the applicant is contacted and asked to complete a background check and a county job application through the Human Resources Department, and asked to come in for an interview. At this time the job description is thoroughly discussed for the specific position desired.

There are no tests or examinations given as part of this office's employment policies and/or practices to any of the applicants.

The Coroner's Office posted job openings in the county website.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 COUNTY BOARD WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	2 66.67%	0 0%	0 0%	0 0%
Technicians (03)	The Kane County Board does not have employees in this job category.										
Protective Services	Sworn (04)	The Kane County Board does not have employees in this job category.									
	Non-Sworn (05)	The Kane County Board does not have employees in this job category.									
Office/Clerical (06)	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 100%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Kane County Board does not have employees in this job category.										
Service/Maintenance (08)	The Kane County Board does not have employees in this job category.										

4/8/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIALS) – 2014 COUNTY BOARD UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	33.33% 36.7% -3.37%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	66.67% 45.9% 20.77%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Kane County Board does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	100% 42.5% 57.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Kane County Board does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Kane County Board does not have employees in this job category.									

Ethnic Detail for County Board - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20070117	BREDLAU, MARY H	F	White	06	Administrative Support	6/18/2007	not in the date range for this department
FT	20050019	MCGRATH, ELLYN M	F	White	06	Administrative Support	1/13/2005	
FT	20100096	MCKINNEY, SANDRA S	F	White	06	Administrative Support	12/27/2010	1/5/2015 began in County Board 5/12/2014
FT	20080133	WEILANDT, CELESTE	F	White	06	Administrative Support	8/25/2008	started with the County Clerk 4/27/2014
OT	20020187	ALLAN, DEBORAH J	F	White	01	Official/Administration	12/1/2002	
OT	20100083	AUGER, MARGARET	F	White	01	Official/Administration	12/6/2010	
OT	20120105	BARREIRO, THERESA E	F	White	01	Official/Administration	12/3/2012	
OT	20080166	CASTRO, CRISTINA	F	Hispanic or Latino	01	Official/Administration	12/1/2008	
OT	20040248	DAVOUST, MARK J	M	White	01	Official/Administration	12/6/2004	
OT	20100084	DONAHUE, MICHAEL J	M	White	01	Official/Administration	12/6/2010	11/30/2014
OT	20080167	FORD, RONALD	M	Black	01	Official/Administration	12/1/2008	
OT	20080079	FRASZ, ANDREW	M	White	01	Official/Administration	5/13/2008	
OT	20120113	GILLAM, REBECCA M	F	White	01	Official/Administration	12/3/2012	
OT	20120110	HAIMANN, JOSEPH	M	White	01	Official/Administration	12/3/2012	
OT	19960239	HOSCHEIT, JOHN J	M	White	01	Official/Administration	12/2/1996	
OT	20040251	KENYON, MICHAEL J	M	White	01	Official/Administration	12/6/2004	
OT	20120107	KOJZAREK, KURT R	M	White	01	Official/Administration	12/3/2012	
OT	20090082	LAESCH, JENNIFER A	F	White	01	Official/Administration	12/3/2012	11/30/2014
FT	20120101	LAUZEN, CHRISTOPHER J	M	White	01	Official/Administration	12/3/2012	
OT	20060215	LEWIS, PHILIP H	M	White	01	Official/Administration	12/4/2006	
OT	20100086	MOLINA, MYRNA	F	Hispanic or Latino	01	Official/Administration	12/6/2010	
OT	20120104	POLLOCK, BRIAN	M	White	01	Official/Administration	12/3/2012	
OT	20120112	SCHEFLOW, DOUGLAS J	M	White	01	Official/Administration	12/3/2012	
OT	20100088	SILVA, MONICA	F	Hispanic or Latino	01	Official/Administration	12/6/2010	
OT	20100089	SMITH, THOMAS	M	White	01	Official/Administration	12/6/2010	
OT	20120114	STARRETT, SUSAN	F	White	01	Official/Administration	12/3/2012	
OT	20100090	TAYLOR, MELISA A	F	White	01	Official/Administration	12/6/2010	11/30/2014
OT	20080169	VAZQUEZ, JESUS B	M	Hispanic or Latino	01	Official/Administration	12/1/2008	1/12/2015
OT	19980244	WOJNICKI, BARBARA	F	White	01	Official/Administration	12/1/1998	
FT	19920043	BARSANTI, DAWN G	F	White	02	Professionals	10/2/1992	
FT	20130173	BIGGS, DONALD R	M	White	02	Professionals	12/30/2013	
FT	20130172	MARAFFIO, CHERYL A	F	White	02	Professionals	12/18/2013	1/20/2014

Total: 6

KANE COUNTY BOARD OFFICE

UTILIZATION ANALYSIS

July 1, 2013 - June 30, 2014

Utilization Analysis Narrative

A comparison of the Kane County Board Office to the Community Labor Statistics in the area of Office/Clerical shows under-utilization of white males in this category (-27.6%). White females (57.5%) represent the largest utilized group of employees in this category. Black females (-4%) and Hispanic females (-12.5%) are poorly utilized as are other female minorities. In the area of Professionals, white females (20.77%) represent the largest utilized group of employees in this category. White (-3.37%), Hispanic (-3.8%) & Asian (-3.6%) males, as well as Hispanic (-4.3%) & Asian (-2.7%) are poorly utilized.

The County Board Office recognizes the need to actively recruit more males and minority groups for Office/Clerical positions as they occur. Operations Staff Executive position was filled externally by white male on December 30, 2013. Community Outreach Coordinator position was filled externally with white female on December 18, 2013.

Objectives

A conscious effort will be made to consider all genders/races for vacant positions. Posting of vacancies will continue in-house on bulletin boards and on the county's intranet, on the county's website, and in local newspapers such as the Kane County Chronicle, Beacon News or the Daily Herald. Recruitment efforts will utilize language reflective of the fact that the County Board Office does not discriminate in terms of gender or race. Department employees will continue to be encouraged to pursue educational training to develop and enhance personal job skills to prepare them for supplemental and new job tasks.

Disciplinary Actions – None

Promotions/Transfers

Receptionist/Recording Secretary (white female) transferred to Executive Assistant position in County Clerk's Office on April 27, 2014, which was a promotion for her. Receptionist/Recording Secretary position was filled internally with white female transfer from Sheriff's Office on May 20, 2014.

Employment Practices

When seeking Office/Clerical staff, the County Board Office utilizes the Employment application forms prepared by the Kane County Human Resources Department (HRD) and asks for assistance from the HRD in placing newspaper ads and in screening applications. Office/Clerical testing has not, to date, been requested. Job Performance evaluations are done annually, or if necessary, on a more frequent basis when required. The County Board Office utilizes all other forms as prepared by the Human Resources Department that relate to employees and job performance.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 COUNTY CLERK WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	4 100%	0 0%	2 50%	0 0%	0 0%	0 0%	0 0%	2 50%	0 0%	0 0%	0 0%
Professionals (02)	The County Clerk's Office does not have employees in this job category.										
Technicians (03)	The County Clerk's Office does not have employees in this job category.										
Protective Services	Sworn (04)	The County Clerk's Office does not have employees in this job category.									
	Non-Sworn (05)	The County Clerk's Office does not have employees in this job category.									
Office/Clerical (06)	26 100%	0 0%	5 19.23%	3 11.54%	0 0%	0 0%	0 0%	15 57.69%	1 3.85%	2 7.69%	0 0%
Skilled Craft (07)	The County Clerk's Office does not have employees in this job category.										
Service/Maintenance (08)	The County Clerk's Office does not have employees in this job category.										

5/14/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 COUNTY CLERK UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	50% 54.5% -4.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	50% 30.8% 19.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/ CLS #/ Utilization %	The County Clerk's Office does not have employees in this job category.									
TECHNICIANS Workforce #/% CLS #/% Utilization %	The County Clerk's Office does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce CLS #/% Utilization	19.23% 27.6% -8.37%	0% 1.7% -1.7%	11.54% 8% 3.54%	0% 1% -1%	0% .1% -1%	57.69% 42.5% 15.19%	0% 4% -4%	3.85% 12.5% -8.65%	7.69% 1.3% 6.39%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The County Clerk's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The County Clerk's Office does not have employees in this job category.									

Ethnic Detail for County Clerk - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20040211	BECKER, SHAUNA L	F	White	06	Administrative Support	10/15/2004	
FT	20110094	BOND, STANTON J	M	White	01	Official/Administration	12/1/2011	should be recorded in County Clerk data
FT	20080102	BOOTH, CHRISTINE	F	White	06	Administrative Support	6/18/2008	10/29/2013
OT	20020188	CUNNINGHAM, JOHN A	M	White	01	Official/Administration	12/1/2002	
FT	20100035	DORADO JR, LEOPOLDO	M	Hispanic or Latino	06	Administrative Support	6/1/2010	
FT	20100050	EMERSON, JOHN R	M	White	06	Administrative Support	8/9/2010	
FT	20040004	ERICKSON, TRACY A	F	White	06	Administrative Support	8/14/2003	
FT	20040166	ERICSON, SUSAN M	F	White	01	Official/Administration	8/11/2004	
FT	20000174	ESQUIVEL, RAYMOND C	M	Hispanic or Latino	06	Administrative Support	8/16/2000	
FT	19970223	EVERHART, JUDITH A	F	White	06	Administrative Support	11/17/1997	
FT	20070195	FAHNESTOCK, SUZANNE A	F	White	01	Official/Administration	10/22/2007	
FT	19890041	FAKRODDIN, ZAHIDA K	F	Asian	06	Administrative Support	8/28/1989	
OT	20120004	FELTES, BARBARA A	F	White	06	Administrative Support	2/1/2012	
FT	20140067	FELTES, BRETT J	M	White	06	Administrative Support	6/9/2014	9/17/2014
FT	20140017	FRANCO, FABYAN R	M	Hispanic or Latino	06	Administrative Support	2/3/2014	
FT	19950193	HOMAN, DIANE M	F	White	06	Administrative Support	10/30/1995	
FT	19980208	KLIMCZAK, ANTOINETTE M	F	White	06	Administrative Support	10/9/1998	
FT	20120052	MARACH, CAITLIN A	F	White	06	Administrative Support	8/13/2012	10/23/2013
FT	20120097	MATTOZZI, DEBORAH A	F	White	06	Administrative Support	11/16/2012	9/27/2013
PT	20130010	MCSHANE, GEORGINA L	F	White	06	Administrative Support	1/14/2013	
FT	19980126	MITCHELL, JANE E	F	White	06	Administrative Support	7/13/1998	
FT	20050240	MOREFIELD, JAMES H	M	White	06	Administrative Support	8/5/2008	
FT	20100055	NELSON, MATTHEW C	M	White	06	Administrative Support	8/16/2010	
FT	20130034	SARGENT, TERRI L	F	White	06	Administrative Support	4/29/2013	
PT	20120050	SHERWIN, THOMAS K	M	White	01	Official/Administration	8/6/2012	
FT	20120075	STEINKELLNER, PAMELA M	F	White	06	Administrative Support	9/24/2012	
FT	20020044	TAGUE, AYESHA N	F	Asian	06	Administrative Support	3/26/2001	
FT	20120017	TAVIZON, YURIDIANA	F	Hispanic or Latino	06	Administrative Support	3/27/2012	
FT	20010216	VOSS, NADA	F	White	06	Administrative Support	9/4/2001	
FT	20120111	WARD, JEFFREY N	M	White	06	Administrative Support	12/7/2012	4/1/2014
FT	20080133	WEILANDT, CELESTE	F	White	06	Administrative Support	8/25/2008	started with the County Clerk 4/27/2014
FT	20110078	WIGGINS, KELLY R	F	White	06	Administrative Support	10/3/2011	

Total: 30

May 13, 2015

Memo to: Susan Brown, Assistant Director – Human Resources Management

From: Susan M. Ericson, Chief Deputy Clerk – County Clerk's Office

Re: 2014 Equal Opportunity Plan Update

Per your request, we have attached a list of employees who were employed in the County Clerk's office on June 30, 2014.

As mandated by the U.S. Department of Labor, we have addressed required additional reports as follows:

1. There were no disciplinary actions taken against employees of any race, sex or national origin in the preceding fiscal year, 2014.
2. There were no applications for job transfer in the preceding fiscal year, 2014.
3. One new employee was hired in the preceding fiscal year, 2013. This hiring followed the prescribed policy and practice guidelines as defined and set forth in 42.202c. The County Clerk has been successful in filling vacancies through posting of those vacancies per the contract with the union within our office. As a result, advertising for applicants for openings has not been required.

Respectfully submitted,

Susan M. Ericson, Chief Deputy Clerk

KANE COUNTY CLERK BOARD OFFICE

UTILIZATION ANALYSIS

July 1, 2014 - June 30, 2015

Objectives

A conscious effort will be made to consider all genders/races for vacant positions. Posting of vacancies will continue in-house on bulletin boards. Recruitment efforts will utilize language reflective of the fact that the County Clerk's does not discriminate in terms of gender or race. Department employees will continue to be encouraged to pursue educational training to develop and enhance personal job skills to prepare them for supplemental and new job tasks.

Disciplinary Actions – None

Promotions/Transfers – None

Employment Practices

When seeking Office/Clerical staff, the County Clerk's Office utilizes the Employment application forms prepared by the Kane County Human Resources Department (HRD) and asks for assistance from the HRD in placing newspaper ads and in screening applications. Office/Clerical testing has not, to date, been requested. Job Performance evaluations are done annually, or if necessary, on a more frequent basis when required. The County Clerk's Office utilizes all other forms as prepared by the Human Resources Department that relate to employees and job performance.

2014 KANE COUNTY CLERK WORKFORCE

JOB CATEGORY	TOTAL	MALE					FEMALE					
		B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
OFFICIALS/ADMINISTRATORS (1)	3	0	3	0	0	0	0	0	0	0	0	
	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
PROFESSIONALS (2)	The County Clerk's Office does not have employees in this job category.											
TECHNICIANS (3)	The County Clerk's Office does not have employees in this job category.											
PROTECTIVE SERVICES	SWORN (4)	The County Clerk's Office does not have employees in this job category.										
	NON-SWORN (5)	The County Clerk's Office does not have employees in this job category.										
OFFICE/CLERICAL (6)	29	0	5	3	0	0	0	13	1	2	0	
	100%	0.00	17.25%	10.35%	0.00%	0.00%	0.00%	62.10%	3.45%	6.90%	0.00%	
SKILLED CRAFT (7)	The County Clerk's Office does not have employees in this job category.											
SERVICE/MAINTENANCE (8)	The County Clerk's Office does not have employees in this job category.											

Kane County Clerk's Office Personnel 7/1/13 to 6/30/14

DEPARTMENT	TYPE	CYCLE HOURS	EMPLOYEE NUMBER	EMPLOYEE NAME	GENDER	RACE	EEO	EEO CATEGORY	TERM DATE
County Clerk	FT	70	20040211	Becker, Shauna	F	WHITE	6	Admin Support	
County Clerk	FT	70	20110094	Bond, Stan	M	WHITE	1	Official/Admin	
County Clerk	FT	70	20080102	Booth, Christine	F	WHITE	6	Admin Support	
County Clerk	OT	70	20020188	Cunningham, Jack	M	WHITE	1	Official/Admin	
County Clerk	FT	70	20100035	Dorado, Leo	M	HISPANIC	6	Admin Support	
County Clerk	FT	70	20100050	Emerson, John	M	WHITE	6	Admin Support	
County Clerk	FT	70	20040004	Erickson, Tracy	F	WHITE	6	Admin Support	
County Clerk	FT	70	20040166	Ericson, Susan	F	WHITE	1	Admin Support	
County Clerk	FT	70	20000174	Esquivel, Raymond	M	HISPANIC	6	Admin Support	
County Clerk	FT	70	19970223	Everhart, Judith	F	WHITE	6	Admin Support	
County Clerk	FT	70	20070195	Fahnestock, Suzanne	F	WHITE	1	Admin Support	
County Clerk	FT	70	19890041	Fakroddin, Zahida	F	ASIAN	6	Admin Support	
County Clerk	PT	40	20120004	Feltes, Barb	F	WHITE	6	Admin Support	
County Clerk	FT	70	20140067	Feltes, Brett	M	WHITE	6	Admin Support	9/17/2014
County Clerk	FT	70	20140017	Franco, Fabyan	M	HISPANIC	6	Admin Support	
County Clerk	FT	70	19950193	Homan, Diane	F	WHITE	6	Admin Support	
County Clerk	FT	70	19980208	Klimczak, Toni	F	WHITE	6	Admin Support	
County Clerk	FT	70	20120052	Marach, Caitlin A.	F	WHITE	6	Admin Support	
County Clerk	FT	70	20120097	Mattozzi, Deborah	F	WHITE	6	Admin Support	
County Clerk	PT	70	20130100	McShane, Georgina L.	F	WHITE	6	Admin Support	
County Clerk	FT	70	19980126	Mitchell, Jane	F	WHITE	6	Admin Support	
County Clerk	FT	70	20050240	Morefield, Jim	M	WHITE	6	Admin Support	
County Clerk	FT	70	20100055	Nelson, Matt	M	WHITE	6	Admin Support	
County Clerk	FT	70	20130034	Sargent, Terri	F	WHITE	6	Admin Support	
County Clerk	PT	40	20120050	Sherwin, Tom	M	WHITE	1	Official/Admin	
County Clerk	FT	70	20120075	Steinkellner, Pam	F	WHITE	6	Admin Support	
County Clerk	FT	70	20020044	Tague, Ayesha	F	ASIAN	6	Admin Support	
County Clerk	FT	70	20120017	Tavizon, Yuri	F	HISPANIC	6	Admin Support	
County Clerk	FT	70	20010216	Voss, Nada	F	WHITE	6	Admin Support	
County Clerk	FT	70	20120111	Ward, Jeff	M	WHITE	6	Admin Support	
County Clerk	FT	70	20080133	Wiggins, Kelly	F	WHITE	6	Admin Support	
County Clerk	FT	70	20110078	Weilandt, Celeste	F	WHITE	6	Admin Support	

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 COURT SERVICES WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	9 100%	0 0%	3 33.33%	0 0%	0 0%	0 0%	2 22.22%	4 44.44%	0 0%	0 0%	0 0%
Professionals (02)	167 100%	11 6.58%	45 26.95%	12 7.18%	0 0%	0 0%	12 7.18%	75 44.91%	9 5.40%	3 1.80%	0 0%
Technicians (03)	Court Services does not have employees in this job category.										
Protective Services	Sworn (04)	Court Services does not have employees in this job category.									
	Non-Sworn (05)	Court Services does not have employees in this job category.									
Office/Clerical (06)	21 100%	0 0%	1 4.76%	0 0%	0 0%	0 0%	1 4.76%	14 66.67%	5 23.81%	0 0%	0 0%
Skilled Craft (07)	Court Services does not have employees in this job category.										
Service/Maintenance (08)	4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 100%	0 0%	0 0%	0 0%

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 COURT SERVICES UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	33.33% 54.5% -21.17%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	44.44% 30.8% 13.64%	22.22% 1.2% 21.02%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	26.95% 36.7% -9.75%	6.58 % 1.5% 5.08%	7.18% 3.8% 3.38%	0% 3.6% -3.6%	0% 0% 0%	44.91% 45.9% -0.99%	7.18% 1.4% 5.78%	5.40% 4.3% 1.11%	1.80% 2.7% -0.9%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	Court Services does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce CLS #/% Utilization	4.76% 27.6% -22.84%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	66.67% 42.5% 24.17%	4.76% 4% 0.76%	23.81% 12.5% 11.31%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	Court Services does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	0% 21.8% -21.8%	0% 3.2% -3.2%	0% 33.4% -33.4%	0% .1.1% -1.1%	0% 0% 0%	100% 16.9% 83.1%	0% 3% -3%	0% 19.2% -19.2%	0% 1.2% -1.2%	0% 0% 0%

4/9/2015

Ethnic Detail for Court Services - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20010039	VAUGHN, LOIS R	F	Black	06	Administrative Support	2/16/2001	
FT	20070149	CARDENAS, MARIA D	F	Hispanic or Latino	06	Administrative Support	4/15/2013	
FT	20040134	DOMINGUEZ, YVONNE L	F	Hispanic or Latino	06	Administrative Support	11/16/2007	
FT	20070054	GARCIA, MAGDALENA	F	Hispanic or Latino	06	Administrative Support	11/7/2011	9/19/2014
FT	20060218	GARCIA, MARIA C	F	Hispanic or Latino	06	Administrative Support	12/18/2006	
FT	20110048	VIRAMONTES, TANIA R	F	Hispanic or Latino	06	Administrative Support	6/16/2011	
FT	19950102	KUNSTMAN, DONNA	F	White	06	Administrative Support	6/19/1995	
FT	20130029	BRUMMEL, KERRI M	F	White	06	Administrative Support	12/9/2013	
FT	20140068	CHURCHILL, THERESA M	F	White	06	Administrative Support	6/9/2014	
FT	19930096	CIRA-FITZGERALD, ROSANNE	F	White	06	Administrative Support	10/18/1993	
FT	20020106	COOMER, KATHRYN	F	White	06	Administrative Support	8/5/2002	
FT	20060198	GILLES, RUTH E	F	White	06	Administrative Support	11/6/2006	
FT	20110084	HARWOOD, STACY A	F	White	06	Administrative Support	11/7/2011	
FT	20130087	HOWELL, COURTNEY K	F	White	06	Administrative Support	8/12/2013	Circuit Clerk employee during the time of this EEOP
FT	19890042	LUSK, JANET A	F	White	06	Administrative Support	8/28/1989	
FT	20060114	MAVIGLIANO, PATRICIA M	F	White	06	Administrative Support	6/1/2006	8/29/2014
FT	20040084	PIERRAKEAS, BARBARA L	F	White	06	Administrative Support	5/3/2004	12/16/2013
FT	19890064	WISE, ELLEN V	F	White	06	Administrative Support	11/6/1989	8/21/2013
FT	20090086	DOUGLAS, ANN E	F	White	06	Administrative Support	12/7/2009	
FT	19900010	MIKA, BARBARA	F	White	06	Administrative Support	2/22/1990	
FT	20020108	STEHLIN, KIMBERLY A	F	White	06	Administrative Support	8/5/2002	
FT	20140060	WESSEL, PHILIP A	M	White	06	Administrative Support	5/22/2014	
FT	20050015	HILL, LATANYA	F	Black	01	Official/Administration	1/10/2005	
FT	20130035	JOHNSON, CARRON S	F	Black	01	Official/Administration	4/29/2013	
FT	20010186	AUST, LISA J	F	White	01	Official/Administration	8/16/2001	
FT	20110058	CADA, DEANNA L	F	White	01	Official/Administration	8/22/2011	12/12/2014
FT	19860003	SMITH, MARY	F	White	01	Official/Administration	3/26/1986	
FT	19990200	TSANG, ALEXANDRA A	F	White	01	Official/Administration	9/1/1999	
FT	19900052	JEFKO, JEFFERY R	M	White	01	Official/Administration	11/1/1990	
FT	19850012	BROWN, TIMOTHY	M	White	01	Official/Administration	8/26/1985	1/28/2014
FT	19860014	ANSELME, RICK E	M	White	01	Official/Administration	9/12/1986	
FT	20100047	CHO VALLDEJULI, JULIE K	F	Asian	02	Professionals	7/26/2010	
FT	20010108	JENKINS, SOUSIE S	F	Asian	02	Professionals	5/16/2001	
FT	20140035	MOY, KATRINA J	F	Asian	02	Professionals	3/17/2014	
FT	20050192	COLE, TOYYA M	F	Black	02	Professionals	9/1/2005	
FT	19890029	ANDERSON, TANYA	F	Black	02	Professionals	6/16/1989	4/25/2014
FT	20130005	GREENE-HOOPER, ANGELA A	F	Black	02	Professionals	1/7/2013	
FT	20120003	JOHNSON, DARNAS E	F	Black	02	Professionals	1/30/2012	
FT	20030031	MATHENY, RESHELLE L	F	Black	02	Professionals	2/18/2003	
FT	20130109	DICKERSON, NERAK A	F	Black	02	Professionals	9/3/2013	8/29/2014
FT	20120012	BURNS, STELANA	F	Black	02	Professionals	2/21/2012	2/22/2014
FT	20130014	GUYTON, RACHEL A	F	Black	02	Professionals	1/22/2013	
FT	20140136	HICKMAN, DOMINIQUE	F	Black	02	Professionals	11/17/2014	11/24/2014

FT	19970012	HOLLINGSWORTH, SERETHA	F	Black	02	Professionals	1/8/1997	8/12/2013
FT	19890028	JONES, ALICE	F	Black	02	Professionals	5/27/1989	
FT	20070053	WALKER, LATONYA D	F	Black	02	Professionals	4/2/2007	
FT	19840017	NELSON, IRA D	M	Black	02	Professionals	8/25/1984	
FT	20080126	BROWNING, MARC	M	Black	02	Professionals	8/18/2008	8/2/2013
FT	20130102	DAVIS, WESLEY J	M	Black	02	Professionals	8/29/2013	
FT	20140020	FINN, DEVON C	M	Black	02	Professionals	2/6/2014	4/21/2014
FT	20080151	GREEN, CATREL A	M	Black	02	Professionals	9/15/2008	5/3/2014
FT	20060033	HARRIS, COREY D	M	Black	02	Professionals	2/1/2006	
FT	20130171	MARTINEZ, CLIFTON D	M	Black	02	Professionals	12/16/2013	
FT	20030052	MCGOWAN, MARCUS D	M	Black	02	Professionals	4/1/2003	
FT	20120061	MOORMAN, ANTHONY D	M	Black	02	Professionals	8/24/2012	3/22/2014
FT	20120093	WHITE, JORDAN L	M	Black	02	Professionals	11/5/2012	11/21/2013
FT	20100064	WOODS, RANDY R	M	Black	02	Professionals	9/7/2010	
FT	20080022	ALVERIO, DEANIN	F	Hispanic or Latino	02	Professionals	1/28/2008	
FT	20050040	MENDEZ, ROSIO	F	Hispanic or Latino	02	Professionals	2/14/2005	3/28/2014
FT	20120010	MURILLO, ROCIO	F	Hispanic or Latino	02	Professionals	2/6/2012	
FT	20110066	NEVAREZ, IVETTE	F	Hispanic or Latino	02	Professionals	9/12/2011	
FT	20090088	OCON, ISABEL	F	Hispanic or Latino	02	Professionals	12/1/2009	
FT	20130128	CORTEZ, ALEJANDRA	F	Hispanic or Latino	02	Professionals	10/15/2013	8/8/2014
FT	20080139	HERRMANN, NICOLE C	F	Hispanic or Latino	02	Professionals	9/2/2008	
FT	20120109	MUNOZ, JASMINE	F	Hispanic or Latino	02	Professionals	12/3/2012	
FT	19820006	TUCKER, SONYA	F	Hispanic or Latino	02	Professionals	4/12/1982	
FT	20000007	ROMAN, MICHAEL A	M	Hispanic or Latino	02	Professionals	1/6/2000	
FT	20140010	RAMIREZ, JOEL	M	Hispanic or Latino	02	Professionals	1/12/2014	9/10/2014
FT	20110039	ROSA, RAMON L	M	Hispanic or Latino	02	Professionals	5/9/2011	
FT	19820015	TORRES, GEORGE R	M	Hispanic or Latino	02	Professionals	10/25/1982	
FT	20110077	GUERRERO, ISSAC J	M	Hispanic or Latino	02	Professionals	9/20/2011	1/23/2014
FT	20140059	JAMES, ALEXANDER R	M	Hispanic or Latino	02	Professionals	5/22/2014	
FT	20120095	MAGANA, BRAULIO P	M	Hispanic or Latino	02	Professionals	11/5/2012	
FT	20100039	RIVERA, SERGIO	M	Hispanic or Latino	02	Professionals	6/14/2010	
FT	19950147	RIVERA, VICTOR L	M	Hispanic or Latino	02	Professionals	9/1/1995	
FT	20110026	RUIZ, RODRIGO A	M	Hispanic or Latino	02	Professionals	10/15/2013	6/16/2014
FT	20140037	TUCKER, ANTONIO M	M	Hispanic or Latino	02	Professionals	3/17/2014	
FT	20100040	VILLELA, SHAWN	M	Hispanic or Latino	02	Professionals	6/14/2010	
PT	19900129	KLIMPKE, ALICIA L	F	White	02	Professionals	8/1/1995	
FT	20060196	KLING, LAUREL	F	White	02	Professionals	11/1/2006	
FT	20090040	THOMAS, CARRIE A	F	White	02	Professionals	7/6/2009	
FT	20030162	BECK, WHITNEY P	F	White	02	Professionals	9/8/2003	
FT	20110038	BECKER, MICHELLE M	F	White	02	Professionals	5/9/2011	9/26/2013
FT	20050237	BELL, LEIGH A	F	White	02	Professionals	11/1/2005	1/3/2014
FT	19990166	BUCHMAN, RENEE M	F	White	02	Professionals	8/16/1999	
FT	20100091	CNOTA, REBECCA J	F	White	02	Professionals	12/6/2010	
FT	20040041	COERS, TRACI M	F	White	02	Professionals	3/1/2004	
FT	20110017	FAIR, SARA E	F	White	02	Professionals	2/8/2011	

FT	19880037	GOODWICK, JULIE J	F	White	02	Professionals	10/5/1988	
PT	19990023	GROUT, REBECCA L	F	White	02	Professionals	1/16/1999	
FT	20070130	GULLANG, JENNIFER A	F	White	02	Professionals	7/16/2007	
FT	20000094	HEATHCOAT, LEE ANN	F	White	02	Professionals	6/1/2000	
FT	20140009	HEATHER, PHOEBE M	F	White	02	Professionals	1/12/2014	
FT	19990264	HOFF, SARAH I	F	White	02	Professionals	11/16/1999	
FT	20000075	KEEF, SARAH L	F	White	02	Professionals	5/16/2000	
FT	20000203	KOLBERG, JENNIFER M	F	White	02	Professionals	9/16/2000	
FT	20000076	KOLLWELTER, JENNIFER L	F	White	02	Professionals	5/16/2000	
FT	20060031	KOSTERS, MARY E	F	White	02	Professionals	1/23/2006	
FT	20040115	KUHNLOHE, DAWN M	F	White	02	Professionals	6/1/2004	
FT	20070172	LARSON, KRISTA M	F	White	02	Professionals	9/17/2007	
PT	19950103	LEDERMAN, CYNTHIA A	F	White	02	Professionals	6/26/1995	
FT	20070191	LEETCH, SARA A	F	White	02	Professionals	10/19/2007	
FT	20110075	LIDDICOATT, LINDSEY S	F	White	02	Professionals	9/19/2011	
FT	20120036	LISSON, SARAH M	F	White	02	Professionals	6/19/2012	
FT	20030194	MAURER, STACEY L	F	White	02	Professionals	11/3/2003	
FT	20110055	MCCADAM, KATHLEEN S	F	White	02	Professionals	8/12/2013	10/24/2014
FT	20050196	MCPEEK, KIRSTEN J	F	White	02	Professionals	1/17/2006	10/17/2013
FT	20060118	MCWILLIAMS, ELIZABETH S	F	White	02	Professionals	6/1/2006	
FT	20120007	NOVAK, JENNIFER L	F	White	02	Professionals	2/6/2012	
FT	19860022	OFFUTT GRUBER, MARTHA A	F	White	02	Professionals	11/3/1986	
FT	20120078	PATTISON, RUE A	F	White	02	Professionals	10/1/2012	7/7/2014
FT	20120084	PICKENS, MOLLY L	F	White	02	Professionals	10/9/2012	
FT	20070177	POXSON, KACEE L	F	White	02	Professionals	10/1/2007	
FT	20140008	RECCHIA, DEANNA M	F	White	02	Professionals	1/12/2014	
FT	20000124	ROBINSON, NICOLE M	F	White	02	Professionals	7/5/2000	
FT	20000050	ROHLER, MEGAN M	F	White	02	Professionals	4/5/2000	
FT	20030063	SAYLOR, EMILY M	F	White	02	Professionals	4/16/2003	
FT	20090087	SCHAIBLY, RAECHEL L	F	White	02	Professionals	11/30/2009	
FT	20050151	STEVENS, RACHAEL M	F	White	02	Professionals	7/1/2005	
FT	19900027	STUTZ, ELIZABETH	F	White	02	Professionals	5/24/1990	
FT	20110074	SUMMERS, CARRIE B	F	White	02	Professionals	9/19/2011	
FT	20090016	TARQUINIO, LISA	F	White	02	Professionals	2/23/2009	
FT	20120027	VIOLA, ARIANNA	F	White	02	Professionals	5/7/2012	
FT	20070097	VOGT, INGRID R	F	White	02	Professionals	6/5/2007	
FT	19890012	WICKENS, KATHERINE L	F	White	02	Professionals	2/7/1989	
FT	20010129	ZACCAGNINI, AMY L	F	White	02	Professionals	6/1/2001	
FT	20100063	BIDAWID, DIANA M	F	White	02	Professionals	9/16/2013	
FT	20110064	JAEGER-MANSON, SOPHIA G	F	White	02	Professionals	9/1/2011	8/30/2013
FT	20130108	JUNEAU, JESSICA M	F	White	02	Professionals	9/3/2013	
FT	20120067	MURPHY, KATHRYN A	F	White	02	Professionals	9/4/2012	
FT	20120066	PAHLAVAN, NEGIN	F	White	02	Professionals	9/4/2012	8/30/2013
FT	20090051	SCHOENBACH, KRISTIN E	F	White	02	Professionals	12/10/2010	
FT	20140049	BAROCIO, CHRISTINA M	F	White	02	Professionals	5/5/2014	

FT	20130030	BEHM, MOLLY E	F	White	02	Professionals	4/1/2013	
FT	20090032	BLAHUT, DANIKA	F	White	02	Professionals	4/19/2009	
FT	20140033	CASTROVILLO, MELISSA R	F	White	02	Professionals	3/17/2014	
FT	20100058	CATE, MELISSA S	F	White	02	Professionals	8/30/2010	
FT	20010175	CHLOPEK, MONIKA A	F	White	02	Professionals	8/10/2001	
FT	20060027	COLLINS, DIANE L	F	White	02	Professionals	1/17/2006	6/20/2014
FT	20010034	DITTMER, AMY A	F	White	02	Professionals	2/16/2001	
FT	20070145	JOHNSON, LYDIA N	F	White	02	Professionals	8/1/2007	
FT	20010192	KORTE, MELISSA A	F	White	02	Professionals	8/16/2001	
FT	20130095	LUIZI, ANGELA S	F	White	02	Professionals	8/19/2013	8/21/2013
FT	20120014	LYNCH, ERIN R	F	White	02	Professionals	2/21/2012	
FT	20140073	MCKINNEY, JESSICA L	F	White	02	Professionals	6/30/2014	
FT	20130161	PAULL, ALEXIS J	F	White	02	Professionals	11/18/2013	
FT	20060151	REINERT, AMY L	F	White	02	Professionals	8/16/2006	
FT	20110002	ROUT, VALERIE J	F	White	02	Professionals	1/3/2011	6/12/2014
FT	20140036	ROWE, JAYMIE M	F	White	02	Professionals	3/17/2014	
FT	20100044	SAURIOL, STEPHANIE R	F	White	02	Professionals	7/19/2010	
FT	20130013	SEPERGHAN, NINA K	F	White	02	Professionals	1/22/2013	1/11/2014
FT	20140050	SHERMAN, CLAIRE E	F	White	02	Professionals	5/5/2014	
FT	19910037	SWIERKOSZ-BRICK-SIERRA, AMY L	F	White	02	Professionals	7/1/1991	
FT	20040016	COPHER, DAVID C	M	White	02	Professionals	1/16/2004	
FT	20100048	OSBORN, JOSHUA M	M	White	02	Professionals	7/26/2010	2/26/2014
FT	19820014	REUSCH, RANDY L	M	White	02	Professionals	9/3/1982	
FT	20010232	BELLEVEGE, EDWARD R	M	White	02	Professionals	10/1/2001	
FT	20050249	BRACH, DAVID M	M	White	02	Professionals	12/1/2005	
FT	20070123	BRODHEAD, STEPHEN R	M	White	02	Professionals	7/2/2007	
FT	20100059	DORANZO, BRIAN J	M	White	02	Professionals	8/30/2010	
FT	20090001	GATES, DANIEL P	M	White	02	Professionals	1/5/2009	
FT	20060185	HARNACK, JONATHON D	M	White	02	Professionals	10/2/2006	
FT	20130047	KASKI, CHARLES C	M	White	02	Professionals	5/13/2013	
FT	20110076	KINKADE, TODD K	M	White	02	Professionals	9/20/2011	
FT	20060217	MARTINEZ, JONATHON J	M	White	02	Professionals	12/18/2006	
FT	20050005	MATHIS, JASON W	M	White	02	Professionals	10/15/2013	
FT	20020054	MAZZA, JEFFREY S	M	White	02	Professionals	4/16/2002	
FT	20120009	MURRAY, KEVIN M	M	White	02	Professionals	2/14/2012	
FT	20120018	NOREN, CODY J	M	White	02	Professionals	3/26/2012	9/19/2014
FT	20120073	PEISERT, GARY E	M	White	02	Professionals	9/24/2012	
FT	19970179	PETERSON, MATTHEW A	M	White	02	Professionals	9/10/1997	
FT	20010037	STARKOVICH, CHRISTOPHER J	M	White	02	Professionals	2/16/2001	
FT	19990058	TERESE, MICHAEL R	M	White	02	Professionals	3/1/1999	
FT	19880005	TUCKER, DALE J	M	White	02	Professionals	12/17/1984	
FT	20110025	WINTERBERGER, BRADLEY R	M	White	02	Professionals	3/1/2011	
FT	20010215	KUZIA, MARK J	M	White	02	Professionals	9/4/2001	
FT	20120065	NAUS, TERRENCE J	M	White	02	Professionals	9/4/2012	8/30/2013
FT	20130106	ROSENLOF, SHAWN T	M	White	02	Professionals	9/3/2013	

FT	19920053	AGNEW, MARK L	M	White	02	Professionals	10/22/1992	8/4/2013
FT	20080008	CAPLAN, DURIN K	M	White	02	Professionals	1/2/2008	
FT	19970165	COSMA, JOHN	M	White	02	Professionals	9/1/1997	
FT	20140085	COSTIGAN, ZACHARY J	M	White	02	Professionals	7/14/2014	2/14/2015
FT	19980020	DAVIS, MICHAEL J	M	White	02	Professionals	2/16/1998	
FT	20060177	DREWS, PATRICK	M	White	02	Professionals	9/18/2006	
FT	20120062	GREGG, COREY M	M	White	02	Professionals	8/24/2012	
FT	20060164	HOWES, BRIAN W	M	White	02	Professionals	9/1/2006	
FT	20080071	JANOVSKY, CHRISTOPHER C	M	White	02	Professionals	5/6/2008	
FT	20130100	KORPAI, MICHAEL P	M	White	02	Professionals	8/29/2013	4/30/2014
FT	20140034	LITWILER, SCOTT R	M	White	02	Professionals	3/17/2014	
FT	20090031	MACK, PETER J	M	White	02	Professionals	4/19/2009	10/30/2014
FT	20010179	MORRELL, CHARLES J	M	White	02	Professionals	8/10/2001	
FT	20080146	POORE, KEVIN D	M	White	02	Professionals	9/8/2008	
FT	20110079	ROEHR, MICHAEL D	M	White	02	Professionals	9/20/2011	
FT	20130003	SLEIGHTER, SHANNON M	M	White	02	Professionals	1/3/2013	8/16/2013
FT	20120092	SNEEDEN, MARK N	M	White	02	Professionals	11/7/2012	
FT	20140122	SUIRE, JONATHAN M	M	White	02	Professionals	9/22/2014	12/12/2014
FT	20050224	SVEC, GEORG W	M	White	02	Professionals	10/3/2005	
FT	20120094	WEISER, JARED B	M	White	02	Professionals	11/5/2012	
FT	20010077	BIGGIAM, NANCY S	F	White	08	Service/Maintenance	4/16/2001	
FT	20120069	RICE, BEVERLY A	F	White	08	Service/Maintenance	9/11/2012	
FT	19950070	RICE, GENA J	F	White	08	Service/Maintenance	5/12/1995	
FT	20120117	SODERDAHL, SHELLIE S	F	White	08	Service/Maintenance	12/11/2012	

Total: 201

NARRATIVE UTILIZATION ANALYSIS -- In the space provided below, please analyze the figures obtained for Step 4a -- the Utilization Chart -- by pointing out specific areas of concern.

A comparison of Court Services' workforce to the Community Labor Statistics for Kane County for official/executive category indicates underutilization of males in all categories and underutilization in the female categories with the exception of white females which shows a 13.6% and black females which shows a 21% over utilization. There are only nine (9) positions in this category with 3 male whites and 4 female whites and two black females.

The professional category shows underutilization of White males (-9.75 %) and Asian/Pac. Islander males (-3.6%) This has decreased slightly from the previous plan. This has been a historical problem for Court Services, but it is one that if it were to be "fixed", the result may be more damaging in the ability to service the population. Female staff do not show a significant either underutilization or overutilization in any of the categories. The Department has done well in the recruitment of minorities for the professional category, and the statistics bear out that there has been success in this area. The effort to recruit minorities, particularly bilingual staff, has been done in an effort to better service the population we serve. It is recognized that there is overrepresentation of minority populations within the criminal justice system. By actively recruiting minority staff who can serve as role models to the offenders we serve and by hiring staff with which the offenders we serve can communicate, we are enhancing our ability to help reduce recidivism. So, despite the underrepresentation of white males, active recruitment of additional white males is not a goal we will actively pursue.

In the office/clerical category, males are underutilized in every racial category, with the largest discrepancy applying to White males (-22.8%) and Hispanic males (-8%). At present, 100% of the clerical staff throughout the Department is female. The starting pay for this position is on the bottom end of the Department's pay scale, and while longevity in the positions will result in gradual increases, males do not appear to be drawn to the type of work required.

In the services/maintenance category, males and non-white females continue to be underutilized, with Hispanic males and females showing the most significant underutilization (-33.4% and -19.2%, respectively.) It is unknown when a position will be open within this group so that opportunity is provided to improve in this area.

After reviewing the results of the underutilization analysis, it appears that the Department continues to have difficulties recruiting males for the professional, clerical, and service categories. The Department strives to promote individuals from within, and it is likely that the underutilization of minorities and women in upper management could resolve based upon the makeup of the professional workforce from which these positions are drawn.

OBJECTIVES -- In the space provided below, please summarize the objectives your EEO sets forth to address any underutilization identified in Step 4.

Court Services is committed to making its workforce profiles more closely reflect the available labor force in the community. The Department also recognizes the issue of overrepresentation of minorities in the criminal justice system, and recruitment of minority staff is advantageous in the establishment of solid working relationships between the probation officers and the offenders with whom they work. Based upon the results of the underutilization analysis, Court Services has established the following objectives:

- The Department will continue to attempt to recruit more male staff for professional positions, regardless of the race of the individual, in order to provide male role models for the population we serve, which remains primarily male. If this results in an increase in white male staff to reduce the underrepresentation of white males, then this will be a positive outcome from the perspective of community representation. However, we need to continue to be cognizant of the racial makeup of the population we currently serve, with the hope that efforts to reduce disproportionate minority representation in the criminal justice system will meet with success.
- Over the next three years, positions in upper management will be open. Court Services will endeavor to promote females and minorities to upper management positions. At present, there are two male Hispanic supervisors and two Black female supervisors and one Female Asian in the Department, making 40% of the supervisory staff minority. In addition, seven of the supervisors in the Department are female, and several of these have potential for promotion to upper management. (Supervisory staff are classified with professional staff, thus diluting the impact of this representation.)
- Court Services will strongly consider any male applicants for clerical and service positions. Networking with staff from local vocational programs may aid us in improving these numbers.

STEPS TO ACHIEVE OBJECTIVES -- In the space provided below, please briefly describe the specific steps you have determined will enable you to meet the objectives presented in Step 5.

The following steps will be taken to address the underutilization of males in professional, clerical, and service categories and minorities in the service and professional categories:

- Continue to attend career fairs at local universities as well as network with University Department Heads to encourage referral of appropriate students to our Department for internship and employment opportunities. Continue to provide job postings to other universities well as community colleges for clerical and

service positions. In addition, insure that postings reach any local programs offering vocational skills in the areas of cooking and clerical duties.

- Review recruitment and retention efforts and apply information derived from exit interviews in an effort to improve retention.
- Continue to post all openings on the county website.
- Provide opportunities for management training to supervisory level personnel to develop future managers and improve diversity in the management group.
- Continue to interact with community-based organizations serving primarily minority populations (LULAC, Urban League) and campaign for referrals of qualified individuals for hiring.
- Provide job postings to organizations that reach the target population.

DISSEMINATION --In the space provided below, please summarize your plan to disseminate the EEOP.

- We will continue to include the statement “EEO Employer/Program Auxiliary aids are available to individuals with disabilities upon request” on all job postings and notification will be provided as to where applicants for positions can obtain a copy of the plan.
- The EEOP will be posted on the Department’s “Public Documents” directory, which is available to all current employees of the Department, and supervisors will notify staff of the location and purpose of the plan.
- All new employees will be provided with information on the EEOP during orientation
- The EEOP will be posted prominently on bulletin boards in each unit of the Department.
- The Director of Human Resources for Kane County will be provided with the plan for dissemination to any interested parties.

Job Postings

Job openings are posted on the Kane County Internet website, are posted in all of the Court Services offices in the 16th Judicial Circuit and at the Government Center in Kane County. Job postings are also sent to DeKalb, Kendall and DuPage County probation departments. In addition, job openings are sent to the following Universities web sites, Aurora University, Western Illinois University, Justin College, University of Chicago, University of Illinois (Chicago) Judson College, University of Illinois and Wheaton College.

Court Services employment and hiring policies-I have attached three policies regarding hiring practices that were implemented in March, 2015.

COURT SERVICES SUPERVISOR MANUAL	POLICY NUMBER 3.02	PAGES 1 to 1
CHAPTER HIRING AND TRAINING	STANDARDS	
SUBJECT JOB POSTINGS/RESUMES	APPROVED/DATE LJA 3/26/15	

POLICY:

Court Services will post in a public forum any position openings within the department. All interviews will be conducted by minimally two individuals who will jointly forward for consideration applicants who best meet the needs of the department or the position without regard to race, gender, religion or other prohibited criteria.

PROCEDURE:

Upper management will direct the Payroll Coordinator to post any open job positions. The openings are posted on the Kane County website, internally within the department on designated bulletin boards as well as distributed to local institutions of higher learning and other Court Services Departments. The Payroll Coordinator will then submit copies of the job postings to the designated Hiring and Training Supervisors and a designated Administrative Assistants (AA).

Resumes and cover letters will be collected, reviewed and rated by the designated AA. Resumes can be collected by the county level H.R. department and forwarded to Court Services, or accepted in person, or via mail etc. As long as resumes are received by, or post marked by, the last day of the posting, they are eligible for consideration. The designated AA will record every resume that is received and “score” them based on pre-set criteria, including but not limited to; highest degree achieved, relevance of work history, relevance of course of study, special skill sets, etc. The AA will ensure that there is no consideration at all given to prohibited criteria such as gender, race, country of origin, etc.

Once the resumes are collected and scored, the AA will compose a memo to be forwarded to the hiring Supervisors containing a listing of the names of the applicants with their rated score and listed in order from highest score to lowest score. This memo will be sent with the resumes to the hiring Supervisors and a copy kept on file by the AA, together with the resumes that were not forwarded, as a record.

Depending on the volume of resumes collected, the AA will confer with the Executive Director and interviewing supervisors about the number of candidates to be forwarded for consideration for each position.

There will be minimally two Supervisors will share and coordinate responsibilities for evaluating the resumes and interviewing prospective candidates and submitting recommendations to a Director or other designated manager. The Supervisors will need to be aware of equity issues surrounding use of time and distribution of responsibility for the hiring process.

Interviews will be done in accordance with policy 3.01. Each Supervisor will separately score the applicants during the interview process and then tally the scores at the end of the process. The highest scoring candidates will be forwarded for further consideration.

Information to be forwarded includes a memo outlining the position being interviewed for, how many resumes were received, how many resumes are being forwarded (and attached) and any other relevant information needed, such as a brief synopsis of the candidate's outstanding skills or disappointing qualities, any interesting information gathered from references, etc. The candidates should be listed in order of preference along with their rated scores.

Preference will be given to internal candidates, those with training in evidence based or best practices in the criminal justice field or experience in a human services field.

All candidates must meet the minimum requirements as established by the Administrative Office of the Illinois Courts.

NOTE: The resulting scores from the interview will be given to the designated AA who will update the log of applicants

SUPERVISOR'S PROCEDURE MANUAL	PAGES 5
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CHAPTER COURT SERVICES	SECTION 8.11
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SUBJECT JJC Interview & Hiring Process	APPROVED/DATE LJA 3/26/15
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PROCEDURE: The JJC will maintain a hiring list of eligible candidates who have been approved by the Chief Judge. The JJC will employ employee candidates without regard to gender, race, religion or other prohibited criteria as set by federal law.

POLICY:

1. When there is a need for new employees the Superintendent will contact the Executive Director and ask that the job opening be posted. The postings will list the Executive Director's Administrative Assistant (AA) as the recipient of the resumes. Postings will be on the Kane County website (by contacting the H.R. department) as well as distributing employment information to local universities and colleges and contacting eligible candidates who may be on the AOIC approved hiring list if needed.
2. Applications and resumes will be received by the Executive Director's AA who will maintain a comprehensive list and score of each applicant by a set criteria.
3. Once scoring has been completed, the AA will forward the resumes of the eligible candidates to the AA assigned to the Juvenile Justice Center who will contact the selected applicants and e-mail them a questionnaire. The applicants will be asked to complete this questionnaire, which will assist in determining the list of candidates for interview. ALL applicants who score in the acceptable range will be screened for employment. If there is an exceedingly large amount of applicants, then it will be staffed with the Executive Director how many actual candidates will be interviewed.
4. The Supervisors will evaluate and score the written questionnaire. Interviews will be done by ranking of score, so that the highest ranking candidates are interviewed first.

5. Once the interview pool has been established, the JJC AA will contact the applicants and schedule an interview date and time. At that time, the AA will remind candidates to bring their driver's license and, if applicable, an updated list of at least three (3) references. The references preferably should be one (1) professional, one (1) educational and one (1) personal.
6. Prior to the interview, the JJC AA will create an interview packet for the designated supervisor(s). The folder will contain the following documents: Applicants completed Kane County Application, AOIC Hiring List Application (if received), Interview Checklist, Interview Questions, Insurance Information, written exercise, job description and an interview applicant rating form for each interviewer.
7. At the time of interview, ask the applicant for their driver's license number and expiration date. Do **NOT** physically touch or view the license. We are not allowed to do this. Once the applicant reads off their license number and expiration date, also have them validate their address and phone number as listed, on their Kane County application. Write their driver's license down on the Interview Checklist form that was included in the applicant packet. Other updates and changes can also be made at this time.
8. A team of two supervisors will conduct the interview(s) as well as discuss other employment information in the assembled binder marked, "INTERVIEW BINDER" and fill out the Interview Checklist for each candidate.
9. Once the verbal portion of the interview is complete, have the applicant complete the written scenarios exercise. This should be completed in the Homebound Office. Once completed, have the applicant return their written exercise sheet to the JJC receptionist prior to the start of their building tour. Arrangements should be made with a senior staff (if available) to complete the applicant tour.
10. The interviewing supervisors will score the individual interview question sheet and applicant rating form. If time allows, and following the applicant's interview, both interviewers should review the applicant's answers to the written exercise. The interviewers will then compile an average applicant score based on each interviewer's applicant scoring sheet. (For example, Interviewer 1 scores the applicant with a 28 out of 30 and Interviewer 2 scores the applicant with a 26 out of 30; their scoring totals would be added and divided by 2 (in this case, $28 + 26/2 = 27$.) This same process would be completed for all applicants to assist with the applicant recommendation write up.
11. Both interviewers should then decide, based on the applicant scoring system and overall review, which applicants will be recommended for hire and/or inclusion on the approved hiring list.
12. Once the interviewers have decided on a pool of candidates for hire and/or inclusion on the approved hiring list; forward each candidate's references to the

Administrative Assistant, along with 3 reference notation forms for each applicant. The AA will make the contact calls and forward the completed forms to the designated supervisor(s).

13. Once selected applicant reference calls have been completed, and have been deemed acceptable, the interviewing supervisors should reconvene and collaborate on the completion of a recommendation memo (write up). Once the recommendation letter has been penned, it should be forwarded, along with each applicant's interview packet and all accompanying forms as stated above, to the JJC Administrators for review.
14. Preference will be given to internal Court Services candidates, those with training in evidence based practices or best practices in the criminal justice field or experience in a human services field.
15. All candidates must meet the minimum requirements as established by the Administrative Office of the Illinois Courts.
16. Once JJC Administrators have approved the recommendations, they will pass them on to the Executive Director for review.
17. Once the Executive Director gives the approval, the recommendations will then be given to the Chief Judge, who makes the final decision.

NOTE: If applicants are only being recommended for inclusion on the approved hiring list, then STOP at this point. The Administrative Assistant will mail a letter to approved applicants advising them of their status. Once a position becomes open, then proceed as follows below.

18. Once a decision is made on the candidate(s) who have been approved for the position(s), an offer of employment can be made. You will add the date to the Interview Checklist under the Exec. Dir. Appl. Section. When offering the position(s), if accepted, you will need to obtain the applicant's date of birth and add it to the interview checklist. The applicant's DOB will be needed to run a LEADS check on them. You will also set a tentative start date for the new hire. Please remind them that the position is contingent based on results from their complete criminal background check (LEADS & FBI), validation from AOIC that they are on the hiring list, results of the DCFS/CANTS background check and eventual TB results. It is best to coordinate the new employee's start date with the Administrative Assistant and training supervisor.
 - a) E-mail, fax or mail a copy of the "Hiring Contingencies" memo to the employee. Advise them that they must acknowledge these contingencies either via e-mail or verbally to you. If they verbally acknowledge the contingencies, the designated supervisor must notate this acknowledgment in an e-mail to the Assistant Superintendent.

- b) E-mail, fax or mail a copy of the DCFS/CANTS form and Fingerprint form to the employee and advise them to fill out the applicable sections of each form. Emphasize that their completed DCFS/CANTS form must be returned to you as soon as possible.
 - c) Once you receive the completed DCFS/CANTS form, forward it to the JJC receptionist for appropriate mailing to DCFS.
19. Give the new employee Julie Goodwick's phone number so that they can schedule a date and time to be fingerprinted. Her number is 630-444-3164. Julie will send you an email when the new employee has a date set. She will also call or email you within a few days to let you know the results of the fingerprints. Once you receive this information, contact the AA to scoring spreadsheet with the results. Also, advise JJC Administration and the AA of the results.
 20. A LEADS check will be run at this time by the Administrative Assistant and or designated supervisor with LEADS access. The LEADS information must be reviewed by the designated supervisor(s) for any discrepancies or unannounced criminal adjudication. **IF THERE IS AN ISSUE, PLEASE CONSULT WITH JJC ADMINISTRATION BEFORE MOVING FORWARD IN THE PROCESS.**
 21. If no problems arise as a result of the employee's LEAD check, the Interview Checklist can be completed. The Administrative Assistant will distribute the completed Interview Checklist forms accordingly. A copy of said form; along with the originals of the following documents are sent inter-office to Maria Cardenas in Court Services: cover letter, resume, application, hiring recommendation, written exercise and references. A copy of the Interview Checklist, along with copies of the other documents as listed above, will be kept on file at the JJC.
 22. The Administrative Assistant will notify Matt Peterson of the new employee(s) start date. The AA will provide names, password preferences and any other pertinent information so that Mr. Peterson may begin the process of assigning them a computer sign-in profile and e-mail address.
 23. The designated supervisor will send out a mass email, to a predetermined list of Court Services management and administrative personnel, regarding the new hire(s) and their start date.
 24. On their first day of employment the employee(s) will arrive at 8:30 a.m. and meet with the AA to complete HR paperwork. At that time, the AA and will copy the new employee(s) driver's license, social security card, and automobile insurance information. The AA will provide copies of these documents for inclusion into the new employee(s) Court Service's file.
 25. The AA will obtain a four (4) digit code from the new employee(s) and forward it to the designated supervisor. The supervisor will enter the codes into the

system so that the new employee(s) can have entrance access through the Staff Prep door.

26. The designated training supervisor, or his proxy, will begin the orientation process with the new employee(s). Said supervisor will also set up a tentative work schedule for the new employee(s).
27. Once the new employee(s) are in the payroll system, the AA arrange for the employee(s) go to the Government Center to obtain their County ID.

COURT SERVICES SUPERVISOR MANUAL	POLICY NUMBER 3.03	PAGES 1 to 2
CHAPTER MAKING RECOMMENDATIONS/OFFERING EMPLOYMENT	STANDARDS	
SUBJECT HIRING	APPROVED/DATE LJA 3/26/15	

Policy:

Only the most qualified candidates will be recommended for hire.

Procedure:

This policy follows policy 3.02.

Written recommendations for consideration of employment for newly interviewed candidates will be submitted in the form of a memo to the designated manager(s). The recommendations will list the selected candidates in order of preference as described in policy 3.02 and will also include the following;

- Resumes
- Cover letters
- Interview Questions and Notes
- Scoring Sheet – if separate from the interview notes
- Reference Checks
- Written Exercise(s)
- AOIC Approved Hiring List or AOIC Letter of Eligibility
- Kane County Application

All of the interview material will be forwarded for all of the applicants interviewed, regardless of whether the applicant is recommended for the job. The recommendation will list the number of applications received, how many individuals were interviewed and of those interviewed how many were internal applicants. The recommendation will also include the reasoning behind why the applicants were chosen and what makes the top candidate stand out. When hiring for two separate positions, they must be submitted individually, although it is acceptable for the separate submissions to reference one another. The Directors will review the information and forward it to the Executive Director, who will then forward it to the Chief Judge.

Once the recommendations are approved, then the Supervisor will offer employment to the top candidate(s) as approved by the Chief Judge. If the top candidate refuses the offer, then the next candidate in line will be offered the position, and so on working down the list. Once the offer has been accepted by a candidate, then the remainder of candidates on the list will be notified using language similar to, "I have not been authorized by the Chief Judge to offer you the position at this time." If the candidate is an external applicant then s/he will be instructed that the offer is contingent upon the completion of a criminal background check, and any information that may be found.

Once an external candidate accepts the offer of employment, he or she will be asked for

their date of birth and a criminal history will be run using LEADS. (Per law, LEADS can only be run for candidates who have at least conditionally been offered employment.) The candidate will be instructed to begin the fingerprinting process through Court Services. The DCFS/CANTS form must be completed and sent to DCFS as part of the background check. If the LEADS check, the CANTS check and the finger printing do not reveal a criminal history, then the candidate remains eligible for hire. Should an offense be discovered then the information will be forwarded to the Directors.

Once the criminal history has been cleared, a start date for employment will be given. The candidate will be sent a letter confirming the start date, starting salary and reminder of the list of needed approved documents for employment. The letter will also confirm who they should report to and how to dress on the first day of employment.

Once a start date has been established, a memo will be written to the designated Court Services Payroll Coordinator informing her of the name of the new hire, the start date and any other necessary information. Attached to the memo will be the interview materials including, the written interview responses, the written reference responses, the applicant scoring sheet, the original Kane County Employment Application, the results of the LEADS and CANTS, the one page of the AOIC hiring list with new employee name or the AOIC eligibility letter, the resume and cover letter.

An electronic copy of the memo will also be e-mailed to all members of the Kane County Court Services Management Team without the attachments as a form of announcement of the new employee.

NOTE: All applications, interview and background materials will be held by the hiring supervisor(s) for one (1) calendar year. The original memo signed off on by the Chief Judge approving the hire will be retained by the Executive Director. The packet of the chosen applicant will be given to the Court Services Payroll Coordinator to begin the new employee's personnel file.

NOTE: All internal Court Services candidates will be interviewed regardless of the amount of time they have been on the job. All internal candidates, who are recommended for the position will have a LEADS check run on them before their names are submitted.

NOTE: Criteria used to evaluate the candidates will include, for internal candidates; any material in the individual's personnel file and the immediate supervisor's input. Criteria used for both internal and external candidates will include responses to the reference questions, educational and employment background as well as performance in the interview.

NOTE: The employment start date is determined by the needs of the department. If they are an internal applicant, the supervisor will work with the other office a start date that would have as minimally as possible any adverse impact on that office, including between probation and detention.

NOTE: New hires will not be eligible to receive their identification badges until they have been entered into the county payroll system.

NOTE: Color coded cells indicate applications of the same individual.

**Fiscal Year July 1, 2013 - June 30, 2014
Transfers / Promotions**

Prepared May 7, 2015 by: Jeffery R. Jefko, Sr.

		Sex	Race	National Origin	Applications for Promotion	Applications for Transfer	Promotion Granted	Transfer Granted	Original Job Category	New Job Category
1		F	W	USA		1		1	JJC Youth Counselor	Juvenile Probation Officer
2		F	W	USA		1		0	JJC Youth Counselor	
3		F	W	USA		1		0	JJC Youth Counselor	
4		F	W	USA		1		0	JJC Youth Counselor	
5		F	W	USA		1		0	JJC Youth Counselor	
6		F	W	USA		1		0	Hybrid Officer	
7		F	W	USA		1		0	Re-Deploy Officer	
8		F	W	USA		1		1	JJC Youth Counselor	Adult Probation Officer
9		F	W	USA		1		0	Administrative Probation Off.	
10		F	W	USA		1		0	JJC Youth Counselor	
11		F	W	USA		1		1	JJC Youth Counselor	Electronic Monitoring Officer
		Totals	Female White		0	11	0	3		
		Totals	Female Black		0	0	0	0		
1		F	H	USA		1			Adult Probation Officer	
		Totals	Female Hispanic		0	1	0	0		
1		M	W	USA		1		1	Adult Probation Officer	Intensive Probation Officer
2		M	W	USA		1		1	JJC Youth Counselor	Juv. Sex Offender Officer
3		M	W	USA		1			Adult Probation Officer	
4		M	W	USA		1			Adult Probation Officer	
5		M	W	USA		1			JJC Youth Counselor	
6		M	W	USA		1			JJC Youth Counselor	
7		M	W	USA		1			JJC Youth Counselor	
8		M	W	USA		1			JJC Youth Counselor	
9		M	W	USA		1			JJC Youth Counselor	
		Totals	Male White		0	9	0	2		
1		M	B	USA		1			JJC Youth Counselor	
2		M	B	USA		1			JJC Youth Counselor	
		Totals	Male Black		0	2	0	0		
1		M	H	USA		1			JJC Youth Counselor	
2		M	H	USA		1			JJC Youth Counselor	
3		M	H	USA		1			Re-Deploy Officer	
		Totals	Male Hispanic		0	3	0	0		
GRAND TOTALS:					0	26	0	5		

**Fiscal Year July 1, 2013 - June 30, 2014
Disciplinary Actions**

Prepared May 5, 2015 by: Jeffery R. Jefko, Sr,

	Sex	Race	National Origin	Number of Disciplinary Actions Taken	Total Number of Penalties Imposed	Suspension Indefinitely	Suspension for a Term	Loss of Pay	Written Reprimand	Oral Reprimand	Other
1	M	W	USA	1	1				1		
	M	W	USA	1	1						Termination
	M	W	USA	1	1						Termination
	M	W	USA	1	1				1		
	Totals:	Male White		4	4				2		
1	M	B	USA								
2	M	B	USA								
	Totals:	Male Black									
1	M	H	USA								
	Totals:	Male Hispanic									
1	F	B	USA								
2	F	B	USA								
	Totals:	Female Black									
1	F	H	USA								
	Totals:	Female Hispanic									
1	F	W	USA								
2	F	W	USA								
	Totals:	Female White		0							
	GRAND TOTALS:			4	4				2	0	2

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 JUDICIARY WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	2 66.67%	0 0%	0 0%	0 0%	
Professionals (02)	4 100%	0 0%	2 50%	0 0%	0 0%	0 0%	0 0%	2 50%	0 0%	0 0%	0 0%	
Technicians (03)	The Judiciary does not have employees in this job category.											
Protective Services	Sworn (04)	27 100%	5 18.52%	13 48.15%	0 0%	0 0%	0 0%	0 0%	9 33.33%	0 0%	0 0%	0 0%
	Non-Sworn (05)	0 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Office/Clerical (06)	17 100%	0 0%	2 11.76%	0 0%	0 0%	0 0%	0 0%	11 64.71%	4 23.53%	0 0%	0 0%	
Skilled Craft (07)	The Judiciary does not have employees in this job category.											
Service/Maintenance (08)	The Judiciary does not have employees in this job category.											

5/8/2015-rev

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 JUDICIARY UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	33.33% 54.5% -21.17%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	66.67% 30.8% 35.87%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	50% 36.7% 13.3%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	50% 45.9% 4.1%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Judiciary does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	48.15% 59.1% -10.95%	18.52 % 7.7% 10.82%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	33.33% 11% 22.33%	0% 3.5% -3.5%	0% 5.4% -5.4%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	0% 52.1% -52.1%	0% 0% 0%	0% 0% 0%	0% 0% 0%	0% 0% 0%	0% 39.4% -39.4%	0% 0% 0%	0% 8.4% -8.4%	0% 0% 0%
OFFICE/CLERICAL Workforce CLS #/% Utilization	11.76% 27.6% -10.94%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	64.71% 42.5% 22.21%	0% 4% -4%	23.53% 12.5% 11.03%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Judiciary does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Judiciary does not have employees in this job category.									

Ethnic Detail for Judiciary-Law Library - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20130122	FERNANDEZ, JULIA E	F	Hispanic or Latino	06	Administrative Support	10/7/2013	
FT	20130119	GUZMAN, FAVIOLA G	F	Hispanic or Latino	06	Administrative Support	9/25/2013	
FT	20060135	MCSHANE, GRISELDA M	F	Hispanic or Latino	06	Administrative Support	3/23/2007	
FT	20130050	ULLOA, LIZETTE	F	Hispanic or Latino	06	Administrative Support	5/22/2013	
FT	19820005	BIDDLE, BARBARA J	F	White	06	Administrative Support	4/1/1982	
FT	20120083	FOKAKIS, KENDRA R	F	White	06	Administrative Support	10/1/2012	7/12/2013
PT	20130145	HAENISCH, KERRY A	F	White	06	Administrative Support	10/29/2013	
FT	19890023	LILLY, DIANE L	F	White	06	Administrative Support	4/24/1989	
FT	20120001	LINDSEY, SUZANNA M	F	White	06	Administrative Support	1/16/2012	
FT	20130049	LYDAY, JUDY M	F	White	06	Administrative Support	5/20/2013	
FT	19920003	MOORE, MARI M	F	White	06	Administrative Support	1/13/1992	
PT	20110092	NUNES, MARSILDA B	F	White	06	Administrative Support	12/5/2011	9/20/2013
FT	20140027	FULTZ-SCHMID, ELLEN R	F	White	06	Administrative Support	3/10/2014	
FT	20080170	LORENZO, CYNTHIA A	F	White	06	Administrative Support	11/25/2008	
FT	20110045	SZOPINSKI, SUSANNE E	F	White	06	Administrative Support	6/1/2011	
FT	20090094	MUDGETT, JAMES C	M	White	06	Administrative Support	12/28/2009	9/6/2013
FT	20130120	PAXTON, JEFFREY R	M	White	06	Administrative Support	9/25/2013	
OT	20010009	WILLEY, SUSAN C	F	White	06	Administrative Support	1/2/2001	not our employee
PT	19990238	BROWNE, NANCY L	F	White	06	Administrative Support	4/1/2014	seasonal
FT	19830019	NAUGHTON, DOUGLAS J	M	White	01	Official/Administration	12/12/1983	
FT	20000005	O'BRIEN, ANDREA	F	White	01	Official/Administration	1/3/2000	
FT	19880018	SEIFRID, KATHRYN	F	White	01	Official/Administration	7/1/1988	not our employee
FT	19940004	COX, HALLE D	F	White	01	Official/Administration	1/3/1994	
OT	20130129	AKEMANN, DAVID R	M	White	02	Professionals	12/3/2012	
OT	20040235	BARSANTI, JOHN A	M	White	02	Professionals	12/3/2012	
OT	20130130	BAURLE, LINDA A	F	White	02	Professionals	12/3/2012	
OT	20130131	BRAWKA, JUDITH M	F	White	02	Professionals	12/3/2012	
OT	20130132	BROWN, F. KEITH	M	Black	02	Professionals	12/3/2012	7/5/2014
OT	20130133	BUSCH, KEVIN T	M	White	02	Professionals	12/3/2012	
OT	20130134	CLANCY BOLES, SUSAN	F	White	02	Professionals	12/3/2012	
OT	20130135	CRUZ, RENE	M	Hispanic or Latino	02	Professionals	12/3/2012	
OT	20130136	DALTON, JOHN G	M	White	02	Professionals	12/3/2012	
OT	19970231	DOWNS, CHRISTINE A	F	White	01	Official/Administration	12/3/2012	
OT	20010258	FLOOD, ELIZABETH	F	White	02	Professionals	1/25/2013	
OT	20130137	GRADY, JOSEPH M	M	White	02	Professionals	12/3/2012	
OT	20130138	HALLOCK, JAMES C	M	White	02	Professionals	12/3/2012	

OT	20130139	HUDSON, DONALD C	M	White	02	Professionals	12/3/2012	
OT	20040240	HULL, THOMAS C III	M	White	02	Professionals	12/3/2012	
OT	19880025	KARAYANNIS, KATHRYN D	F	White	01	Official/Administration	12/3/2012	
OT	19940140	KLIMENT, DAVID P	M	White	01	Official/Administration	12/1/1994	
OT	20130140	KOSTELNY, MARMARIE J	F	White	02	Professionals	12/3/2012	
OT	20010017	MORAN, MARY K	F	White	02	Professionals	1/17/2001	
OT	20130141	MORROW, ROBERT J	M	White	02	Professionals	12/3/2012	
OT	20130142	MUELLER, THOMAS E	M	White	02	Professionals	12/3/2012	
OT	20130143	MURPHY, JAMES R	M	White	02	Professionals	12/3/2012	
OT	20020192	NOVERINI, JOHN A	M	White	02	Professionals	12/1/2002	
OT	20130146	PARKHURST, WILLIAM J	M	White	02	Professionals	12/3/2012	
OT	20130147	PHEANIS, MARK A	M	White	02	Professionals	12/3/2012	
OT	20130148	SCHREIBER, EDWARD C	M	White	02	Professionals	12/3/2012	
OT	20130149	SIMPSON, MARY KAREN	F	White	02	Professionals	12/3/2012	10/6/2014
OT	20130150	SPENCE, ROBERT B	M	White	02	Professionals	12/3/2012	
OT	20130151	STANFA, THOMAS J	M	White	02	Professionals	12/3/2012	
OT	20050037	TRACY, ALICE C	F	White	02	Professionals	1/25/2013	
OT	20130152	VILLA, ROBERT K	M	White	02	Professionals	12/3/2012	
OT	20130153	WOJTECKI, LEONARD J	M	White	02	Professionals	12/3/2012	
FT	20140021	JEAMBEY, KATHLEEN M L	F	White	02	Professionals	2/18/2014	
FT	20120082	LINDSEY, SHARI S	F	Black	02	Professionals	10/1/2012	6/18/2014
FT	20120011	MAHONEY, NEIL T	M	White	02	Professionals	2/16/2012	
FT	20000077	MARSZALEK, PETER J	M	White	02	Professionals	2/20/2007	
OT	20100007	SCHIMMEL-YOUNG, JUDY M	F	White	05	Protective Services: Non Sworn	1/19/2010	
OT	20110011	FEELY, NANCY L	F	White	04	Protective Services: Sworn	2/1/2011	
OT	20070131	KURKJIAN, CATHY L	F	White	04	Protective Services: Sworn	7/16/2007	
OT	20080105	MALONE, MARIANNE Y	F	White	04	Protective Services: Sworn	6/30/2008	
OT	20120057	NOTTE, ILONA L	F	White	04	Protective Services: Sworn	8/15/2012	2/7/2014
OT	20120056	OSBORN, KATHIE J	F	White	04	Protective Services: Sworn	8/15/2012	
OT	19870031	SMITH, SHIRLEY C	F	White	04	Protective Services: Sworn	10/26/1987	
OT	19900039	WARFEL, SUSAN M	F	White	04	Protective Services: Sworn	8/27/1990	
OT	19930095	ZAESKE, MARY JO	F	White	04	Protective Services: Sworn	10/4/1993	11/3/2014
OT	20040024	JOHNSON, JOHNNIE L	M	Black	04	Protective Services: Sworn	2/1/2004	
OT	20130107	JONES, DAVID L	M	Black	04	Protective Services: Sworn	9/4/2013	
OT	20110010	MATTHEWS, OTIS B	M	Black	04	Protective Services: Sworn	2/1/2011	
OT	20110009	SMITH, HENRY	M	Black	04	Protective Services: Sworn	1/31/2011	
OT	20110014	TAYLOR, ELLIOT R	M	Black	04	Protective Services: Sworn	1/31/2011	
OT	20010055	BARTELT, CLIFTON O	M	White	04	Protective Services: Sworn	3/13/2001	

OT	19990230	BRACKETT, ROBERT	M	White	04	Protective Services: Sworn	10/18/1999
FT	20110015	CHILDRESS, ERNEST A	M	White	04	Protective Services: Sworn	1/31/2011
OT	19960247	DIAMOND, WILLIAM	M	White	04	Protective Services: Sworn	12/4/1996
OT	20040207	GIRMSCHIED, LLEWELLYN E	M	White	04	Protective Services: Sworn	10/4/2004
OT	19960248	GREGORY, DONALD G	M	White	04	Protective Services: Sworn	12/6/1996
OT	20110016	HENRY, JAMES M	M	White	04	Protective Services: Sworn	1/31/2011
OT	20130004	KEANE, JAMES E	M	White	04	Protective Services: Sworn	1/9/2013
OT	20070169	KEARNEY, ROBERT M	M	White	04	Protective Services: Sworn	8/27/2007
OT	20090075	LAWRENCE, CHARLES A	M	White	04	Protective Services: Sworn	11/1/2009
OT	20050006	NIELSEN, LOUIS A	M	White	04	Protective Services: Sworn	1/1/2005
OT	20130099	NORDWIND, BURTON E	M	White	04	Protective Services: Sworn	8/28/2013
OT	20130096	REYNOLDS, MICHAEL P	M	White	04	Protective Services: Sworn	8/26/2013

Total: 52

2014 JUDICIARY AND COURTS
EEOP REPORT

Number of Disciplinary Actions

1 Verbal Reprimand for code 04 Black Male

Number of Applications for Promotion or Transfer

1 application for promotions or transfers

Employment Policies

We do not have our own employment policies. We follow the policies of Kane County.

Websites that Job Openings are Posted On

Chicago Area Law Schools for Staff Attorneys and Law Student Interns

Waubonsee Community College and Elgin Community College Paralegal Programs

Kane County Website

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 MERIT COMMISSION WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	The Merit Commission does not have employees in this job category.										
Technicians (03)	The Merit Commission does not have employees in this job category.										
Protective Services	Sworn (04)	The Merit Commission does not have employees in this job category.									
	Non-Sworn (05)	The Merit Commission does not have employees in this job category.									
Office/Clerical (06)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Skilled Craft (07)	The Merit Commission does not have employees in this job category.										
Service/Maintenance (08)	The Merit Commission does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 MERIT COMMISSION UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	The Merit Commission does not have employees in this job category.									
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Merit Commission does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	100% 42.5% 57.5%	0% 4% -4%	0% 12.5% -12.5%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Merit Commission does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Merit Commission does not have employees in this job category.									

Ethnic Detail for Merit Commission - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
PT	20080047	KONEN, KATHLEEN M	F	White	06	Administrative Support	3/24/2008	
OT	20090055	WAGNER, DAVID E Jr	M	White	01	Official/Administration	9/15/2009	
OT	19970218	WEBER, ELMER J	M	White	01	Official/Administration	11/12/1997	
OT	19990062	WENNMACHER, STEPHEN W	M	White	01	Official/Administration	3/9/1999	

Total: 1

SHERIFF'S MERIT COMMISSION

KANE COUNTY GOVERNMENT BUILDING
Building A Room 103

Stephen W. Wennmacher, Chairman
Elmer J. Weber, Vice Chairman
David E. Wagner, Secretary
konenkathleen@co.kane.il.us



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TO: *SUSAN BROWN*

FROM: *KATHY KONEN*

SUBJECT: *EEOP report 2014-2015*

DATE: *MAY 20, 2015*

CC:

As this office has not had any changes in staff over the past several years our Demographic reports will remain the same as past years.

Enclosed you will find the requested EEOP information.
2012 one administrative assistant W/F
2013 one administrative assistant W/F

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 PUBLIC DEFENDER WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	The Public Defender's Office does not have employees in this job category.											
Professionals (02)	37 100%	0 0%	10 27.02%	1 2.70%	1 2.70%	0 0%	0 0%	22 59.46%	2 5.40%	1 2.70%	0 0%	
Technicians (03)	The Public Defender's Office does not have employees in this job category.											
Protective Services	Sworn (04)	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 100%	0 0%	0 0%	0 0%
	Non-Sworn (05)	The Public Defender's Office does not have employees in this job category.										
Office/Clerical (06)	10 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 50%	5 50%	0 0%	0 0%	
Skilled Craft (07)	The Public Defender's Office does not have employees in this job category.											
Service/Maintenance (08)	The Public Defender's Office does not have employees in this job category.											

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 PUBLIC DEFENDER UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	The Public Defender's Office does not have employees in this job category.									
PROFESSIONALS Workforce #/% CLS #/% Utilization %	27.02%	0%	2.70%	2.70%	0%	59.46%	0%	5.40%	2.70%	0%
	36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
	-9.68%	-1.5%	-1.11%	-0.9%	0%	13.56%	-1.4%	1.1%	0%	0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Public Defender's Office does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	0%	0%	0%	0%	0%	100%	0%	0%	0%
		59.1%	7.7%	11.5%	1.9%	0%	11.0%	3.5%	5.4%	0%
		-59.1%	-7.7%	-11.5%	-1.9%	0%	89%	-3.5%	-5.4%	0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Public Defender's Office does not have employees in this job category.								
OFFICE/CLERICAL Workforce CLS #/% Utilization	0%	0%	0%	0%	0%	50%	0%	50%	0%	0%
	27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
	-27.6%	-1.7%	-8%	-1%	-1%	7.5%	-4%	37.5%	-1.3%	-1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Public Defender's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Public Defender's Office does not have employees in this job category.									

Ethnic Detail for Public Defender - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19990143	CHAPA, MARIA A	F	Hispanic or Latino	06	Administrative Support	7/19/1999	
FT	20140041	ESCOBEDO, DORA G	F	Hispanic or Latino	06	Administrative Support	4/7/2014	
FT	20050018	GAVINA, MARIA I	F	Hispanic or Latino	06	Administrative Support	1/13/2014	
FT	19980212	PACHECO, JANET	F	Hispanic or Latino	06	Administrative Support	10/13/1998	
FT	20140022	SANCHEZ, ELIZABETH	F	Hispanic or Latino	06	Administrative Support	2/24/2014	4/1/2014
FT	19960020	ADAM, MONA M	F	White	06	Administrative Support	2/13/1996	
FT	20070028	CHOATE, JILL R	F	White	06	Administrative Support	2/15/2007	
FT	20030215	KRUSE, ANNE M	F	White	06	Administrative Support	12/8/2003	
FT	19910041	LEE, SALLY L	F	White	06	Administrative Support	7/16/1991	
PT	20120041	ROGALLA, BRITTANY L	F	White	06	Administrative Support	7/11/2012	seasonal
FT	20110005	ROGALLA, VANESSA R	F	White	06	Administrative Support	1/18/2011	
FT	20020207	YOON, EUN K	F	Asian	02	Professionals	12/30/2002	
FT	20030218	ARCHULETA, JUANITA M	F	Hispanic or Latino	02	Professionals	12/15/2003	
FT	20030035	BUSOT, MARIA VICTORIA	F	Hispanic or Latino	02	Professionals	3/3/2003	12/6/2013
PT	19970008	AMATO, JENNIE S	F	White	02	Professionals	1/6/1997	
FT	20040206	BENJAMIN, MELYNDA L	F	White	02	Professionals	12/4/2006	
FT	20080051	BILBREY, KIMBERLY R	F	White	02	Professionals	3/24/2008	
FT	20130167	BLAKE, SANDRA M	F	White	02	Professionals	12/5/2013	
PT	20120043	BRUMMEL, MORGAN	F	White	02	Professionals	7/11/2012	
FT	20120022	CARLIN, CECILY A	F	White	02	Professionals	4/16/2012	
FT	19960143	CONANT, RACHELE A	F	White	02	Professionals	8/5/1996	
FT	20000205	COVEY, BRENDA V	F	White	02	Professionals	9/18/2000	
FT	19960101	HAWKINS, BRITT	F	White	02	Professionals	6/3/1996	
FT	19990276	KEMMERLING, KATHLEEN M	F	White	02	Professionals	12/1/1999	
FT	20040259	KULLENBERG, JUDITH M	F	White	02	Professionals	12/16/2004	
FT	20030163	LEDER, JACQUELINE J	F	White	02	Professionals	1/7/2008	
FT	20130061	MCLEAN, BETHANY A	F	White	02	Professionals	6/10/2013	
FT	19900046	PECCARELLI, BETH E	F	White	02	Professionals	9/17/1990	
FT	20110052	POLITTE, KELLI M	F	White	02	Professionals	6/29/2011	
FT	20100033	SALONEN, NICOLE F	F	White	02	Professionals	5/10/2010	
FT	20090074	SAVASTIO, LAUREN R	F	White	02	Professionals	11/2/2009	
FT	20120040	SHAVER, MARIAH K	F	White	02	Professionals	7/11/2012	
FT	20090059	WEISS, JILLIAN ANN	F	White	02	Professionals	9/28/2009	
FT	19960002	WILLETT, BRENDA	F	White	02	Professionals	1/2/1996	
FT	20070133	YETTER, JULIA	F	White	02	Professionals	7/16/2007	

FT	20140007	ZINK, ELIZABETH A	F	White	02	Professionals	1/13/2014	
FT	20030161	VASIREDDY, KIRAN V	M	Asian	02	Professionals	9/2/2003	
FT	20130060	DOLAK, RONALD D	M	Hispanic or Latino	02	Professionals	6/10/2013	
FT	19940027	BROWN, GREGORY A	M	White	02	Professionals	4/1/1994	
FT	20130024	FEDA, NICHOLAS J	M	White	02	Professionals	3/4/2013	
FT	20110013	KERELUK, MICHAEL F	M	White	02	Professionals	1/31/2011	
PT	19790004	LOREK, DONALD E	M	White	02	Professionals	5/9/1979	
FT	20110090	MEYERS, PAUL C	M	White	02	Professionals	11/28/2011	
FT	20090083	PARKER, MICHAEL	M	White	02	Professionals	11/16/2009	
PT	20120042	PECCARELLI, DAGAN J	M	White	02	Professionals	7/12/2012	seasonal
FT	20100078	SPARKS, CHRISTOPHER G	M	White	02	Professionals	12/1/2010	
FT	20060006	TATMAN, MICHAEL S	M	White	02	Professionals	1/2/2006	
FT	20030150	WERDERICH, WALTER G	M	White	02	Professionals	7/2/2007	
FT	19910064	FAHNESTOCK, TRACIE N	F	White	04	Protective Services: Sworn	12/9/1991	
FT	19970064	STAHL, CHRISTINE E	F	White	04	Protective Services: Sworn	4/1/1997	
Total: 49								

Kane County Public Defender's Office

1. The number of disciplinary actions taken against employees by race, sex, and national origin within the preceding fiscal year (FY 14). Please include the number and types of sanctions imposed (suspension indefinitely, suspension for a term, loss of pay, written reprimand, oral reprimand, other) against individuals by race, sex and national origin.

Answer: 2 Race: Hispanic Sex: Female

1-(Write up) Female was written up three times in March 2014

2-(Termination) Female was terminated April 1, 2014

All actions occurred during her probationary period.

The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer within the preceding fiscal year (FY 13).

Answer: 0

The number in each job category by race, sex and national origin who were promoted or transferred.

Answer: 0

2. A detailed narrative statement setting forth your office/departments existing employment policies and practices as defined in 42.202(c). So, for example, where testing is issued in the employment of selection process, it is not sufficient for the office/department to simply note the fact. The office/department should identify the test, describe the procedures followed in the administering and scoring the test, state what weight is given to test scores, how a cut-off score is established and whether the test has been validated to predict or measure job performance and, if so, a detailed description of the validation study. Similarly detailed responses are required with respect to other employment policies, procedures, and practices used by the applicant.

Answer: All employees subject to statutory appointment at the pleasure of the Public Defender and the Rules of Professional Conduct annual performance evaluations are conducted by the hands on supervisory staff.

3. Lastly, please provide a list of publications and/or websites that job openings can be posted to or published in to assist in recruitment efforts that may be specific to your office/department. These may include professional publications, trade magazines, newsletters, etc.

Answer: County website, Chicagoland law schools, ISBA, KCBA, and Chicago Daily Law Bulletin

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 RECORDER WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)	3 100%	0 0%	2 66.667%	0 0%	0 0%	0 0%	0 0%	1 33.333%	0 0%	0 0%	0 0%
Technicians (03)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	The Recorder's Office does not have employees in this job category.									
	Non-Sworn (05)	The Recorder's Office does not have employees in this job category.									
Office/Clerical (06)	13 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10 76.92%	2 15.38%	1 7.69%	0 0%
Skilled Craft (07)	The Recorder's Office does not have employees in this job category.										
Service/Maintenance (08)	The Recorder's Office does not have employees in this job category.										

3/11/2015

KEY

B - Black	A/PI - Asian or Pacific Islander
W - White	AI/AN - American Indian or Alaskan Native
H - Hispanic	

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 RECORDER UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	0% 30.8% -30.8%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	66.667% 36.7% 29.967%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	33.333% 45.9% -12.567%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	100% 38.7% 61.3%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	0% 37.4% -37.4%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization % The Recorder's Office does not have employees in this job category.									
	NON-SWORN Workforce #/% CLS #/% Utilization % The Recorder's Office does not have employees in this job category.									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	76.92% 42.5% 34.42%	0% 4% -4%	15.38% 12.5% 2.88%	7.69% 1.3% 6.39%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Recorder's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Recorder's Office does not have employees in this job category.									

3/11/2015

Ethnic Detail for Recorder - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19870023	MARWAHA, INDERPAL	F	Asian	06	Administrative Support	9/8/1987	
FT	20050055	IBARRA, MARIA M	F	Hispanic or Latino	06	Administrative Support	3/7/2005	
FT	20040180	VILLACORTA, AMALIA E	F	Hispanic or Latino	06	Administrative Support	8/23/2004	
FT	20030066	ANTCZAK, MAJA U	F	White	06	Administrative Support	4/28/2003	
FT	19980052	COLTON, LYNDA M	F	White	06	Administrative Support	4/1/1998	
FT	19980166	DOOLITTLE, SHELLEY J	F	White	06	Administrative Support	8/18/1998	
FT	19880001	GENTILCORE, BARBARA A	F	White	06	Administrative Support	1/1/1988	6/6/2014
FT	20030042	HEYOB, ELIZABETH A	F	White	06	Administrative Support	3/17/2003	
FT	19990253	HOLA, MAUREEN	F	White	06	Administrative Support	11/8/1999	
FT	20010268	KRISMALIAN, CARREN M	F	White	06	Administrative Support	12/1/2001	
FT	20020159	MITCHELL, CARRIE L	F	White	06	Administrative Support	10/1/2002	
FT	20020019	SCHONBACK, JUDY A	F	White	06	Administrative Support	1/30/2002	
FT	20030072	SMITH, RENE M	F	White	06	Administrative Support	1/16/2001	
OT	20000251	WEGMAN, SANDY	F	White	01	Official/Administration	12/1/2000	
FT	20000114	FERNOW, LYNDA A	F	White	02	Professionals	6/26/2000	
FT	19980223	KING, DAVID C	M	White	02	Professionals	11/2/1998	
FT	19900012	SCHOLES, DAVID J	M	White	02	Professionals	3/5/1990	
FT	20030144	WEIGAND, SCOTT M	M	White	03	Technicians	8/18/2003	

Total: 17

FY2014 Equal Opportunity Plan for the Recorder's Office

- 1) The Utilization Analysis has remained the same throughout the year. (The one white female retired in June 2014 was still included in the 2014 figures.)
- 2) Disciplinary actions: white male
 - 2 documented oral warnings and 1 written final warning for irregular attendance within a 6 month period
- 3) There were no promotions or transfers within the FY2014.
2014 Workforce:
 - Professionals: 1 white female, 2 white males
 - Technicians: 1 white male
 - Administrative Support: 10 white females, 2 Hispanic females, 1 A/P (India/Africa subcontinent) female
- 4) We have not hired anyone since 2005. Recruitment efforts will be posted and handled through the HR department, if and when necessary. Applicants would be given a typing test, recommendations reviewed and interviewed by a minimum of two supervisors.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 REGIONAL OFFICE OF EDUCATION WORKFORCE

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	2 66.67%	0 0%	0 0%	0 0%
Professionals (02)	18 100%	0 0%	10 55.55%	0 0%	0 0%	0 0%	1 5.56%	7 38.89%	0 0%	0 0%	0 0%
Technicians (03)	2 100%	0 0%	1 50%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Protective Services	Sworn (04)	The Regional Office of Education does not have employees in this job category.									
	Non-Sworn (05)	The Regional Office of Education does not have employees in this job category.									
Office/Clerical (06)	12 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11 91.67%	1 8.33%	0 0%	0 0%
Skilled Craft (07)	The Regional Office of Education does not have employees in this job category.										
Service/Maintenance (08)	The Regional Office of Education does not have employees in this job category.										

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2015 REGIONAL OFFICE OF EDUCATION UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	33.33% 54.5% -21.17%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	66.67% 30.8% 35.87%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	55.55% 36.7% 18.85%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	38.89% 45.9% -7.01%	5.56% 1.4% 4.16%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	50% 38.7% 11.30%	0% 4.0% -4.0%	0% 6.3% -6.3%	50% 4.3% 45.7%	0% 0% 0%	0% 37.4% -37.4%	0% 1.5% -1.5%	0% 5.3% -5.3%	0% 2.6% -2.6%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have any employees in this category								
	NON-SWORN Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have any employees in this category								
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	91.67% 42.5% 49.17%	0% 4% -4%	8.33% 12.5% -4.17%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have any employees in this category									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have any employees in this category									

3/11/2015

Ethnic Detail for Regional Office of Education - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	19950132	MORRIS, ELEANOR B	F	Hispanic or Latino	06	Administrative Support	5/16/2007	
FT	20000009	BALDERAS, SHARON	F	White	06	Administrative Support	1/14/2000	7/25/2014
PT	20140038	CHLEBEK, SHARON A	F	White	06	Administrative Support	3/21/2014	6/13/2014
PT	20130105	DIORIO, MICHELLE M	F	White	06	Administrative Support	9/3/2013	
PT	20130104	FITZGERALD, NICOLE T	F	White	06	Administrative Support	9/3/2013	
PT	20130103	GODINA, KAI S	F	White	06	Administrative Support	8/29/2013	8/7/2014
PT	20130062	HASLEY, MACKENZIE A	F	White	06	Administrative Support	6/12/2013	
FT	20130021	HAYDEN, ALICE C	F	White	06	Administrative Support	3/4/2013	6/6/2014
PT	20040178	HELGESON, LEANNE K	F	White	06	Administrative Support	8/23/2004	
FT	19970216	KNORR, ANGELA J	F	White	06	Administrative Support	11/10/1997	
FT	20040243	RISSINGER, VICKI J	F	White	06	Administrative Support	12/1/2004	
FT	20140065	WICKLUND, SUSAN M	F	White	06	Administrative Support	6/5/2014	
OT	19980133	DAL SANTO, PATRICIA A	F	White	01	Official/Administration	8/1/1998	
OT	20120059	KLAISNER, MARK A	M	White	01	Official/Administration	8/16/2012	6/30/2014
PT	20120044	FETZER, MARGARET R	F	White	01	Official/Administration	7/16/2012	
FT	20070127	LECLERE, SHIRLEY	F	White	01	Official/Administration	7/2/2007	
FT	19960227	MORRIS, PHILLIP C	M	White	01	Official/Administration	11/18/1996	
FT	20020136	JORDAN, BELVIN A	F	Black	02	Professionals	9/3/2002	
FT	20050180	DEMPSEY, DEBORAH A	F	White	02	Professionals	8/22/2005	
FT	20030167	GLENN, KARI M	F	White	02	Professionals	9/15/2003	
FT	20050201	HURLEY, ERIN M	F	White	02	Professionals	9/7/2005	
FT	19980134	KAKACEK, SANDRA L	F	White	02	Professionals	8/1/1998	9/3/2013
FT	20120015	LAWSON, KATHERINE	F	White	02	Professionals	3/19/2012	
FT	20130093	MCLEOD, DANA L	F	White	02	Professionals	8/14/2013	8/29/2014
FT	20080160	WEBSTER, ALISSA A	F	White	02	Professionals	10/22/2008	8/21/2014
FT	20050036	BOIES, JOSHUA J	M	White	02	Professionals	2/7/2005	7/11/2014
FT	19990169	GREYDA, RICHARD A	M	White	02	Professionals	8/16/1999	
PT	20070124	JARMAN, BRADLEY	M	White	02	Professionals	7/2/2007	
FT	19890053	KOESSL, DANIEL E	M	White	02	Professionals	9/25/1989	
FT	19970407	LABOUFF, PATRICK F	M	White	02	Professionals	2/24/1997	
PT	20040194	LADWIG, GLEN E	M	White	02	Professionals	9/13/2004	8/30/2013
FT	20140057	PAWOLA, JAMES M	M	White	02	Professionals	5/19/2014	

FT	19990258	SPALIS, IVARS	M	White	02	Professionals	11/8/1999	
FT	20140001	STEFFES, ZACHARY A	M	White	02	Professionals	1/6/2014	
FT	20110040	ZBINDEN, JOSHUA T	M	White	02	Professionals	5/2/2011	4/29/2014
FT	20050041	PINNAU, MARTIN U	M	Asian	03	Technicians	2/14/2005	
FT	20020021	SEARS, GARY H	M	White	03	Technicians	2/1/2002	

Total: 35



REGIONAL OFFICE OF EDUCATION
KANE COUNTY

Patricia Dal Santo, Regional Superintendent

Date: April 8, 2015

To: Susan Brown
From: Meg Fetzer

mf

Re: Equal Employment Opportunity Plan

Responses to Items from EEOP Letter

1. For FY14 the Regional Office of Education didn't have any employee that received disciplinary action for the reasons indicated below.

<u>Race</u>	<u>Sex</u>	<u>Sanction</u>
N/A	N/A	None

2. In FY14 there was ZERO employees at the Regional Office of Education who were promoted or transferred that was listed on the attached job categories from your EEOP letter.

<u>Race</u>	<u>Sex</u>	<u>Change</u>
N/A	N/A	N/A

3. The Regional Office of Education posts job openings through Kane County's website and also through the Kane County Human Resources Consortium.

It is the Regional Superintendent's policy to provide equal employment opportunity to all applicants and employees without regard to race, color, creed, religion, sex, age, national origin, ancestry, physical or mental handicap or disability, marital status, military status, or veteran status. This policy applies to all aspects of employment, including, but not limited to, selection, promotions, compensation, assignments, benefits, training and termination. To the extent required by receipt of grant funds or other laws, any employment or discrimination policy required to be adopted by such grant agreement or law is hereby adopted by reference as if fully set forth herein.

The Regional Superintendent is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin. In compliance with the Immigration Reform and Control Act of 1986, and as a condition of employment, each new employee must properly complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Before commencing work, newly rehired employees must also complete the form if they have not previously filed an I-9 with this office or if their previously completed I-9 is more than 3 years old.

It is the Regional Superintendent policy that no qualified individual with a disability shall be discriminated against because of such disability in regard to job application procedures, hiring or discharge, compensation, advancement opportunities, training, or any other term or condition of employment. A disability is defined as: (1) a physical or mental impairment that substantially limits one or more major life activities of an individual; (2) a record of such impairment; or (3) being regarded as having such impairment.

A qualified individual with a disability is one who, with or without reasonable accommodation, can perform the essential functions of the job such person holds or desires. Any qualified employee or applicant who believes that he or she has been discriminated against because of a disability should promptly report the complaint to a Manager or the Associate Superintendent. Complaints of discrimination on the basis of disability will be promptly investigated.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 SHERIFF WORKFORCE

Job Category		MALE					FEMALE					
		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)		0 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals (02)		21 100%	3 14.29%	15 71.42%	0 0%	0 0%	0 0%	0 0%	3 14.29%	0 0%	0 0%	0 0%
Technicians (03)		The Sheriff's Office does not have employees in this job category.										
Protective Services	Sworn (04)	236 100%	11 4.66%	161 68.22%	19 8.05%	5 2.12%	0 0%	3 1.27%	35 14.83%	2 0.85%	0 0%	0 0%
	Non-Sworn (05)	6 100%	2 33.333%	2 33.333%	1 16.667%	0 0%	0 0%	0 0%	1 16.667%	0 0%	0 0%	0 0%
Office/Clerical (06)		34 100%	0 0%	2 5.88%	0 0%	0 0%	0 0%	0 0%	28 82.35%	4 11.77%	0 0%	0 0%
Skilled Craft (07)		3 100%	0 0%	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance (08)		1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

3/11/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 SHERIFF UTILIZATION ANALYSIS

		MALE					FEMALE				
JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE											
Workforce #/%		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		45.5%	-1.6%	-4.6%	-1.8%	0%	-30.8%	-1.2%	-3.8%	-1.3%	0%
PROFESSIONALS											
Workforce #%		71.42%	14.29%	0%	0%	0%	14.29%	0%	0%	0%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		34.72%	12.79%	-3.8%	-3.6%	0%	-31.61%	-1.4%	-4.3%	-2.7%	0%
TECHNICIANS		The Sheriff's Office does not have employees in this job category.									
Workforce #/%											
CLS #/%											
Utilization %											
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	68.22%	4.66%	8.05%	2.12%	0%	14.83%	1.27%	0.85%	0%	0%
	CLS #/%	59.1%	7.7%	11.5%	1.9%	0%	11.0%	3.5%	5.4%	0%	0%
	Utilization %	9.12%	-3.04%	-3.45%	.022%	0%	3.83%	-2.23%	-4.55%	0%	0%
NON-SWORN	Workforce #/%	33.333%	33.333%	16.667%	0%	0%	16.667%	0%	0%	0%	0%
	CLS #/%	52.1%	0%	0%	0%	0%	39.4%	0%	8.4%	0%	0%
	Utilization %	-18.767%	33.333%	16.667%	0%	0%	-22.733%	0%	-8.4%	0%	0%
OFFICE/CLERICAL											
Workforce		5.88%	0%	0%	0%	0%	82.35%	0%	11.77%	0%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-21.72%	-1.7%	-8%	-1%	-1%	39.85%	-4%	0.73%	-1.3%	-1%
SKILLED CRAFT											
Workforce #/%		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		58.9%	1.7%	30%	1.9%	.2%	3.2%	.5%	2.9%	.5%	0%
Utilization %		41.1%	-1.7%	-30%	-1.9%	-2%	-3.2%	-.5%	-2.9%	-.5%	0%
SVCS/MAINTENANCE											
Workforce #/%		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CLS #/%		21.8%	3.2%	33.4%	1.1%	0%	16.9%	3%	19.2%	1.2%	0%
Utilization %		78.2%	-3.2%	-33.4%	-1.1%	0%	-16.9%	-3%	-19.2%	-1.2%	0%

3/11/2015

Ethnic Detail for Sheriff - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
FT	20060129	BARRERA, SUSAN	F	Hispanic or Latino	06	Administrative Support	6/21/2006	8/4/2014
FT	20080043	DOMINGUEZ, ALICIA	F	Hispanic or Latino	06	Administrative Support	3/17/2008	
FT	20130170	PEREZ, KIMBERLY M	F	Hispanic or Latino	06	Administrative Support	12/16/2013	1/3/2015
FT	20080065	RUBIO, SONIA	F	Hispanic or Latino	06	Administrative Support	4/28/2008	
FT	20100045	WOODS, BRITTANY M	F	Hispanic or Latino	06	Administrative Support	7/19/2010	
FT	20070117	BREDLAU, MARY H	F	White	06	Administrative Support	6/18/2007	s/b Sheriff during this date range
FT	20050181	FRANZEN, NICOLE A	F	White	06	Administrative Support	8/22/2005	
FT	20140047	HANKES, BRITTNEY R	F	White	06	Administrative Support	4/29/2014	
FT	20010081	KOMES, DIANE K	F	White	06	Administrative Support	4/16/2001	
FT	20130164	LARKIN, JACQUELYN R	F	White	06	Administrative Support	12/2/2013	
FT	20080129	LETSINGER, DANIELLE D	F	White	06	Administrative Support	8/18/2008	
FT	20110042	MULDER, ERIN L	F	White	06	Administrative Support	5/17/2011	
FT	20080087	SODERDAHL, LINDSAY M	F	White	06	Administrative Support	6/9/2008	
FT	20080087	SODERDAHL, LINDSAY M	F	White	06	Administrative Support	6/9/2008	
FT	19940018	STEBERL, KATHLEEN A	F	White	06	Administrative Support	2/1/1994	
FT	20070016	ARDELAN, JANET F	F	White	06	Administrative Support	1/16/2007	
FT	19920011	BJORNSON, CAROLINE R	F	White	06	Administrative Support	3/16/1992	
FT	19870006	BLACKSMITH, EMILY A	F	White	06	Administrative Support	3/1/1987	
FT	19860004	COLE, COLLEEN M	F	White	06	Administrative Support	4/1/1986	
FT	20070118	DZAFERI CRAMER, LULE	F	White	06	Administrative Support	6/18/2007	
FT	20020186	FRIEDRICH, JANET L	F	White	06	Administrative Support	11/25/2002	
FT	20070026	HAMBLÉN, DENISE E	F	White	06	Administrative Support	2/20/2007	
FT	20050088	JOHANNESSEN, ASHLEIGH N	F	White	06	Administrative Support	5/16/2005	
FT	19900029	KRUSE, NATALIE A	F	White	06	Administrative Support	6/11/1990	
FT	19870016	NELSON, DARLENE M	F	White	06	Administrative Support	6/29/1987	
FT	20110041	PARKER, DEBORAH A	F	White	06	Administrative Support	5/19/2011	
FT	19790012	POE, MARTHA L	F	White	06	Administrative Support	8/13/1979	
FT	20100042	RECKINGER, DEBRA L	F	White	06	Administrative Support	6/17/2010	
FT	20080005	STAMMET, YVONNE R	F	White	06	Administrative Support	12/26/2007	
FT	19930006	THOMPSON, CRYSTAL M	F	White	06	Administrative Support	1/16/1993	
FT	20130055	VILLWOCK, ABBEY M	F	White	06	Administrative Support	6/3/2013	
FT	20120038	WEIBLER, JENNIFER A	F	White	06	Administrative Support	6/25/2012	
FT	20050077	SALISBURY, JOSHUA A	M	White	06	Administrative Support	5/1/2005	10/5/2013
FT	19980091	WOODS, WILLIAM R	M	White	06	Administrative Support	6/1/1998	
FT	19950060	HUNGER, COREY J	M	White	02	Professionals	4/16/1995	
OT	19920007	PEREZ, PATRICK B	M	Hispanic or Latino	01	Official/Administration	3/16/1992	11/30/2014
FT	19850010	FALKNER, WALLACE D	M	Black	02	Professionals	8/19/1985	8/30/2013
FT	19950195	CAMPBELL, CRAIG K	M	Black	02	Professionals	3/30/1998	
FT	19920021	MAYES, WILLIE M	M	Black	02	Professionals	5/13/1992	
FT	19900007	WOODRUFF, LYNNE M	F	White	02	Professionals	2/16/1990	1/3/2014
PT	19760006	BURGERT, CINDA A	F	White	02	Professionals	7/30/2012	3/13/2014
FT	19980006	STRIKE, MITZI A	F	White	02	Professionals	1/5/1998	
FT	19910021	CARTER, WAYNE A	M	White	02	Professionals	5/1/1991	
FT	19890008	FLOWERS, GREGORY M	M	White	02	Professionals	2/16/1989	

FT	19920016	HICKEY, JOHN V	M	White	02	Professionals	5/1/1992	
FT	19920018	KEATY, PATRICK M	M	White	02	Professionals	5/24/1992	
FT	19910033	LEWIS, JAMES C	M	White	02	Professionals	6/1/1991	
FT	19890062	SWANSON, DANIEL P	M	White	02	Professionals	11/1/1989	
FT	20110061	AUKSTOLIS, WILLIAM F	M	White	02	Professionals	8/22/2011	1/3/2015
FT	19790006	BUMGARNER, THOMAS L	M	White	02	Professionals	6/10/1979	
FT	19930014	COLLINS, CHRISTOPHER J	M	White	02	Professionals	3/17/1993	
FT	19940021	FISHER, ERIC S	M	White	02	Professionals	2/16/1994	
FT	19960070	GENGLER, PATRICK J	M	White	02	Professionals	4/19/1996	
FT	19830016	GROMMES, RONALD	M	White	02	Professionals	12/1/1983	6/6/2014
FT	19830018	RANDALL, DWIGHT C	M	White	02	Professionals	12/16/1983	5/2/2014
FT	19920022	WILLIAMS, KEVIN E	M	White	02	Professionals	5/5/1992	
FT	19960160	RAY, ORLANDO T	M	Black	05	Protective Services: Non Sworn	9/1/1996	
FT	19970225	TYLER, WILLIE J	M	Black	05	Protective Services: Non Sworn	11/17/1997	
FT	20010146	GOMEZ, JOSE C	M	Hispanic or Latino	05	Protective Services: Non Sworn	6/26/2001	
FT	20010092	LENTZ, JENNIFER A	F	White	05	Protective Services: Non Sworn	5/1/2001	
FT	19950056	BOBER, RAYMOND M Jr	M	White	05	Protective Services: Non Sworn	4/16/1995	
FT	20040057	ROGAWSKI, RONALD P	M	White	05	Protective Services: Non Sworn	4/1/2004	
FT	19930035	CONKLIN, CHARLES K	M	Asian	04	Protective Services: Sworn	5/16/1993	
FT	20040029	DIRECTO, JOEL G	M	Asian	04	Protective Services: Sworn	2/9/2004	
FT	19950043	DUCAY, CHRIS V	M	Asian	04	Protective Services: Sworn	3/26/1995	
FT	19910023	EISENMAN, FRANCISCO S	M	Asian	04	Protective Services: Sworn	5/16/1991	
FT	20030112	VELAZQUEZ, JUAN G	M	Asian	04	Protective Services: Sworn	6/30/2003	
FT	19960047	CROSS, TANIKA M	F	Black	04	Protective Services: Sworn	4/1/1996	
FT	20030124	WILLIAMS, PAMELA M	F	Black	04	Protective Services: Sworn	7/14/2003	
FT	20040021	NELMS, SHIRLEY A	F	Black	04	Protective Services: Sworn	1/26/2004	
FT	20080148	CROSS, KHARI L	M	Black	04	Protective Services: Sworn	9/16/2008	
FT	19910025	JACKSON, KEVIN D	M	Black	04	Protective Services: Sworn	5/7/1991	11/1/2013
FT	20040032	JOHNSON, JOHN H	M	Black	04	Protective Services: Sworn	2/9/2004	
FT	20010044	JOHNSON, JOHNNY L	M	Black	04	Protective Services: Sworn	2/26/2001	12/1/2014
FT	19970029	ROBINSON, EVERETT D	M	Black	04	Protective Services: Sworn	1/27/1997	
FT	19980093	THOMAS, PRUE C Sr	M	Black	04	Protective Services: Sworn	6/3/1998	
FT	20050161	WILLIAMS, DURRELL E	M	Black	04	Protective Services: Sworn	7/18/2005	
FT	20090012	WILSON, OLIVER E	M	Black	04	Protective Services: Sworn	2/2/2009	
FT	20110021	DOUGLAS, JUSTIN E	M	Black	04	Protective Services: Sworn	2/13/2011	
FT	19980195	EDWARDS, WALTER F	M	Black	04	Protective Services: Sworn	9/18/1998	
FT	19840003	SMITH, ANDREW K	M	Black	04	Protective Services: Sworn	2/1/1984	
FT	19990074	RODRIGUEZ, YOLANDA A	F	Hispanic or Latino	04	Protective Services: Sworn	3/29/1999	
FT	20100043	AGUIRRE, VANESSA	F	Hispanic or Latino	04	Protective Services: Sworn	7/12/2010	
FT	20000152	AGUIRRE, LUIS X	M	Hispanic or Latino	04	Protective Services: Sworn	8/1/2000	
FT	20020030	DELGADO, DARREN G	M	Hispanic or Latino	04	Protective Services: Sworn	2/25/2002	
FT	20090011	DURAN CANCINO, LUIS F	M	Hispanic or Latino	04	Protective Services: Sworn	2/2/2009	
FT	20080154	MEZA, JUAN G	M	Hispanic or Latino	04	Protective Services: Sworn	10/6/2008	
FT	20070215	MEZA, ROSENDO Jr	M	Hispanic or Latino	04	Protective Services: Sworn	12/10/2007	
FT	19960218	OLALDE, MANUEL E	M	Hispanic or Latino	04	Protective Services: Sworn	11/4/1996	
FT	20080041	AGUIRRE, FRANCISCO J	M	Hispanic or Latino	04	Protective Services: Sworn	3/12/2008	

FT	20130086	DIAZ, MARTIN A	M	Hispanic or Latino	04	Protective Services: Sworn	7/30/2013	9/18/2013
FT	20130160	GODINHO, PAULO D Jr	M	Hispanic or Latino	04	Protective Services: Sworn	11/18/2013	
FT	20080114	SCOTT, STEPHAN A	M	Hispanic or Latino	04	Protective Services: Sworn	3/25/2013	
FT	19950153	ALBA, ALDO A	M	Hispanic or Latino	04	Protective Services: Sworn	9/8/1995	
FT	20140079	CERVANTES, IGNACIO	M	Hispanic or Latino	04	Protective Services: Sworn	7/7/2014	1/20/2015 not in date range
FT	20030099	FLANNERY, MICHAEL C	M	Hispanic or Latino	04	Protective Services: Sworn	6/9/2003	
FT	19980047	JONES, STEVEN W	M	Hispanic or Latino	04	Protective Services: Sworn	3/30/1998	
FT	19830006	MANCILLA, JUAN J	M	Hispanic or Latino	04	Protective Services: Sworn	6/16/1983	
FT	20080056	MARQUEZ, JUAN A	M	Hispanic or Latino	04	Protective Services: Sworn	4/3/2008	
FT	20120023	PEREZ, GABRIEL P	M	Hispanic or Latino	04	Protective Services: Sworn	4/23/2012	
FT	19950002	RODRIGUEZ, SALVADOR	M	Hispanic or Latino	04	Protective Services: Sworn	1/1/1995	
FT	20040105	SAENZ PESINA, EVER	M	Hispanic or Latino	04	Protective Services: Sworn	5/24/2004	
FT	20030120	SALINAS, RAUL	M	Hispanic or Latino	04	Protective Services: Sworn	7/14/2003	
FT	20110029	BAILEY, AMANDA E	F	White	04	Protective Services: Sworn	3/14/2011	
FT	20080048	BRIGUGLIO, LENORE P	F	White	04	Protective Services: Sworn	3/24/2008	
FT	20100026	DAVIS, JANEL L	F	White	04	Protective Services: Sworn	3/29/2010	
FT	20130123	FROULA, KARA K	F	White	04	Protective Services: Sworn	10/7/2013	
FT	20070214	HANCZAR, MARISA A	F	White	04	Protective Services: Sworn	12/10/2007	
FT	20030118	HELLER, KATIE A	F	White	04	Protective Services: Sworn	7/14/2003	
FT	20050039	HUGHES, KELLY M	F	White	04	Protective Services: Sworn	2/14/2005	
FT	20010005	JACKSON, MARILYN J	F	White	04	Protective Services: Sworn	1/1/2001	
FT	20000021	LAMBERT, SUSAN A	F	White	04	Protective Services: Sworn	2/22/2000	
FT	20110028	LUCANIA, TANYA R	F	White	04	Protective Services: Sworn	3/14/2011	
FT	20080031	MCCLANAHAN, NICOLE G	F	White	04	Protective Services: Sworn	2/4/2008	
FT	20010173	MILLER, BLYTHE A	F	White	04	Protective Services: Sworn	8/6/2001	
FT	20140064	O'DONNELL, JEANNE M	F	White	04	Protective Services: Sworn	5/27/2014	12/15/2014
FT	20120088	PACK, CATHERINE A	F	White	04	Protective Services: Sworn	10/9/2012	
FT	20070027	SCHMIDT, JENNIFER S	F	White	04	Protective Services: Sworn	2/13/2007	8/18/2013
FT	20000137	SPENCE, MARY F	F	White	04	Protective Services: Sworn	7/17/2000	
FT	19910028	TANT, DOMI L	F	White	04	Protective Services: Sworn	5/6/1991	
FT	20030123	TRYBULA, VICTORIA J	F	White	04	Protective Services: Sworn	7/14/2003	
FT	20040035	ZILLGES, LAURA A	F	White	04	Protective Services: Sworn	2/9/2004	
FT	20140005	BYERS, BRYANNA L	F	White	04	Protective Services: Sworn	1/7/2014	
FT	19980246	DUDA, KIMBERLY A	F	White	04	Protective Services: Sworn	12/14/1998	
FT	20050058	FISHER, LINDA A	F	White	04	Protective Services: Sworn	3/14/2005	
FT	20140003	FLYNN, JESSICA A	F	White	04	Protective Services: Sworn	1/6/2014	
FT	19980182	MADIGAN, SANDRA A	F	White	04	Protective Services: Sworn	9/8/1998	
FT	19970002	QUINN, HOLLY A	F	White	04	Protective Services: Sworn	1/2/1997	
FT	20110099	CONLEY, SARAH L	F	White	04	Protective Services: Sworn	1/1/2012	
FT	20080061	DEUHLER, SUSAN J	F	White	04	Protective Services: Sworn	4/21/2008	
FT	20140004	FRANTZEN, BROOKE K	F	White	04	Protective Services: Sworn	1/6/2014	
FT	20030155	JOHNSON, AMY R	F	White	04	Protective Services: Sworn	9/2/2003	
FT	20050069	KAUS, KRISTA M	F	White	04	Protective Services: Sworn	4/4/2005	
FT	20120028	KOFFENBERGER, DEANNA V	F	White	04	Protective Services: Sworn	4/29/2012	
FT	20110020	KOPF, DIANA	F	White	04	Protective Services: Sworn	2/13/2011	
FT	19950001	LYNE, CHERYL A	F	White	04	Protective Services: Sworn	1/1/1995	

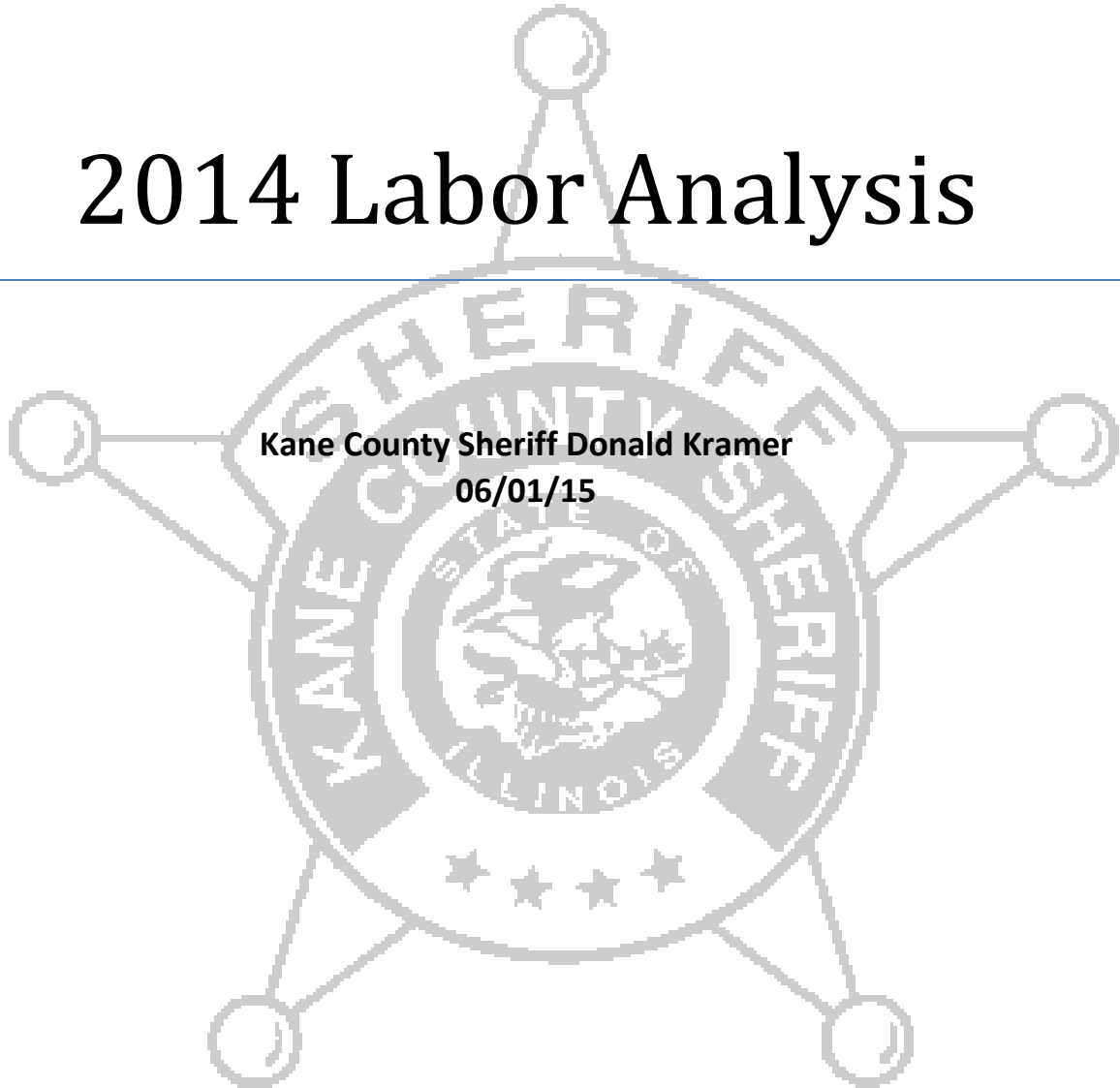
FT	19950154	ROBERTS, DAWN M	F	White	04	Protective Services: Sworn	9/8/1995	
FT	20080112	ZINKE, KIMBERLY J	F	White	04	Protective Services: Sworn	7/3/2008	
FT	20060142	AZEMI, MERGIM	M	White	04	Protective Services: Sworn	7/31/2006	
FT	20020110	BARNAT, ROBERT B	M	White	04	Protective Services: Sworn	8/12/2002	
FT	20080020	BECK, DARREN J	M	White	04	Protective Services: Sworn	1/21/2008	
FT	19930034	BOMMELMAN, CHRISTIAN W	M	White	04	Protective Services: Sworn	5/24/1993	
FT	20130077	BORNEMANN, TIMOTHY J	M	White	04	Protective Services: Sworn	7/8/2013	
FT	20140080	BORUTA, KENNETH E	M	White	04	Protective Services: Sworn	7/7/2014	1/29/2015 not in date range
FT	20070216	BREDLAU, JOHN P	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20010042	CAJIC, LEONARD	M	White	04	Protective Services: Sworn	2/26/2001	
FT	19910020	CAMPBELL, RICHARD J	M	White	04	Protective Services: Sworn	5/5/1991	
FT	20040028	CAWVEY, SHERDELL G	M	White	04	Protective Services: Sworn	2/9/2004	
FT	20080050	DAVIS, NICHOLAS P	M	White	04	Protective Services: Sworn	3/24/2008	
FT	20090062	DEATON, DANIEL	M	White	04	Protective Services: Sworn	10/5/2009	
FT	20110081	DELINE, MATTHEW J	M	White	04	Protective Services: Sworn	10/11/2011	
FT	19870014	DES JARDINE, MICHAEL A	M	White	04	Protective Services: Sworn	6/8/1987	
FT	20020031	DESHARNAIS, MARCUS H	M	White	04	Protective Services: Sworn	2/25/2002	
FT	20010182	DUNAWAY, PAUL D	M	White	04	Protective Services: Sworn	8/13/2001	
FT	19940089	FLOWERS, SCOTT A	M	White	04	Protective Services: Sworn	8/16/1994	
FT	20040030	GATS, MARK G	M	White	04	Protective Services: Sworn	2/9/2004	
FT	20080155	GIBBONS, JOHN F	M	White	04	Protective Services: Sworn	10/6/2008	
FT	20050157	GILLUM, DEVON S	M	White	04	Protective Services: Sworn	7/18/2005	
FT	20080027	GULANCZYK, GREG	M	White	04	Protective Services: Sworn	2/4/2008	
FT	19980124	HANSON, DONALD D	M	White	04	Protective Services: Sworn	7/13/1998	
FT	20070088	HARDEKOPF, ADAM T	M	White	04	Protective Services: Sworn	5/29/2007	
FT	20010043	HAYES, PHILIP L	M	White	04	Protective Services: Sworn	2/26/2001	
FT	20070219	HEINZ, BRET M	M	White	04	Protective Services: Sworn	12/10/2007	
FT	19960081	HEWITT, CHRISTOPHER R	M	White	04	Protective Services: Sworn	5/13/1996	
FT	19950155	HOFFMAN, JOHN P	M	White	04	Protective Services: Sworn	9/29/1995	
FT	19920001	HOLLOWAY, DANIEL D	M	White	04	Protective Services: Sworn	1/16/1992	
FT	19990071	HUGHES, RANDY A	M	White	04	Protective Services: Sworn	3/29/1999	
FT	20120085	HUNT, JUSTIN J	M	White	04	Protective Services: Sworn	10/1/2012	
FT	19910043	HUSTON, MICHAEL E	M	White	04	Protective Services: Sworn	8/18/1991	
FT	19900031	JOHNSON, ALAN R	M	White	04	Protective Services: Sworn	7/1/1990	
FT	20080028	KHOLLMAN, CORY S	M	White	04	Protective Services: Sworn	2/4/2008	
FT	20060187	KMIECIAK, BRETT M	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20090014	KOBALD JR, RAYMOND C	M	White	04	Protective Services: Sworn	2/2/2009	
FT	20130078	KOZIEL, JORDAN A	M	White	04	Protective Services: Sworn	7/8/2013	12/20/2013
FT	20140055	KRASOWSKI, ARTUR M	M	White	04	Protective Services: Sworn	5/12/2014	
FT	20010183	KRAWCZYK, JERRY	M	White	04	Protective Services: Sworn	8/13/2001	
FT	19950044	LANG, DONALD J	M	White	04	Protective Services: Sworn	3/26/1995	
FT	20060105	LARRY, BRADLEY J	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20090008	LAURIA, JOSEPH C	M	White	04	Protective Services: Sworn	2/2/2009	1/15/2015
FT	20080060	LAVIGNE, JASON R	M	White	04	Protective Services: Sworn	4/14/2008	
FT	19910026	LAWRENCE, STEPHEN C	M	White	04	Protective Services: Sworn	5/3/1991	11/24/2014
FT	20140043	LOMBARDI, JORDAN J	M	White	04	Protective Services: Sworn	4/9/2014	6/13/2014

FT	19990255	LOOMIS, SHAWN M	M	White	04	Protective Services: Sworn	11/8/1999	
FT	20070138	LUNGREN, KEVIN M	M	White	04	Protective Services: Sworn	7/23/2007	
FT	20060106	MANN, BRYAN W	M	White	04	Protective Services: Sworn	5/30/2006	
FT	19950173	MARCRUM, GREGORY A	M	White	04	Protective Services: Sworn	9/29/1995	
FT	19920020	MARCRUM, LARRY S	M	White	04	Protective Services: Sworn	5/12/1992	
FT	20070136	MCGILL, RYNE E	M	White	04	Protective Services: Sworn	7/23/2007	
FT	20040102	MCKANNA, SCOTT A	M	White	04	Protective Services: Sworn	5/24/2004	
FT	19960159	MCKINESS, RANDIE S	M	White	04	Protective Services: Sworn	9/1/1996	
FT	20070218	MILLER, PHILIP W	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20090009	MILNER, ERIK A	M	White	04	Protective Services: Sworn	2/2/2009	
FT	20000138	MONTAVON, STEVEN D	M	White	04	Protective Services: Sworn	7/17/2000	
FT	20050211	MORRISON, GARRY J	M	White	04	Protective Services: Sworn	9/19/2005	
FT	20000016	NALLY, JAMES P	M	White	04	Protective Services: Sworn	2/7/2000	
FT	20030037	NELSON, MARK A	M	White	04	Protective Services: Sworn	3/3/2003	
FT	19980127	NORRIS, RUSSEL H	M	White	04	Protective Services: Sworn	7/13/1998	
FT	20000139	O'CONNOR, HUGH G	M	White	04	Protective Services: Sworn	7/17/2000	
FT	20020036	OSMANI, PERPARIM	M	White	04	Protective Services: Sworn	2/25/2002	
FT	20140089	PALMER, JOHN	M	White	04	Protective Services: Sworn	7/28/2014	12/23/2014 not in date range
FT	19980068	PLEITT, RICHARD M	M	White	04	Protective Services: Sworn	5/4/1998	6/3/2014
FT	19960058	REGNIER, KARL R	M	White	04	Protective Services: Sworn	4/1/1996	
FT	19960087	RIEDL, GEORGE	M	White	04	Protective Services: Sworn	5/14/1996	
FT	20020037	RYDER, JOSHUA A	M	White	04	Protective Services: Sworn	2/25/2002	
FT	20070059	SALISBURY, RYAN L	M	White	04	Protective Services: Sworn	4/2/2007	
FT	20040034	SCHNITZLER, THOMAS J	M	White	04	Protective Services: Sworn	2/9/2004	
FT	20120002	SCOTT, SAMUEL R	M	White	04	Protective Services: Sworn	1/17/2012	
FT	20080032	SEEGO JR., CARMINE A	M	White	04	Protective Services: Sworn	2/4/2008	
FT	20070213	SHAFF, STEVEN J	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20140056	SINGER, RANDY W	M	White	04	Protective Services: Sworn	5/12/2014	
FT	19970072	SMITH, DONALD D	M	White	04	Protective Services: Sworn	4/7/1997	
FT	20070030	SMITH, JUSTIN W	M	White	04	Protective Services: Sworn	2/13/2007	
FT	20060188	STROSSNER, DEL D	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20030038	SWICK, JAMES A	M	White	04	Protective Services: Sworn	3/3/2003	
FT	20090013	TIERNEY, PATRICK M	M	White	04	Protective Services: Sworn	2/2/2009	
FT	20050160	TIMMERMAN, PAUL S	M	White	04	Protective Services: Sworn	7/18/2005	
FT	20070137	TOUSIGNANT, MARK A	M	White	04	Protective Services: Sworn	7/23/2007	
FT	19990212	TROTTIER, THOMAS J	M	White	04	Protective Services: Sworn	9/20/1999	
FT	20060189	TRYGAR, MATTHEW J	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20030040	WATSON, JACOB S	M	White	04	Protective Services: Sworn	3/3/2003	
FT	20050238	ANZELONE, JOSEPH	M	White	04	Protective Services: Sworn	11/1/2005	
FT	20030201	CALHOUN, CHAD P	M	White	04	Protective Services: Sworn	11/12/2003	
FT	20110019	CHRISTENSON, PATRICK B	M	White	04	Protective Services: Sworn	2/7/2011	
FT	20110033	FEIZA, DEREK J	M	White	04	Protective Services: Sworn	4/18/2011	
FT	20000102	FLETCHER, LLOYD	M	White	04	Protective Services: Sworn	6/6/2000	
FT	20080171	FRIEDRICH, JASON T	M	White	04	Protective Services: Sworn	2/16/2014	7/3/2014
PT	19790007	FRIEDRICH, THOMAS A	M	White	04	Protective Services: Sworn	6/9/2014	1/29/2015
FT	20050213	GABRIELSON, MATTHEW J	M	White	04	Protective Services: Sworn	9/26/2005	

FT	20110044	GRANT, ROBERT D	M	White	04	Protective Services: Sworn	6/6/2011	
PT	19870003	GRIMES, WILLIAM J	M	White	04	Protective Services: Sworn	4/21/2014	
FT	20130144	HAMMOND, JOHN D	M	White	04	Protective Services: Sworn	10/28/2013	
FT	20080074	HAYES, PAUL V	M	White	04	Protective Services: Sworn	5/12/2008	
FT	20130020	JOHNSTON, JAMES W	M	White	04	Protective Services: Sworn	2/25/2013	
FT	20080084	KRIEN, HERBERT A	M	White	04	Protective Services: Sworn	6/2/2008	7/12/2014
FT	20060184	LANDBERG, KEITH D	M	White	04	Protective Services: Sworn	10/2/2006	
FT	20000256	LANG, EDWARD F	M	White	04	Protective Services: Sworn	12/4/2000	
FT	20120072	MCNUTT, SAMUAL A	M	White	04	Protective Services: Sworn	9/18/2012	9/27/2013
FT	19990068	MEETERS, STEVEN D	M	White	04	Protective Services: Sworn	3/22/1999	
FT	19970234	OESTERREICHER, CLAUDE L	M	White	04	Protective Services: Sworn	12/1/1997	
FT	20120079	PEARSON, JACK W Jr	M	White	04	Protective Services: Sworn	10/1/2012	
FT	19990136	PILIPUF, RONALD J	M	White	04	Protective Services: Sworn	7/12/1999	
FT	20130175	PISZCZEK, RUSSELL J	M	White	04	Protective Services: Sworn	12/30/2013	
FT	20040173	POE, CHARLES M	M	White	04	Protective Services: Sworn	8/16/2004	12/31/2014
FT	20100095	SCHWER, BOB L	M	White	04	Protective Services: Sworn	12/20/2010	
FT	20110032	SHEEHAN, GORDON T	M	White	04	Protective Services: Sworn	4/19/2011	
FT	20050017	VAN VLERAH, ROGER A	M	White	04	Protective Services: Sworn	1/10/2005	
FT	19930018	WAGNER, DAVID E	M	White	04	Protective Services: Sworn	3/1/1993	
FT	20120086	WEBSTER, WILLIAM A	M	White	04	Protective Services: Sworn	10/9/2012	
FT	19890055	BALOUN, ROBERT A	M	White	04	Protective Services: Sworn	10/16/1989	
FT	19960175	BARROWS, SHAWN D	M	White	04	Protective Services: Sworn	9/9/1996	
FT	19930052	BEATUS, MICHAEL J	M	White	04	Protective Services: Sworn	7/1/1993	
FT	20060067	BIDDLE, ANDREW T	M	White	04	Protective Services: Sworn	4/4/2006	
FT	20070058	BODIN, JEFFREY M	M	White	04	Protective Services: Sworn	4/2/2007	
FT	20060081	BRAUER, DOUGLAS P	M	White	04	Protective Services: Sworn	4/17/2006	
FT	20030110	BRUENING, STEVEN L	M	White	04	Protective Services: Sworn	6/4/1998	
FT	20050068	CATICH, EDWARD K	M	White	04	Protective Services: Sworn	4/4/2005	
FT	19770020	CAULFIELD, JAMES P	M	White	04	Protective Services: Sworn	6/10/1976	6/11/2014
FT	19980042	COLLINS, STEVEN W	M	White	04	Protective Services: Sworn	3/16/1998	
FT	19930036	CYZEN, KENNETH J	M	White	04	Protective Services: Sworn	5/18/1993	
FT	19940067	DEMETER, BRIAN W	M	White	04	Protective Services: Sworn	6/24/1994	
FT	20020149	DURHAM, THOMAS A	M	White	04	Protective Services: Sworn	9/23/2002	
FT	19980139	FEIZA, AARON J	M	White	04	Protective Services: Sworn	8/3/1998	
FT	19940070	FLOWERS, TIMOTHY W	M	White	04	Protective Services: Sworn	7/1/1994	
FT	19960176	GARDNER, KEITH A	M	White	04	Protective Services: Sworn	9/9/1996	
FT	19960158	GARTLAND, JAMIE	M	White	04	Protective Services: Sworn	9/1/1996	
FT	19990201	GAST, DAVID D	M	White	04	Protective Services: Sworn	9/7/1999	
FT	19990125	GATSKE, WILLIAM A	M	White	04	Protective Services: Sworn	6/21/1999	
FT	19970058	GENTRY, BRANDEN W	M	White	04	Protective Services: Sworn	3/21/1997	
FT	19990145	GONCHER, MATTHEW J	M	White	04	Protective Services: Sworn	7/19/1999	
FT	20030036	HAIN, RONALD C	M	White	04	Protective Services: Sworn	3/3/2003	
FT	20050027	HOFFMAN, TERENCE L	M	White	04	Protective Services: Sworn	2/1/2005	
FT	20120008	HOYT, TREVOR L	M	White	04	Protective Services: Sworn	2/10/2012	
FT	20050215	HUMM, MATTHEW A	M	White	04	Protective Services: Sworn	9/26/2005	
FT	19980046	JOHNSON, KENNETH E	M	White	04	Protective Services: Sworn	3/30/1998	

FT	19890001	KLEVENO, KEVIN W	M	White	04	Protective Services: Sworn	1/9/1989	
FT	19980201	LEWIS, BRIAN T	M	White	04	Protective Services: Sworn	9/28/1998	
FT	19960257	MCCARTY, BRIAN J	M	White	04	Protective Services: Sworn	12/16/1996	
FT	20050159	MCKINESS, BRANDON S	M	White	04	Protective Services: Sworn	7/18/2005	
FT	20120019	MONAGHAN, RYAN J	M	White	04	Protective Services: Sworn	3/25/2012	
FT	20060078	MORAVEC, NATHAN M	M	White	04	Protective Services: Sworn	4/17/2006	
FT	19870017	O'HARA, DANIEL T	M	White	04	Protective Services: Sworn	7/20/1987	
FT	19930104	PEELER, CHRISTOPHER T	M	White	04	Protective Services: Sworn	11/16/1993	
FT	19970099	POGORZELSKI, EDWARD A	M	White	04	Protective Services: Sworn	5/19/1997	
FT	19940090	REITMEYER, STEVEN E	M	White	04	Protective Services: Sworn	8/16/1994	
FT	19880034	ROSEBUSH, THOMAS F	M	White	04	Protective Services: Sworn	10/3/1988	
FT	19970024	RUCHAJ, CHRISTOPHER M	M	White	04	Protective Services: Sworn	1/24/1997	
FT	19970015	SCHURING, PHILLIP P	M	White	04	Protective Services: Sworn	1/10/1997	
FT	20120077	SCHWAB, ANDREW C	M	White	04	Protective Services: Sworn	9/28/2012	
FT	19970180	SEIDELMAN, JAMES A	M	White	04	Protective Services: Sworn	9/12/1997	
FT	19940116	THORGESEN, DAVID A	M	White	04	Protective Services: Sworn	10/9/1994	
FT	19900037	TINDALL, KEVIN W	M	White	04	Protective Services: Sworn	8/20/1990	
FT	20010147	TOWERS, STANLEY	M	White	04	Protective Services: Sworn	11/1/1995	
FT	20060007	WALLACE, DENNY L	M	White	04	Protective Services: Sworn	1/4/2006	
FT	19890011	WALLACE, KOREY A	M	White	04	Protective Services: Sworn	2/7/1989	
FT	19980175	WARREN, PAUL K	M	White	04	Protective Services: Sworn	9/1/1998	
FT	20030102	WIDLARZ, MICHAEL J	M	White	04	Protective Services: Sworn	6/9/2003	
FT	20080049	WILGOSIEWICZ, MICHAEL	M	White	04	Protective Services: Sworn	3/24/2008	
FT	19970017	WOLF, DAVID R	M	White	04	Protective Services: Sworn	1/10/1997	
FT	20000006	WOLF, NICHOLAS G	M	White	04	Protective Services: Sworn	1/3/2000	
FT	19930019	ZENTMYER, BRAD	M	White	04	Protective Services: Sworn	3/16/1993	
FT	20140012	ZYDZIK, CHRISTOPHER L	M	White	04	Protective Services: Sworn	1/19/2014	
FT	19820013	BUMBAR, JEFFREY	M	White	07	Skilled Craft	9/1/1982	
FT	19980086	HARRISON, GARY W	M	White	07	Skilled Craft	6/1/1998	
FT	20130067	SENESE, HAYDEN D	M	White	07	Skilled Craft	6/24/2013	
FT	20000246	DILLER JR, GLENN G	M	White	08	Service/Maintenance	12/1/2000 2/9/2015	in the Sheriff's department during the date range
Total: 301								

2014 Labor Analysis



Kane County Sheriff Donald Kramer
06/01/15

The Kane County Sheriff's Office is made up of seven (7) job group categories for the purposes of the 2014 EEO Utilization Analysis. These seven separate categories make up both the sworn and non-sworn protective services employees along with the Office's civilian work force.

An overview of the Office's Utilization Analysis indicates that there were only minor changes to the Office's workforce composition from 2013. Elected officials are not included in the reporting statistics, so the Sheriff is not included in this analysis. (He is however still included in the "Police Department breakdown" section of the report.)

The Officials/Executive and Professionals categories are dominated by male whites, who represent nearly the entire work force percentage. The Professionals category (02) is mainly represented by a male white workforce at 71.42%, a minor increase of less than 1% over the 2013 number. The percentages of male blacks in the same categories showed an improvement (from 4.38% to 12.79%) and exceed the CLS percentages by 11.29 %. Female whites are still under-represented in both categories; and the utilization percentage showed a decline from -22.38% to -31.61% variance from the CLS %.

The Office Clerical Job group is dominated by female employees, with white females making up over 82% of the workforce, and is nearly unchanged from 2013. Female blacks are underrepresented by 4% while the female Hispanic representation fell in line with the CLS% at 12.%. Males continue to be underrepresented in this group which is somewhat expected since the clerical assignments have been typically filled by female employees.

The skilled craft and SVCS/maintenance are heavily male dominated groups. Each of these job groups contains an underrepresentation of females for every race. The categories currently contain only three (3) individuals, all male whites, making up 100% of the workforce.

Male whites still dominate the Sworn Protective Services workforce group, with a total Work force percentage of 68.22%, an over-representation of just under 10%. Male Blacks are under-represented by 3.04%, Male Hispanic by 3.45% (a slight improvement from 4.11%), Female Black by 2.2% and Female Hispanic by 4.55%. The category of Male Asian/Pacific Islander showed an over-representation of .22%, and Female White by 3.83%, minor variations from 2013.

Males again dominate the Non-Sworn Protective Services group, however they are still under-represented by nearly 19%, while Male Black representation again was 33.33% (CLS is 0%), and Male Hispanic representation remained unchanged at 16.6% (CLS is 0%). Females however continue to be under-represented across the board, with white females being the most underrepresented by 23% and Female Hispanics by 8.4%. These figures are unchanged from 2013.

The Sheriff's Office continues to have variances in its workforce compared to the CLS; past (and continuing) efforts by the Office at more targeted recruiting, advertising and hiring have not shown much success at bringing the Office more in line with CLS, but those efforts continue with new methods being constantly explored.

The following pages contain the requested information on the procedures used in selecting candidates for hire; and the breakdown of discipline, transfer and promotion. It is important to understand the two hiring dynamics the Sheriff must adhere to. For civilian positions the Sheriff follows a more traditional process of interviewing and selecting candidates for hire. For Sworn Peace Officers and Corrections

Officers the Sheriff must follow the Sheriff's Merit Commission Act (55ILCS5/3-8000). This act requires the Sheriff's Merit Commission to conduct pre-employment testing in order to establish an eligibility list the Sheriff must hire from.

RECRUITING SUMMARY

Unfortunately budget cutbacks have significantly curtailed attendance at recruitment and job fairs in recent years; however online recruiting efforts have continued to expand and evolve as the media changes and expands. The following is a list of job fairs attended by members of the Office in 2014:

- Rasmussen College

Advertising of openings for deputy and corrections officer positions are handled through the Sheriff's Merit Commission in cooperation with the Sheriffs' Office. The two entities have partnered in a collaborative effort to help recruit the highest quality candidates. The following list is a sample of where openings or test dates are advertised:

- Kane County Chronicle
- Courier News
- Beacon News
- Theblueline.com
- Corrections.com
- Militaryhire.com
- Illinois Department of Employment services
- County of Kane Human Resources Department
- Sheriffs' Office website
- Recruitment is also available at the National Night Out events hosted by the Sheriff's Office, as well as the Citizen's Police Academy

Pre-employment and Promotional Testing Procedure

The Kane County Sheriff's Office has both civilian and Merit Commission employees. The hiring of Merit Commission employees is governed by the Sheriff Merit Commission rules. Civilian employees are not covered by those rules; however pre-employment background investigations are conducted on these candidates according to Sheriff's Office Operational Procedure OP-02-06 "Pre-employment Background Investigation".

The Kane County Sheriff's Merit Commission is responsible for establishing an eligibility list for the positions of peace officer deputy and corrections officer. For both these positions the Merit Commission conducts a series of pre-employment tests that include:

- Orientation
- Written exam
- Physical agility test
- Oral interview

The following information has been provided directly from the Kane County Merit Commission:

Both hiring testing and promotional testing are done for the Commission by Resource Management Associates, 17037 Oak Park Ave., Suite 33, Tinley Park, Illinois 60477-2794. They have conducted this testing for the Commission for at least the last fifteen (15) years.

The exams are scored at the exam site the night of the exam by a representative of Resource Management Associates.

The promotional testing is broken down in the following way

- *Written score 70%*
- *Oral Interview 20%*
- *Seniority 10%*

The above scores are added together and then divided by three (3). A composite of 70% must be attained to be placed on the promotional list. Once the promotional list is established, it is sent to the Sheriff and a copy placed in the Merit Commission Office. Each person who is on the promotional list receives a letter from the Commission with their final score.

This is all in the Commission Rules & Regulations, and each member of the Sheriff's Office who are covered by the Merit Commission are given a copy when they are hired.

Whenever there is a change to the Commission Rules & Regulations, a copy is sent to each member of the Sheriff's Office along with a form they are required to sign and return to the Merit Commission acknowledging receipt of the new rule or regulation. The form is then placed in the deputy or correction officer personnel file in the Merit Commission Office.

Resource Management does the written exam for the hiring of both the Corrections Officers and Deputies. Again, exams are scored at the exam site by representative of Resource Management and a written score of 70% is required for both deputy and corrections officer. This is stated in the rules and regulations.

If the applicant passes the written test, they move onto the physical ability exam. The exam is conducted at Waubensee Community College or Marmion Academy by WCC Athletic Director David Randall. He uses the State of Illinois P.O.W.E.R. test. Those testing for deputy are required by the State of Illinois to attain the minimum on all four parts of the P.O.W.E.R. Test and are given a numerical score. Failure to attain the minimum standard results in the deputy applicant being dropped. Corrections officer applicants must attain a minimum score of 70% to pass.

Corrections officer candidates receive 17.5 points for reaching the minimum standard on each part of the P.O.W.E.R. test. If they do less than the minimum, they receive fewer points; if they do more than the minimum, they receive more points. After completing the four parts of the test, their score is added up and must total at least 70 points to continue in the process. (Currently the Commission is in the process of making the P.O.W.E.R. test for both deputy and correction office strictly pass/fail and no longer assigning a numerical score.)

If the applicant passes the physical ability test, they are then scheduled for an oral interview before the Commission. They receive a numerical score for this phase also.

The written score, physical ability score, and oral interview scores are then added together and divided by three (3) resulting in the applicant's final score. The eligibility list is sent to the Sheriff and also posted in the Merit Commission Office. Each applicant also receives a letter telling them their final score. Because Merit Commission rules state the Sheriff may choose anyone on the eligibility list, the applicants are listed in alphabetical order.

Currently the Merit Commission does not do a breakdown of applicants by race, sex or national origin.

Upon completion of the testing procedure the commission creates an eligibility list. Once they certify the list, it is sent to the Sheriff. It is the Sheriff's discretion to select any candidates from the list to proceed in the hiring process.

Once a candidate is chosen from the eligibility list the hiring process outlined in Sheriff's Office Operational Procedure, OP-02-06 Pre-employment Background Investigation is followed. Candidates are given a conditional offer of employment are subjected to the following:

- Polygraph exam
 - This is a pass or fail exam administered by a licensed polygraph examiner. A failure on this exam alone is not grounds for removal of consideration from the hiring process; however if deception is indicated background investigators will use that information to focus their investigation.
- Psychological exam is a pass fail test and includes the following parts:
 - Wonderlic Personnel Test
 - Minnesota Multi-phasic Personality Inventory-2
 - Substance Abuse Subtle Screening Inventory-3
 - Inwald Personality Inventory
 - Clinical Interview conducted by a mental health clinician under the direction of a Clinical Psychologist
 - Symptom Checklist 90-R
- In-depth background investigation results are reviewed to determine the candidate suitability for hire. Any detection of untruthfulness will automatically disqualify a candidate. Candidates are also disqualified if they have felony convictions or misdemeanor conviction of crimes such as domestic battery or theft.
- Medical exam to determine if the person can meet the essential functions of the job description
- 10 panel Drug screen; this is pass / fail
- Final interview with Sheriff

PROMOTIONS

Regarding the number of employees who made application for promotion in 2014 the Sheriff's Office does not keep on file the name, race, sex or national origin of those who are making application for promotion. The Sheriff's Merit Commission administers the promotional testing procedure and they

have informed the Sheriff's Office that they do not have the information regarding those making application for promotion in 2014. They have provided the final eligibility lists for promotion. The following table reflects the information regarding actual promotions in each category.

Promotions	total	MALE					FEMALE				
		b	w	h	A/PI	AI/A N	B	W	H	A/PI	AI/A N
Officials/Administrators	0		0								
Professionals	0		0								
Protective Services/ Sworn	8	1	6		1						
Protective Services/ Non-Sworn	0		0								
Office/Clerical	0		0								
Skilled Craft	0		0								
Service/Maintenance	0		0								
Total	8	1	6		1						

Promotional candidates	total	MALE					FEMALE				
		b	w	h	A/PI	AI/A N	B	W	H	A/PI	AI/A N
Officials/Administrators	0										
Professionals	11	2	7	1	1						
Protective Services/ Sworn	35	2	27	2	1			3			
Protective Services/ Non-Sworn	0										
Office/Clerical	0										
Skilled Craft	0										
Service/Maintenance	0										
Total	46	4	34	3	2			3			

TRANSFERS

The below table reflects the information on transfers. During 2014 the Sheriff's Office did not retain information on requests for transfer. In compliance with the various Collective Bargaining Agreements the Sheriff's Office posts various openings as they occur through the year. Employees are required to submit a document declaring their interest in the vacant positions. After a period of 10 days passes the Sheriff makes his decision to fill the opening. The information below only contains statistics on those transferred; not those requesting a transfer to different job assignments.

Transfers	total	MALE					FEMALE					
		b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators	0											
Professionals	2		1					1				
Protective Services/ Sworn	18	1	15		1	1						
Protective Services/ Non-Sworn												
Office/Clerical	1		0					1				
Skilled Craft	0											
Service/Maintenance	0											
Total	20	1	16		1	1		1				

DISCIPLINE

The below table reflects the disciplinary actions taken in 2014 by the Sheriff's Department. Due to the different collective bargaining agreements in place for Sheriff Department personnel oral reprimands are not an option for all employees. According to the collective bargaining agreements the Sheriff follows a corrective and progressive disciplinary matrix. The chart lists discipline from the lowest formal level of oral reprimand to the highest, letter of termination.

Discipline	total	MALE					FEMALE					
		b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Oral reprimand	6	1	4					1				
Written reprimand	3		3									
Letter of suspension	7	2	3	2								
Letter of termination												
Demotion												
total	16	3	10	2				1	N/A	N/A	N/A	

POLICE DEPARTMENT BREAKDOWN

The below table is the required information for police departments. It is important to note the Kane County Sheriff's Office does not fit the typical definition of a police department. Besides being the primary 911 responder in the unincorporated areas of Kane County, the Sheriff runs the county jail and is required to serve all court papers in the county. The Sheriff is also required to provide security in all courtrooms in the county. In an effort to fit the rank structure for the analysis the job categories have been changed to reflect those used by the Sheriff of Kane County. This table represents the **Public Safety Division**.

Positions	total	MALE					FEMALE				
		B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Sheriff/Undersheriff	2		1	1							
Commander											
Lieutenant	7	1	6								
Sergeant/Detective	29	4	23	2							
Total	38	5	30	3							

This table represents the **Corrections Division**.

Positions	total	MALE					FEMALE				
		B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Commander	1		1								
Lieutenant	7		6		1						
Sergeant	12		10	1	1						
Total	20		17	1	2						

This table represents the **Court Security Division**.

Positions	total	MALE					FEMALE				
		B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Director	1		1								
Lieutenant	1		1								
Sergeant	3		2	1							
Total	5		4	1							



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PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 STATE’S ATTORNEY WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	
Professionals (02)	61 100%	0 0%	25 40.98%	0 0%	0 0%	0 0%	0 0%	33 54.10%	2 3.28%	1 1.64%	0 0%	
Technicians (03)	The State’s Attorney does not have employees in this job category.											
Protective Services	Sworn (04)	5 100%	0 0%	4 80%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%
	Non-Sworn (05)	The State’s Attorney does not have employees in this job category.										
Office/Clerical (06)	67 100%	0 0%	5 7.46%	0 0%	1 1.49%	0 0%	2 2.99%	43 64.18%	16 23.88%	0 0%	0 0%	
Skilled Craft (07)	The State’s Attorney does not have employees in this job category.											
Service/Maintenance (08)	The State’s Attorney does not have employees in this job category.											

4/17/2015

KEY

B - Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or
Alaskan Native

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 STATE’S ATTORNEY’S UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	100% 30.8% 69.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	40.98% 36.7% 4.28%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	54.10% 45.9% 8.2%	0% 1.4% -1.4%	3.28% 4.3% -1.98%	1.64% 2.7% -1.06%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The State’s Attorney does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	80% 59.1% 20.9%	0% 7.7% -7.7%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	20% 11% 9%	0% 3.5% -3.5%	0% 5.4% -5.4%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	The State’s Attorney does not have employees in this job category.								
OFFICE/CLERICAL Workforce CLS #/% Utilization	7.46% 27.6% -20.14%	0% 1.7% -1.7%	0% 8% -8%	1.49% 1% 0.49%	0% .1% -0.1%	64.18% 42.5% -21.68%	2.99% 4% -1.01%	23.88% 12.5% 11.38%	0% 1.3% -1.3%	0% .1% -1.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The State’s Attorney does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The State’s Attorney does not have employees in this job category.									

Ethnic Detail for State's Attorney - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date	
FT	20080053	AMOS, FRENCHIE S	F	Black	06	Administrative Support	3/24/2008		
FT	19990213	BRADLEY, PAMELA	F	Black	06	Administrative Support	9/27/1999		
FT	20120064	ALICEA, ANA M	F	Hispanic or Latino	06	Administrative Support	8/28/2012	8/8/2014	
FT	20090003	BOLDEN, ELISA	F	Hispanic or Latino	06	Administrative Support	1/5/2009		
FT	20030056	CAMACHO, ROSALVA	F	Hispanic or Latino	06	Administrative Support	4/8/2003		
FT	20130158	CONTRERAS, MICHELLE A	F	Hispanic or Latino	06	Administrative Support	11/18/2013		
FT	20050188	ESCOBAR, JOANNA	F	Hispanic or Latino	06	Administrative Support	8/29/2005	8/15/2014	
FT	19960004	FUENTES, MARIELENA	F	Hispanic or Latino	06	Administrative Support	1/11/1996		
FT	20130112	GARCIA, DIANA	F	Hispanic or Latino	06	Administrative Support	9/9/2013		
FT	20130159	GONZALEZ, GABRIELA	F	Hispanic or Latino	06	Administrative Support	11/18/2013		
FT	20130008	GONZALEZ, YASMIN	F	Hispanic or Latino	06	Administrative Support	1/8/2013		
FT	20130098	LENZ, STELLA A	F	Hispanic or Latino	06	Administrative Support	8/19/2013		
FT	20130101	LLAMAS, ROCIO R	F	Hispanic or Latino	06	Administrative Support	8/26/2013		
FT	20080159	MONTOYA, NEOMI	F	Hispanic or Latino	06	Administrative Support	10/29/2008		
FT	20090084	PIEDRA, MARISOL	F	Hispanic or Latino	06	Administrative Support	11/16/2009	10/18/2013	
OT	20110059	SANTANA, GLADYS P	F	Hispanic or Latino	06	Administrative Support	3/27/2012	8/18/2013	seasonal
FT	20140042	SOSA, ALEJANDRA	F	Hispanic or Latino	06	Administrative Support	4/7/2014		
FT	20120063	VELAZQUEZ PINA, VANESSA M	F	Hispanic or Latino	06	Administrative Support	8/27/2012	7/10/2013	
FT	20100066	ZAMUDIO, MARIA E	F	Hispanic or Latino	06	Administrative Support	9/20/2010	7/5/2013	
FT	20140052	CAMACHO, BENJAMIN K	M	Native Hawaiian or Other Pacific Islander	06	Administrative Support	5/12/2014		
FT	19970044	BLAND, JUDITH A	F	White	06	Administrative Support	2/24/1997		
FT	19980062	BRADLEY, LISBETH A	F	White	06	Administrative Support	4/29/1998	11/12/2013	
FT	19690002	BYRUM, SUZANNE M	F	White	06	Administrative Support	4/1/1969	1/5/2015	
FT	20060094	CHINN, SHARON A	F	White	06	Administrative Support	5/22/2006		
FT	20100029	DAY, DEBORAH A	F	White	06	Administrative Support	4/5/2010		
FT	20040238	DE CHRISTOPHER, CHRISTY	F	White	06	Administrative Support	12/1/2004		
FT	20100071	DE CHRISTOPHER, SUSAN	F	White	06	Administrative Support	11/8/2010		
FT	20020009	DUET, JANET L	F	White	06	Administrative Support	1/14/2002		
FT	20010022	ENGER, SUSAN E	F	White	06	Administrative Support	1/29/2001		
FT	19990251	FARA, ELOISE	F	White	06	Administrative Support	11/8/1999		
PT	19950014	FRYE, LISA	F	White	06	Administrative Support	1/30/1995		
FT	20130157	GOLZ, AMBER R	F	White	06	Administrative Support	11/18/2013		
FT	19800002	HAGEMANN, LINDA	F	White	06	Administrative Support	2/1/1980		
FT	19930055	HALBESMA, MICHELLE K	F	White	06	Administrative Support	8/1/1993		
FT	19700002	HALSEY, JANET	F	White	06	Administrative Support	11/23/1970		
FT	19970092	HARROD, SUSAN S	F	White	06	Administrative Support	5/13/1997		
FT	20090005	HEATH, KRISTI K	F	White	06	Administrative Support	1/22/2009		
FT	19910017	HESTER, NANCY L	F	White	06	Administrative Support	4/22/1991		
FT	19920061	HUGHES, MARY ELLEN	F	White	06	Administrative Support	12/1/1992		
OT	20110046	JONES, ALLISON R	F	White	06	Administrative Support	6/6/2011		seasonal
PT	20140063	KARAYANNIS, KATHLEEN A	F	White	06	Administrative Support	5/27/2014		seasonal

FT	19960066	KLIMOWSKI, JULIE E	F	White	06	Administrative Support	4/8/1996	
FT	20060042	KOWALCZYK, KARINA	F	White	06	Administrative Support	2/16/2006	10/17/2014
PT	20060193	LANZARA, JULIE L	F	White	06	Administrative Support	10/16/2006	
FT	20070013	LUISI, CAROL J	F	White	06	Administrative Support	1/22/2007	
FT	20010059	MAVIGLIANO, KIMBERLY A	F	White	06	Administrative Support	3/19/2001	
PT	20050050	MOON, MARY M	F	White	06	Administrative Support	3/1/2005	
FT	20110031	PATRICOSKI, AMANDA K	F	White	06	Administrative Support	4/18/2011	
FT	20090019	PATTON, BRENDA L	F	White	06	Administrative Support	3/2/2009	
FT	20140014	PETERSON, TAMMY J	F	White	06	Administrative Support	1/21/2014	
FT	20060032	POHLMAN, JULIE E	F	White	06	Administrative Support	1/30/2006	
FT	20060071	POMPA, LINDSAY N	F	White	06	Administrative Support	4/3/2006	
FT	19900017	ROBOTHAM, SHERRIE J	F	White	06	Administrative Support	3/12/1990	
FT	20070112	ROMITO, AUDREY M	F	White	06	Administrative Support	6/18/2007	2/28/2014
FT	19920032	SCHAM, LINDA J	F	White	06	Administrative Support	7/6/1992	
FT	20130031	SEREDIUK, ELIZABETH M	F	White	06	Administrative Support	4/8/2013	11/7/2013
FT	20130118	SMETAK, ASHLEY A	F	White	06	Administrative Support	9/23/2013	
FT	20130001	TULLY, LORI K	F	White	06	Administrative Support	1/2/2013	9/13/2013
FT	20060192	VAUGHN, GERALDINE M	F	White	06	Administrative Support	10/17/2006	
FT	20130038	VOGELSBERG, D D	F	White	06	Administrative Support	4/29/2013	
PT	20010104	VOIRIN, LINDA R	F	White	06	Administrative Support	5/14/2001	
FT	20000192	WHITE, TONI F	F	White	06	Administrative Support	9/1/2000	
FT	19970191	WILLIAMSON, ELIZABETH A	F	White	06	Administrative Support	9/25/1997	
FT	19980029	WINTER, CAROL A	F	White	06	Administrative Support	2/23/1998	
FT	20070208	ZOLLERS, BRITTANY	F	White	06	Administrative Support	11/19/2007	12/2/2013
FT	20010202	BAXTER, CHRISTOPHER E	M	White	06	Administrative Support	8/28/2001	2/14/2014
FT	20000117	BUMPUS, FRANK J	M	White	06	Administrative Support	6/27/2000	
FT	20030207	DICE, RICHARD B	M	White	06	Administrative Support	11/24/2003	2/14/2014
FT	20070119	NELSON, CHRISTOPHER K	M	White	06	Administrative Support	6/16/2007	
FT	20140013	STEELE, JEFFREY A	M	White	06	Administrative Support	1/21/2014	
FT	20000247	GLEASON, JODY P	F	White	01	Official/Administration	12/1/2000	
OT	20100082	MCMAHON, JOSEPH H	M	White	01	Official/Administration	12/1/2010	
FT	19930022	SARANG, DIVYA K	F	Asian	02	Professionals	3/8/1993	
FT	20100051	CAMARGO, BIANCA	F	Hispanic or Latino	02	Professionals	8/9/2010	
FT	20070011	MOLINA, NYDIA	F	Hispanic or Latino	02	Professionals	1/8/2007	
FT	20130168	BALLARD, AMY M	F	White	02	Professionals	12/9/2013	
PT	19890004	BAXTER, HEIDI D	F	White	02	Professionals	1/9/1989	
FT	20100067	BAXTER, MEGAN L	F	White	02	Professionals	10/6/2010	
FT	19970138	BAYER, CHRISTINE C	F	White	02	Professionals	7/21/1997	
FT	20020056	BECHTOLD, DANIELLE M	F	White	02	Professionals	4/29/2002	11/22/2013
FT	19970228	BELLARIO, CATHERINE E	F	White	02	Professionals	12/1/1997	
FT	20000043	BREE, DEBRA L	F	White	02	Professionals	4/3/2000	
FT	20010266	CONFORTI, DEBRA L	F	White	02	Professionals	11/19/2001	
FT	20040061	COWART, MARINA LARK	F	White	02	Professionals	4/5/2004	

FT	20110067	CRIMMINS, LORI	F	White	02	Professionals	9/4/2011	
FT	20120098	CURTISS, DANIELLE A	F	White	02	Professionals	11/19/2012	
FT	20110049	DOYEN, KATHLEEN R	F	White	02	Professionals	6/20/2011	
FT	20110056	FLINN, KELLEY V	F	White	02	Professionals	3/5/2012	
FT	20100092	FORD, FLEMING S	F	White	02	Professionals	12/1/2010	7/5/2013
FT	20110018	GAEKE, ERIN M	F	White	02	Professionals	2/14/2011	
FT	20130094	GOOD, KRISTIN G	F	White	02	Professionals	8/12/2013	11/21/2014
FT	20090052	HATZIS, LINDSAY A	F	White	02	Professionals	9/8/2009	
FT	20130042	HOOGEWERF, ERICA M	F	White	02	Professionals	5/6/2013	
FT	20060154	LANG HOMCO, DEBORAH A	F	White	02	Professionals	8/22/2006	
FT	20130036	MAGLIO, LAURA R	F	White	02	Professionals	4/29/2013	
FT	20010141	MONACO, PAMELA M	F	White	02	Professionals	6/18/2001	5/1/2014
FT	20050235	MOSSER, JAMIE L	F	White	02	Professionals	11/1/2005	
FT	19950135	NIERMANN, MICHELE L	F	White	02	Professionals	8/7/1995	
FT	20010198	ORLAND, KELLY M	F	White	02	Professionals	8/20/2001	
FT	20050204	PITTMAN, REAGAN M	F	White	02	Professionals	5/8/2006	
FT	20130091	SABBIA, BRIDGET A	F	White	02	Professionals	8/12/2013	
FT	20030077	SCHMIDT, LORI A	F	White	02	Professionals	5/14/2003	
FT	20130092	SEBERGER, SARAH E	F	White	02	Professionals	8/13/2013	
FT	20050095	SNOW, AIMEE S	F	White	02	Professionals	5/23/2005	8/23/2013
FT	20120100	TROOST, DAWN	F	White	02	Professionals	11/19/2012	
FT	19970157	VANDE BURGT, MARZENA M	F	White	02	Professionals	8/18/1997	
FT	20070010	WASCHER, CHRISTINA L	F	White	02	Professionals	1/8/2007	4/1/2014
FT	20130032	WATSON, KATHLEEN K	F	White	02	Professionals	4/15/2013	
FT	20080140	BEDERKA, ALEXANDER G	M	White	02	Professionals	9/1/2008	
FT	19990015	BELSHAN, DAVID F	M	White	02	Professionals	1/11/1999	
FT	20000210	BROWN, STEPHEN D	M	White	02	Professionals	9/25/2000	
FT	20080165	CARTER, DANIEL R	M	White	02	Professionals	11/24/2008	5/30/2014
FT	20110024	COYLE, VINCENT M	M	White	02	Professionals	2/22/2011	
FT	20100016	CULLEN, JOSEPH	M	White	02	Professionals	2/8/2010	
FT	20010026	ENGERMAN, WILLIAM G	M	White	02	Professionals	3/7/2011	
FT	20080017	GAEKE, NICHOLAS R	M	White	02	Professionals	5/14/2012	
FT	20130037	GAY, JOSEPH M	M	White	02	Professionals	4/29/2013	
FT	20130006	GEOCARIS, CHRISTOPHER C	M	White	02	Professionals	1/7/2013	
FT	20000200	KATZ, ADAM L	M	White	02	Professionals	9/14/2000	
FT	20140044	KINSELLA, ROBERT J	M	White	02	Professionals	4/21/2014	
FT	20000136	KORWIN, MICHAEL J	M	White	02	Professionals	7/17/2000	
FT	20130114	LLOYD, JOSHUA D	M	White	02	Professionals	9/9/2013	
FT	19880044	LOPICCOLO, SALVATORE	M	White	02	Professionals	8/19/2013	
FT	20000051	LULVES, JOSEPH F	M	White	02	Professionals	4/10/2000	
FT	20120099	MELZER, BRADLEY D	M	White	02	Professionals	11/19/2012	
FT	20130121	RODGERS, MATTHEW S	M	White	02	Professionals	9/30/2013	
FT	19960191	SAMS, GREG A	M	White	02	Professionals	10/3/1996	

FT	20120054	SANDERS, KEVIN C	M	White	02	Professionals	8/6/2012	9/6/2013
FT	20030135	SCHWERTLEY, SCOTT A	M	White	02	Professionals	8/4/2003	
FT	19970247	SIMS, STEVEN M	M	White	02	Professionals	12/15/1997	
FT	20000161	STAJDOHAR, MARK D	M	White	02	Professionals	8/7/2000	
FT	20120055	WEILER, DANIEL H	M	White	02	Professionals	8/6/2012	
FT	20070163	WHITFIELD, ANDREW G	M	White	02	Professionals	9/4/2007	
FT	19990164	BERG, DAVID M	M	White	04	Protective Services: Sworn	8/16/1999	
FT	20010063	BRICTSON, MARK S	M	White	04	Protective Services: Sworn	3/26/2001	
FT	20040236	CHILTON, RONALD D	M	White	04	Protective Services: Sworn	12/1/2004	
FT	20020018	ELY, PAMELA J	F	White	04	Protective Services: Sworn	1/29/2002	
FT	20020033	MARTIN, TIMOTHY E	M	White	04	Protective Services: Sworn	2/25/2002	

Total: 134

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 TREASURER WORKFORCE

Job Category	MALE						FEMALE					
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN	
Officials/Administrators (01)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%	
Professionals (02)	4 100%	0 0%	0 0%	1 25%	0 0%	0 0%	0 0%	2 50%	1 25%	0 0%	0 0%	
Technicians (03)	The Treasurer's Office does not have employees in this job category.											
Protective Services	Sworn (04)	The Treasurer's Office does not have employees in this job category.										
	Non-Sworn (05)	The Treasurer's Office does not have employees in this job category.										
Office/Clerical (06)	3 100%	0 0%	1 33.33%	0 0%	0 0%	0 0%	0 0%	1 33.33%	1 33.33%	0 0%	0 0%	
Skilled Craft (07)	The Treasurer's Office does not have employees in this job category.											
Service/Maintenance (08)	The Treasurer's Office does not have employees in this job category.											

3/11/2015

KEY

B - Black	A/PI - Asian or Pacific Islander
W - White	AI/AN - American Indian or Alaskan Native
H - Hispanic	

PART I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2014 TREASURER UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE					FEMALE				
	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.	White	Black	Hispanic	Asian/ Pac. Islander	Amer. Indian/ Alaska Nat.
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	100% 30.8% 69.2%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	25% 3.8% 21.2%	0% 3.6% -3.6%	0% 0% 0%	50% 45.9% 4.1%	0% 1.4% -1.4%	25% 4.3% 20.7%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Treasurer's Office does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %									
	NON-SWORN Workforce #/% CLS #/% Utilization %									
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	33.33% 27.6% 5.73%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -.1%	33.33% 42.5% -9.17%	0% 4% -4%	33.33% 12.5% 20.83%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Treasurer's Office does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Treasurer's Office does not have employees in this job category.									

Ethnic Detail for Treasurer - All Employees between 7/1/2013 and 6/30/2014

Type	Employee Number	Employee Name	Gender	Race	EEO	EEO Category	Hire Date	Term Date
OT	19960208	DUNLOP, LUELLEN	F	White	06	Administrative Support	8/16/2000	seasonal
OT	20080057	FLURY, JUDY J	F	White	06	Administrative Support	4/7/2008	seasonal
PT	20130022	LESLIE, DEANNA M	F	White	06	Administrative Support	3/4/2013	9/13/2013 seasonal
PT	20130043	PERRIN, JOAN D	F	White	06	Administrative Support	5/6/2013	6/18/2014 seasonal
FT	20130025	AGUILAR, REBECCA	F	Hispanic or Latino	06	Administrative Support	3/11/2013	
FT	20060080	HOPP, GARY P	M	White	06	Administrative Support	4/18/2006	
FT	20050203	STAHL, PAMELA A	F	White	06	Administrative Support	5/1/2004	
OT	19980241	RICKERT, DAVID J	M	White	01	Official/Administration	12/1/1998	
FT	19750004	WINCKLER, DELLA M	F	White	01	Official/Administration	5/1/1975	
FT	19960075	HERRERA, MARIA E	F	Hispanic or Latino	02	Professionals	5/1/1996	
FT	20050231	BRADY, CARROLLYN J	F	White	02	Professionals	10/17/2005	
FT	20110027	STOBART, MICHELLE D	F	White	02	Professionals	12/11/2013	
FT	19960014	MATA, CARLOS	M	Hispanic or Latino	02	Professionals	2/1/1996	
Total: 8								

County of Kane

David J. Rickert, CPA
County Treasurer



Telephone: (630) 232-3565
Fax: (630) 208-7549
KaneCountyTreasurer.org

Office of the County Treasurer
719 South Batavia Avenue, Bldg. "A"
Geneva Illinois 60134

To: Susan Brown
Assistant Director Human Resources

From: David J. Rickert

Date: April 8, 2015

Subject: Response to the Equal Employment Opportunity Plan

Dear Ms. Brown,

Listed below are my responses to the requested information in relation to the Equal Employment Opportunity Plan.

Sincerely,

David J. Rickert

David J. Rickert, CPA
Treasurer of Kane County

Interpretation of the utilization analysis, pointing out areas of concern:

The Kane County Treasurer's office believes that current employment practices have provided a diverse mix of qualified employees representing both genders as well as a mix of Caucasian and minority applicants.

1. *The number of disciplinary actions taken against employees by race, sex, and national origin within the preceding fiscal year (FY14). Please include the number and types of sanctions imposed (suspension indefinitely, suspension for a term, loss of pay, written reprimand, oral reprimand, other) against individuals by race, sex and national origin.*

No disciplinary action taken during fiscal year 2014

2. *The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer within the preceding fiscal year (FY 14) and the number in each job category by race, sex, and national origin who were promoted or transferred.*

No Promotions were made during fiscal year 2014

3. *A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c). So, for example, where testing is used in the employment selection process, it is not sufficient for the office/department to simply note the fact. The office/department should identify the test, describe the procedures followed in the administering and scoring the test, state what weight is given to test scores, how a cut-off score is established and whether the test has been validated to predict or measure job performance and, if so, a detailed description of the validation study. Similarly detailed responses are required with respect to other employment policies, procedures, and practices used by the applicant.*

Positions for employment are advertised by the Kane County Human Resources Department. Initial screening of applicant suitability is first performed by Kane County Human Resources Department. A list of acceptable applicants is then forwarded to the Treasurer for review. Treasurer then conducts interviews of applicants with the assistance of Chief Deputy. Chief Deputy and Treasurer evaluate applicants based on job experience, interview skills and suitability for position in question. Once an applicant is selected Kane County Human Resources Department is notified of new hire along with terms of employment.

Information regarding publication to various newspapers and other media including the Internet can be obtained from the Kane County Human Resources Department.

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Transportation	ACKMANN, KEVIN C	ACTIVE	04/14/2014
Transportation	ANDERSON, MARK R	INACTIVE	12/02/2013
Circuit Clerk	ARTZ, RICHARD J	ACTIVE	03/11/2014
Circuit Clerk	BAILEY, BROOK A	ACTIVE	03/24/2014
State's Attorney	BALLARD, AMY M	ACTIVE	12/09/2013
Court Services/Juvenile Justice Center	BAROCIO, CHRISTINA M	ACTIVE	05/05/2014
Circuit Clerk	BARREIRO, DANIELLE E	INACTIVE	05/19/2014
Court Services/Diagnostic Center	BIDAWID, DIANA M	ACTIVE	09/16/2013
County Board	BIGGS, DONALD R	ACTIVE	12/30/2013
Public Defender	BLAKE, SANDRA M	ACTIVE	12/05/2013
Sheriff/Adult Corrections	BORNEMANN, TIMOTHY J	ACTIVE	07/08/2013
Transportation	BRENDEL, ASHLEY L	INACTIVE	05/14/2014
Building Management	BROWN, PHILLIP J	ACTIVE	09/16/2013
Human Resource Management	BROWN, SUSAN M	ACTIVE	07/15/2013
Law Library	BROWNE, NANCY L	ACTIVE	04/01/2014
Court Services/Court Services Administration	BRUMMEL, KERRI M	ACTIVE	12/09/2013
Sheriff/Court Security	BYERS, BRYANNA L	ACTIVE	01/07/2014
State's Attorney	CAMACHO, BENJAMIN K	ACTIVE	05/12/2014
Animal Control	CAMPBELL, MICHELE L	ACTIVE	01/06/2014
Court Services/Juvenile Justice Center	CASTROVILLO, MELISSA R	ACTIVE	03/17/2014
Regional Office of Education	CHLEBEK, SHARON A	INACTIVE	03/21/2014
Court Services/Court Services Administration	CHURCHILL, THERESA M	ACTIVE	06/09/2014
Health	COFER, PAUL G	ACTIVE	05/05/2014
State's Attorney	CONTRERAS, MICHELLE A	ACTIVE	11/18/2013
Court Services/Juvenile Justice Center	CORTEZ, ALEJANDRA	INACTIVE	10/15/2013
Kane Comm	COX, REBECCA N	ACTIVE	05/19/2014
Animal Control	CRUZ, NASTANCIA N	INACTIVE	11/18/2013
Community Reinvestment	DALL, CHRISTOPHER S	ACTIVE	02/03/2014

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Finance	DAVIES, LAMAR C	INACTIVE	09/23/2013
Court Services/Juvenile Justice Center	DAVIS, WESLEY J	ACTIVE	08/29/2013
Health	DAWSON, DIANE K	ACTIVE	08/19/2013
Sheriff/Court Security	DIAZ, MARTIN A	INACTIVE	07/30/2013
Court Services/Diagnostic Center	DICKERSON, NERAK A	INACTIVE	09/03/2013
Regional Office of Education	DIORIO, MICHELLE M	ACTIVE	09/03/2013
Circuit Clerk	DUFFY, MARILYNN A	INACTIVE	07/15/2013
Information Technologies	ENRIGHT, ROBERT F	ACTIVE	09/09/2013
Public Defender	ESCOBEDO, DORA G	ACTIVE	04/07/2014
Circuit Clerk	EVENSEN, WILLIAM S	INACTIVE	05/12/2014
County Clerk	FELTES, BRETT J	INACTIVE	06/09/2014
Judiciary and Courts	FERNANDEZ, JULIA E	ACTIVE	10/07/2013
Court Services/Juvenile Justice Center	FINN, DEVON C	INACTIVE	02/06/2014
Regional Office of Education	FITZGERALD, NICOLE T	ACTIVE	09/03/2013
Supervisors of Assessment	FITZMAURICE, STEPHEN P	ACTIVE	09/16/2013
Sheriff/Court Security	FLYNN, JESSICA A	ACTIVE	01/06/2014
County Clerk	FRANCO, FABYAN R	ACTIVE	02/03/2014
Sheriff/Sheriff	FRANTZEN, BROOKE K	ACTIVE	01/06/2014
Sheriff/Court Security	FRIEDRICH, JASON T	INACTIVE	02/16/2014
Sheriff/Court Security	FRIEDRICH, THOMAS A	INACTIVE	06/09/2014
Sheriff/Adult Corrections	FROULA, KARA K	ACTIVE	10/07/2013
Law Library	FULTZ-SCHMID, ELLEN R	ACTIVE	03/10/2014
Circuit Clerk	GAEDTKE, DONALD A	ACTIVE	12/03/2013
State's Attorney	GARCIA, DIANA	ACTIVE	09/09/2013
Public Defender	GAVINA, MARIA I	ACTIVE	01/13/2014
Regional Office of Education	GODINA, KAI S	INACTIVE	08/29/2013
Sheriff/Court Security	GODINHO, PAULO D Jr	ACTIVE	11/18/2013
State's Attorney	GOLZ, AMBER R	INACTIVE	11/18/2013

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
State's Attorney	GONZALEZ, GABRIELA	ACTIVE	11/18/2013
Finance	GONZALEZ, MARIA L	ACTIVE	07/29/2013
KCDEE	GONZALEZ-FONSECA, TERESA M	INACTIVE	01/16/2014
State's Attorney	GOOD, KRISTIN G	INACTIVE	08/12/2013
Kane Comm	GORMAN, JENNIFER M	ACTIVE	10/21/2013
Environmental Management	GOVRIK, CECILIA M	ACTIVE	04/28/2014
Sheriff/Court Security	GRIMES, WILLIAM J	INACTIVE	04/21/2014
Judiciary and Courts	GUZMAN, FAVIOLA G	ACTIVE	09/25/2013
Judiciary and Courts	HAENISCH, KERRY A	ACTIVE	10/29/2013
Sheriff/Court Security	HAMMOND, JOHN D	ACTIVE	10/28/2013
Sheriff/Adult Corrections	HANKES, BRITTNEY R	INACTIVE	04/29/2014
Circuit Clerk	HARTWELL, DAVID T	INACTIVE	06/23/2014
Coroner	HAYDEN, DERICK R	ACTIVE	02/24/2014
Court Services/Court Services Administration	HEATHER, PHOEBE M	ACTIVE	01/12/2014
Other- Countywide Expenses/Aurora Election Expense	HERNANDEZ, MEGAN R	INACTIVE	05/12/2014
Transportation	HOPKINSON, KATHLEEN T	ACTIVE	06/02/2014
Court Services/Court Services Administration	HOWELL, COURTNEY K	ACTIVE	08/12/2013
Animal Control	HUND, BRIANNA M	INACTIVE	07/15/2013
Court Services/Juvenile Justice Center	JAMES, ALEXANDER R	ACTIVE	05/22/2014
Judiciary and Courts	JEAMBNEY, KATHLEEN M L	ACTIVE	02/18/2014
Judiciary and Courts	JONES, DAVID L	ACTIVE	09/04/2013
Court Services/Diagnostic Center	JUNEAU, JESSICA M	ACTIVE	09/03/2013
Transportation	KAKOCZKI, STEVEN E	INACTIVE	02/08/2014
State's Attorney	KARAYANNIS, KATHLEEN A	ACTIVE	05/27/2014
Circuit Clerk	KECK, AARON J	INACTIVE	01/13/2014
Supervisors of Assessment	KEISER, JAMES P	ACTIVE	08/06/2013
State's Attorney	KINSELLA, ROBERT J	ACTIVE	04/21/2014
Circuit Clerk	KLIMPKE, SARA M	ACTIVE	08/05/2013

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Transportation	KNAPP, PATRICK M	ACTIVE	08/19/2013
Court Services/Juvenile Justice Center	KORPAI, MICHAEL P	INACTIVE	08/29/2013
Sheriff/Adult Corrections	KOZIEL, JORDAN A	INACTIVE	07/08/2013
Sheriff/Adult Corrections	KRASOWSKI, ARTUR M	INACTIVE	05/12/2014
Circuit Clerk	KRUEGER, TAMMY K	INACTIVE	03/18/2014
Sheriff/Adult Corrections	LARKIN, JACQUELYN R	ACTIVE	12/02/2013
State's Attorney	LENZ, STELLA A	ACTIVE	08/19/2013
Development/Water Resources	LINKE, ROBERT	ACTIVE	05/26/2014
Court Services/Juvenile Justice Center	LITWILER, SCOTT R	ACTIVE	03/17/2014
State's Attorney	LLAMAS, ROCIO R	ACTIVE	08/26/2013
State's Attorney	LLOYD, JOSHUA D	ACTIVE	09/09/2013
Sheriff/Adult Corrections	LOMBARDI, JORDAN J	INACTIVE	04/09/2014
State's Attorney	LOPICCOLO, SALVATORE	ACTIVE	08/19/2013
Court Services/Juvenile Justice Center	LUISSI, ANGELA S	INACTIVE	08/19/2013
Health	MACKEY, DEBORAH M	INACTIVE	12/04/2013
Animal Control	MANNION, KARI E	ACTIVE	06/28/2014
County Board	MARAFFIO, CHERYL A	INACTIVE	12/18/2013
Supervisors of Assessment	MARTIN, ANGELA L	ACTIVE	07/10/2013
Court Services/Juvenile Justice Center	MARTINEZ, CLIFTON D	ACTIVE	12/16/2013
Court Services/Court Services Administration	MATHIS, JASON W	ACTIVE	10/15/2013
Court Services/Court Services Administration	MCCADAM, KATHLEEN S	INACTIVE	08/12/2013
Court Services/Juvenile Justice Center	MCKINNEY, JESSICA L	ACTIVE	06/30/2014
Regional Office of Education	MCLEOD, DANA L	INACTIVE	08/14/2013
KCDEE	MCPAHAN, TONYA A	INACTIVE	09/03/2013
Transportation	MEIER, JOSEPH T	INACTIVE	05/21/2014
Animal Control	MONCHUNSKI MONACO, JENNIFER A	INACTIVE	03/03/2014
Information Technologies	MONTERO, ALMA D	ACTIVE	12/09/2013
Court Services/Juvenile Justice Center	MOY, KATRINA J	INACTIVE	03/17/2014

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Animal Control	MULVANEY, SHANNON M	ACTIVE	10/14/2013
Circuit Clerk	NICKELSON, HANNAH E	INACTIVE	05/19/2014
Judiciary and Courts	NORDWIND, BURTON E	ACTIVE	08/28/2013
Transportation	O'CONNELL, JENNIFER L	ACTIVE	03/25/2014
Sheriff/Adult Corrections	O'DONNELL, JEANNE M	INACTIVE	05/27/2014
Circuit Clerk	OIE, MICHAEL T	INACTIVE	07/29/2013
Court Services/Juvenile Justice Center	PAULL, ALEXIS J	ACTIVE	11/18/2013
Regional Office of Education	PAWOLA, JAMES M	ACTIVE	05/19/2014
Judiciary and Courts	PAXTON, JEFFREY R	ACTIVE	09/25/2013
Circuit Clerk	PAYNE, STACEY L	ACTIVE	02/18/2014
Sheriff/Sheriff	PEREZ, KIMBERLY M	INACTIVE	12/16/2013
Health	PETERS, BECKY L	ACTIVE	12/04/2013
Circuit Clerk	PETERS, JOHN R	ACTIVE	03/10/2014
Animal Control	PETERSON, CHEYENNE A	INACTIVE	01/07/2014
State's Attorney	PETERSON, TAMMY J	ACTIVE	01/21/2014
KCDEE	PFISTER, GWENDOLYN	INACTIVE	06/30/2014
Sheriff/Court Security	PISZCZEK, RUSSELL J	ACTIVE	12/30/2013
Health	PREIHS, KRISTIN L	INACTIVE	06/23/2014
Circuit Clerk	QUILL, CATHERINE	INACTIVE	07/15/2013
Information Technologies	QUILLMAN, CHERIE L	ACTIVE	12/02/2013
Court Services/Court Services Administration	RAMIREZ, JOEL	INACTIVE	01/12/2014
Court Services/Court Services Administration	RECCHIA, DEANNA M	ACTIVE	01/12/2014
Judiciary and Courts	REYNOLDS, MICHAEL P	ACTIVE	08/26/2013
County Auditor	RICH, ANDREA D	ACTIVE	02/03/2014
KCDEE	RITCHEY, CRYSTAL M	INACTIVE	03/24/2014
State's Attorney	RODGERS, MATTHEW S	ACTIVE	09/30/2013
Other- Countywide Expenses/Aurora Election Expense	ROMERO, LIDIA L	INACTIVE	07/01/2013
Court Services/Diagnostic Center	ROSENLOF, SHAWN T	ACTIVE	09/03/2013

Kane County New Hire Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Court Services/Juvenile Justice Center	ROWE, JAYMIE M	ACTIVE	03/17/2014
Transportation	RUCHTI, JAMES A Jr	INACTIVE	12/02/2013
Court Services/Juvenile Justice Center	RUIZ, RODRIGO A	INACTIVE	10/15/2013
State's Attorney	SABBIA, BRIDGET A	ACTIVE	08/12/2013
Public Defender	SANCHEZ, ELIZABETH	INACTIVE	02/24/2014
Circuit Clerk	SCHLICHTING, KATHY J	ACTIVE	03/11/2014
Information Technologies	SCONIERS, LARRY K	ACTIVE	11/04/2013
State's Attorney	SEBERGER, SARAH E	ACTIVE	08/13/2013
Court Services/Juvenile Justice Center	SHERMAN, CLAIRE E	ACTIVE	05/05/2014
Sheriff/Adult Corrections	SINGER, RANDY W	ACTIVE	05/12/2014
Transportation	SITKO, DAVID J	ACTIVE	10/07/2013
State's Attorney	SMETAK, ASHLEY A	ACTIVE	09/23/2013
Supervisors of Assessment	SMITH, ADAM F	ACTIVE	08/06/2013
Health	SOLORZANO, ANA I	ACTIVE	09/03/2013
State's Attorney	SOSA, ALEJANDRA	ACTIVE	04/07/2014
State's Attorney	STEELE, JEFFREY A	ACTIVE	01/21/2014
Regional Office of Education	STEFFES, ZACHARY A	ACTIVE	01/06/2014
Treasurer/Collector	STOBART, MICHELLE D	ACTIVE	12/11/2013
Circuit Clerk	SUTHERLAND, CHAD A	INACTIVE	07/15/2013
Human Resource Management	THOMAS, PAULA J	INACTIVE	09/23/2013
Court Services/Juvenile Justice Center	TUCKER, ANTONIO M	ACTIVE	03/17/2014
Circuit Clerk	VAN TREECK, ANDREW M	INACTIVE	05/12/2014
Transportation	VERHALEN, PATRICK J	ACTIVE	10/15/2013
Circuit Clerk	WEBER, DOLORES A	ACTIVE	02/03/2014
Information Technologies	WEI, HELEN H	ACTIVE	09/09/2013
KCDEE	WEILER, CHERYL A	ACTIVE	03/31/2014
Court Services/Court Services Administration	WESSEL, PHILIP A	ACTIVE	05/22/2014
Circuit Clerk	WHEELER, LADONNA J	INACTIVE	03/18/2014

Kane County New Hire Report

7/1/2013 - 6/30/2014

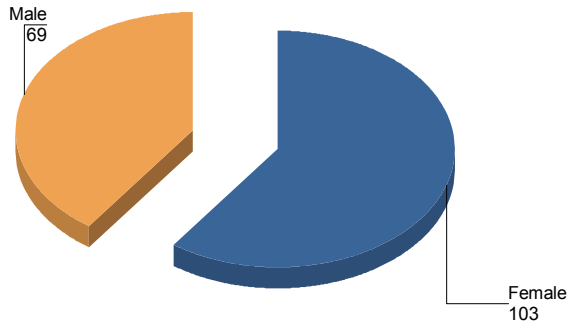
<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Regional Office of Education	WICKLUND, SUSAN M	ACTIVE	06/05/2014
Animal Control	ZACHARY, RICHARD L	INACTIVE	12/23/2013
Public Defender	ZINK, ELIZABETH A	ACTIVE	01/13/2014
Sheriff/Sheriff	ZYDZIK, CHRISTOPHER L	ACTIVE	01/19/2014

172 *New Hire Employees*

Kane County New Hires EEO Report

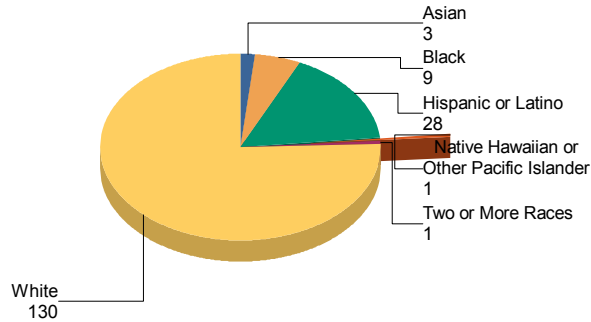
7/1/2013 - 6/30/2014

Gender



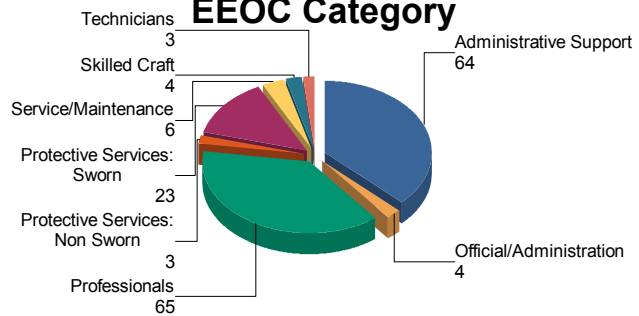
Female	103	59.9%
Male	69	40.1%
Total:	172	100.0%

Race



Asian	3	1.7%
Black	9	5.2%
Hispanic or Latino	28	16.3%
Native Hawaiian or Other Pacific Islander	1	0.6%
Two or More Races	1	0.6%
White	130	75.6%
Total:	172	100.0%

EEOC Category




Administrative Support	64	37.2%
Official/Administration	4	2.3%
Professionals	65	37.8%
Protective Services: Non Sworn	3	1.7%
Protective Services: Sworn	23	13.4%
Service/Maintenance	6	3.5%
Skilled Craft	4	2.3%
Technicians	3	1.7%
Total:	172	100.0%

Kane County New Hires EEO Report

7/1/2013 - 6/30/2014

Department

Judiciary and  Animal Control
8

Animal Control	8	4.7%
Building Management	1	0.6%
Circuit Clerk	20	11.6%
Community Reinvestment	1	0.6%
Coroner	1	0.6%
County Auditor	1	0.6%
County Board	2	1.2%
County Clerk	2	1.2%
Court Services/Court Services Administration	9	5.2%
Court Services/Diagnostic Center	4	2.3%
Court Services/Juvenile Justice Center	17	9.9%
Development/Water Resources	1	0.6%
Environmental Management	1	0.6%
Finance	2	1.2%
Health	6	3.5%
Human Resource Management	2	1.2%
Information Technologies	5	2.9%
Judiciary and Courts	8	4.7%
Kane Comm	2	1.2%
KCDEE	5	2.9%
Law Library	2	1.2%
Other- Countywide Expenses/Aurora Election Expense	2	1.2%
Public Defender	5	2.9%
Regional Office of Education	8	4.7%
Sheriff/Adult Corrections	9	5.2%
Sheriff/Court Security	9	5.2%
Sheriff/Sheriff	3	1.7%
State's Attorney	20	11.6%
Supervisors of Assessment	4	2.3%
Transportation	11	6.4%
Treasurer/Collector	1	0.6%
Total:	172	100.0%

Kane County Termination Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Animal Control	ALLEN, DARLENE	11/1/2013
Animal Control	BLUESTONE, LAUREN C	8/22/2013
Animal Control	HILLIER, LYNETTE	3/7/2014
Animal Control	HUND, BRIANNA M	2/4/2014
Animal Control	KLEVENO, LINDA	1/2/2014
Animal Control	MATA, MELBA V	12/20/2013
Animal Control	MONCHUNSKI MONACO, JENNIFER A	6/7/2014
Animal Control	PETERSON, CHEYENNE A	6/26/2014
Animal Control	SAUCEDA, ROBERT B	5/7/2014
Animal Control	WERNER, HANNAH M	1/3/2014
Building Management	MARION, RICHARD R	6/13/2014
Circuit Clerk	BUTTERS, JULIE A	8/30/2013
Circuit Clerk	CONSIDINE, VALERIE ANN	2/7/2014
Circuit Clerk	DUFFY, MARILYNN A	10/24/2013
Circuit Clerk	EVENSEN, WILLIAM S	6/27/2014
Circuit Clerk	FABRIZIUS, PAMELA	6/2/2014
Circuit Clerk	GUDENSCHWAGER, LISA	7/1/2013
Circuit Clerk	KECK, AARON J	5/2/2014
Circuit Clerk	LARSON, JOANNE	4/1/2014
Circuit Clerk	LYNCH, JOHN	8/23/2013
Circuit Clerk	MANAK, BETSY L	1/21/2014
Circuit Clerk	OIE, MICHAEL T	11/15/2013
Circuit Clerk	PERKINS, JENNIFER	12/2/2013
Circuit Clerk	QUILL, CATHERINE	11/1/2013
Circuit Clerk	SHEPPARD, CYNTHIA J	4/30/2014
Circuit Clerk	SUTHERLAND, ARTHUR S	9/25/2013

Kane County Termination Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Circuit Clerk	SUTHERLAND, CHAD A	8/30/2013
Community Reinvestment	GROBE, JENNIFER M	11/26/2013
Coroner	WEST, ERIC W	12/6/2013
County Board	MARAFFIO, CHERYL A	1/20/2014
County Clerk	BOOTH, CHRISTINE	10/29/2013
County Clerk	MARACH, CAITLIN A	10/23/2013
County Clerk	MATTOZZI, DEBORAH A	9/27/2013
County Clerk	WARD, JEFFREY N	4/1/2014
Court Services/Adult Drug Court	OSBORN, JOSHUA M	2/26/2014
Court Services/Court Services Administration	ANDERSON, TANYA	4/25/2014
Court Services/Court Services Administration	BECKER, MICHELLE M	9/26/2013
Court Services/Court Services Administration	BELL, LEIGH A	1/3/2014
Court Services/Court Services Administration	MCPEEK, KIRSTEN J	10/17/2013
Court Services/Court Services Administration	MENDEZ, ROSIO	3/28/2014
Court Services/Court Services Administration	PIERRAKEAS, BARBARA L	12/16/2013
Court Services/Court Services Administration	WISE, ELLEN V	8/21/2013
Court Services/Diagnostic Center	BROWN, TIMOTHY	1/28/2014
Court Services/Diagnostic Center	BROWNING, MARC	8/2/2013
Court Services/Diagnostic Center	JAEGER-MANSON, SOPHIA G	8/30/2013
Court Services/Diagnostic Center	NAUS, TERRENCE J	8/30/2013
Court Services/Diagnostic Center	PAHLAVAN, NEGIN	8/30/2013
Court Services/Juvenile Justice Center	AGNEW, MARK L	8/4/2013
Court Services/Juvenile Justice Center	BURNS, STELANA	2/22/2014
Court Services/Juvenile Justice Center	COLLINS, DIANE L	6/20/2014
Court Services/Juvenile Justice Center	FINN, DEVON C	4/21/2014
Court Services/Juvenile Justice Center	GREEN, CATREL A	5/3/2014
Court Services/Juvenile Justice Center	GUERRERO, ISSAC J	1/23/2014

Kane County Termination Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Court Services/Juvenile Justice Center	HOLLINGSWORTH, SERETHA	8/12/2013
Court Services/Juvenile Justice Center	KORPAI, MICHAEL P	4/30/2014
Court Services/Juvenile Justice Center	LUISI, ANGELA S	8/21/2013
Court Services/Juvenile Justice Center	MOORMAN, ANTHONY D	3/22/2014
Court Services/Juvenile Justice Center	ROUT, VALERIE J	6/12/2014
Court Services/Juvenile Justice Center	RUIZ, RODRIGO A	6/16/2014
Court Services/Juvenile Justice Center	SEPERGHAN, NINA K	1/11/2014
Court Services/Juvenile Justice Center	SLEIGHTER, SHANNON M	8/16/2013
Court Services/Juvenile Justice Center	WHITE, JORDAN L	11/21/2013
Development/County Development	JOHNSON, ELLEN A	5/16/2014
Development/County Development	ZABEL, PAUL C	6/6/2014
Development/Mill Creek Special Service Area	LOCHBAUM, JOHN R	12/13/2013
Development/Water Resources	ADERMAN, BRUCE J	8/30/2013
Development/Water Resources	SCHUCH, PAUL M	6/30/2014
Environmental Management	HARBAUGH, TIMOTHY A	10/25/2013
Environmental Management	KOSKY, KAREN M	8/30/2013
Finance	ESTATE OF HANSEN II, JAMES W	11/2/2013
Health	BROWN, JUANITA A	10/18/2013
Health	HOFF, CHRISTOPHER R	12/20/2013
Health	LA BEE, MARY S	9/23/2013
Health	PIZANO, HELEN	7/8/2013
Health	SHARP, JULIE M	5/5/2014
Health	WOOTEN, JUNE C	12/2/2013
Information Technologies	HANSON, PATRICIA A	1/17/2014
Information Technologies	NEITZEL, PAUL L Jr	3/28/2014
Information Technologies	POMPA, KIM D	2/18/2014
Judiciary and Courts	FOKAKIS, KENDRA R	7/12/2013

Kane County Termination Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Judiciary and Courts	LINDSEY, SHARI S	6/18/2014
Judiciary and Courts	MUDGETT, JAMES C	9/6/2013
Judiciary and Courts	NOTTE, ILONA L	2/7/2014
Judiciary and Courts	NUNES, MARSILDA B	9/20/2013
Kane Comm	BRIGGS, COREY A	10/18/2013
Kane Comm	KLEIN, JUDY K	5/19/2014
Kane Comm	MCCABE, LINDSAY R	1/22/2014
Kane Comm	MECHOWSKI, AMANDA B	10/4/2013
Kane Comm	RZEPPA, BROOKE S	10/12/2013
KCDEE	GARCIA JIMENEZ, GLADYS	12/31/2013
KCDEE	LINDLEY, RACHEL C	8/2/2013
KCDEE	MCDONNELL, TRACY E R	8/2/2013
KCDEE	MCMAHAN, TONYA A	10/25/2013
KCDEE	PEREZ, SARAH K	11/6/2013
KCDEE	WILLIAMS, MELISSA D	3/28/2014
Other- Countywide Expenses/Aurora Election Expense	ROMERO, LIDIA L	4/18/2014
Public Defender	BUSOT, MARIA VICTORIA	12/6/2013
Public Defender	SANCHEZ, ELIZABETH	4/1/2014
Recorder	GENTILCORE, BARBARA A	6/6/2014
Regional Office of Education	CHLEBEK, SHARON A	6/13/2014
Regional Office of Education	HAYDEN, ALICE C	6/6/2014
Regional Office of Education	KAKACEK, SANDRA L	9/3/2013
Regional Office of Education	KLAISNER, MARK A	6/30/2014
Regional Office of Education	LADWIG, GLEN E	8/30/2013
Regional Office of Education	LESLIE, LORRAINE	7/1/2013
Regional Office of Education	NAGY, ANNESSA D	7/1/2013
Regional Office of Education	ZBINDEN, JOSHUA T	4/29/2014

Kane County Termination Report

7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Sheriff/Adult Corrections	JACKSON, KEVIN D	11/1/2013
Sheriff/Adult Corrections	KOZIEL, JORDAN A	12/20/2013
Sheriff/Adult Corrections	LOMBARDI, JORDAN J	6/13/2014
Sheriff/Adult Corrections	PLEITT, RICHARD M	6/3/2014
Sheriff/Adult Corrections	SALISBURY, JOSHUA A	10/5/2013
Sheriff/Adult Corrections	SCHMIDT, JENNIFER S	8/18/2013
Sheriff/Adult Corrections	WOODRUFF, LYNNE M	1/3/2014
Sheriff/Court Security	DIAZ, MARTIN A	9/18/2013
Sheriff/Court Security	FALKNER, WALLACE D	8/30/2013
Sheriff/Court Security	MCNUTT, SAMUAL A	9/27/2013
Sheriff/Sheriff	BURGERT, CINDA A	3/13/2014
Sheriff/Sheriff	CAULFIELD, JAMES P	6/11/2014
Sheriff/Sheriff	GROMMES, RONALD	6/6/2014
Sheriff/Sheriff	RANDALL, DWIGHT C	5/2/2014
State's Attorney	BAXTER, CHRISTOPHER E	2/14/2014
State's Attorney	BECHTOLD, DANIELLE M	11/22/2013
State's Attorney	BRADLEY, LISBETH A	11/12/2013
State's Attorney	CARTER, DANIEL R	5/30/2014
State's Attorney	DICE, RICHARD B	2/14/2014
State's Attorney	FORD, FLEMING S	7/5/2013
State's Attorney	MONACO, PAMELA M	5/1/2014
State's Attorney	PIEDRA, MARISOL	10/18/2013
State's Attorney	ROMITO, AUDREY M	2/28/2014
State's Attorney	SANDERS, KEVIN C	9/6/2013
State's Attorney	SANTANA, GLADYS P	8/18/2013
State's Attorney	SEREDIUK, ELIZABETH M	11/7/2013
State's Attorney	SNOW, AIMEE S	8/23/2013

Kane County Termination Report

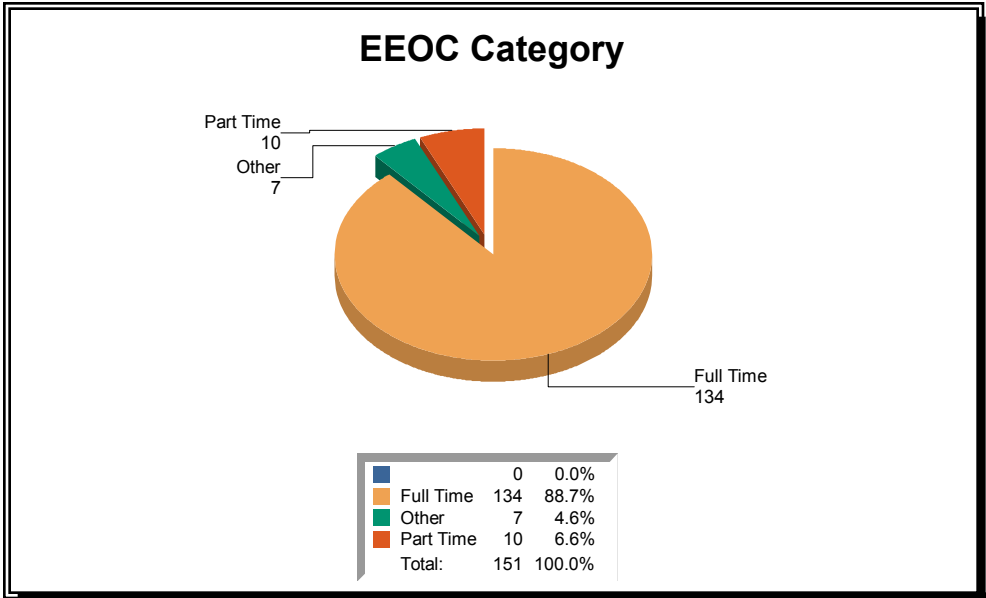
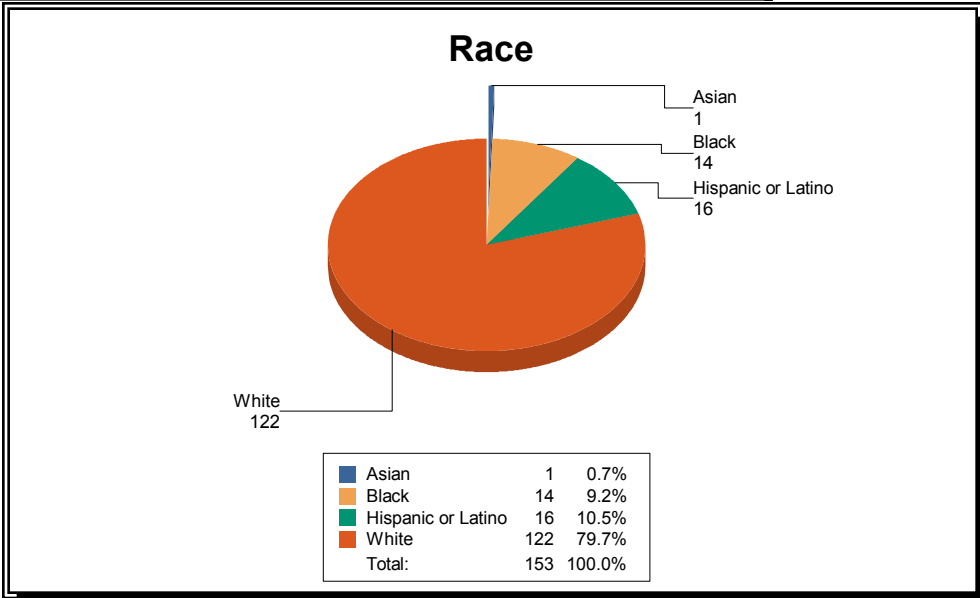
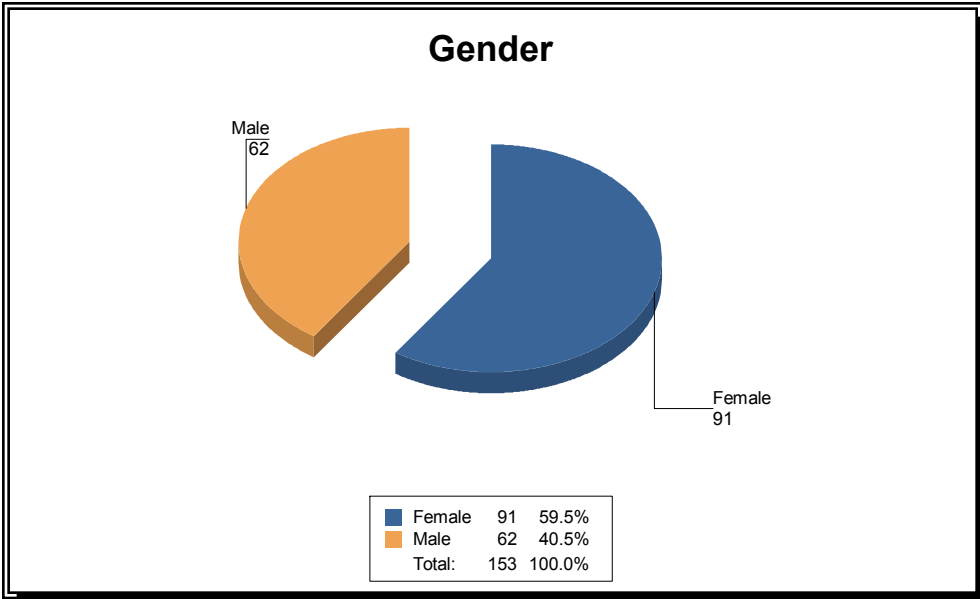
7/1/2013 - 6/30/2014

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
State's Attorney	TULLY, LORI K	9/13/2013
State's Attorney	VELAZQUEZ PINA, VANESSA M	7/10/2013
State's Attorney	WASCHER, CHRISTINA L	4/1/2014
State's Attorney	ZAMUDIO, MARIA E	7/5/2013
State's Attorney	ZOLLERS, BRITTANY	12/2/2013
Supervisors of Assessment	COLLINS, KARI L	8/16/2013
Supervisors of Assessment	DAY, CHARLES E	8/7/2013
Transportation	ANDERSON, MARK R	3/31/2014
Transportation	AUKSTOLIS, PETER W	8/30/2013
Transportation	BLEDSON, JAMES L	12/11/2013
Transportation	GUDEMAN, DREW S	8/22/2013
Transportation	HOLCOMB, PAUL L	12/31/2013
Transportation	HUNOLD, BRAD J	3/28/2014
Transportation	KAKOCZKI, STEVEN E	3/31/2014
Transportation	RUCHTI, JAMES A Jr	3/31/2014
Transportation	SIROTZKE, GARY M	4/18/2014
Transportation	THUESTAD, RONALD B	3/5/2014
Treasurer/Collector	LESLIE, DEANNA M	9/13/2013
Treasurer/Collector	PERRIN, JOAN D	6/18/2014

153 *Terminated Employees*

Kane County Terminations EEO Report

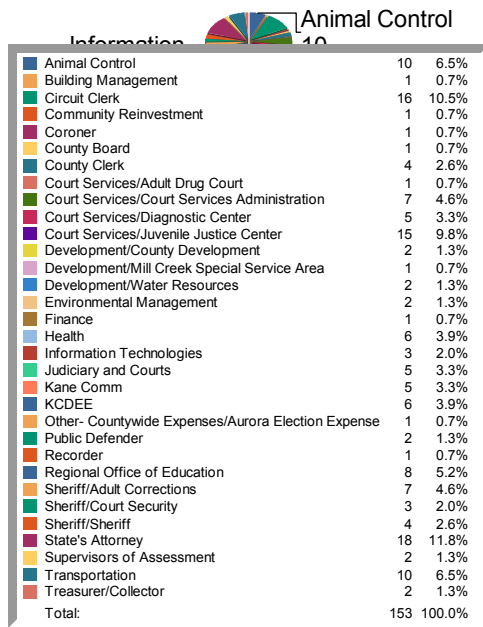
7/1/2013 - 6/30/2014



Kane County Terminations EEO Report

7/1/2013 - 6/30/2014

Department



Kane County Termination Report

7/1/2013 - 6/30/2014

	Female				Male					Total
	Black	Hispanic o	White	Total	Asian	Black	Hispanic o	White	Total	
DECEASED	0	0	0	0	0	0	0	1	1	1
RESIGNED	6	8	43	57	0	4	4	20	28	85
RETIRED	1	2	10	13	0	2	0	12	14	27
TERMINATED	0	2	19	21	1	1	0	17	19	40
Total	7	12	72	91	1	7	4	50	62	153

Kane County Employee Compensation Data - 2014

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
ABELL, MICHELLE R	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	0.00	0.00	3,375.00	3,375.00	0.00	0.00	0.00	0.00	0.00	625.00	258.19	4,258.19
ABNER, JOHN T	Transportation	Highway Maintainer II	40.0	55,157.44	0.00	12,605.81	67,763.25	0.00	14,907.00	0.00	7,582.73	0.00	5,127.36	5,183.89	100,564.23
ACKMANN, KEVIN C	Transportation	Highway Maintainer III	40.0	41,289.47	0.00	8,201.76	49,491.23	0.00	9,438.00	0.00	5,362.59	0.00	2,845.05	3,666.13	70,803.00
ADAM, MONA M	Public Defender	Assistant Office Manager	35.0	45,769.20	0.00	0.00	45,769.20	0.00	12,008.52	542.82	5,013.18	0.00	1,653.84	3,427.23	68,414.79
ADAMS, MARY L	Circuit Clerk	Deputy Clerk	37.5	33,778.59	0.00	365.28	34,143.87	0.00	14,159.46	542.82	3,820.64	0.00	1,273.50	2,612.00	56,552.29
ADAMS, RODNEY J	KCDEE	Employment & Training Rep	37.5	37,692.30	0.00	580.15	38,272.45	0.00	5,973.72	209.34	4,083.17	0.00	1,431.20	2,791.46	52,761.34
AGUILAR, REBECCA	Treasurer/Collector	Customer Service Representative	35.0	24,278.92	0.00	0.00	24,278.92	0.00	4,985.52	209.34	2,664.20	0.00	830.76	1,821.39	34,790.13
AGUIRRE, FRANCISCO J	Sheriff/Court Security	Court Security Sergeant	40.0	57,067.54	0.00	302.47	57,370.01	1,000.00	14,159.46	542.82	6,218.30	0.00	2,160.82	4,251.13	85,702.54
AGUIRRE, LUIS X	Sheriff/Adult Corrections	Correctional Officer	40.0	78,098.78	1,373.43	8,771.79	88,244.00	1,000.00	0.00	0.00	0.00	18,796.03	3,637.79	6,750.66	118,428.48
AGUIRRE, VANESSA	Sheriff/Court Security	Court Security Officer	40.0	18,207.81	0.00	593.62	18,801.43	1,000.00	0.00	0.00	2,103.90	0.00	1,324.38	1,438.31	24,668.02
AHMED, HAMID M	Development/County Development	Project Manager	35.0	57,180.84	0.00	303.84	57,484.68	0.00	5,973.72	209.34	6,330.43	0.00	2,165.94	4,327.81	76,491.92
AHMED, MAZHER	Information Technologies	CAD Coordinator	35.0	49,068.21	0.00	0.00	49,068.21	0.00	5,973.72	209.34	5,347.34	0.00	1,773.60	3,655.71	66,027.92
AKEMANN, DAVID R	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
ALBA, ALDO A	Sheriff/Sheriff	Peace Officer	40.0	76,193.08	2,630.72	6,930.18	85,753.98	1,100.00	5,075.70	0.00	0.00	18,128.10	3,834.33	6,510.78	120,402.89
ALICEA, ANA M	State's Attorney	Terminated	35.0	15,480.51	0.00	988.88	16,469.39	0.00	9,435.94	360.50	1,711.14	0.00	884.60	1,169.76	30,031.33
ALLAN, DEBORAH J	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	9,750.54	542.82	2,797.60	0.00	961.53	1,912.47	40,964.74
ALLEN, CANDY K	Circuit Clerk	Records Manager	37.5	67,407.15	0.00	554.07	67,961.22	0.00	17,544.00	542.82	7,025.27	0.00	2,525.46	4,802.86	100,401.63
ALMANZA, MARIA E	Health	CHS I Support Associate	35.0	36,894.83	0.00	153.98	37,048.81	0.00	14,159.46	542.82	3,922.19	0.00	1,406.30	2,681.41	59,760.99
ALVERIO, DEANIN	Court Services/Court Services Ad	Probation Officer	37.5	37,973.14	0.00	723.98	38,697.12	0.00	542.82	4,308.82	0.00	0.00	1,438.73	2,945.71	47,933.20
AMATO, JENNIE S	Public Defender	Assistant Public Defender	17.5	41,846.04	0.00	0.00	41,846.04	0.00	17,544.00	542.82	4,043.66	0.00	1,538.46	2,764.44	68,279.42
AMOS, FRENCHIE S	State's Attorney	Administrative Assistant	35.0	26,130.12	0.00	750.00	26,880.12	0.00	9,750.54	542.82	2,832.42	0.00	983.10	1,936.36	42,925.36
ANDERSON, KENNETH G	Building Management	Terminated	40.0	403.86	0.00	0.00	403.86	0.00	0.00	0.00	45.19	0.00	403.86	30.90	883.81
ANDERSON, KENNETH N	Environmental Management	Director Environ and Water Res	35.0	91,470.22	0.00	611.24	92,081.46	0.00	14,159.46	542.82	9,822.80	0.00	3,972.93	6,715.31	127,294.78
ANDERSON, KENT D	Transportation	Highway Maintainer III	40.0	55,858.16	0.00	12,678.51	68,536.67	0.00	14,907.00	0.00	7,388.08	0.00	5,645.68	5,050.81	101,528.24
ANDERSON, LINDSAY M	Circuit Clerk	Deputy Clerk	37.5	30,734.08	0.00	331.92	31,066.00	0.00	5,973.72	209.34	3,276.77	0.00	1,158.80	2,240.16	43,924.79
ANDERSON, MARK R	Transportation	Terminated	20.0	886.16	0.00	2,641.02	3,527.18	0.00	0.00	0.00	0.00	0.00	1,128.11	269.83	5,319.81
ANDERSON, MARLEAH	Aurora Election Commission	Commissioner Aurora Elec Comm	35.0	3,669.90	0.00	0.00	3,669.90	0.00	4,985.52	209.34	0.00	0.00	141.15	280.75	9,286.66
ANDERSON, MICHAEL D	Information Technologies	CAD Specialist III	35.0	42,040.36	0.00	0.00	42,040.36	0.00	5,973.72	209.34	4,504.78	0.00	1,520.20	3,079.70	57,328.10
ANDERSON, TANYA	Court Services/Court Services Ad	Terminated	37.5	21,853.10	0.00	4,410.69	26,263.79	0.00	4,712.42	178.18	2,817.19	0.00	2,185.31	1,925.95	38,082.84
ANDREWS, CARYN P	Court Services/Diagnostic Center	Psychology Intern	37.5	4,398.15	0.00	525.00	4,923.15	0.00	0.00	0.00	550.90	0.00	568.71	376.63	6,419.39
ANSELME, RICK E	Court Services/Juvenile Justice C	Superintendent JIC	37.5	70,241.68	0.00	4,816.44	75,058.12	0.00	14,159.46	542.82	8,197.57	0.00	2,628.45	5,604.27	106,190.69
ANTCZAK, MAJA U	Recorder	Imaging Assistant	35.0	36,301.01	0.00	0.00	36,301.01	0.00	9,750.54	542.82	3,918.87	0.00	1,374.50	2,679.10	54,566.84
ANZELONE, JOSEPH	Sheriff/Court Security	Court Security Officer	40.0	38,171.05	0.00	3,797.50	41,968.55	1,000.00	9,634.32	542.82	4,696.27	0.00	1,301.30	3,210.60	62,353.86
ARCH, NORA S	Health	CHS I Support Associate	35.0	35,042.90	0.00	2,952.29	37,995.19	0.00	14,159.46	542.82	4,050.28	0.00	1,335.27	2,768.96	60,851.98
ARCHULETA, JUANITA M	Public Defender	Assistant Public Defender	35.0	66,999.88	0.00	0.00	66,999.88	0.00	14,159.46	542.82	7,222.22	0.00	2,115.38	4,937.42	95,977.18
ARDELAN, JANET F	Sheriff/Sheriff	Executive Assistant	40.0	50,867.11	0.00	269.22	51,136.33	0.00	14,159.46	542.82	5,722.23	0.00	1,923.07	3,911.93	77,395.84
ARDELEAN, CHRISTOPHER L	Information Technologies	Sharepoint Developer	40.0	56,080.55	0.00	820.32	56,900.87	0.00	4,985.52	209.34	6,314.61	0.00	1,980.77	4,316.97	74,708.08
ARMSTRONG, MARK D	Supervisors of Assessment	Supervisor of Assessments	35.0	113,688.97	0.00	4,820.74	118,509.71	0.00	17,544.00	542.82	12,681.70	0.00	4,159.62	8,669.82	162,107.67
ARMSTRONG, TRUMAN	Veteran's Commission	Administrative Officer II	35.0	27,917.45	0.00	93.94	28,011.39	0.00	9,750.54	0.00	0.00	0.00	1,113.20	2,071.74	43,977.28
ARTZ, RICHARD J	Circuit Clerk	Office and Court Trainer	37.5	19,135.55	0.00	2.25	19,137.80	0.00	2,458.20	87.90	1,592.07	0.00	213.75	1,404.95	24,894.67
AUGER, MARGARET	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	0.00	0.00	2,797.60	0.00	961.53	1,912.47	30,671.38
AUKSTOLIS, WILLIAM F	Sheriff/Court Security	Court Security Lieutenant	40.0	63,797.21	0.00	330.54	64,127.75	1,000.00	0.00	0.00	7,175.95	0.00	2,361.37	4,905.78	79,570.85
AUST, LISA J	Court Services/Court Services Ad	Executive Director	37.5	92,781.89	0.00	5,459.70	98,241.59	0.00	5,973.72	209.34	10,793.70	0.00	3,471.91	7,379.09	126,069.35
AXELSEN, JOSHUA C	Regional Office of Education	Alternative Programs Coordinator	37.5	15,830.80	0.00	0.00	15,830.80	0.00	2,965.32	136.74	0.00	0.00	753.84	215.86	19,902.56
AZEMI, MAKFIRE	Circuit Clerk	Information System Professional	37.5	40,487.82	0.00	306.00	40,793.82	0.00	0.00	0.00	4,564.86	0.00	1,530.00	3,120.73	50,009.41
AZEMI, MERGIM	Sheriff/Adult Corrections	Correctional Officer	40.0	70,479.98	863.98	2,515.32	73,859.28	1,000.00	9,750.54	542.82	0.00	15,732.02	2,735.49	5,650.24	109,270.39
AZHER, MUNEEZA	Health	Terminated	35.0	31,508.71	0.00	3,286.80	34,795.51	0.00	9,435.94	360.50	3,963.60	0.00	1,789.90	2,709.74	53,055.19
BAILEY, AMANDA E	Sheriff/Adult Corrections	Correctional Officer	40.0	56,068.39	0.00	1,366.68	57,435.07	1,000.00	4,985.52	209.34	0.00	12,066.03	2,648.75	4,357.84	82,702.55
BAILEY, BROOK A	Circuit Clerk	Deputy Clerk	37.5	17,506.25	0.00	0.00	17,506.25	0.00	7,675.72	296.27	1,678.55	0.00	283.50	1,261.98	28,702.27
BALDERAS, SHARON	Regional Office of Education	Terminated	37.5	30,573.41	0.00	2,962.78	33,536.19	0.00	5,683.64	314.92	3,671.11	0.00	1,811.76	2,509.74	47,527.36
BALLARD, AMY M	State's Attorney	Assistant States Attorney	35.0	52,252.60	0.00	2,500.00	54,752.60	0.00	4,572.64	192.30	6,078.21	0.00	1,923.07	4,155.33	71,674.15
BALOUN, ROBERT A	Sheriff/Sheriff	Peace Officer	40.0	76,199.16	3,483.62	3,535.67	83,218.45	1,100.00	10,808.52	542.82	0.00	16,695.91	3,299.00	5,996.43	121,655.13
BANAS, TARRI D	Information Technologies	Internet Application Developer	35.0	78,543.91	0.00	908.24	79,452.15	0.00	14,159.46	542.82	8,655.86	0.00	2,951.25	5,917.61	111,679.15
BANKER, DEBORAH A	KCDEE	Asst. Dir. Workforce Operations	37.5	81,157.96	0.00	0.00	81,157.96	0.00	17,544.00	542.82	6,557.10	0.00	3,121.46	5,812.41	114,735.75
BANKS, PEGGY J	Circuit Clerk	Deputy Clerk	37.5	32,326.97	0.00	232.25	32,559.22	0.00	13,791.96	542.82	3,447.11	0.00	1,222.51	2,356.56	53,920.18
BARCLAY, KAITLUN E	State's Attorney	Assistant States Attorney	35.0	10,475.77	0.00	500.00	10,975.77	0.00	1,229.10	43.95	1,228.21	0.00	1,050.00	839.64	15,366.67
BARNAT, ROBERT B	Sheriff/Adult Corrections	Correctional Officer	40.0	69,621.20	1,639.32	7,315.91	77,576.43	1,000.00	14,159.46	542.82	0.00	16,353.41	3,560.01	5,873.41	120,065.54
BAROCIO, CHRISTINA M	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	23,588.85	0.00	63.73	23,652.58	0.00	0.00	0.00	2,646.77	0.00	719.35	1,809.43	28,828.13
BARREIRO, CHRISTINA G	Animal Control	Kennel Assistant	8.0	2,260.50	0.00	0.00	2,260.50	0.00	0.00	0.00	0.00	0.00	121.00	172.93	2,554.43
BARREIRO, DANIELLE E	Circuit Clerk	Terminated	20.0	3,618.00	0.00	0.00	3,618.00	0.00	0.00	0.00	0.00	0.00	337.50	276.78	4,232.28
BARREIRO, THERESA E	County Board	Board Member	Elected												

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
BEX, TROY	Building Management	Carpenter	40.0	52,002.15	0.00	601.54	52,603.69	0.00	14,109.46	542.82	5,684.98	0.00	1,883.10	3,886.51	78,710.56
BIDAWID, DIANA M	Court Services/Diagnostic Center	Psychologist and Trng Director	37.5	57,125.43	0.00	2,856.67	59,982.10	0.00	17,544.00	542.82	5,732.13	0.00	1,859.73	3,918.77	89,579.55
BIDDLE, ANDREW T	Sheriff/Sheriff	Peace Officer	40.0	76,034.52	863.98	2,137.43	79,035.93	1,100.00	17,544.00	542.82	0.00	15,199.10	2,906.03	5,458.84	121,786.72
BIDDLE, BARBARA J	Judiciary and Courts	Case Flow Manager	35.0	55,541.85	0.00	1,046.39	56,588.24	0.00	5,973.72	209.34	6,011.50	0.00	2,096.20	4,109.71	74,988.71
BIDDLE, ROGER L	Supervisors of Assessment	Farmland Assessment Review Mbr	Per Diem \$80.00	0.00	0.00	80.00	80.00	0.00	0.00	0.00	0.00	0.00	80.00	6.12	166.12
BIEWER, BROOKE R	Development/County Development	Subdivision Planner	25.0	28,492.01	0.00	132.69	28,624.70	0.00	0.00	0.00	3,203.13	0.00	1,009.80	2,189.79	35,027.42
BIGGIAM, NANCY S	Court Services/Juvenile Justice Center	Admin Cook JJC	40.0	31,594.39	0.00	1,472.26	33,066.65	0.00	0.00	0.00	3,542.92	0.00	1,189.71	2,422.14	40,221.42
BIGGS, DONALD R	County Board	Operations Staff Executive	40.0	100,088.39	0.00	0.00	100,088.39	0.00	4,366.20	183.78	11,153.16	0.00	2,038.46	7,624.87	125,454.86
BILBREY, KIMBERLY R	Public Defender	Assistant Public Defender	35.0	57,584.45	0.00	0.00	57,584.45	0.00	14,159.46	542.82	5,983.42	0.00	1,961.53	4,090.48	84,322.16
BILY, JACQUELINE M	Kane Comm	Telecommunicator	40.0	41,096.85	0.00	5,617.62	46,714.47	0.00	4,985.52	209.34	5,174.80	0.00	1,949.57	3,537.71	62,571.41
BINGMAN, JODI A	Supervisors of Assessment	Board of Review Coordinator	35.0	40,601.20	0.00	1,070.20	41,671.40	0.00	14,159.46	542.82	4,461.60	0.00	1,507.60	3,050.17	65,393.05
BJORNSON, CAROLINE R	Sheriff/Sheriff	Information Specialist	40.0	35,572.24	0.00	3,206.88	38,779.12	0.00	12,008.52	542.82	4,259.00	0.00	1,437.91	2,911.67	59,939.04
BLACKSMITH, EMILY A	Sheriff/Sheriff	Information Specialist	40.0	40,057.11	0.00	3,020.81	43,077.92	0.00	17,544.00	542.82	4,181.50	0.00	1,623.11	2,858.68	69,828.03
BLAHUT, DANIKA	Court Services/Juvenile Justice Center	Youth Counselor JJC	40.0	39,240.10	0.00	892.14	40,132.24	0.00	5,973.72	209.34	4,490.76	0.00	1,438.70	3,070.12	55,314.88
BLAKE, SANDRA M	Public Defender	Assistant Public Defender	35.0	59,999.94	0.00	0.00	59,999.94	0.00	5,457.40	192.30	6,344.42	0.00	2,307.69	4,337.39	78,639.14
BLAND, JUDITH A	State's Attorney	Victims Rights Director	35.0	38,396.11	0.00	1,250.00	39,646.11	0.00	9,750.54	542.82	4,293.07	0.00	1,432.90	2,935.00	58,600.44
BLEDSON, JAMES L	Transportation	Terminated		0.00	0.00	8,425.19	8,425.19	0.00	0.00	0.00	942.78	0.00	0.00	644.53	10,012.50
BOBER, RAYMOND M	Sheriff/Sheriff	Process Server	40.0	40,077.90	0.00	620.85	40,698.75	0.00	12,008.52	542.82	4,147.61	0.00	1,531.60	2,835.47	61,764.77
BODIN, JEFFREY M	Sheriff/Sheriff	Peace Officer	40.0	75,765.20	731.10	1,819.82	78,316.12	1,100.00	5,075.70	209.34	0.00	16,516.02	3,051.97	5,931.81	110,200.96
BOENZI, AMANDA M	Circuit Clerk	Deputy Clerk	37.5	3,500.00	0.00	3.33	3,503.33	0.00	0.00	0.00	392.02	0.00	503.33	268.01	4,666.69
BOESCH, DAVID J	Transportation	Engineering Tech Supervisor	40.0	84,429.51	0.00	3,391.59	87,821.10	0.00	10,808.52	542.82	8,899.22	0.00	3,284.67	6,083.89	117,440.22
BOIES, JOSHUA J	Regional Office of Education	Terminated	37.5	26,321.59	0.00	3,275.44	29,597.03	0.00	8,255.06	314.92	3,197.42	0.00	1,661.19	2,185.92	45,211.54
BOLAND, LYNN MARIE	Circuit Clerk	Deputy Clerk	37.5	40,835.04	0.00	1,101.00	41,936.04	0.00	5,973.72	209.34	4,432.13	0.00	1,544.30	3,030.00	57,125.53
BOLDEN, ELISA	State's Attorney	Case Manager	35.0	28,488.30	0.00	1,000.00	29,488.30	0.00	5,973.72	209.34	3,073.86	0.00	1,058.50	2,101.43	41,905.15
BOLINE, SARA J	Health	CHS III Epidemiologist	35.0	41,378.93	0.00	29,763.63	71,142.56	0.00	12,323.04	542.82	8,220.59	0.00	1,446.20	6,030.17	100,305.38
BOMMELMAN, CHRISTIAN W	Sheriff/Adult Corrections	Correctional Officer	40.0	69,935.42	2,968.66	6,336.55	79,240.63	1,000.00	14,159.46	542.82	0.00	16,494.91	3,085.56	5,924.23	120,447.61
BOMMELMAN, CURT A	Circuit Clerk	Deputy Clerk	37.5	41,396.53	0.00	500.44	41,896.97	0.00	14,159.46	542.82	4,367.81	0.00	1,566.71	2,986.07	65,519.84
BOND, STANTON J	County Clerk	Chief Deputy Clerk	35.0	83,043.44	0.00	251.04	83,294.48	0.00	9,750.54	542.82	8,897.74	0.00	3,138.46	6,082.86	111,706.90
BONZA, STEPHANIE L	Court Services/Diagnostic Center	Psychology Intern	37.5	4,398.15	0.00	375.00	4,773.15	0.00	2,361.76	91.16	499.34	0.00	568.71	341.38	8,635.50
BORNEMANN, TIMOTHY J	Sheriff/Adult Corrections	Correctional Officer	40.0	47,136.02	0.00	4,038.02	51,174.04	500.00	1,248.96	52.74	0.00	10,499.55	2,789.37	3,905.53	70,170.19
BORUNDA-AGUILAR, LIZBETH	Circuit Clerk	Deputy Clerk	37.5	26,094.17	0.00	2,659.21	28,753.38	0.00	9,750.54	542.82	3,074.26	0.00	1,137.50	2,101.70	45,360.20
BORUTA, KENNETH E	Sheriff/Adult Corrections	Correctional Officer	40.0	19,182.48	0.00	1,029.76	20,212.24	0.00	1,966.56	70.32	0.00	4,027.90	1,729.20	1,498.96	29,505.18
BOWEN, HAROLD N	Development/County Development	Zoning Board	Per Diem \$60.00	0.00	0.00	600.00	600.00	0.00	0.00	0.00	0.00	0.00	60.00	45.90	705.90
BOYNTON, JILLS S	Circuit Clerk	Deputy Clerk	37.5	30,734.18	0.00	533.62	31,267.80	0.00	4,985.52	209.34	3,446.26	0.00	1,166.52	2,356.04	43,431.48
BRACH, DAVID M	Court Services/Court Services Ad	Probation Officer	37.5	40,562.46	0.00	1,194.00	41,756.46	0.00	9,750.54	542.82	4,529.31	0.00	1,543.89	3,096.43	61,219.45
BRACKETT, ROBERT	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	22,062.50	22,062.50	0.00	0.00	520.03	2,431.24	0.00	925.00	1,662.11	27,600.88
BRADLEY, PAMELA	State's Attorney	Administrative Assistant	35.0	32,479.91	0.00	1,500.00	33,979.91	0.00	9,750.54	542.82	3,659.14	0.00	1,211.50	2,501.52	51,645.43
BRADY, CARROLLYN J	Treasurer/Collector	Director of Financial Operations	35.0	74,999.86	0.00	0.00	74,999.86	0.00	9,750.54	542.82	8,114.98	0.00	2,884.61	5,547.75	101,840.56
BRAUER, DOUGLAS P	Sheriff/Sheriff	Peace Officer	40.0	76,040.55	863.98	4,597.37	81,501.90	1,100.00	12,008.52	542.82	0.00	16,445.56	2,906.03	5,906.51	120,411.34
BRAWKA, JUDITH M	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
BREDLAU, JOHN P	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.62	448.73	2,217.68	71,725.03	1,000.00	0.00	0.00	0.00	15,277.44	2,672.72	5,486.98	96,162.17
BREDLAU, MARY H	Sheriff/Adult Corrections	Executive Assistant	40.0	43,655.31	0.00	2,188.73	45,844.04	0.00	17,544.00	542.82	4,550.51	0.00	1,492.26	3,110.90	73,084.53
BREE, DEBRA L	State's Attorney	Assistant States Attorney	35.0	85,269.11	0.00	5,000.00	90,269.11	0.00	14,159.46	542.82	9,899.64	0.00	3,153.84	6,767.90	124,792.77
BRENDEL, ASHLEY L	Transportation	Terminated	20.0	13,098.00	0.00	0.00	13,098.00	0.00	0.00	0.00	1,465.65	0.00	768.00	1,002.00	16,333.65
BRICTON, MARK S	State's Attorney	Investigator	35.0	62,446.20	0.00	2,400.00	64,846.20	0.00	17,544.00	542.82	6,676.83	0.00	2,361.50	4,564.57	96,535.92
BRIGGS, AMANDA E	Circuit Clerk	Deputy Clerk	37.5	6,500.00	0.00	6.67	6,506.67	0.00	983.28	35.16	693.53	0.00	500.00	474.12	9,192.76
BRIGUGLIO, LENORE P	Sheriff/Adult Corrections	Correctional Officer	40.0	68,123.82	432.12	1,522.70	70,078.64	1,000.00	17,544.00	542.82	0.00	14,926.72	2,891.97	5,555.78	112,539.93
BRODHEAD, STEPHEN R	Court Services/Court Services Ad	Probation Officer	37.5	47,059.23	0.00	1,586.59	48,645.82	0.00	5,973.72	209.34	4,868.32	0.00	1,770.40	3,328.22	64,795.82
BROOKS, DEANNA M	Circuit Clerk	Deputy Clerk	37.5	39,764.31	0.00	598.50	40,362.81	0.00	14,159.46	542.82	4,268.94	0.00	1,503.80	2,918.46	63,756.29
BROWN, F. KEITH	Judiciary and Courts	Terminated	5.0	0.00	0.00	333.33	333.33	0.00	0.00	0.00	0.00	0.00	333.33	4.83	671.49
BROWN, GREGORY A	Public Defender	Assistant Public Defender	35.0	83,692.08	0.00	0.00	83,692.08	0.00	14,159.46	542.82	8,895.18	0.00	3,076.92	6,081.16	116,447.62
BROWN, KRISTINA J	Health	CHS II Public Health Nurse	35.0	54,072.30	0.00	223.23	54,295.53	0.00	13,883.16	542.82	5,712.85	0.00	2,046.10	3,905.58	80,386.04
BROWN, PHILLIP J	Building Management	Maintenance Worker	40.0	25,776.40	0.00	2,895.20	28,671.60	0.00	14,159.46	542.82	3,006.97	0.00	1,135.08	2,055.70	49,571.63
BROWN, STEPHEN D	State's Attorney	Assistant States Attorney	35.0	52,565.30	0.00	4,500.00	57,065.30	0.00	5,373.72	209.34	6,052.04	0.00	1,961.53	4,137.50	74,799.43
BROWN, SUSAN M	Human Resource Management	Assistant Director of HR Mgmt	35.0	71,223.93	0.00	0.00	71,223.93	0.00	9,750.54	542.82	7,652.85	0.00	2,653.84	5,231.86	97,055.84
BROWN, TIMOTHY	Court Services/Diagnostic Center	Terminated	37.5	14,949.32	0.00	9,696.89	24,646.21	0.00	1,516.12	44.20	2,757.92	0.00	4,040.37	1,885.44	34,890.26
BROWNE, NANCY L	Law Library	Librarian	20.0	12,243.14	0.00	4,328.23	16,571.37	0.00	846.40	34.08	1,797.27	0.00	1,974.70	1,258.91	22,482.73
BRUENING, STEVEN L	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	1,517.44	11,598.17	89,314.76	1,100.00	12,323.04	405.34	0.00	19,024.02	3,733.79	6,832.58	132,733.53
BRUMMEL, KERRI M	Court Services/Court Services Ad	Administrative Assistant	37.5	34,220.47	0.00	2,045.67	36,266.14	0.00	15,336.64	587.02	3,728.97	0.00	1,290.19	2,549.32	59,758.28
BRUSVEEN, DAN A	Building Management	Lead Maintenance Worker	40.0	41,160.47	0.00	70.74	41,231.21	0.00	14,159.46	542.82	4,613.75	0.00	1,569.20	3,154.19	65,270.63
BRYANT, DONALD H</															

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
CERVANTES, IGNACIO	Sheriff/Sheriff	Peace Officer	40.0	22,020.00	0.00	131.25	22,151.25	0.00	1,665.28	70.32	0.00	4,655.78	2,000.00	1,682.20	32,224.83
CHAN, DEBORAH M	Circuit Clerk	Assistant Records Supervisor	37.5	37,776.92	0.00	284.90	38,061.82	0.00	0.00	0.00	4,259.09	0.00	1,424.26	2,911.73	46,656.90
CHAPA, MARIA A	Public Defender	Secretary Receptionist	35.0	35,246.90	0.00	664.92	35,911.82	0.00	13,883.16	542.82	0.00	0.00	1,331.00	3,959.08	58,334.52
CHIDESTER, LORRAINE F	Information Technologies	Deputy Director of Computer Svcs	35.0	71,547.53	0.00	1,181.24	72,728.77	0.00	0.00	542.82	8,067.92	0.00	2,651.44	5,515.60	89,506.55
CHIDESTER, STEVE W	Transportation	Highway Maintainer III	40.0	55,184.64	0.00	12,725.46	67,910.10	0.00	14,907.00	0.00	0.00	0.00	5,228.73	5,002.87	100,366.59
CHILDRESS, ERNEST A	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	22,739.50	22,739.50	0.00	0.00	542.82	2,505.38	0.00	462.50	1,712.78	27,962.98
CHILTON, RONALD D	State's Attorney	Investigator	35.0	46,685.82	0.00	1,250.00	47,935.82	0.00	5,973.72	209.34	5,164.59	0.00	1,736.50	3,530.70	64,550.67
CHINN, SHARON A	State's Attorney	Administrative Assistant	35.0	26,512.30	0.00	1,250.00	27,762.30	0.00	14,159.46	542.82	2,778.62	0.00	984.20	1,899.62	48,127.02
CHLEBEK, SHARON A	Regional Office of Education	Terminated	20.0	1,944.00	0.00	0.00	1,944.00	0.00	0.00	0.00	217.53	0.00	216.00	148.70	2,526.23
CHLOPEK, MONIKA A	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	44,242.33	0.00	1,501.43	45,743.76	0.00	5,973.72	209.34	4,919.25	0.00	1,590.70	3,363.01	61,799.78
CHO VALLDEJULI, JULIE K	Court Services/Court Services Ad	Supervisor	37.5	52,043.95	0.00	2,893.46	54,937.41	0.00	17,544.00	542.82	6,147.44	0.00	1,947.49	4,202.71	85,321.87
CHOATE, JILL R	Public Defender	Secretary Receptionist	35.0	32,592.30	0.00	614.29	33,206.59	0.00	17,544.00	542.82	3,057.81	0.00	1,230.80	2,090.46	57,672.48
CHRISTENSON, PATRICK B	Sheriff/Court Security	Court Security Officer	40.0	34,289.11	0.00	247.42	34,536.53	1,000.00	17,544.00	542.82	3,285.16	0.00	1,301.30	2,245.86	60,455.67
CHURCHILL, THERESA M	Court Services/Court Services Ad	Support Staff	37.5	14,370.41	0.00	0.00	14,370.41	0.00	0.00	227.90	1,591.58	0.00	1,107.80	1,088.08	18,385.77
CINTA, SYLVIA	Circuit Clerk	Deputy Clerk	37.5	5,500.00	0.00	0.00	5,500.00	0.00	737.46	26.37	589.53	0.00	500.00	403.02	7,756.38
CIRA-FITZGERALD, ROSANNE	Court Services/Court Services Ad	Administrative Assistant	37.5	46,161.78	0.00	3,473.75	49,635.53	0.00	5,973.72	209.34	9,561.98	0.00	1,727.38	3,797.13	70,905.08
CLANCY BOLES, SUSAN	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
CLARK, JOHN T	Building Management	Maintenance Worker	40.0	33,654.20	0.00	114.43	33,768.63	0.00	12,959.46	542.82	3,443.02	0.00	1,272.90	2,353.81	54,340.64
CLARK, PATRICIA A	Human Resource Management	Payroll Manager	35.0	67,999.89	0.00	1,230.72	69,230.61	0.00	12,008.52	542.82	7,146.64	0.00	2,500.00	4,885.80	96,314.39
CLAYTON, JAMES R	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	0.00	0.00	2,125.00	2,125.00	0.00	0.00	0.00	0.00	0.00	375.00	162.56	2,662.56
CNOTA, REBECCA J	Court Services/Court Services Ad	Comm Restitution Service Officer	37.5	38,132.31	0.00	724.06	38,856.37	0.00	4,985.52	209.34	4,049.09	0.00	1,438.73	2,768.15	52,307.20
COERS, TRACI M	Court Services/Court Services Ad	Probation Officer	37.5	41,050.51	0.00	729.38	41,779.89	0.00	13,883.16	542.82	4,346.74	0.00	1,562.50	2,971.62	65,086.73
COFER, PAUL G	Animal Control	Kennel Assistant	35.0	13,562.50	0.00	231.27	13,793.77	0.00	2,497.92	105.48	1,516.38	0.00	437.50	1,036.66	19,387.71
COFFINBARGER, STEVEN W	Transportation	Asst Director of Transportation	40.0	97,183.98	0.00	72.82	97,256.80	0.00	14,159.46	542.82	10,597.68	0.00	3,787.04	7,245.08	133,588.88
COLE, COLLEEN M	Sheriff/Sheriff	Information Specialist	40.0	40,418.25	0.00	1,977.86	42,396.11	0.00	5,075.70	209.34	4,581.21	0.00	1,548.00	3,131.96	56,942.32
COLE, TOYIA M	Court Services/Adult Drug Court	Adult Drug Court PO	37.5	42,909.42	0.00	1,078.21	43,987.63	0.00	5,075.70	209.34	4,835.39	0.00	1,609.21	3,305.69	59,022.96
COLLINS, CHRISTOPHER J	Sheriff/Sheriff	Peace Officer Lieutenant	40.0	94,846.26	2,996.36	501.41	98,344.03	1,100.00	17,544.00	542.82	0.00	19,575.67	3,692.02	7,030.70	147,829.24
COLLINS, DIANE L	Court Services/Juvenile Justice C	Terminated	37.5	15,217.63	0.00	3,996.10	19,213.73	0.00	7,035.08	269.34	2,150.00	0.00	0.00	1,469.84	30,137.99
COLLINS, STEVEN W	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	2,276.42	19,551.66	98,027.23	1,100.00	17,544.00	542.82	0.00	19,663.67	3,025.12	7,062.30	146,965.14
COLTON, LYNDA M	Recorder	Recording Coordinator	35.0	60,932.77	0.00	0.00	60,932.77	0.00	17,544.00	542.82	6,238.91	0.00	2,307.20	4,265.18	91,830.88
CONANT, RACHELE A	Public Defender	Assistant Public Defender	35.0	89,230.56	0.00	0.00	89,230.56	0.00	9,750.54	542.82	9,841.68	0.00	3,076.92	6,728.21	119,170.73
CONFORTI, DEBRA L	State's Attorney	Assistant States Attorney	35.0	58,476.87	0.00	3,400.00	61,876.87	0.00	17,544.00	542.82	6,344.46	0.00	2,338.46	4,337.41	92,984.02
CONKLIN, CHARLES K	Sheriff/Adult Corrections	Correctional Lieutenant	40.0	92,627.90	2,968.66	2,273.37	97,869.93	1,000.00	17,544.00	542.82	0.00	19,743.18	3,608.27	7,090.89	147,399.09
CONLEY, SARAH L	Sheriff/Sheriff	Peace Officer	40.0	56,268.76	0.00	1,454.00	57,722.76	1,100.00	14,159.46	542.82	0.00	11,526.09	2,267.87	4,201.63	91,520.63
CONSIDINE, VALERIE ANN	Circuit Clerk	Terminated	37.5	5,593.44	0.00	471.36	6,064.80	0.00	2,354.36	88.40	648.68	0.00	1,256.96	443.48	10,856.68
CONTRERAS, MICHELLE A	State's Attorney	Bilingual Admin Assistant	35.0	23,961.31	0.00	1,000.00	24,961.31	0.00	4,779.08	200.82	2,742.56	0.00	846.20	1,874.94	35,404.91
CONWAY, JOANNE	Circuit Clerk	Deputy Clerk	37.5	38,741.29	0.00	278.13	39,019.42	0.00	12,008.52	542.82	3,860.52	0.00	1,466.29	2,639.20	59,536.77
COOK, EMMA E	Health	CHS II Comm Health Practitioner	35.0	5,573.62	0.00	66.17	5,639.79	0.00	0.00	0.00	631.10	0.00	519.00	431.45	7,221.34
COOMER, KATHRYN	Court Services/Court Services Ad	Support Staff	37.5	31,616.96	0.00	1,160.84	32,777.80	0.00	4,985.52	209.34	3,615.24	0.00	1,191.40	2,471.56	45,250.86
COPHER, DAVID C	Court Services/Adult Drug Court	Adult Drug Court PO	37.5	44,385.53	0.00	770.58	45,156.11	0.00	8,282.52	332.82	4,780.80	0.00	1,677.60	3,268.37	63,498.22
CORTEZ, ALEJANDRA	Court Services/Juvenile Justice C	Terminated	40.0	25,553.53	0.00	1,626.49	27,180.02	0.00	0.00	0.00	3,041.43	0.00	1,438.70	2,079.27	33,739.42
COSMA, JOHN	Court Services/Juvenile Justice C	Psychologist JJC	37.5	60,926.05	0.00	4,296.97	65,223.02	0.00	17,544.00	542.82	6,718.97	0.00	2,279.86	4,593.38	96,902.05
COSTIGAN, ZACHARY J	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	16,317.20	0.00	489.90	16,807.10	0.00	1,966.56	70.32	1,811.56	0.00	1,238.46	22,669.00	22,669.00
COVEY, BRENDA V	Public Defender	Assistant Public Defender	35.0	71,846.12	0.00	0.00	71,846.12	0.00	14,159.46	542.82	7,838.30	0.00	2,692.30	5,358.55	102,437.55
COWART, MARINA LARK	State's Attorney	Assistant States Attorney	35.0	73,576.92	0.00	4,100.00	77,676.92	0.00	8,209.32	321.34	8,241.60	0.00	2,653.84	5,634.31	102,373.33
COX, HALLE D	Law Library	Director of Law Library	35.0	64,099.82	0.00	0.00	64,099.82	0.00	5,973.72	209.34	6,829.78	0.00	2,469.11	4,669.24	84,251.01
COX, JESSICA R	Circuit Clerk	Terminated	37.5	20,440.95	0.00	1,449.26	21,890.21	0.00	9,435.94	360.50	2,278.03	0.00	1,158.80	1,557.38	36,680.86
COX, REBECCA N	Kane Comm	Telecommunicator	40.0	21,550.69	0.00	7,495.41	29,046.10	0.00	2,289.76	96.69	3,158.40	0.00	669.60	2,159.24	37,419.79
COYLE, VINCENT M	State's Attorney	Assistant States Attorney	35.0	56,884.50	0.00	3,000.00	59,884.50	0.00	5,973.72	209.34	6,501.65	0.00	1,961.53	4,444.78	78,975.52
COYNE, AMY R	Community Reinvestment	Housing Specialist	35.0	68,458.00	0.00	572.00	69,030.00	0.00	13,883.16	542.82	7,724.43	0.00	2,601.00	5,280.80	99,062.21
CREIGHTON, AIMEE M	Circuit Clerk	Deputy Clerk	37.5	29,787.94	0.00	445.93	30,233.87	0.00	16,115.52	500.82	2,806.86	0.00	1,121.25	1,918.89	52,697.21
CRIMMINS, LORI	State's Attorney	Assistant States Attorney	35.0	60,884.60	0.00	1,500.00	62,384.60	0.00	14,159.46	542.82	6,779.53	0.00	2,115.38	4,634.74	90,616.53
CRISTALLO, LANA M	Circuit Clerk	Deputy Clerk	37.5	33,931.27	0.00	337.70	34,268.97	0.00	0.00	0.00	3,834.76	0.00	1,278.80	2,621.58	42,004.11
CRODDY, DAVID E	Development/County Developm	Building Inspector	35.0	39,720.62	0.00	478.42	40,199.04	0.00	4,985.52	209.34	4,413.30	0.00	1,471.10	3,017.16	54,295.46
CRODDY, DEBRA A	Human Resource Management	Human Resource Specialist	35.0	41,190.93	0.00	234.19	41,425.12	0.00	4,985.52	209.34	4,582.89	0.00	1,560.71	3,133.08	55,896.66
CROSS, KHARI L	Sheriff/Adult Corrections	Correctional Officer	40.0	66,098.43	432.12	5,780.56	72,311.11	1,000.00	4,985.52	542.82	0.00	15,167.32	2,766.95	5,447.41	102,221.13
CROSS, TANIKA M	Sheriff/Adult Corrections	Correctional Officer	40.0	68,394.60	2,547.62	232.55	71,174.77	1,000.00	17,544.00	542.82	0.00	13,833.12	2,750.25	4,968.24	111,813.20
CRUZ, NASTANCIA N	Animal Control	Terminated	40.0	17,635.00	0.00	2,090.00	19,725.00	0.00	2,497.92	105.48	2,180.08	0.00	620.00	1,490.40	26,618.88
CRUZ, RENE	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
CULLEN, JOSEPH	State's Attorney	Assistant States Attorney	35.0	85,269.11	0.00	5,250.00	90,519.11	0.00	9,750.54	542.82	9,985.87	0.00	3,153.84	6,826.79	

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
DOLAK, RONALD D	Public Defender	Assistant Public Defender	35.0	74,230.64	0.00	0.00	74,230.64	0.00	4,985.52	0.00	8,268.48	0.00	2,500.00	5,652.67	95,637.31
DOMINGUEZ, ALICIA	Sheriff/Adult Corrections	Information Specialist	40.0	27,619.87	0.00	2,691.92	30,311.79	0.00	9,750.54	542.82	3,391.90	0.00	1,230.38	2,318.85	47,546.28
DOMINGUEZ, YVONNE L	Court Services/Court Services Ad	Support Staff	37.5	29,484.79	0.00	513.54	29,998.33	0.00	0.00	0.00	3,118.36	0.00	1,111.06	2,131.86	36,359.61
DONAHUE, MICHAEL J	County Board	Terminated	Elected	24,519.00	0.00	0.00	24,519.00	0.00	0.00	0.00	0.00	0.00	961.53	1,875.70	27,356.23
DOOLITTLE, SHELLEY J	Recorder	Recording Assistant	35.0	42,781.99	0.00	(220.88)	42,561.11	0.00	4,985.52	209.34	4,710.01	0.00	1,619.90	3,219.99	57,305.87
DORADO JR, LEOPOLDO	County Clerk	Clerk V	35.0	27,537.25	0.00	200.75	27,738.00	0.00	4,985.52	209.34	3,103.92	0.00	1,039.60	2,121.96	39,198.34
DORAN, BEV A	Supervisors of Assessment	Production Manager	35.0	55,378.16	0.00	926.37	56,304.53	0.00	5,973.72	209.34	6,057.09	0.00	2,058.67	4,140.94	74,744.29
DORANZO, BRIAN J	Court Services/Court Services Ad	Probation Officer	37.5	40,598.83	0.00	2,040.25	42,639.08	0.00	0.00	0.00	4,807.15	0.00	1,543.90	3,286.40	52,276.53
DORTMUND-MADISON, DEBORAH A	Emergency Management Service	Administrative Assistant	35.0	29,481.53	0.00	95.40	29,576.93	0.00	5,973.72	542.82	2,933.21	0.00	1,165.47	2,005.27	42,197.42
DOUGLAS, ANN E	Court Services/Diagnostic Center	Administrative Assistant	37.5	35,168.26	0.00	2,163.36	37,331.62	0.00	0.00	0.00	4,177.44	0.00	1,316.00	2,855.87	45,680.93
DOUGLAS, DEVONDA R	Building Management	Janitor I	40.0	29,993.60	0.00	259.56	30,253.16	0.00	9,750.54	209.34	3,240.36	0.00	1,153.60	2,215.22	46,822.22
DOUGLAS, JUSTIN E	Sheriff/Sheriff	Peace Officer	40.0	72,475.72	0.00	4,699.37	77,175.09	1,100.00	13,883.16	542.82	0.00	14,913.03	3,458.37	5,587.15	116,659.62
DOWNES, CHRISTINE A	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
DOYEN, KATHLEEN R	State's Attorney	Assistant States Attorney	35.0	54,249.99	0.00	2,500.00	56,749.99	0.00	5,075.70	209.34	6,263.53	0.00	1,923.07	4,282.00	74,503.63
DREWS, PATRICK	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	38,426.58	0.00	765.73	39,192.31	0.00	11,588.04	349.34	4,164.58	0.00	1,438.70	2,847.09	59,580.06
DUCAY, CHRIS V	Sheriff/Adult Corrections	Correctional Sergeant	40.0	81,779.65	2,708.28	3,937.70	88,425.63	1,000.00	14,159.46	542.82	0.00	18,451.32	3,569.06	6,626.89	132,775.18
DUDA, KIMBERLY A	Sheriff/Court Security	Court Security Officer	40.0	38,986.69	0.00	2,947.57	41,934.26	1,000.00	17,544.00	542.82	3,882.42	0.00	1,436.21	2,665.61	69,005.32
DUET, JANET L	State's Attorney	Administrative Assistant	35.0	26,503.26	0.00	1,000.00	27,503.26	0.00	0.00	0.00	3,077.65	0.00	983.19	2,104.01	33,668.11
DUFFY, CASSANDRA A	Circuit Clerk	Deputy Clerk	37.5	26,993.65	0.00	2,164.08	29,157.73	0.00	4,985.52	209.34	3,210.18	0.00	1,009.52	2,194.62	40,766.91
DUFFY, CHRISTIE A	Development/County Developm	Administrative Officer	35.0	8,492.34	0.00	0.00	8,492.34	0.00	0.00	91.16	943.71	0.00	1,107.72	645.16	11,280.09
DULNUAN, REBECCA B	KCDEE	Employment & Training Rep	37.5	26,438.81	0.00	408.03	26,846.84	0.00	17,544.00	542.82	2,424.71	0.00	1,003.80	1,657.61	50,019.78
DUNAWAY, PAUL D	Sheriff/Adult Corrections	Correctional Sergeant	40.0	81,381.72	1,783.36	2,722.59	85,887.67	1,000.00	0.00	0.00	0.00	18,294.09	4,020.71	6,570.41	115,772.88
DUNLOP, LUELLEN	Treasurer/Collector	Assistant Cashier	20.0	3,997.00	0.00	153.00	4,150.00	0.00	0.00	0.00	0.00	0.00	104.00	317.48	4,571.48
DUNNE, CHERYL R	Circuit Clerk	Deputy Clerk	37.5	30,276.06	0.00	1,659.42	31,935.48	0.00	14,159.46	542.82	3,238.22	0.00	1,141.27	2,213.80	53,231.05
DURAN CANTINO, LUIS F	Sheriff/Adult Corrections	Correctional Officer	40.0	64,417.75	432.12	3,358.03	68,207.90	1,000.00	14,159.46	542.82	0.00	14,144.95	2,432.26	5,080.22	105,567.61
DURCZAK, JOSEPH B	Health	Environmental Health Supervisor	35.0	45,719.80	0.00	2,069.34	47,789.14	0.00	5,075.70	209.34	5,260.75	0.00	1,579.90	3,596.50	63,511.33
DURHAM, THOMAS A	Sheriff/Sheriff	Peace Officer	40.0	72,343.44	1,622.70	3,958.86	77,925.00	1,100.00	12,959.46	209.34	0.00	16,005.98	3,152.99	5,748.60	117,101.37
DZAFERI CRAMER, LULE	Sheriff/Sheriff	Information Specialist	40.0	27,528.39	0.00	775.56	28,303.95	0.00	4,385.52	209.34	3,047.51	0.00	1,046.80	2,083.41	39,076.53
EARLE, WILLIAM C	Building Management	Maintenance Worker	20.0	230.75	0.00	0.00	230.75	0.00	0.00	0.00	0.00	0.00	230.75	17.66	479.16
EDER, DANIEL	Health	Asst Director Community Health	35.0	58,107.92	0.00	1,129.30	59,237.22	0.00	5,779.64	265.34	6,612.84	0.00	2,172.39	4,520.85	78,588.28
EDWARDS, WALTER F	Sheriff/Sheriff	Peace Officer Sergeant	40.0	87,613.07	2,198.86	7,007.32	96,819.25	1,100.00	17,544.00	542.82	0.00	19,406.34	3,455.52	6,969.89	145,837.82
EDWARDS, WILLIAM G	Transportation	Maintenance Superintendent	40.0	79,374.85	0.00	23,145.53	102,520.38	0.00	14,159.46	542.82	11,270.59	0.00	8,511.14	7,705.12	144,709.51
EGGERS, COLIN J	Information Technologies	Desktop Support Specialist	40.0	1,870.78	0.00	0.00	1,870.78	0.00	0.00	0.00	209.34	0.00	615.40	143.10	2,838.62
EIDE, KASSIA L	Health	CHS II Community Systems Dev	35.0	34,196.08	0.00	142.45	34,338.53	0.00	4,985.52	209.34	3,787.16	0.00	1,297.80	2,589.13	47,207.48
EISENMAN, FRANCISCO S	Sheriff/Adult Corrections	Correctional Officer	40.0	69,093.52	3,256.58	7,818.40	80,168.50	1,000.00	14,159.46	542.82	0.00	16,692.58	4,546.99	5,995.21	123,105.56
ELBERG, LYNNE A	Animal Control	Administrative Officer II	35.0	49,650.92	0.00	263.27	49,914.19	0.00	0.00	0.00	5,585.36	0.00	1,880.72	3,818.44	61,198.71
ELVIN, DOUGLAS L	Building Management	Printshop Mailroom Worker	40.0	27,423.13	0.00	93.31	27,516.44	0.00	0.00	0.00	0.00	0.00	3,079.04	2,105.01	33,737.29
ELY, PAMELA J	State's Attorney	Investigator	35.0	55,527.22	0.00	6,100.00	61,627.22	0.00	0.00	0.00	6,896.11	0.00	2,101.40	4,714.48	75,339.21
EMANUEL, WILLIAM J	Court Services/Court Services Ad	ARI Project Supervisor	37.5	19,730.79	0.00	0.00	19,730.79	0.00	5,313.96	205.11	2,129.63	0.00	692.32	1,455.93	29,527.74
EMERSON, JOHN R	County Clerk	Supervisor	35.0	45,314.00	0.00	132.28	45,446.28	0.00	13,883.16	542.82	4,528.96	0.00	1,653.84	3,096.19	69,151.25
ENGER, SUSAN E	State's Attorney	Administrative Assistant	35.0	29,022.59	0.00	1,000.00	30,022.59	0.00	0.00	0.00	3,359.49	0.00	1,081.59	2,296.74	36,760.41
ENGERMAN, WILLIAM G	State's Attorney	Assistant States Attorney	35.0	89,923.03	0.00	5,250.00	95,173.03	0.00	17,544.00	542.82	10,649.80	0.00	3,307.69	7,280.73	134,498.07
ENGH, KAREN	Coroner	Deputy Coroner	35.0	46,410.00	0.00	42,432.07	88,842.07	0.00	5,973.72	209.34	9,870.61	0.00	4,180.61	6,748.00	115,824.35
ENRIGHT, ROBERT F	Information Technologies	Project Manager CCM	40.0	86,047.38	0.00	984.56	87,031.94	0.00	12,689.46	542.82	9,557.74	0.00	3,269.23	6,534.07	119,625.26
ERICKSON, GARY R	Information Technologies	Operations Director	40.0	101,206.38	0.00	1,109.00	102,315.38	0.00	12,008.52	209.34	11,067.08	0.00	3,787.83	7,565.97	136,954.12
ERICKSON, TRACY A	County Clerk	Clerk V	35.0	33,259.78	0.00	90.30	33,350.08	0.00	0.00	0.00	3,717.29	0.00	1,255.90	2,541.31	41,073.92
ERICSON, SUSAN M	County Clerk	Director Tax Extend Vital Record	35.0	80,672.06	0.00	235.36	80,907.42	0.00	12,008.52	542.82	9,053.57	0.00	2,942.30	6,189.41	111,644.04
ESCOBAR, JOANNA	State's Attorney	Terminated	35.0	17,397.82	0.00	1,346.43	18,744.25	0.00	6,497.02	360.50	1,985.71	0.00	933.07	1,357.48	29,878.03
ESCOBEDO, DORA G	Public Defender	Secretary Receptionist	35.0	19,113.50	0.00	0.00	19,113.50	0.00	5,693.66	319.06	2,052.48	0.00	546.10	1,403.17	29,127.97
ESQUIVEL, RAYMOND C	County Clerk	Supervisor	35.0	49,254.06	0.00	721.38	49,975.44	0.00	14,159.46	542.82	5,592.33	0.00	1,797.64	3,823.11	75,890.80
ESSIG, JAMES E	Circuit Clerk	Deputy Clerk	37.5	45,888.80	0.00	629.77	46,518.57	0.00	4,985.52	209.34	5,108.42	0.00	1,740.00	3,492.36	62,054.21
ESSIG, JOHN M	Circuit Clerk	Deputy Clerk	37.5	45,888.88	0.00	1,502.70	47,391.58	0.00	4,985.52	209.34	5,250.54	0.00	1,763.20	3,589.52	63,189.80
EVENSEN, WILLIAM S	Circuit Clerk	Terminated	20.0	2,223.00	0.00	0.00	2,223.00	0.00	0.00	0.00	0.00	0.00	670.50	170.07	3,063.57
EVERHART, JUDITH A	County Clerk	Clerk V	35.0	39,272.61	0.00	344.22	39,616.83	0.00	5,973.72	209.34	4,433.14	0.00	1,483.00	3,030.69	54,746.72
EYRE, ELIZABETH L	Circuit Clerk	Deputy Clerk	37.5	10,930.00	0.00	33.33	10,963.33	0.00	0.00	0.00	1,226.80	0.00	930.00	838.70	13,958.83
FABRIZIO, PAMELA	Circuit Clerk	Terminated	37.5	5,439.97	0.00	118.83	5,558.80	0.00	3,023.88	103.86	569.48	0.00	900.00	389.34	10,545.36
FAHNESTOCK, ROGER A	Information Technologies	Executive Director	40.0	140,447.38	0.00	2,344.68	142,792.06	0.00	17,544.00	542.82	15,264.70	0.00	5,210.94	9,231.99	190,586.51
FAHNESTOCK, SUZANNE A	County Clerk	Director of Elections	35.0	75,319.51	0.00	324.72	75,644.23	0.00	8,464.58	0.00	2,746.14	0.00	2,746.14	5,786.78	92,641.73
FAHNESTOCK, TRACIE N	Public Defender	Chief Investigator	35.0	59,692.24	0.00	0.00	59,692.24	0.00	14,159.46	542.82	6,264.10	0.00	2,153.84	4,282.41	87,094.87
FAIR, SARA E	Court Services/Court Services Ad	Probation Officer	37.5	39,271.87	0.00	3,483.79	42,755.66	0.00	4,985.52	209.34	4,731.78	0.00	1,444.33	3,234.86	57,361.49
FAKRODDIN, ZAHIDA K	County Clerk	Accountant	35.0	56,732.59											

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
FRANCO, FABYAN R	County Clerk	Clerk V	35.0	22,844.25	0.00	1,014.38	23,858.63	0.00	0.00	0.00	2,669.85	0.00	1,050.00	1,825.18	29,403.66
FRANKLIN, ANTHONY	Information Technologies	Network Svcs Specialist III	40.0	73,502.38	0.00	860.12	74,362.50	0.00	12,008.52	542.82	7,758.70	0.00	2,750.96	5,304.16	102,727.66
FRANTZEN, BROOKE K	Sheriff/Sheriff	Peace Officer	40.0	47,171.16	0.00	2,085.07	49,256.23	0.00	4,941.08	175.26	0.00	9,984.64	0.00	1,932.90	69,941.84
FRANZEN, NICOLE A	Sheriff/Adult Corrections	Information Specialist	40.0	29,861.09	0.00	4,095.71	33,956.80	0.00	4,985.52	209.34	3,734.50	0.00	1,359.27	2,561.74	46,807.17
FRASZ, ANDREW	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	17,544.00	542.82	2,218.00	0.00	961.53	1,516.32	47,782.45
FRELAND, ROBERT A	Transportation	Highway Maintainer III	40.0	44,705.67	0.00	7,884.53	52,590.20	0.00	14,907.00	0.00	5,647.53	0.00	4,847.68	3,860.89	81,853.30
FRIEDRICH, JANET L	Sheriff/Sheriff	Information Specialist	40.0	34,283.35	0.00	621.26	34,904.61	0.00	17,544.00	542.82	3,326.33	0.00	1,308.80	2,274.04	59,900.60
FRIEDRICH, JASON T	Sheriff/Court Security	Terminated	40.0	10,279.73	0.00	205.26	10,484.99	0.00	1,457.12	61.53	1,157.42	0.00	1,081.90	791.27	15,034.23
FRIEDRICH, THOMAS A	Sheriff/Court Security	Court Security Officer	20.0	4,502.25	0.00	0.00	4,502.25	0.00	0.00	0.00	0.00	0.00	906.75	344.42	5,753.42
FROULA, KARA K	Sheriff/Adult Corrections	Correctional Officer	40.0	45,819.77	0.00	1,031.03	46,850.80	500.00	5,398.40	226.38	0.00	9,769.04	1,780.49	3,545.44	68,070.55
FRYE, LISA	State's Attorney	Administrative Assistant	22.0	26,675.21	0.00	1,000.00	27,675.21	0.00	14,159.46	542.82	2,895.45	0.00	965.46	1,979.47	48,217.87
FRYE, RANDY S	Circuit Clerk	Information System Professional	37.5	65,059.29	0.00	690.48	65,749.77	0.00	5,973.72	209.34	7,157.87	0.00	2,451.92	4,893.47	86,436.09
FUENTES, MARIELENA	State's Attorney	Administrative Assistant	35.0	28,421.70	0.00	1,000.00	29,421.70	0.00	5,075.70	209.34	3,205.43	0.00	1,051.10	2,191.39	41,154.66
FULTZ-SCHMID, ELLEN R	Law Library	Librarian	35.0	41,774.85	0.00	0.00	41,774.85	0.00	9,225.60	364.64	4,423.34	0.00	1,071.15	3,024.01	59,883.59
GABRELESKI, JANICE L	Supervisors of Assessment	Data Specialist	35.0	32,815.44	0.00	568.90	33,384.34	0.00	4,985.52	209.34	3,683.11	0.00	1,219.90	2,517.96	46,000.17
GABRIELSON, MATTHEW J	Sheriff/Court Security	Court Security Officer	40.0	37,601.70	0.00	3,195.06	40,796.76	1,000.00	4,985.52	0.00	4,527.13	0.00	1,484.31	3,094.98	55,888.70
GAEDTKE, DONALD A	Circuit Clerk	Deputy Clerk	37.5	26,010.00	0.00	0.00	26,010.00	0.00	5,457.40	192.30	2,725.71	0.00	1,000.00	1,863.38	37,248.79
GAEKE, ERIN M	State's Attorney	Assistant States Attorney	35.0	67,576.90	0.00	4,000.00	71,576.90	0.00	17,544.00	542.82	7,351.43	0.00	2,423.07	5,025.80	104,464.02
GAEKE, NICHOLAS R	State's Attorney	Assistant States Attorney	35.0	61,538.42	0.00	4,600.00	66,138.42	0.00	0.00	0.00	7,400.88	0.00	2,315.38	5,059.59	80,914.27
GARCIA JIMENEZ, GLADYS	KCDEE	Terminated		3,797.63	0.00	4,030.07	7,827.70	0.00	0.00	0.00	802.01	0.00	4,933.34	598.82	14,161.87
GARCIA, DIANA	State's Attorney	Administrative Assistant	35.0	23,436.01	0.00	1,250.00	24,686.01	0.00	4,985.52	209.34	2,709.79	0.00	652.78	1,852.53	35,095.97
GARCIA, MAGDALENA	Court Services/Court Services Ad	Terminated	37.5	22,236.09	0.00	1,489.59	23,725.68	0.00	10,616.82	406.08	2,654.88	0.00	1,068.30	1,815.01	40,286.77
GARCIA, MARIA C	Court Services/Court Services Ad	Support Staff	37.5	29,369.76	0.00	851.35	30,221.11	0.00	5,973.72	209.34	3,075.31	0.00	1,111.09	2,102.44	42,693.01
GARDNER, KEITH A	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	2,486.68	1,459.67	80,145.50	1,100.00	14,159.46	0.00	0.00	16,341.79	2,966.95	5,869.21	120,582.91
GARLITS, THERESA M	Building Management	Janitor I	40.0	18,569.59	0.00	0.00	18,569.59	0.00	5,973.72	209.34	1,878.46	0.00	789.84	1,284.19	28,705.14
GARTLAND, JAMIE	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	2,486.68	1,993.42	80,679.25	1,100.00	14,159.46	542.82	0.00	16,801.36	2,966.95	6,034.28	122,284.12
GARZA, BARBARA J	Information Technologies	Analyst CCM	40.0	64,741.59	0.00	781.52	65,523.11	0.00	9,750.54	542.82	7,332.00	0.00	2,423.07	5,012.51	90,584.05
GAST, DAVID D	Sheriff/Sheriff	Peace Officer	40.0	74,067.32	2,054.82	1,459.67	77,581.81	1,100.00	5,973.72	209.34	0.00	15,842.52	2,950.34	5,689.92	109,347.65
GATES, DANIEL P	Court Services/Court Services Ad	Probation Officer	37.5	40,913.47	0.00	1,305.07	42,218.54	0.00	5,973.72	209.34	4,524.76	0.00	1,543.92	3,093.34	57,563.62
GATS, MARK G	Sheriff/Adult Corrections	Correctional Sergeant	40.0	75,076.97	1,373.43	4,813.46	81,263.86	1,000.00	5,973.72	209.34	0.00	16,929.47	2,735.49	6,080.29	114,192.17
GATSKIE, WILLIAM A	Sheriff/Sheriff	Peace Officer	40.0	76,759.36	2,093.60	16,506.85	95,359.81	1,100.00	14,159.46	542.82	0.00	19,928.29	4,198.69	7,157.34	142,446.41
GAVINA, MARIA I	Public Defender	Client Liaison	35.0	25,825.85	0.00	418.59	26,244.44	0.00	11,546.92	454.42	2,627.42	0.00	538.45	1,796.20	43,207.85
GAY, JOSEPH M	State's Attorney	Assistant States Attorney	35.0	53,269.09	0.00	2,500.00	55,769.09	0.00	4,985.52	209.34	6,188.03	0.00	1,923.07	4,230.39	73,305.44
GEHRKE, WAYNE A	Supervisors of Assessment	Farmland Assessment Review Mbr	Per Diem \$80.00	0.00	0.00	80.00	80.00	0.00	0.00	0.00	0.00	0.00	80.00	6.12	166.12
GEMMER, MARIANNE	Circuit Clerk	Deputy Clerk	37.5	44,290.18	0.00	323.77	44,613.95	0.00	5,075.70	209.34	4,815.92	0.00	1,676.30	3,292.36	59,683.57
GENGLER, PATRICK J	Sheriff/Sheriff	Peace Officer Lieutenant	40.0	101,709.67	2,547.62	2,661.85	106,919.14	1,100.00	14,159.46	542.82	0.00	21,851.38	3,675.40	7,848.02	156,096.22
GENSLINGER, RICKY E	Building Management	Administrative Manager	40.0	70,434.06	0.00	0.00	70,434.06	0.00	12,008.52	542.82	7,881.46	0.00	2,706.92	5,388.22	98,962.00
GENTILCORE, BARBARA A	Recorder	Terminated	35.0	27,735.80	0.00	6,243.75	33,979.55	0.00	4,870.26	0.00	3,802.32	0.00	2,110.80	2,599.43	47,362.36
GENTRY, BRANDEN W	Sheriff/Sheriff	Peace Officer Sergeant	40.0	88,591.30	2,420.25	31,688.27	122,699.82	1,100.00	13,883.16	542.82	0.00	24,737.31	4,662.78	8,884.54	176,510.43
GEOCARIS, CHRISTOPHER C	State's Attorney	Assistant States Attorney	35.0	53,269.09	0.00	2,500.00	55,769.09	0.00	5,075.70	209.34	6,147.71	0.00	1,923.07	4,202.84	73,327.75
GERDING, JULIANNE M	State's Attorney	Assistant States Attorney	35.0	5,660.77	0.00	500.00	6,160.77	0.00	245.82	0.00	681.35	0.00	465.00	465.00	8,018.74
GIBBONS, JOHN F	Sheriff/Adult Corrections	Correctional Officer	40.0	65,972.65	432.12	5,295.33	71,700.10	1,000.00	6,209.34	209.34	0.00	15,021.88	3,313.17	5,395.20	102,849.03
GIESE, DAVID M	Building Management	Mail Clerk Utility Worker	40.0	126.92	0.00	0.00	126.92	0.00	0.00	0.00	14.20	0.00	126.92	9.71	277.75
GILBERT, LISA M	Coroner	Deputy Coroner	35.0	42,237.71	0.00	32,403.97	74,641.68	0.00	4,985.52	209.34	8,299.79	0.00	2,351.36	5,674.14	96,161.83
GILLAM, REBECCA M	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	0.00	0.00	107.60	0.00	961.53	1,912.47	27,981.38
GILLES, RUTH E	Court Services/Court Services Ad	Support Staff	37.5	29,485.03	0.00	1,089.39	30,574.42	0.00	17,544.00	542.82	2,782.38	0.00	1,111.10	1,902.16	54,456.88
GILLUM, DEVON S	Sheriff/Adult Corrections	Correctional Officer	40.0	69,194.39	863.98	10,610.90	80,669.27	1,000.00	14,159.46	542.82	0.00	16,799.22	3,486.16	6,033.52	122,690.45
GIRMSCHIED, LLEWELLYN E	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	23,677.50	23,677.50	0.00	12,008.52	542.82	2,242.94	0.00	925.00	1,533.35	40,930.13
GLEASON, JODY P	State's Attorney	First Assistant States Attorney	35.0	120,129.98	0.00	6,000.00	126,129.98	0.00	5,973.72	209.34	13,914.40	0.00	4,339.23	9,057.03	159,623.70
GLENN, KARI M	Regional Office of Education	Comm Youth LDR ROE	37.5	39,964.12	0.00	224.85	40,188.97	0.00	14,159.46	542.82	4,295.70	0.00	1,499.03	63,622.75	63,622.75
GODDARD, MABEL	Circuit Clerk	Deputy Clerk	37.5	38,230.92	0.00	2,257.18	40,488.10	0.00	9,750.54	542.82	4,387.37	0.00	1,483.03	2,999.41	59,651.27
GODINA, KAI S	Regional Office of Education	Terminated	15.0	5,760.00	0.00	0.00	5,760.00	0.00	0.00	0.00	299.09	0.00	162.00	440.64	6,661.73
GODINHO, PAULO D	Sheriff/Court Security	Court Security Officer	40.0	29,982.28	0.00	979.51	30,961.79	500.00	0.00	0.00	3,464.60	0.00	1,150.50	2,368.57	38,445.46
GOLZ, AMBER R	State's Attorney	Administrative Assistant	35.0	23,961.31	0.00	1,250.00	25,211.31	0.00	0.00	0.00	2,821.12	0.00	846.20	1,928.67	30,807.30
GOMEZ, JOSE C	Sheriff/Sheriff	Process Server	40.0	35,732.04	0.00	850.38	36,582.42	0.00	17,544.00	542.82	3,514.05	0.00	1,361.10	2,402.38	61,946.77
GONCHER, MATTHEW J	Sheriff/Sheriff	Peace Officer	40.0	76,788.66	2,082.52	13,561.18	92,432.36	1,100.00	14,159.46	542.82	0.00	19,304.74	3,337.59	6,933.39	137,810.36
GONZALEZ, CORDELIA H	Finance	WIA Staff Accountant	35.0	51,006.88	0.00	1,732.45	52,739.33	0.00	14,159.46	542.82	5,481.18	0.00	1,923.07	3,747.18	78,593.04
GONZALEZ, GABRIELA	State's Attorney	Bilingual Victim Advocate	35.0	23,725.03	0.00	1,000.00	24,725.03	0.00	4,779.08	200.82	2,716.14	0.00	761.58	1,856.88	35,039.53
GONZALEZ, JUANITA	Health	CHS I Clinical Assistant	35.0	37,672.46	0.00	558.04	38,230.50	0.00	9,750.54	542.82	4,134.74	0.00	1,425.20	2,826.70	56,910.50
GONZALEZ, MARIA L	Finance	WIA Fiscal Manager	35.0	64,700.48	0.00	345.38	65,045.86	0.00	14,159.46	542.82	7,278.67	0.00	2,807		

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
HALLOCK, JAMES C	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
HALSEY, JANET	State's Attorney	Administrative Assistant	35.0	37,306.96	0.00	1,250.00	38,556.96	0.00	4,985.52	209.34	4,261.94	0.00	1,384.60	2,913.66	52,312.02
HAMBLIN, DENISE E	Sheriff/Sheriff	Information Specialist	40.0	27,556.08	0.00	775.55	28,331.63	0.00	5,973.72	209.34	2,884.35	0.00	1,064.80	1,971.85	40,417.69
HAMMER, GRETCHEN E	Supervisors of Assessment	Data Specialist	35.0	23,493.64	0.00	251.60	23,745.24	0.00	7,675.72	296.27	2,544.08	0.00	894.60	1,739.28	36,895.19
HAMMOND, JOHN D	Sheriff/Court Security	Court Security Officer	40.0	28,647.90	0.00	6,309.11	34,957.01	500.00	6,231.88	217.86	3,704.89	0.00	1,150.50	2,532.83	49,294.97
HANCZAR, MARISA A	Sheriff/Adult Corrections	Correctional Officer	40.0	69,694.93	448.73	1,297.99	71,441.65	1,000.00	0.00	0.00	0.00	15,217.06	2,730.90	5,465.29	95,854.90
HANKES, BRITTNEY R	Sheriff/Adult Corrections	Information Specialist	40.0	14,069.02	0.00	1,807.88	15,876.90	0.00	0.00	0.00	1,776.67	0.00	930.44	1,214.58	19,798.59
HANLON, BRETT V	Development/County Development	Planner	35.0	43,643.04	0.00	226.17	43,869.21	0.00	4,385.52	209.34	4,789.24	0.00	1,615.38	3,274.15	58,142.84
HANSON, DONALD D	Sheriff/Adult Corrections	Correctional Officer	40.0	68,792.99	2,226.56	2,424.68	73,444.23	1,000.00	14,159.46	542.82	0.00	14,769.43	2,739.18	5,304.51	111,959.63
HANSON, GINA R	Circuit Clerk	Deputy Clerk	37.5	26,761.91	0.00	445.80	27,207.71	0.00	4,985.52	209.34	2,951.28	0.00	1,003.33	2,017.62	38,374.80
HANSON, PATRICIA A	Information Technologies	Terminated	35.0	2,887.51	0.00	1,732.59	4,620.10	0.00	516.32	17.04	502.36	0.00	962.50	343.44	6,961.76
HARAHAN, JOHN F	County Auditor	Audit Assistant	20.0	33,384.24	0.00	5,280.22	38,664.46	0.00	8,880.24	103.86	3,938.10	0.00	2,486.52	2,750.51	56,823.69
HARDEKOPF, ADAM T	Sheriff/Adult Corrections	Correctional Officer	40.0	69,613.82	697.88	6,546.72	76,858.42	1,000.00	17,544.00	542.82	0.00	15,859.69	3,382.91	5,696.09	120,883.93
HARNACK, JONATHON D	Court Services/Court Services Ad	Probation Officer	37.5	38,545.50	0.00	1,173.09	39,718.59	0.00	16,344.00	542.82	3,766.56	0.00	1,543.90	2,575.00	64,490.87
HARRIS, COREY D	Court Services/Juvenile Justice C	Senior Youth Counselor JJC	40.0	38,781.55	0.00	6,218.69	45,000.24	0.00	5,973.72	209.34	5,085.55	0.00	1,484.86	3,476.71	61,230.42
HARRIS, JOSEPH	Transportation	Highway Maintainer I	20.0	8,973.68	0.00	4,293.83	13,267.51	0.00	0.00	0.00	1,484.63	0.00	1,775.24	1,014.97	17,542.35
HARRISON, GARY W	Sheriff/Sheriff	Fleet Manager	40.0	75,283.46	0.00	398.44	75,681.90	0.00	16,344.00	542.82	8,468.72	0.00	2,846.15	5,789.67	109,673.26
HARROD, SUSAN S	State's Attorney	Paralegal	35.0	32,645.57	0.00	0.00	32,645.57	0.00	9,750.54	542.82	3,553.40	0.00	1,255.60	2,429.27	50,177.20
HARTWELL, DAVID T	Circuit Clerk	Terminated	20.0	2,362.50	0.00	6.75	2,369.25	0.00	0.00	0.00	181.25	0.00	549.00	181.25	3,099.50
HARTWELL, THOMAS M	Circuit Clerk	Elected Official Circuit Clerk	Elected	90,654.98	0.00	0.00	90,654.98	0.00	5,973.72	209.34	10,448.41	0.00	3,486.73	7,142.98	117,916.16
HARWOOD, STACY A	Court Services/Court Services Ad	Support Staff Receptionist	37.5	28,349.57	0.00	904.23	29,253.80	0.00	9,750.54	542.82	3,273.48	0.00	1,068.30	2,237.92	46,126.86
HASLEY, MACKENZIE A	Regional Office of Education	Secretary	20.0	336.00	0.00	0.00	336.00	0.00	0.00	0.00	0.00	0.00	336.00	25.70	697.70
HASSLER, JOANNE	Circuit Clerk	Deputy Clerk	37.5	28,046.33	0.00	1,000.34	29,046.67	0.00	9,750.54	542.82	3,107.09	0.00	1,049.48	2,124.13	45,620.73
HATZIS, LINDSAY A	State's Attorney	Assistant States Attorney	35.0	57,576.87	0.00	4,900.00	62,476.87	0.00	5,973.72	209.34	6,711.10	0.00	2,238.46	4,588.03	82,197.52
HAUSER, CARL J	Transportation	Mechanic III	40.0	58,958.72	0.00	14,053.16	73,011.88	0.00	14,907.00	0.00	7,888.76	0.00	5,777.24	5,393.17	106,978.05
HAUSER, CORY N	Transportation	Highway Maintainer III	40.0	55,858.16	0.00	15,146.47	71,004.63	0.00	14,907.00	0.00	7,945.38	0.00	5,629.14	5,431.85	104,918.00
HAWKINS, BRITT	Public Defender	Assistant Public Defender	35.0	47,499.94	0.00	538.46	48,038.40	0.00	17,544.00	542.82	4,516.23	0.00	1,519.23	3,087.53	75,248.21
HAYDEN, ALICE C	Regional Office of Education	Terminated	37.5	18,373.79	0.00	1,781.22	20,155.01	0.00	3,310.10	158.18	2,190.08	0.00	1,384.61	1,497.23	28,695.21
HAYDEN, DERICK R	Coroner	Deputy Coroner	35.0	27,790.00	0.00	16,405.50	44,195.50	0.00	2,289.76	96.69	4,004.14	0.00	630.00	3,363.94	54,880.03
HAYES, PAUL V	Sheriff/Court Security	Court Security Officer	40.0	35,641.78	0.00	2,287.18	37,928.96	1,000.00	12,008.52	542.82	3,845.40	0.00	1,347.46	2,628.88	59,302.04
HAYES, PHILIP L	Sheriff/Adult Corrections	Correctional Officer	40.0	69,772.52	1,855.38	1,908.65	73,536.55	1,000.00	14,159.46	542.82	0.00	15,229.71	3,577.93	5,469.82	113,516.29
HEATH, KRISTI K	State's Attorney	Administrative Assistant	35.0	26,315.18	0.00	1,250.00	27,565.18	0.00	14,159.46	542.82	2,883.20	0.00	962.30	1,971.05	48,084.01
HEATHCOAT, LEE ANN	Court Services/Court Services Ad	Probation Officer	37.5	43,370.04	0.00	1,371.18	44,741.22	0.00	5,973.72	542.82	4,979.64	0.00	1,628.70	3,404.33	61,270.43
HEATHER, PHOEBE M	Court Services/Court Services Ad	Probation Officer	37.5	33,987.72	0.00	187.41	34,175.13	0.00	0.00	0.00	3,824.18	0.00	719.37	2,614.40	41,333.08
HEATON, THERESA M	Health	Director of Health Promotion	35.0	107,699.55	0.00	487.20	108,186.75	0.00	5,973.72	209.34	11,906.65	0.00	4,073.51	8,139.90	138,489.87
HEINRICH, DANIEL W	Development/County Development	Zoning Board	Per Diem \$60.00	0.00	0.00	480.00	480.00	0.00	0.00	0.00	0.00	0.00	60.00	36.72	576.72
HEINZ, BRET M	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.65	448.73	4,609.82	74,117.20	1,000.00	14,667.87	542.82	0.00	15,212.08	3,262.85	5,463.49	114,266.31
HELGESON, LEANNE K	Regional Office of Education	Secretary	22.0	19,674.13	0.00	108.06	19,782.19	0.00	0.00	0.00	2,213.65	0.00	688.00	1,513.33	24,197.17
HELLER, KATIE A	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	1,506.36	698.13	71,263.09	1,000.00	17,544.00	542.82	5,037.41	0.00	14,025.67	2,711.48	112,124.47
HEMESATH, CHRISTOPHER R	Information Technologies	Desktop Support Manager	40.0	13,290.78	0.00	400.00	13,690.78	0.00	2,361.76	91.16	1,578.34	0.00	1,019.25	1,079.04	19,820.33
HENRY, JAMES M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	23,544.50	23,544.50	0.00	0.00	0.00	2,634.66	0.00	925.00	1,801.16	28,905.32
HERNANDEZ, JESSE S	KCDEE	Employment & Training Rep	37.5	24,798.46	0.00	354.78	25,153.24	0.00	4,985.52	209.34	2,753.79	0.00	791.07	1,882.65	35,775.61
HERNANDEZ, MEGAN R	Aurora Election Commission	Terminated	35.0	10,038.42	0.00	0.00	10,038.42	0.00	0.00	0.00	0.00	0.00	1,115.38	767.93	13,045.02
HERRERA, ANGELICA I	Development/County Development	Administrative Officer	35.0	27,184.88	0.00	135.73	27,320.61	0.00	9,750.54	542.82	2,913.89	0.00	969.78	1,992.09	43,489.73
HERRERA, MARIA E	Treasurer/Collector	Collections Administrator	35.0	59,538.36	0.00	538.51	60,076.87	0.00	4,985.52	209.34	6,670.07	0.00	2,230.76	4,559.93	78,732.49
HERRMANN, DAVID M	Transportation	Mechanic III	40.0	58,958.72	0.00	14,601.36	73,560.08	0.00	14,907.00	0.00	8,231.37	0.00	5,661.90	5,627.35	107,987.70
HERRMANN, NICOLE C	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	39,208.95	0.00	1,838.51	41,047.46	0.00	4,985.52	209.34	3,112.48	0.00	1,444.34	3,112.48	55,351.94
HERWALDT, MARY M	Finance	WIA Reimbursement Specialist	35.0	39,126.09	0.00	136.31	39,262.40	0.00	12,008.52	542.82	3,707.05	0.00	1,308.30	2,534.36	59,363.45
HERWICK, KARIN M	Circuit Clerk	Chief Deputy Clerk	37.5	82,891.72	0.00	627.70	83,519.42	0.00	17,544.00	542.82	8,664.55	0.00	3,138.46	5,923.48	119,332.73
HESTER, NANCY L	State's Attorney	Administrative Assistant	35.0	34,362.21	0.00	4,000.00	38,362.21	0.00	12,008.52	542.82	3,886.09	0.00	1,400.20	2,656.73	58,856.57
HEWITT, CHRISTOPHER R	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	2,536.54	6,279.32	77,874.46	1,000.00	5,973.72	209.34	0.00	16,207.52	3,015.86	5,821.01	110,101.91
HEYOB, ELIZABETH A	Recorder	Recording Assistant	35.0	33,706.85	0.00	0.00	33,706.85	0.00	9,750.54	542.82	3,628.62	0.00	1,276.30	2,480.64	51,385.77
HICKEY, JOHN V	Sheriff/Adult Corrections	Correctional Lieutenant	40.0	92,627.90	3,112.70	4,057.10	99,797.70	1,000.00	17,544.00	542.82	0.00	20,040.74	3,613.81	7,197.74	149,736.81
HICKMAN, DOMINIQUE	Court Services/Juvenile Justice C	Terminated	40.0	775.00	0.00	29.06	804.06	0.00	0.00	0.00	89.97	0.00	775.00	61.51	1,730.54
HICKS, MICHELLE D	Health	CHS III Initiative Coordinator	35.0	52,039.91	0.00	215.60	52,255.51	0.00	0.00	0.00	5,847.40	0.00	1,969.10	3,997.54	64,069.55
HILL, JANICE	Development/County Development	Executive Planner	35.0	71,838.88	0.00	1,795.92	73,634.80	0.00	5,973.72	209.34	7,633.82	0.00	2,565.68	5,218.76	95,236.12
HILL, LATANYA	Court Services/Court Services Ad	Supervisor	37.5	52,043.95	0.00	3,788.01	55,831.96	0.00	0.00	0.00	6,247.54	0.00	1,947.49	4,271.15	68,298.14
HILLIER, LYNETTE	Animal Control	Terminated	35.0	8,035.83	0.00	1,969.20	10,005.03	0.00	0.00	0.00	1,119.57	0.00	1,272.19	765.38	13,162.17
HINKLE, JAMES	Building Management	Chief Building Engineer	40.0	55,049.11	0.00	489.88	55,538.99	0.00	9,750.54	542.82	6,071.48	0.00	2,118.50	4,150.81	78,173.14
HOFF, CHRISTOPHER R	Health	Terminated	35.0	2,210.01	0.00	2,928.27	5,138.28	0.00	0.00	0.00	574.97	0.00	393.08	0.00	6,106.33
HOFF, SARAH I	Court Services/Court Services Ad	Probation Officer	37.5</												

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
INGRAM, BRUCE O	Transportation	Highway Maintainer III	40.0	55,858.17	0.00	10,461.81	66,319.98	0.00	14,907.00	0.00	7,421.15	0.00	5,036.41	5,073.48	98,758.02
INNOCENTI, LORI M	Circuit Clerk	Terminated	37.5	516.67	0.00	0.00	516.67	0.00	0.00	0.00	57.82	0.00	516.67	39.52	1,130.68
ISAACSON, MICHAEL A	Health	Asst Director Community Health	35.0	96,156.67	0.00	436.80	96,593.47	0.00	14,159.46	542.82	10,327.62	0.00	3,636.68	7,060.48	132,320.53
ISHMAEL, DONALD	County Board	Board Member	Elected	480.75	0.00	0.00	480.75	0.00	0.00	0.00	0.00	0.00	480.75	36.78	998.28
ISMAILI, KUSHTRIM	Circuit Clerk	Terminated	20.0	1,737.00	0.00	0.00	1,737.00	0.00	0.00	0.00	0.00	0.00	551.25	132.89	2,421.14
JACKSON, JESSICA E	Circuit Clerk	Deputy Clerk	37.5	28,268.67	0.00	234.53	28,503.20	0.00	14,159.46	542.82	3,189.51	0.00	1,050.00	2,180.50	49,625.49
JACKSON, MARILYN J	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.63	1,866.46	838.13	71,763.22	1,000.00	13,791.96	542.82	0.00	14,588.98	2,728.10	5,239.69	109,654.77
JACOBS, SARAH A	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	6,081.20	0.00	7.62	6,088.82	0.00	491.64	0.00	665.28	0.00	1,395.00	454.81	9,095.55
JAKUBAITIS, HEIDI J	Environmental Management	Administrative Manager	30.0	21,162.33	0.00	74.08	21,236.41	0.00	0.00	0.00	2,376.34	0.00	838.24	1,624.59	26,075.58
JAMES, ALEXANDER R	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	21,753.17	0.00	1,607.81	23,360.98	0.00	4,473.59	250.69	2,614.13	0.00	287.74	1,787.11	32,774.24
JANOVSKY, CHRISTOPHER C	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	39,228.44	0.00	729.64	39,958.08	0.00	5,973.72	209.34	4,471.27	0.00	1,438.70	3,056.79	55,107.90
JARLAND, JENNIFER C	Environmental Management	Recycling Resource Coordinator	35.0	64,024.38	0.00	847.88	64,872.26	0.00	9,750.54	542.82	7,008.58	0.00	2,347.28	4,791.35	89,312.83
JARMAN, BRADLEY	Regional Office of Education	Asst Health Life Safety Coordina	35.0	34,965.48	0.00	196.75	35,162.23	0.00	0.00	0.00	3,934.58	0.00	1,311.53	2,689.90	43,098.24
JEAMBEY, KATHLEEN M L	Judiciary and Courts	Staff Attorney	35.0	35,180.63	0.00	477.89	35,658.52	0.00	6,913.73	387.43	3,885.34	0.00	1,472.40	2,656.23	50,973.65
JEFFERS, BARBARA J	Health	Executive Director	35.0	113,393.08	0.00	1,893.15	115,286.23	0.00	17,544.00	542.82	12,281.44	0.00	4,207.15	8,396.18	158,257.82
JEFKO, JEFFERY R	Court Services/Court Services Ad	Director of Field Services	37.5	74,958.65	0.00	5,079.43	80,038.08	0.00	12,008.52	542.82	8,549.63	0.00	2,804.96	5,844.93	109,788.94
JENKINS, SOUSIE S	Court Services/Court Services Ad	Probation Officer	37.5	43,125.12	0.00	1,030.09	44,155.21	0.00	14,159.46	542.82	4,766.99	0.00	1,628.70	3,258.94	68,512.12
JENSEN, TERRY R	Circuit Clerk	Deputy Clerk	37.5	46,191.29	0.00	4,755.63	50,946.92	0.00	12,008.52	542.82	5,163.13	0.00	1,965.17	3,529.74	74,156.30
JIMENEZ JR, PURIFINO	Transportation	Highway Maintainer I	20.0	7,463.71	0.00	5,325.77	12,789.48	0.00	0.00	0.00	1,431.14	0.00	2,678.90	978.40	17,877.92
JOHANNESSEN, ASHLEIGH N	Sheriff/Sheriff	Executive Assistant	40.0	43,655.31	0.00	1,669.50	45,324.81	0.00	12,008.52	209.34	4,643.56	0.00	1,492.26	3,174.57	66,853.06
JOHNSON GREITER, LORI A	Circuit Clerk	Accounting Supervisor	37.5	57,630.32	0.00	435.50	58,065.82	0.00	4,985.52	209.34	6,414.44	0.00	2,177.80	4,385.23	76,238.15
JOHNSON, ALAN R	Sheriff/Adult Corrections	Correctional Officer	40.0	69,867.98	3,378.36	16,626.37	89,872.71	1,000.00	4,985.52	542.82	0.00	18,732.53	3,843.54	6,753.86	125,730.98
JOHNSON, AMBER L	Regional Office of Education	Test Proctor Secretary	18.0	3,900.00	0.00	0.00	3,900.00	0.00	0.00	0.00	436.40	0.00	291.00	298.35	4,925.75
JOHNSON, AMY R	Sheriff/Sheriff	Peace Officer	40.0	68,607.15	886.13	1,443.27	70,936.55	1,100.00	0.00	0.00	0.00	15,102.35	2,906.03	5,424.11	95,469.04
JOHNSON, CARRON S	Court Services/Court Services Ad	Finance Manager	37.5	62,193.56	0.00	8,300.06	70,493.62	0.00	12,008.52	542.82	7,336.47	0.00	2,115.38	5,015.54	97,512.35
JOHNSON, DARNAS E	Court Services/Court Services Ad	Probation Officer	37.5	38,132.28	0.00	724.10	38,856.38	0.00	0.00	0.00	4,348.06	0.00	1,438.73	2,972.50	47,615.67
JOHNSON, ELLEN A	Development/County Developm	Terminated	35.0	18,754.53	0.00	1,846.24	20,600.77	0.00	3,556.88	0.00	2,192.33	0.00	1,615.38	1,498.80	29,687.92
JOHNSON, JOHN H	Sheriff/Adult Corrections	Correctional Officer	40.0	69,491.20	1,373.43	4,238.01	75,102.64	1,000.00	12,008.52	542.82	0.00	15,112.20	3,895.50	5,427.62	113,089.30
JOHNSON, JOHNNIE L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	22,442.50	22,442.50	0.00	0.00	0.00	2,417.92	0.00	925.00	1,653.01	27,438.43
JOHNSON, JOHNNY L	Sheriff/Adult Corrections	Terminated	40.0	61,090.30	1,855.38	15,817.95	78,763.63	1,000.00	6,414.12	263.66	0.00	16,568.72	3,519.39	5,950.74	112,480.26
JOHNSON, KENNETH E	Sheriff/Sheriff	Peace Officer	40.0	78,875.88	2,276.42	1,908.98	83,061.28	1,100.00	17,544.00	542.82	0.00	17,446.27	2,955.88	6,297.69	128,947.94
JOHNSON, KRISTIN A	Health	CHS II Environ Hlth Practitioner	35.0	43,040.88	0.00	180.94	43,221.82	0.00	9,634.32	542.82	4,568.69	0.00	1,628.21	3,123.35	62,719.21
JOHNSON, LYDIA N	Court Services/Juvenile Justice C	Supervisor JJC	37.5	50,914.40	0.00	2,711.20	53,625.60	0.00	14,544.60	461.34	6,000.65	0.00	1,947.49	3,811.02	80,390.70
JOHNSON, RAYMOND E	Transportation	Traffic Engineering Technician	40.0	54,954.10	0.00	1,755.68	56,709.78	0.00	14,159.46	542.82	6,144.49	0.00	2,133.12	4,200.62	83,890.29
JOHNSTON, JAMES W	Sheriff/Court Security	Court Security Officer	40.0	30,445.28	0.00	224.06	30,669.34	1,000.00	12,008.52	0.00	3,064.48	0.00	1,150.50	2,095.02	49,987.86
JON, EUGENE S	Circuit Clerk	Systems Database Administrator	37.5	44,100.56	0.00	333.20	44,433.76	0.00	4,985.52	209.34	4,919.54	0.00	1,666.53	3,363.24	59,577.93
JONES, ALICE	Court Services/Juvenile Justice C	Supervisor JJC	37.5	56,438.94	0.00	2,927.52	59,366.46	0.00	5,973.72	209.34	6,443.56	0.00	2,111.95	4,405.16	78,510.19
JONES, ALLISON R	State's Attorney	Administrative Assistant	20.0	2,663.63	0.00	500.00	3,163.63	0.00	0.00	0.00	0.00	0.00	382.50	242.02	3,788.15
JONES, DAVID L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	22,625.50	22,625.50	0.00	4,985.52	209.34	2,479.19	0.00	462.50	1,694.91	32,456.96
JONES, GERALD A	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	0.00	0.00	3,000.00	3,000.00	0.00	0.00	0.00	0.00	0.00	500.00	229.51	3,729.51
JONES, NINA	Kane Comm	Telecommunicator	40.0	32,285.86	0.00	3,742.46	36,028.32	0.00	4,985.52	209.34	3,946.77	0.00	1,139.11	2,698.19	49,007.25
JONES, STEVEN W	Sheriff/Sheriff	Peace Officer	40.0	77,550.03	2,276.42	10,026.02	89,852.47	1,100.00	5,973.72	209.34	0.00	18,314.34	3,886.96	6,688.91	126,025.74
JORDAN, BELVIN A	Regional Office of Education	Comm Youth LDR ROE	37.5	49,948.18	0.00	281.00	50,229.18	0.00	12,008.52	209.34	5,238.58	0.00	1,873.53	3,581.37	73,140.52
JULIEN, ANNETTE	Health	CHS II Public Health Nurse	35.0	51,402.65	0.00	2,297.12	53,699.77	0.00	11,408.52	542.82	5,535.20	0.00	1,965.44	3,784.15	76,935.90
JUNEAU, JESSICA M	Court Services/Diagnostic Center	Staff Psychologist	37.5	25,345.51	0.00	3,722.32	29,067.83	0.00	0.00	0.00	3,252.70	0.00	746.15	2,223.69	35,290.37
JUNGERS, LINDA S	Circuit Clerk	Deputy Clerk	37.5	39,906.28	0.00	1,960.59	41,866.87	0.00	5,973.72	209.34	4,485.42	0.00	1,521.37	3,066.43	57,123.15
JURS-LAUDERDALE, RACHEL	Circuit Clerk	Terminated	37.5	14,904.09	0.00	3,093.38	17,997.47	0.00	0.00	0.00	2,013.93	0.00	1,016.24	1,376.80	22,404.44
KAHL, GRANT M	Building Management	Chief Building Engineer	40.0	15,025.00	0.00	0.00	15,025.00	0.00	2,887.92	91.16	1,681.30	0.00	2,500.00	1,149.41	23,334.79
KAKOCZKI, STEVEN E	Transportation	Terminated	20.0	746.24	0.00	1,049.42	1,795.66	0.00	0.00	0.00	200.93	0.00	813.29	137.38	2,947.26
KAMPS, ELLEN J	Regional Office of Education	Communicators Coordinator	37.5	14,923.09	0.00	0.00	14,923.09	0.00	1,457.12	61.53	1,640.60	0.00	1,076.95	1,121.62	20,280.91
KANE, CHERYL K	Health	CHS II Public Health Nurse	28.0	40,107.55	0.00	1,883.42	41,990.97	0.00	0.00	0.00	4,698.79	0.00	1,624.95	3,212.31	51,527.02
KANE, SHAUNA L	Circuit Clerk	Deputy Clerk	37.5	34,732.48	0.00	1,983.83	36,716.31	0.00	17,544.00	542.82	3,473.11	0.00	1,357.54	2,374.37	62,008.15
KARAYANNIS, KATHLEEN A	State's Attorney	Intern	20.0	2,322.00	0.00	0.00	2,322.00	0.00	0.00	0.00	0.00	0.00	441.00	177.64	2,940.64
KARAYANNIS, KATHRYN D	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
KASKI, CHARLES C	Court Services/Court Services Ad	Supervisor	37.5	41,541.55	0.00	1,676.89	43,218.44	0.00	0.00	0.00	4,276.69	0.00	1,438.70	2,923.72	51,857.55
KATZ, ADAM L	State's Attorney	Assistant States Attorney	35.0	62,961.53	0.00	3,300.00	66,261.53	0.00	14,159.46	542.82	7,213.33	0.00	2,346.15	4,931.33	95,454.62
KAUS, KRISTA M	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	863.98	4,119.67	81,182.80	1,100.00	5,075.70	209.34	0.00	17,076.37	2,906.03	6,133.08	113,683.32
KEANE, JAMES E	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	24,399.50	24,399.50	0.00	5,973.72	209.34	2,530.79	0.00	925.00	1,730.18	35,768.53
KEARNEY, ROBERT M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	21,587.50	21,587.50	0.00	0.00	0.00	497.24	0.00	925.00	1,626.90	27,016.38
KEATING, MARY	Kane Comm	Telecommunicator	40.0	41,096.85	0.00	3,710.95	44,807.80	0.00	14,159.46	542.82	4,753.12	0.00	1,912.60	3,249.51	69,425.31
KEATY, PATRICK M	Sher														

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
KOMES, DIANE K	Sheriff/Adult Corrections	Information Specialist	40.0	30,852.16	0.00	620.89	31,473.05	0.00	5,973.72	209.34	3,275.53	0.00	1,176.90	2,239.33	44,347.87
KONEN, KATHLEEN M	Merit Commission	Administrative Officer	21.0	27,442.08	0.00	130.68	27,572.76	0.00	0.00	0.00	3,085.42	0.00	882.00	2,109.32	33,649.50
KONSTANS, CONSTANTINE	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	0.00	0.00	875.00	875.00	0.00	0.00	0.00	0.00	0.00	125.00	66.94	1,066.94
KONSTANTINIDIS, GUS	Building Management	Terminated	40.0	32,634.52	0.00	1,893.75	34,528.27	0.00	13,212.12	406.08	3,434.87	0.00	1,603.76	2,348.27	55,533.37
KOPF, DIANA	Sheriff/Sheriff	Peace Officer	40.0	71,953.34	0.00	1,780.26	73,733.60	1,100.00	14,159.46	542.82	0.00	15,321.90	2,912.14	5,502.94	113,272.86
KORPAI, MICHAEL P	Court Services/Juvenile Justice C	Terminated	37.5	14,417.75	0.00	1,119.45	15,537.20	0.00	1,865.60	68.70	1,587.73	0.00	1,007.09	1,131.46	21,197.78
KORTE, MELISSA A	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	44,043.83	0.00	1,022.57	45,066.40	0.00	14,159.46	542.82	4,882.22	0.00	1,628.70	3,337.73	69,617.33
KORWIN, MICHAEL J	State's Attorney	Assistant States Attorney	35.0	52,565.30	0.00	4,500.00	57,065.30	0.00	4,985.52	209.34	6,333.06	0.00	1,961.53	4,329.55	74,884.30
KOSTELNY, MARMARIE J	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
KOSTERS, MARY E	Court Services/Court Services Ad	Probation Officer	37.5	39,982.52	0.00	1,009.12	40,991.64	0.00	0.00	0.00	4,484.99	0.00	1,499.30	3,066.16	50,042.09
KOWALCZYK, KARINA	State's Attorney	Terminated	35.0	23,033.20	0.00	6,335.99	29,369.19	0.00	11,576.76	451.66	2,986.41	0.00	1,126.50	2,041.65	47,552.17
KOWALSKI, JACQUELINE	Circuit Clerk	Deputy Clerk	37.5	30,615.33	0.00	229.42	30,844.75	0.00	12,008.52	542.82	3,451.55	0.00	1,154.30	2,359.61	50,361.55
KOZIEL, JORDAN A	Sheriff	Terminated		1,578.96	0.00	1,592.41	3,171.37	0.00	0.00	0.00	0.00	0.00	674.17	242.60	4,088.14
KRAMER, DONALD E	Sheriff/Sheriff	Elected Official County Sheriff	Elected	2,399.04	0.00	0.00	2,399.04	0.00	1,180.88	0.00	0.00	0.00	0.00	2,399.04	6,152.85
KRASOWSKI, ARTUR M	Sheriff/Adult Corrections	Correctional Officer	40.0	25,594.69	0.00	527.08	26,121.77	0.00	7,085.28	273.48	0.00	5,365.40	1,729.20	1,927.02	42,502.15
KRAWCZYK, JERRY	Sheriff/Adult Corrections	Correctional Officer	40.0	69,650.45	1,783.36	3,525.44	74,959.25	1,000.00	17,544.00	542.82	0.00	15,966.31	3,226.42	5,734.39	118,973.19
KREGG, LILLIAN	Building Management	Administrative Assistant	35.0	723.08	0.00	0.00	723.08	0.00	0.00	0.00	80.91	0.00	723.08	55.31	1,582.38
KRIEN, HERBERT A	Sheriff/Court Security	Terminated	40.0	0.00	0.00	1,554.44	1,554.44	500.00	0.00	0.00	0.00	0.00	0.00	118.92	2,173.36
KRIENS, MICHAEL A	Development/County Developm	Building Inspector	35.0	15,385.00	0.00	0.00	15,385.00	0.00	1,457.12	159.53	1,698.50	0.00	1,538.50	1,161.17	21,399.82
KRISMALIAN, CAREN M	Recorder	Imaging Assistant	35.0	37,596.30	0.00	0.00	37,596.30	0.00	12,008.52	542.82	3,800.37	0.00	1,423.60	2,598.13	57,969.74
KROG, BRUCE R	Transportation	Highway Maintainer I	40.0	8,151.93	0.00	6,075.77	14,227.70	0.00	0.00	0.00	1,592.08	0.00	2,693.47	1,088.41	19,601.66
KRUEGER, NICHOLAS J	Information Technologies	GIS Specialist III	35.0	35,735.69	0.00	1,525.50	37,261.19	0.00	5,075.70	209.34	4,082.68	0.00	1,292.20	2,791.11	50,712.22
KRUEGER, TAMMY K	Circuit Clerk	Terminated	37.5	17,751.00	0.00	6.75	17,757.75	0.00	0.00	0.00	1,773.34	0.00	553.50	1,358.47	21,443.06
KRUSE, ANNE M	Public Defender	Secretary Receptionist	35.0	32,897.80	0.00	620.64	33,518.44	0.00	0.00	542.82	3,750.66	0.00	1,242.30	2,564.16	41,618.38
KRUSE, NATALIE A	Sheriff/Sheriff	Information Specialist	40.0	30,846.93	0.00	3,020.57	33,867.50	0.00	12,008.52	542.82	3,383.19	0.00	1,269.01	2,312.88	53,383.92
KUHNLOHE, DAWN M	Court Services/Court Services Ad	Probation Officer	37.5	40,170.15	0.00	688.28	40,858.43	0.00	9,750.54	542.82	4,428.82	0.00	1,562.52	3,027.75	60,170.88
KULLENBERG, JUDITH M	Public Defender	Assistant Public Defender	35.0	66,153.76	0.00	0.00	66,153.76	0.00	0.00	0.00	7,402.66	0.00	2,153.84	5,060.76	80,771.02
KUNSTMAN, DONNA	Court Services/Adult Drug Court	Drug Rehab Court Admin Asst	37.5	36,514.82	0.00	636.47	37,151.29	0.00	9,750.54	542.82	4,013.99	0.00	1,375.99	2,744.14	55,578.77
KURKJIAN, CATHY L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	23,580.00	23,580.00	0.00	12,008.52	542.82	2,638.67	0.00	740.00	1,803.88	41,313.89
KUZIA, MARK J	Court Services/Diagnostic Center	Staff Psychologist	37.5	64,252.09	0.00	4,125.65	68,377.74	0.00	4,985.52	209.34	7,598.87	0.00	2,404.32	5,194.95	88,770.74
LABOUFF, PATRICK F	Regional Office of Education	JJC Teacher	35.0	63,974.90	0.00	360.00	64,334.90	0.00	12,008.52	542.82	6,717.78	0.00	2,399.65	4,592.55	90,596.22
LAESCH, JENNIFER A	County Board	Terminated	Elected	24,519.00	0.00	0.00	24,519.00	0.00	4,652.80	0.00	2,677.77	0.00	961.53	1,830.61	34,641.71
LAFLUOR, PAUL S	Transportation	Civil Engineer IV	40.0	82,728.85	0.00	212.64	82,941.49	0.00	17,544.00	542.82	8,548.31	0.00	3,114.71	5,843.98	118,535.31
LAKE, WILLIAM D	Information Technologies	ITD Chief Financial Officer	40.0	94,290.44	0.00	846.84	95,137.28	0.00	0.00	542.82	10,606.68	0.00	3,528.99	7,251.20	117,066.97
LAMBERT, ANN C	Circuit Clerk	Customer Service Manager	37.5	74,557.23	0.00	791.28	75,348.51	0.00	13,444.32	542.82	7,908.16	0.00	2,809.88	5,406.38	105,460.67
LAMBERT, SUSAN A	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.61	1,999.42	11,498.62	82,556.65	1,000.00	17,544.00	542.82	0.00	16,481.48	3,966.73	5,919.41	128,011.09
LANDBERG, KEITH D	Sheriff/Court Security	Court Security Officer	40.0	36,388.57	0.00	1,681.15	38,069.72	1,000.00	0.00	0.00	4,260.02	0.00	1,344.00	2,912.33	47,586.07
LANG HOMCO, DEBORAH A	State's Attorney	Assistant States Attorney	35.0	58,922.97	0.00	4,900.00	63,822.97	0.00	17,544.00	542.82	6,000.99	0.00	2,315.38	4,102.58	94,328.74
LANG, DONALD J	Sheriff/Adult Corrections	Correctional Officer	40.0	64,297.02	2,708.28	8,274.42	75,279.72	1,000.00	17,500.54	542.82	0.00	15,761.95	2,816.09	5,660.97	110,812.09
LANG, EDWARD F	Sheriff/Court Security	Court Security Officer	40.0	38,067.34	0.00	1,083.88	39,151.22	1,000.00	0.00	0.00	4,381.10	0.00	1,389.69	2,995.08	48,917.09
LANGE, PENNY A	Circuit Clerk	Deputy Clerk	37.5	41,517.26	0.00	524.37	42,041.63	0.00	4,985.52	209.34	4,651.87	0.00	1,421.58	3,180.25	56,490.19
LANTIS, AMY J	Health	CHS II Environ Hlth Practitioner	35.0	36,422.55	0.00	265.19	36,687.74	0.00	5,075.70	542.82	4,025.65	0.00	1,376.21	2,752.10	50,460.22
LANZARA, JULIE L	State's Attorney	Paralegal	16.0	9,938.19	0.00	0.00	9,938.19	0.00	0.00	0.00	1,112.02	0.00	382.23	760.27	12,192.71
LARKIN, JACQUELYN R	Sheriff/Adult Corrections	Information Specialist	40.0	22,713.37	0.00	1,553.32	24,266.69	0.00	2,846.83	159.53	2,672.30	0.00	861.20	1,826.89	32,633.44
LARRY, BRADLEY J	Sheriff/Adult Corrections	Correctional Officer	40.0	69,334.09	448.73	1,730.42	71,513.24	1,000.00	13,559.46	542.82	0.00	15,232.33	3,498.64	5,470.77	110,817.26
LARSON, JOANNE	Circuit Clerk	Terminated	37.5	9,225.00	0.00	2,626.76	11,851.76	0.00	2,040.60	178.18	1,229.70	0.00	1,151.25	859.31	17,310.80
LARSON, KRISTA M	Court Services/Court Services Ad	Probation Officer	37.5	39,944.16	0.00	1,391.76	41,335.92	0.00	4,985.52	209.34	4,528.73	0.00	1,438.70	3,096.05	55,594.26
LASKY, CHARLES A	Information Technologies	Computer Svcs and Support Mgr	40.0	61,948.95	0.00	1,062.80	63,011.75	0.00	14,159.46	542.82	7,170.29	0.00	2,157.68	4,901.90	91,943.90
LAURIA, JOSEPH C	Sheriff/Adult Corrections	Correctional Officer	40.0	64,407.61	432.12	10,054.19	74,893.92	1,000.00	9,750.54	542.82	0.00	15,679.72	4,021.97	5,631.45	111,520.42
LAUZEN, CHRISTOPHER J	County Board	Elected Official County Bd Chair	Elected	105,327.82	0.00	0.00	105,327.82	0.00	0.00	0.00	0.00	0.00	4,051.07	8,057.58	117,436.47
LAVIGNE, JASON R	Sheriff/Adult Corrections	Correctional Officer	40.0	68,459.74	432.12	4,671.46	73,563.32	1,000.00	14,159.46	542.82	0.00	15,111.89	3,316.37	5,427.51	113,121.37
LAWRENCE, CHARLES A	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	6,847.00	6,847.00	0.00	0.00	0.00	0.00	0.00	523.80	7,555.80	
LAWRENCE, MONICA	Circuit Clerk	Chief Information Officer	37.5	83,243.87	0.00	627.70	83,871.57	0.00	17,544.00	542.82	8,805.69	0.00	3,138.46	6,020.00	119,922.54
LAWRENCE, STEPHEN C	Sheriff/Adult Corrections	Terminated	40.0	67,286.78	3,256.58	15,658.34	86,201.70	1,000.00	15,000.04	497.24	0.00	17,046.34	3,073.03	6,122.27	128,940.62
LAWSON, KATHERINE	Regional Office of Education	Certification Specialist	37.5	40,238.47	0.00	567.35	40,805.82	0.00	9,750.54	542.82	4,422.87	0.00	1,386.53	3,023.71	59,932.29
LEBO, KURT D	Transportation	Chief of Information Technology	35.0	83,817.87	0.00	31.59	83,849.46	0.00	14,159.46	542.82	9,382.73	0.00	3,253.49	6,414.48	117,602.44
LECLERE, SHIRLEY	Regional Office of Education	Director Professional Developmnt	37.5	85,153.54	0.00	473.10	85,626.64	0.00	5,373.72	209.34	9,510.82	0.00	3,153.84	6,502.05	110,376.41
LEDER, JACQUELINE J	Public Defender	Assistant Public Defender	35.0	67,076.80	0.00	0.00	67,076.80	0.00	13,883.16	542.82	7,143.12	0.00	2,153.84	4,883.34	95,683.08
LEDERMAN, CYNTHIA A	Court Services/Court Services Ad	Probation Officer	18.8	22,437.99	0.00	355.79	22,793.78	0.00	14,159.46	542.82	2,349.25	0.00	848.97	1,606.04	42,300.32
LEE, SALLY L	Public Defender	Office Manager	35.0	64,461.52	0.00	0.00	64,461.52	0.00	5,973.72	209.34	7,091.56	0.00	2,230.76	4,848.10	84,815.00
LEETCH, SARA A	Court Services/Court Services Ad	Senior Probation Officer	37.5	37											

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
LYNE, CHERYL A	Sheriff/Sheriff	Peace Officer	40.0	76,841.00	2,730.44	6,598.73	86,170.17	1,100.00	0.00	0.00	0.00	18,044.52	4,003.87	6,592.02	115,910.58
MACK, PETER J	Court Services/Juvenile Justice C	Terminated	40.0	35,219.07	0.00	3,818.73	39,037.80	0.00	5,487.24	174.18	4,187.56	0.00	1,438.71	2,862.80	53,188.29
MACK, THOMAS L	Development/County Developm	Plan Examiner Building Inspector	35.0	51,796.08	0.00	671.37	52,467.45	0.00	5,973.72	209.34	5,871.15	0.00	1,918.38	4,013.77	70,453.81
MACKAY, DEBORAH M	Health	Terminated	35.0	31,019.29	0.00	207.77	31,227.06	0.00	8,808.08	270.72	3,208.49	0.00	1,961.53	2,193.43	47,669.31
MADIGAN, SANDRA A	Sheriff/Court Security	Court Security Officer	40.0	39,201.17	0.00	3,279.62	42,480.79	1,000.00	5,973.72	209.34	4,753.62	0.00	1,589.42	3,249.78	59,256.67
MADISON, SEAN	Emergency Management Service	Deputy Director	35.0	53,062.90	0.00	286.26	53,349.16	0.00	5,973.72	0.00	5,751.24	0.00	2,000.77	3,931.84	71,006.73
MADZIAREK, MICHAEL E	Supervisors of Assessment	Board of Review Member	35.0	19,599.84	0.00	0.00	19,599.84	0.00	4,985.52	0.00	2,155.17	0.00	753.84	1,473.42	28,967.79
MAGANA, ADRIAN	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	8,555.20	0.00	478.24	9,033.44	0.00	0.00	0.00	1,010.85	0.00	775.00	691.05	11,510.34
MAGANA, BRAULIO P	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	39,259.38	0.00	6,134.31	45,393.69	0.00	2,081.60	87.90	5,056.94	0.00	1,670.43	3,457.15	57,747.71
MAGANA, JUAN J	Health	CHS II Environ Hlth Practitioner	35.0	34,298.45	0.00	193.74	34,492.19	0.00	14,059.46	542.82	3,784.51	0.00	1,297.50	2,587.24	56,763.72
MAGLIO, LAURA R	State's Attorney	Assistant States Attorney	35.0	53,269.09	0.00	2,500.00	55,769.09	0.00	4,475.70	209.34	6,086.57	0.00	1,923.07	4,161.06	72,624.83
MAHONEY, NEIL T	Judiciary and Courts	Staff Attorney	35.0	47,772.85	0.00	2,251.38	50,024.23	0.00	9,750.54	542.82	5,387.35	0.00	1,604.40	3,683.02	70,992.36
MAIR, JANINE M	Development/County Developm	Administrative Officer	35.0	32,994.20	0.00	172.27	33,166.47	0.00	9,750.54	542.82	3,568.10	0.00	1,230.76	2,439.30	50,697.99
MALONE, MARIANNE Y	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	7,980.00	7,980.00	0.00	0.00	0.00	0.00	0.00	462.50	610.47	9,052.97
MANAK, BETSY L	Circuit Clerk	Terminated	37.5	3,200.00	0.00	929.96	4,129.96	0.00	412.88	17.04	446.87	0.00	1,000.00	312.90	6,319.65
MANCILLA, JUAN J	Sheriff/Sheriff	Peace Officer	40.0	76,354.41	4,397.46	5,512.57	86,264.44	1,100.00	13,791.96	542.82	0.00	18,374.37	3,900.79	6,599.22	130,573.60
MANN, BRYAN W	Sheriff/Adult Corrections	Correctional Officer	40.0	69,078.00	863.98	15,508.49	85,450.47	1,000.00	17,544.00	542.82	0.00	18,200.96	3,687.89	6,536.96	132,963.10
MANNION, KARI E	Animal Control	Kennel Assistant	20.0	2,629.00	0.00	0.00	2,629.00	0.00	0.00	0.00	0.00	0.00	357.50	201.12	3,187.62
MARAFFIO, CHERYL A	County Board	Terminated	35.0	4,615.34	0.00	0.00	4,615.34	0.00	0.00	0.00	516.46	0.00	1,923.07	353.07	7,407.94
MARCRUM, GREGORY A	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	2,630.72	5,240.37	76,929.69	1,000.00	4,985.52	209.34	0.00	16,235.66	3,067.56	5,831.12	108,258.89
MARCRUM, LARRY S	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	3,112.70	8,495.40	80,666.70	1,000.00	14,159.46	542.82	0.00	16,798.64	3,881.78	6,033.34	123,082.74
MARCYNLUK, TONYA J	Circuit Clerk	Terminated	37.5	19,561.00	0.00	1,359.85	20,920.85	0.00	9,435.94	360.50	2,341.07	0.00	1,158.79	1,600.44	35,817.59
MAREK, KATARZYNA	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	10,588.20	0.00	697.50	11,285.70	0.00	983.28	35.16	1,228.30	0.00	1,240.00	839.71	15,612.15
MARION, RICHARD R	Building Management	Terminated	40.0	31,276.80	0.00	3,601.44	34,878.24	0.00	2,723.88	103.86	3,773.58	0.00	2,316.80	2,579.77	46,376.13
MARISHTA, ALKETA L	Health	Terminated	35.0	52,648.36	0.00	3,912.18	56,560.54	0.00	9,435.94	360.50	6,197.22	0.00	2,805.00	4,236.73	79,595.93
MARQUEZ, JUAN A	Sheriff/Sheriff	Peace Officer	40.0	76,333.00	432.12	2,911.30	79,676.42	1,100.00	14,159.46	542.82	0.00	16,005.02	2,889.42	5,748.27	120,121.41
MARSH, JENNIFER S	Kane Comm	Telecommunicator	40.0	48,112.54	0.00	4,944.38	53,056.92	0.00	4,985.52	209.34	5,884.48	0.00	2,609.31	4,022.92	70,768.49
MARSZALEK ROBERG, NINA E	Human Resource Management	Payroll Clerk	35.0	38,070.84	0.00	0.00	38,070.84	0.00	14,159.46	542.82	4,019.20	0.00	1,442.31	2,747.69	60,982.32
MARSZALEK, PETER J	Judiciary and Courts	Judicial Info Tech Manager	35.0	59,158.65	0.00	1,155.56	60,314.21	0.00	8,550.54	542.82	6,471.69	0.00	2,230.77	4,424.30	82,534.33
MARTHALER, KRISTEN P	Regional Office of Education	Test Proctor Secretary	15.0	5,316.00	0.00	0.00	5,316.00	0.00	0.00	0.00	594.86	0.00	360.00	406.67	6,677.53
MARTIN, ANGELA L	Supervisors of Assessment	Data Specialist	35.0	23,594.80	0.00	465.03	24,059.83	0.00	4,985.52	209.34	2,639.74	0.00	877.10	1,804.63	34,576.16
MARTIN, CYNTHIA L	Transportation	GIS Coordinator	40.0	60,845.83	0.00	22.93	60,868.76	0.00	5,973.72	209.34	6,611.72	0.00	2,362.03	4,520.08	80,545.65
MARTIN, JOHN P	County Board	Board Member	Elected	480.75	0.00	0.00	480.75	0.00	0.00	0.00	0.00	0.00	480.75	36.78	998.28
MARTIN, TIMOTHY E	State's Attorney	Investigator	35.0	57,451.80	0.00	6,400.00	63,851.80	0.00	5,973.72	209.34	7,145.07	0.00	2,469.80	4,884.66	84,534.39
MARTINEZ, CLIFTON D	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	38,157.94	0.00	3,054.17	41,212.11	0.00	4,572.64	192.30	4,596.42	0.00	1,466.85	3,142.31	55,182.63
MARTINEZ, JONATHON J	Court Services/Court Services Ad	Probation Officer	37.5	38,132.31	0.00	913.21	39,045.52	0.00	4,985.52	209.34	4,369.20	0.00	1,438.70	2,986.98	53,035.26
MARWAHA, INDERPAL	Recorder	Recording Assistant	35.0	47,968.34	0.00	0.00	47,968.34	0.00	4,985.52	209.34	5,315.03	0.00	1,816.30	3,633.64	63,928.17
MATA, CARLOS	Treasurer/Collector	Staff Accountant	35.0	40,769.16	0.00	269.22	41,038.38	0.00	14,159.46	542.82	4,390.86	0.00	1,538.46	3,001.75	64,671.73
MATA, MELBA V	Animal Control	Terminated		962.51	0.00	845.63	1,808.14	0.00	0.00	0.00	202.33	0.00	138.32	2,148.79	
MATEKAITIS, JAKE G	State's Attorney	Assistant States Attorney	35.0	8,165.77	0.00	500.00	8,665.77	0.00	737.46	26.37	969.71	0.00	840.00	662.93	11,902.24
MATHEWY, RESHELLE L	Court Services/Court Services Ad	Probation Officer	37.5	41,357.32	0.00	729.45	42,086.77	0.00	14,159.46	542.82	4,508.12	0.00	1,562.50	3,081.96	65,941.63
MATHIEU, CHESTER	Transportation	Shop Tech 1	40.0	62,350.48	0.00	14,848.13	77,198.61	0.00	14,907.00	0.00	8,357.39	0.00	6,169.06	5,713.45	112,345.51
MATHIS, JASON W	Court Services/Court Services Ad	Probation Officer	37.5	39,333.48	0.00	2,053.80	41,387.28	0.00	17,544.00	542.82	4,051.73	0.00	1,444.33	2,769.95	67,740.11
MATTHEWS, OTIS B	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	23,130.50	23,130.50	0.00	0.00	0.00	2,588.34	0.00	925.00	1,769.49	28,413.33
MATUSZAK, MICHELE H	Building Management	Administrative Officer II	40.0	40,655.53	0.00	205.75	40,861.28	0.00	4,985.52	0.00	4,534.31	0.00	1,524.40	3,099.92	55,005.43
MAURER, STACEY L	Court Services/Court Services Ad	Senior Probation Officer	37.5	42,909.42	0.00	3,478.32	46,387.74	0.00	5,973.72	209.34	4,991.35	0.00	1,655.36	3,412.28	62,629.79
MAVIGLIANO, KIMBERLY A	State's Attorney	Paralegal	35.0	34,229.08	0.00	0.00	34,229.08	0.00	14,159.46	542.82	3,628.91	0.00	1,316.50	2,480.84	56,357.61
MAVIGLIANO, PATRICIA M	Court Services/Court Services Ad	Terminated	37.5	21,398.33	0.00	1,703.92	23,102.25	0.00	3,320.24	139.02	2,585.14	0.00	1,111.10	1,767.32	32,025.07
MAYES, WILLIE M	Sheriff/Sheriff	Peace Officer Lieutenant	40.0	91,604.41	3,112.70	2,254.19	96,971.30	1,100.00	14,159.46	542.82	0.00	19,629.36	3,488.75	7,049.98	142,941.67
MAZZA, JEFFREY S	Court Services/Court Services Ad	Senior Probation Officer	37.5	44,604.45	0.00	3,963.67	48,568.12	0.00	14,159.46	542.82	5,233.47	0.00	1,723.76	3,577.78	73,805.41
MCCABE, LINDSAY R	Kane Comm	Terminated	40.0	5,205.42	0.00	2,831.95	8,037.37	0.00	810.04	44.20	899.38	0.00	1,836.19	614.85	12,242.03
MCCADAM, KATHLEEN S	Court Services/Court Services Ad	Terminated	37.5	36,190.37	0.00	2,046.68	38,237.05	0.00	14,656.08	451.66	3,554.96	0.00	1,576.92	2,430.30	60,906.97
MCCARTY, BRIAN J	Sheriff/Sheriff	Peace Officer Sergeant	40.0	87,620.05	2,453.44	4,955.01	95,028.50	1,100.00	14,159.46	542.82	0.00	19,665.98	3,397.35	7,063.15	140,957.26
MCCLANAHAN, NICOLE G	Sheriff/Adult Corrections	Correctional Officer	40.0	68,466.51	432.12	458.35	69,356.98	1,000.00	17,544.00	542.82	0.00	14,773.04	2,766.95	5,305.81	111,289.60
MCCOY, MICHAEL	Aurora Election Commission	Commissioner Aurora Elec Comm	35.0	3,669.90	0.00	0.00	3,669.90	0.00	0.00	0.00	0.00	0.00	141.15	280.75	4,091.80
MCCRABEN, SHEILA	Human Resource Management	Executive Director	35.0	125,824.59	0.00	2,103.30	127,927.89	0.00	12,008.52	542.82	13,671.97	0.00	4,673.84	9,025.61	167,850.65
MCGILL, RYNE E	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	631.44	100.86	69,790.90	1,000.00	4,385.52	209.34	0.00	14,587.28	2,672.72	5,239.12	97,884.88
MCGOWAN, MARCUS D	Court Services/Juvenile Justice C	Senior Youth Counselor JJC	40.0	43,750.91	0.00	5,328.45	49,079.36	0.00	4,985.52	209.34	5,459.62	0.00	1,653.51	3,732.45	65,119.80
MCGRATH, ELLYN M	County Board	Administrative Officer	35.0	48,749.13	0.00	519.74	49,268.87	0.00	9,750.54	542.82	5,275.91	0.00	1,810.15	3,606.88	70,255.17
MCGRAW, KEITH B	Transportation	Construction Technician	40.0	57,888.28	0.00	21.81	57,910.09	0.00	14,159.46	542.82	6,480.08	0.00	2,247.21	4,430.	

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
MONNETT, ELIZABETH	Circuit Clerk	Deputy Clerk	37.5	30,731.40	0.00	776.42	31,507.82	0.00	12,008.52	542.82	3,119.10	0.00	1,158.80	2,132.37	50,469.43
MONTAVO, STEVEN D	Sheriff/Adult Corrections	Correctional Sergeant	40.0	82,928.39	1,938.48	3,993.93	88,860.80	1,000.00	14,159.46	542.82	0.00	18,493.74	3,984.33	6,642.12	133,683.27
MONTERO, ALMA D	Information Technologies	Analyst CCM	40.0	50,615.96	0.00	423.06	51,039.02	0.00	12,982.28	498.62	5,524.80	0.00	1,923.07	3,777.04	75,744.83
MONTOYA, NEOMI	State's Attorney	Receptionist 2nd Chance	35.0	26,280.94	0.00	1,000.00	27,280.94	0.00	14,159.46	542.82	2,791.93	0.00	958.50	1,908.70	47,642.35
MOON, MARY M	State's Attorney	Administrative Assistant	25.0	17,846.29	0.00	500.00	18,346.29	0.00	0.00	0.00	2,052.92	0.00	296.91	1,403.50	22,099.62
MOORE, MARI M	Judiciary and Courts	Jury Commissioner	35.0	44,811.78	0.00	844.03	45,655.81	0.00	5,973.72	209.34	4,707.97	0.00	1,691.00	3,218.59	61,456.43
MOORMAN, ANTHONY D	Court Services/Juvenile Justice C	Terminated	37.5	10,790.29	0.00	5,000.89	15,791.18	0.00	1,238.64	51.12	1,700.61	0.00	1,438.71	1,208.03	21,428.29
MORA, ESMERALDA	Development/Water Resources	Administrative Officer	35.0	40,803.17	0.00	154.15	40,957.32	0.00	4,985.52	209.34	4,530.55	0.00	1,541.76	3,097.29	55,321.78
MORAN, MARY K	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
MORAVEC, NATHAN M	Sheriff/Sheriff	Peace Officer	40.0	77,776.59	863.98	11,697.46	90,338.03	1,100.00	17,544.00	542.82	0.00	18,025.83	3,514.68	6,474.09	137,539.45
MOREFIELD, JAMES H	County Clerk	Clerk VI	35.0	42,599.15	0.00	4,828.89	47,428.04	0.00	14,159.46	542.82	5,038.70	0.00	1,609.39	3,444.66	72,223.07
MORGAN, BRENDAN E	Animal Control	Kennel Assistant	20.0	2,145.00	0.00	0.00	2,145.00	0.00	0.00	0.00	0.00	0.00	55.00	164.09	2,364.09
MORRELL, CHARLES J	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	44,452.15	0.00	1,712.21	46,164.36	0.00	14,159.46	0.00	5,165.76	0.00	1,628.70	3,531.57	70,649.85
MORRIS, ELEANOR B	Regional Office of Education	Administrative Assistant	37.5	41,950.18	0.00	461.00	42,411.18	0.00	5,973.72	0.00	4,560.96	0.00	1,573.53	3,118.04	57,637.43
MORRIS, PHILLIP C	Regional Office of Education	Director of Technologies	37.5	86,604.08	0.00	487.30	87,091.38	0.00	9,750.54	542.82	9,411.64	0.00	3,248.46	6,434.21	116,479.05
MORRISON, GARRY J	Sheriff/Adult Corrections	Correctional Officer	40.0	69,058.60	863.98	0.00	69,922.58	1,000.00	17,544.00	542.82	0.00	13,296.14	2,689.33	4,775.34	109,770.21
MORROW, ROBERT J	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
MOSSER, JAMIE L	State's Attorney	Assistant States Attorney	35.0	69,715.33	0.00	3,500.00	73,215.33	0.00	13,883.16	542.82	7,744.64	0.00	2,515.38	5,294.56	103,195.89
MOWERS, JAMES R	Transportation	Tech I	40.0	59,249.92	0.00	14,507.65	73,757.57	0.00	14,907.00	0.00	7,947.07	0.00	5,518.14	5,432.96	107,562.74
MOWERS, LUCAS J	Transportation	Tech I	40.0	59,249.94	0.00	16,147.77	75,397.71	0.00	14,907.00	0.00	8,155.81	0.00	5,767.53	5,575.68	109,803.73
MOY, KATRINA J	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	28,106.44	0.00	2,052.45	30,158.89	0.00	3,122.40	131.85	3,340.84	0.00	1,438.70	2,283.94	40,476.62
MUELLER, DONNA J	Information Technologies	Accountant I	35.0	36,961.60	0.00	520.76	37,482.36	0.00	12,008.52	542.82	3,507.92	0.00	1,336.84	2,398.17	57,276.63
MUELLER, MICHAEL F	Circuit Clerk	Deputy Clerk	37.5	4,800.00	0.00	0.00	4,800.00	0.00	624.48	0.00	530.33	0.00	800.00	362.56	7,143.74
MUELLER, THOMAS E	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
MULDER, ERIN L	Sheriff/Adult Corrections	Information Specialist	40.0	26,855.20	0.00	2,449.54	29,304.74	0.00	4,385.52	209.34	3,070.99	0.00	1,050.04	2,099.45	40,120.08
MULLINS, MICHAEL D	Information Technologies	CAD Specialist II	35.0	34,811.10	0.00	0.00	34,811.10	0.00	5,973.72	209.34	3,695.87	0.00	1,294.60	2,526.67	48,511.30
MULVANEY, SHANNON M	Animal Control	Shelter Prog and Operations Mgr	35.0	34,499.92	0.00	0.00	34,499.92	0.00	13,046.04	587.02	3,424.08	0.00	1,326.92	2,340.82	55,224.80
MUNOZ, JASMINE	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	39,129.56	0.00	1,504.24	40,633.80	0.00	9,750.54	542.82	4,403.64	0.00	1,540.26	3,010.55	59,881.61
MURILLO, ROCIO	Court Services/Court Services Ad	Probation Officer	37.5	38,022.85	0.00	1,226.53	39,249.38	0.00	5,075.70	209.34	4,281.26	0.00	1,438.75	2,926.87	53,181.30
MURPHY, JAMES R	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
MURPHY, KATHRYN A	Court Services/Diagnostic Center	Staff Psychologist	37.5	49,595.77	0.00	2,681.60	52,277.37	0.00	4,985.52	209.34	5,743.50	0.00	1,855.88	3,926.55	68,998.16
MURPHY, NANCY O	Health	CHS II Public Health Nurse	35.0	55,703.70	0.00	261.71	55,965.41	0.00	12,008.52	542.82	6,041.44	0.00	2,107.70	4,130.20	80,796.09
MURRAY, KEVIN M	Court Services/Court Services Ad	Probation Officer	37.5	37,967.24	0.00	724.16	38,691.40	0.00	14,159.46	542.82	4,146.66	0.00	1,438.73	2,834.85	61,813.92
NAGEL, RICHARD R	County Board	Outreach Coordinator	35.0	1,442.30	0.00	0.00	1,442.30	0.00	0.00	0.00	161.39	0.00	1,442.30	110.33	3,156.32
NALLY, JAMES P	Sheriff/Adult Corrections	Correctional Officer	40.0	69,078.02	1,999.42	6,612.22	77,689.66	1,000.00	14,159.46	542.82	0.00	16,164.54	3,126.53	5,805.57	118,488.58
NAUGHTON, DOUGLAS J	Judiciary and Courts	Court Administrator	35.0	118,400.88	0.00	3,955.24	122,356.12	0.00	17,544.00	542.82	12,918.46	0.00	4,410.76	8,831.65	166,603.81
NETZEL, PAUL L	Information Technologies	Terminated	35.0	21,263.28	0.00	5,339.35	26,602.63	0.00	3,112.56	132.60	2,887.13	0.00	2,657.91	1,973.77	37,366.60
NELMS, SHIRLEY A	Sheriff/Court Security	Court Security Officer	40.0	38,128.83	0.00	5,781.84	43,910.67	1,000.00	4,985.52	209.34	4,834.61	0.00	1,579.42	3,305.18	59,824.74
NELSON, CHRISTOPHER K	State's Attorney	Public Information Officer	35.0	46,276.04	0.00	3,500.00	49,776.04	0.00	17,544.00	542.82	4,923.30	0.00	1,654.61	3,365.80	77,806.57
NELSON, DARLENE M	Sheriff/Sheriff	Information Specialist	40.0	40,418.29	0.00	398.88	40,817.17	0.00	4,985.52	209.34	4,438.13	0.00	1,548.00	3,034.18	55,032.34
NELSON, IRA D	Court Services/Court Services Ad	Probation Officer	37.5	54,983.82	0.00	3,593.57	58,577.39	0.00	9,750.54	542.82	6,460.02	0.00	2,095.01	4,416.39	81,842.17
NELSON, MARK A	Sheriff/Adult Corrections	Correctional Officer	40.0	70,069.57	1,556.22	863.51	72,489.30	1,000.00	5,973.72	209.34	0.00	15,010.24	3,093.04	5,391.00	103,166.64
NELSON, MATTHEW C	County Clerk	Clerk V	35.0	32,208.02	0.00	546.38	32,754.40	0.00	5,075.70	209.34	3,578.40	0.00	1,216.70	2,446.34	45,280.88
NEUENKIRCHEN, DAVIS E	Information Technologies	Applications Director	40.0	101,355.18	0.00	1,455.32	102,810.50	0.00	17,544.00	542.82	10,807.26	0.00	3,793.40	7,388.28	142,886.26
NEVAREZ, IVETTE	Court Services/Court Services Ad	Probation Officer	37.5	38,132.30	0.00	1,470.36	39,602.66	0.00	4,985.52	209.34	4,346.55	0.00	1,438.73	2,971.48	53,554.28
NEWBOLDS, MICHAEL E	Building Management	Maintenance Worker	40.0	37,966.49	0.00	805.18	38,771.67	0.00	12,008.52	542.82	3,892.41	0.00	1,614.91	2,661.00	59,491.33
NICKELSON, HANNAH E	Circuit Clerk	Deputy Clerk	20.0	3,060.00	0.00	0.00	3,060.00	0.00	0.00	0.00	0.00	0.00	337.50	234.10	3,631.60
NICOSKI, THOMAS S	Information Technologies	Director Chief GIS Technologies	35.0	97,723.11	0.00	0.00	97,723.11	0.00	12,008.52	542.82	10,528.63	0.00	3,632.83	7,197.84	131,633.75
NIELSEN, LOUIS A	Judiciary and Courts	Chief Bailiff Civil	35.0	0.00	0.00	26,806.50	26,806.50	0.00	0.00	0.00	2,999.62	0.00	1,075.00	2,050.69	32,931.81
NIERMANN, MICHELE L	State's Attorney	Assistant States Attorney	35.0	88,538.38	0.00	5,500.00	94,038.38	0.00	17,544.00	542.82	9,888.71	0.00	3,153.84	6,760.41	131,928.16
NIKA, KURT E	Transportation	Chief of Permitting	40.0	86,559.89	0.00	65.19	86,625.08	0.00	13,883.16	542.82	9,330.60	0.00	3,389.94	6,378.79	120,150.39
NORDWIND, BURTON E	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	24,620.00	24,620.00	0.00	12,008.52	542.82	2,348.40	0.00	925.00	1,605.44	42,050.18
NOREN, CODY J	Court Services/Court Services Ad	Terminated	37.5	13,748.25	0.00	2,930.91	16,679.16	0.00	2,430.12	0.00	1,834.66	0.00	1,438.70	1,260.45	23,643.09
NORRIS, RUSSEL H	Sheriff/Adult Corrections	Correctional Sergeant	40.0	82,250.15	2,226.56	9,888.49	94,365.20	1,000.00	17,544.00	542.82	6,822.77	0.00	18,996.74	4,708.60	143,980.13
NOTTE, ILONA L	Judiciary and Courts	Terminated	Per Diem \$89.50	0.00	0.00	4,162.50	4,162.50	0.00	1,620.08	88.40	429.88	0.00	925.00	293.88	7,519.74
NOVACK, SCOTT J	Information Technologies	Desktop Support Specialist	40.0	32,086.61	0.00	821.96	32,908.57	0.00	4,385.52	209.34	3,562.73	0.00	1,153.84	2,435.66	44,655.66
NOVAK, JENNIFER L	Court Services/Court Services Ad	Senior Probation Officer	37.5	38,132.23	0.00	1,825.86	39,958.09	0.00	5,973.72	209.34	4,231.38	0.00	1,438.71	2,892.76	54,704.00
NOVERINI, JOHN A	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
O'BRIEN, ANDREA	Judiciary and Courts	Deputy Court Administrator	35.0	71,884.04	0.00	2,249.52	74,133.56	0.00	17,544.00	542.82	7,716.06	0.00	2,677.88	5,275.04	107,889.36
O'CONNELL, JENNIFER L	Court Services/Court Services Ad	Probation Officer	37.5	40,923.82	0.00	2,658.17	43,581.99	0.00	4,985.52	209.34	4,850.45	0.00	1,585.08	3,315.97	58,528.35
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Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
PEREZ, KIMBERLY M	Sheriff/Sheriff	Executive Assistant	40.0	59,886.75	0.00	253.85	60,140.60	0.00	4,572.64	192.30	6,681.07	0.00	2,307.69	4,567.50	78,461.80
PEREZ, PATRICK B	Sheriff/Sheriff	Terminated	Elected	122,351.04	0.00	9,596.16	131,947.20	1,100.00	11,020.08	497.24	0.00	29,226.18	4,798.08	9,243.57	187,832.35
PERRY, LILLIAN	Aurora Election Commission	Commissioner Aurora Elec Comm	35.0	3,669.90	0.00	0.00	3,669.90	0.00	0.00	0.00	0.00	0.00	141.15	280.75	4,091.80
PETERS, BECKY L	Health	Clinical Nursing Supervisor	35.0	51,666.84	0.00	207.77	51,874.61	0.00	12,982.28	498.62	5,618.36	0.00	1,961.53	3,840.96	76,776.36
PETERS, JOHN R	Circuit Clerk	Security Officer	20.0	18,330.03	0.00	105.75	18,435.78	0.00	0.00	0.00	2,062.96	0.00	634.50	1,410.33	22,543.57
PETERSON, CHEYENNE A	Animal Control	Terminated		7,875.00	0.00	410.00	8,285.00	0.00	0.00	0.00	927.12	0.00	715.00	633.81	10,560.93
PETERSON, MATTHEW A	Court Services/Court Services Ad	Supervisor	37.5	52,043.95	0.00	3,251.28	55,295.23	0.00	4,985.52	209.34	6,134.98	0.00	1,947.49	4,194.14	72,766.70
PETERSON, TAMMY J	State's Attorney	Paralegal	35.0	22,441.85	0.00	1,500.00	23,941.85	0.00	4,682.92	166.74	2,516.21	0.00	865.35	1,720.18	33,893.25
PETOSKEY, PAMELA J	Information Technologies	GIS Specialist II	35.0	27,179.09	0.00	0.00	27,179.09	0.00	5,973.72	209.34	2,841.79	0.00	1,010.80	1,942.83	39,157.57
PFISTER, GWENDOLYN	KCDEE	Employment & Training Rep	37.5	11,322.87	0.00	0.00	11,322.87	0.00	2,212.38	79.11	1,189.24	0.00	501.90	813.02	16,118.52
PHEANIS, MARK A	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
PHILIPS, MARY M	Transportation	Terminated		40,531.35	0.00	22.68	40,554.03	0.00	4,985.52	209.34	4,537.99	0.00	1,580.68	3,102.38	54,969.94
PHILIPS, ROBERT D	Building Management	Terminated		33,821.21	0.00	230.72	34,051.93	0.00	4,985.52	209.34	3,810.46	0.00	1,278.90	2,604.97	46,941.12
PHILLIPS, DEBORAH A	Information Technologies	Scanning Specialist	35.0	45,115.52	0.00	200.00	45,315.52	0.00	7,537.32	290.82	4,825.45	0.00	1,758.40	3,298.94	63,026.45
PICKENS, MOLLY L	Court Services/Court Services Ad	Probation Officer	37.5	38,132.21	0.00	1,470.37	39,602.58	0.00	5,973.72	209.34	4,396.96	0.00	1,438.72	3,005.96	54,627.28
PICKERING, JOHNATHAN M	Circuit Clerk	Deputy Clerk	37.5	26,671.99	0.00	1,056.35	27,728.34	0.00	5,973.72	209.34	2,862.61	0.00	1,006.66	1,956.99	39,737.66
PIERRAKEAS, BARBARA L	Court Services	Terminated		822.12	0.00	1,397.67	2,219.79	0.00	0.00	0.00	248.39	0.00	169.82	2,638.00	
PIGGOTT, RENEE N	Circuit Clerk	Terminated		18,587.98	0.00	771.55	19,359.53	0.00	2,326.10	96.42	2,125.61	0.00	1,003.33	1,453.16	26,364.15
PILIPUF, RONALD J	Sheriff/Court Security	Court Security Officer	40.0	38,277.50	0.00	1,015.13	39,292.63	1,000.00	0.00	4,396.90	0.00	0.00	3,005.89	49,131.62	
PINA, MARI E	Health	Clinical Supervisor	35.0	61,262.04	0.00	277.20	61,539.24	0.00	0.00	542.82	6,847.00	0.00	2,325.54	4,680.95	75,935.55
PINNAU, MARTIN U	Regional Office of Education	GIS Mapping Coordinator	37.5	40,664.74	0.00	228.85	40,893.59	0.00	4,985.52	0.00	4,575.93	0.00	1,525.30	3,128.37	55,108.71
PINTACURA, SALVATORE T	Information Technologies	CAD Specialist	35.0	42,707.88	0.00	0.00	42,707.88	0.00	12,008.52	542.82	4,216.49	0.00	1,619.90	2,882.59	63,978.20
PISZCZEK, RUSSELL J	Sheriff/Court Security	Court Security Officer	40.0	26,206.73	0.00	825.39	27,032.12	0.00	15,269.82	476.52	2,341.23	0.00	540.95	1,600.60	47,261.24
PITTMAN, REAGAN M	State's Attorney	Assistant States Attorney	35.0	62,615.39	0.00	2,500.00	65,115.39	0.00	5,973.72	209.34	7,030.47	0.00	2,307.69	4,806.39	85,443.00
PLACEK, STEVEN T	KCDEE	Performance Manager	37.5	60,186.90	0.00	959.70	61,146.60	0.00	14,159.46	542.82	6,640.85	0.00	2,285.00	4,540.04	89,314.77
PLAG, PAMELA J	Regional Office of Education	Administrative Assistant	37.5	11,927.11	0.00	0.00	11,927.11	0.00	1,457.12	61.53	1,318.80	0.00	1,153.85	901.60	16,820.01
PLEITT, RICHARD M	Sheriff/Adult Corrections	Terminated		38,673.76	1,096.66	13,326.58	53,097.00	500.00	8,880.24	269.34	0.00	10,780.28	4,101.68	3,871.79	81,500.33
POE, CHARLES M	Sheriff/Court Security	Terminated		37,452.21	0.00	1,386.27	38,838.48	1,000.00	12,008.52	542.82	4,346.09	0.00	1,344.50	2,971.15	61,051.56
POE, MARTHA L	Sheriff/Sheriff	Executive Assistant	40.0	55,221.85	0.00	2,400.88	57,622.73	0.00	4,985.52	0.00	6,410.04	0.00	2,087.69	4,382.17	75,488.15
POGORZELSKI, EDWARD A	Sheriff/Sheriff	Peace Officer	40.0	76,522.34	2,392.60	3,160.21	82,075.15	1,100.00	5,973.72	209.34	0.00	17,102.33	2,961.42	6,142.37	115,564.33
POHLMAN, JULIE E	State's Attorney	Case Manager	35.0	34,425.20	0.00	750.00	35,175.20	0.00	17,544.00	542.82	3,356.53	0.00	1,282.20	2,294.73	60,195.48
POLITTE, KELLI M	Public Defender	Public Defender	35.0	149,849.96	0.00	0.00	149,849.96	0.00	14,159.46	542.82	16,539.94	0.00	5,763.46	9,397.25	196,252.89
POLLOCK, BRIAN	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	5,973.72	209.34	2,597.98	0.00	961.53	1,776.10	36,518.45
POMPA, KIM D	Information Technologies	Terminated		8,748.53	0.00	4,990.02	13,738.55	0.00	1,620.08	88.40	1,515.83	0.00	1,682.41	1,036.29	19,681.56
POMPA, LINDSAY N	State's Attorney	IT System Support Analyst	35.0	43,384.97	0.00	2,400.00	45,784.97	0.00	1,180.88	45.58	5,105.87	0.00	1,293.04	3,490.67	56,901.01
POORE, KEVIN D	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	39,234.16	0.00	2,848.26	42,082.42	0.00	4,985.52	209.34	4,656.46	0.00	1,444.33	3,183.36	56,561.43
POSADA VELASCO, ADRIANA	Health	CHS II Surveillance Practitioner	35.0	38,218.71	0.00	271.10	38,489.81	0.00	4,985.52	209.34	4,254.43	0.00	1,446.20	2,908.53	52,293.83
POXSON, KACEE L	Court Services/Court Services Ad	Probation Officer	37.5	38,132.18	0.00	1,470.26	39,602.44	0.00	5,973.72	209.34	4,431.53	0.00	1,438.72	3,029.59	54,685.34
PREIHS, KRISTIN L	Health	CHS III Health Data Qlty Coord	35.0	20,020.98	0.00	64.87	20,085.85	0.00	2,212.38	79.11	2,169.81	0.00	1,297.50	1,483.37	27,328.02
QUILLMAN, CHERIE L	Information Technologies	Analyst CCM	40.0	50,615.96	0.00	642.32	51,258.28	0.00	0.00	0.00	5,735.85	0.00	1,923.07	3,921.26	62,838.46
QUINN, HOLLY A	Sheriff/Court Security	Court Security Officer	40.0	38,666.92	0.00	864.76	39,531.68	1,000.00	10,444.92	410.22	4,066.37	0.00	1,461.20	2,779.94	59,694.33
QUIRIN, DEBRA ANN	Circuit Clerk	Deputy Clerk	37.5	39,235.97	0.00	479.12	39,715.09	0.00	9,750.54	542.82	4,300.84	0.00	1,486.23	2,940.26	58,735.78
RADMAN, EDWARD M	Information Technologies	Terminated		35,033.67	0.00	4,075.39	39,109.06	0.00	11,768.16	360.50	3,997.72	0.00	1,915.14	2,733.03	59,883.61
RAMIREZ, JOEL	Court Services/Court Services Ad	Terminated		24,997.81	0.00	(8.76)	24,989.05	0.00	5,690.32	317.68	2,710.39	0.00	719.37	1,852.97	36,269.78
RAMM, CHARLES P	Transportation	Highway Maintainer III	40.0	55,858.16	0.00	14,122.17	69,980.33	0.00	14,907.00	0.00	7,549.63	0.00	5,672.18	5,161.26	103,270.40
RANDALL, DWIGHT C	Sheriff/Sheriff	Terminated		37,925.47	1,827.65	17,852.59	57,605.71	0.00	4,056.88	223.76	0.00	12,156.97	3,747.40	4,374.75	82,165.47
RAY, ORLANDO T	Sheriff/Sheriff	Process Server	40.0	38,528.20	0.00	625.98	39,154.18	0.00	14,159.46	542.82	4,381.42	0.00	1,472.00	2,995.28	62,705.16
RECCHIA, DEANNA M	Court Services/Court Services Ad	Probation Officer	37.5	33,987.66	0.00	5.77	33,993.43	0.00	4,159.76	175.26	3,759.21	0.00	719.37	2,569.95	45,376.98
RECKINGER, DEBRA L	Sheriff/Sheriff	Information Specialist	40.0	27,528.40	0.00	1,221.78	28,750.18	0.00	12,008.52	542.82	3,217.20	0.00	1,046.80	2,199.40	47,764.92
REED, JILL A	Information Technologies	Printer I	40.0	35,569.52	0.00	316.32	35,885.84	0.00	5,973.72	209.34	3,816.12	0.00	1,318.15	2,608.88	49,812.05
REGAN, GERALD D	Development/County Developm	Zoning Board	Per Diem \$60.00	0.00	0.00	600.00	600.00	0.00	0.00	0.00	0.00	0.00	60.00	45.90	705.90
REGGIO, ANTHONY M	Circuit Clerk	Deputy Clerk	37.5	36,538.17	0.00	333.87	36,872.04	0.00	5,973.72	209.34	3,926.49	0.00	1,389.91	2,684.32	51,055.82
REGNIER, KARL R	Sheriff/Adult Corrections	Correctional Officer	40.0	69,873.40	2,547.62	6,087.15	78,508.17	1,000.00	14,159.46	542.82	0.00	16,338.90	3,605.82	5,868.20	120,023.37
REINERT, AMY L	Court Services/Juvenile Justice C	Senior Youth Counselor JIC	40.0	39,119.39	0.00	1,692.50	40,811.89	0.00	4,985.52	209.34	4,470.88	0.00	1,438.70	3,056.52	54,972.85
REITMEYER, STEVEN E	Sheriff/Sheriff	Peace Officer	40.0	76,266.95	2,791.38	4,044.91	83,103.24	1,100.00	5,973.72	209.34	0.00	17,098.08	3,839.87	6,167.35	117,491.60
REMIYAC, MARY A	Building Management	Director of Building Management	40.0	69,845.64	0.00	643.59	70,489.23	0.00	6,177.00	290.82	7,887.65	0.00	2,873.87	5,392.44	93,111.01
RENKEN, RENEE C	KCDEE	Administrator	37.5	88,811.40	0.00	3,472.98	92,284.38	0.00	9,634.32	542.82	10,326.67	0.00	3,307.69	7,059.75	123,155.63
RENNER, MICHAEL W	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	16,323.20	0.00	1,514.81	17,838.01	0.00	0.00	0.00	1,996.08	0.00	775.00	1,364.61	21,973.70
RENWICK, ANNA MAE	Coroner	Deputy Coroner	35.0	45,240.00	0.00	38,795.34	84,035.34	0.00	11,408.52	542.82	9,304.68	0.00	3,392.78	6,361.12	115,045.26
REUSCH, RANDY L	Court Services/Adult Drug Court	Supervisor	37.5	69,858.20	0.00	4,795.08	74,653.28	0.00	9,750.54	542.82	8,151.06	0.00	2,614.10	5,572.43	101,284.23
REYNA, TERESA A	Health	CHS II Public Health Nurse	35.0	55,243.40	0.00	230.92									

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
ROSSMAN, CHRISTOPHER M	Finance	Director of Purchasing	35.0	92,700.14	0.00	0.00	92,700.14	0.00	17,544.00	542.82	9,635.70	0.00	3,565.39	6,587.38	130,575.43
ROUSH, GARY	Transportation	Tech I	40.0	49,536.53	0.00	2,267.72	51,804.25	0.00	14,907.00	0.00	5,796.86	0.00	2,248.00	3,963.03	78,719.14
ROUT, VALERIE J	Court Services/Juvenile Justice C	Terminated	37.5	19,305.73	0.00	3,520.50	22,826.23	0.00	2,487.60	103.86	2,554.25	0.00	1,438.71	1,746.20	31,156.85
ROWE, JAYMIE M	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	29,214.34	0.00	3,868.47	33,082.81	0.00	3,122.40	131.85	3,668.01	0.00	1,438.70	2,507.63	43,951.40
RUBIO, SONIA	Sheriff/Sheriff	Information Specialist	40.0	27,528.40	0.00	1,375.63	28,904.03	0.00	14,159.46	542.82	3,234.36	0.00	1,069.88	2,211.16	50,121.71
RUCHAJ, CHRISTOPHER M	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	2,442.37	2,046.77	80,688.29	1,100.00	14,159.46	542.82	0.00	16,661.45	2,966.95	5,984.02	122,102.99
RUCHTI, JAMES A	Transportation	Terminated	20.0	7,071.79	0.00	6,698.73	13,770.52	0.00	0.00	0.00	1,540.92	0.00	2,748.85	1,053.44	19,113.73
RUHDE, WENDY S	Treasurer/Collector	Assistant Cashier	20.0	1,309.00	0.00	0.00	1,309.00	0.00	0.00	0.00	0.00	0.00	66.00	100.14	1,475.14
RUIZ, RODRIGO A	Court Services/Juvenile Justice C	Terminated	37.5	19,764.72	0.00	3,747.05	23,511.77	0.00	0.00	0.00	2,630.96	0.00	1,438.71	1,798.66	29,380.10
RUSSELL, LLOYD R	Coroner	Elected Official County Coroner	Elected	88,213.84	0.00	0.00	88,213.84	0.00	14,159.46	542.82	0.00	0.00	3,392.84	7,048.53	113,357.49
RYDER, JOSHUA A	Sheriff/Adult Corrections	Correctional Officer	40.0	69,625.04	1,711.34	2,299.04	73,635.42	1,000.00	14,159.46	542.82	0.00	15,300.98	3,277.49	5,495.42	113,411.59
RYNDAK, ARLENE M	Health	Terminated	35.0	78,026.25	0.00	5,733.92	83,760.17	0.00	12,842.16	497.24	8,565.64	0.00	3,134.61	5,855.89	114,655.71
SABBIA, BRIDGET A	State's Attorney	Assistant States Attorney	35.0	57,092.25	0.00	3,900.00	60,992.25	0.00	0.00	0.00	6,825.05	0.00	2,076.92	4,665.91	74,560.13
SAENZ PESINA, EVER	Sheriff/Sheriff	Peace Officer	40.0	76,656.72	1,218.38	11,006.98	88,882.08	1,100.00	17,544.00	542.82	0.00	17,578.09	3,115.27	6,403.31	135,165.57
SALINAS, JOSEPH	Sheriff/Sheriff	Peace Officer	40.0	10,025.00	0.00	0.00	10,025.00	0.00	0.00	0.00	0.00	0.00	2,135.33	2,000.00	14,927.24
SALINAS, RAUL	Sheriff/Sheriff	Peace Officer	40.0	76,199.15	1,506.36	2,563.19	80,268.70	1,100.00	14,159.46	209.34	0.00	16,760.79	2,928.18	6,019.71	121,446.18
SALISBURY, RYAN L	Sheriff/Adult Corrections	Correctional Officer	40.0	69,613.41	731.10	6,380.76	76,725.27	1,000.00	8,700.54	542.82	0.00	15,494.03	2,697.97	5,564.74	110,725.37
SALONEN, NICOLE F	Public Defender	Assistant Public Defender	35.0	62,076.74	0.00	0.00	62,076.74	0.00	4,985.52	209.34	6,893.84	0.00	1,961.53	4,712.93	80,839.90
SALZBRUNN, SUSAN M	Transportation	Administrative Officer II	40.0	40,012.47	0.00	0.00	40,012.47	0.00	4,985.52	209.34	4,424.85	0.00	1,538.50	3,025.01	54,195.69
SAMS, GREG A	State's Attorney	Assistant States Attorney	35.0	88,538.38	0.00	5,250.00	93,788.38	0.00	17,544.00	542.82	9,635.62	0.00	3,153.84	6,587.40	131,252.06
SANCHEZ, ELIZABETH	Public Defender	Terminated	35.0	2,665.71	0.00	0.00	2,665.71	0.00	0.00	0.00	298.30	0.00	493.65	203.92	3,661.58
SARANG, DIVYA K	State's Attorney	Assistant States Attorney	35.0	73,615.38	0.00	2,500.00	76,115.38	0.00	17,544.00	542.82	7,937.79	0.00	2,730.76	5,426.65	110,297.40
SARGENT, TERRI L	County Clerk	Clerk V	35.0	28,010.26	0.00	75.95	28,086.21	0.00	0.00	542.82	3,103.65	0.00	1,057.70	2,121.79	34,912.17
SARRO LOWE, LORI	Health	CHS II Surveillance Practitioner	28.0	55,090.41	0.00	265.66	55,356.07	0.00	14,159.46	542.82	5,953.99	0.00	2,073.68	4,070.44	82,156.46
SAUCEDA, ROBERT B	Animal Control	Terminated	35.0	27,000.00	0.00	0.00	27,000.00	0.00	0.00	0.00	3,021.30	0.00	2,500.00	2,065.50	34,586.80
SAUER, BRADLEY	Kane Comm	Director of Communications	40.0	95,258.83	0.00	1,592.28	96,851.11	0.00	0.00	0.00	10,837.60	0.00	3,538.46	7,409.11	118,636.28
SAURIOL, STEPHANIE R	Court Services/Juvenile Justice C	Senior Youth Counselor JJC	40.0	40,519.71	0.00	2,605.60	43,125.31	0.00	4,985.52	209.34	4,773.15	0.00	1,483.18	3,263.14	57,839.64
SAVASTIO, LAUREN R	Public Defender	Assistant Public Defender	35.0	62,999.78	0.00	0.00	62,999.78	0.00	4,985.52	209.34	6,997.06	0.00	1,961.53	4,783.53	81,936.76
SAYLOR, EMILY M	Court Services/Court Services Ad	Supervisor	37.5	52,043.95	0.00	2,769.60	54,813.55	0.00	17,544.00	542.82	6,133.58	0.00	1,947.49	4,193.24	85,174.68
SCARDAMAGLIA, SHAWN M	Transportation	Highway Maintainer I	20.0	951.60	0.00	0.00	951.60	0.00	0.00	0.00	106.48	0.00	951.60	72.80	2,082.48
SCHAIBLY, RAECHEL L	Court Services/Court Services Ad	Probation Officer	37.5	40,940.44	0.00	2,785.78	43,726.22	0.00	5,075.70	209.34	4,892.95	0.00	1,559.34	3,345.05	58,808.60
SCHAM, LINDA J	State's Attorney	Paralegal	35.0	35,469.32	0.00	0.00	35,469.32	0.00	14,159.46	542.82	3,767.56	0.00	1,364.21	2,575.71	57,879.08
SCHFLOW, DOUGLAS J	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	17,544.00	542.82	2,217.99	0.00	961.53	1,516.32	47,782.44
SCHILKE, SARAH	Circuit Clerk	Information System Professional	37.5	40,597.09	0.00	399.66	40,996.75	0.00	14,159.46	542.82	4,372.79	0.00	1,530.00	2,989.38	64,591.20
SCHIMMEL-YOUNG, JUDY M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	19,497.50	19,497.50	0.00	17,544.00	542.82	1,542.85	0.00	740.00	1,054.77	40,921.94
SCHLEICHER, MARY E	Health	Terminated	35.0	46,804.69	0.00	3,605.45	50,410.14	0.00	0.00	191.76	5,425.52	0.00	1,872.51	3,709.11	61,609.04
SCHLICHTING, KATHY J	Circuit Clerk	Deputy Clerk	37.5	17,379.43	0.00	207.33	17,586.76	0.00	2,325.95	96.69	1,538.46	0.00	213.75	1,317.18	23,078.79
SCHLIM, NANCY	Circuit Clerk	Deputy Clerk	37.5	38,322.54	0.00	641.46	38,964.00	0.00	12,008.52	542.82	3,752.00	0.00	1,457.63	2,565.06	59,290.03
SCHLUETER, THOMAS A	Health	CHS III Health Communicate Coord	35.0	44,020.44	0.00	184.79	44,205.23	0.00	4,985.52	209.34	4,893.94	0.00	1,665.30	3,345.76	59,305.09
SCHMIDT, LORI A	State's Attorney	Assistant States Attorney	35.0	65,922.95	0.00	4,250.00	70,172.95	0.00	0.00	0.00	7,572.67	0.00	2,384.61	5,177.00	85,307.23
SCHMITZ, MATTHEW W	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	782.75	0.00	0.00	782.75	0.00	0.00	0.00	87.59	0.00	782.75	59.88	1,712.97
SCHNITZLER, THOMAS J	Sheriff/Adult Corrections	Correctional Officer	40.0	70,411.66	1,373.43	19,750.52	91,535.61	1,000.00	14,159.46	542.82	0.00	19,113.75	3,795.30	6,864.80	137,011.74
SCHODEL, CARL	Transportation	Director and County Engineer	40.0	133,204.50	0.00	0.00	133,204.50	0.00	5,973.72	542.82	14,681.40	0.00	5,115.38	9,156.43	168,674.25
SCHOEN, MICHELE	Circuit Clerk	Deputy Clerk	37.5	26,523.70	0.00	295.35	26,819.05	0.00	5,973.72	209.34	2,801.60	0.00	1,000.00	1,915.28	38,718.99
SCHOENBACH, KRISTIN E	Court Services/Diagnostic Center	Staff Psychologist	37.5	57,290.74	0.00	2,918.52	60,209.26	0.00	0.00	0.00	6,737.45	0.00	2,066.37	4,606.00	73,619.08
SCHOLES, DAVID J	Recorder	Research Manager	35.0	72,185.63	0.00	0.00	72,185.63	0.00	5,973.72	209.34	7,878.12	0.00	2,730.12	5,385.83	94,362.76
SCHONBACK, JUDY A	Recorder	Assistant Business Manager	35.0	41,484.88	0.00	0.00	41,484.88	0.00	9,750.54	542.82	4,498.88	0.00	1,570.80	3,075.67	60,923.59
SCHRAMER, AUSTIN J	Health	CHS II Environ Hlth Practitioner	35.0	37,323.20	0.00	1,291.99	38,615.19	0.00	5,973.72	209.34	4,121.53	0.00	1,403.50	2,817.68	53,140.96
SCHRAMER, BRYAN E	Transportation	Highway Maintainer III	40.0	55,184.64	0.00	11,294.43	66,479.07	0.00	16,423.12	44.20	6,815.92	0.00	4,309.86	4,659.64	98,731.81
SCHRAMER, MICHAEL J	Transportation	Tech I	40.0	59,249.93	0.00	14,903.72	74,153.65	0.00	14,907.00	0.00	8,016.62	0.00	5,932.62	5,480.50	108,490.39
SCHREIBER, EDWARD C	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
SCHROEDER, MICHELLE A	Kane Comm	Telecommunicator	40.0	54,223.19	0.00	2,987.18	57,210.37	0.00	4,985.52	209.34	6,351.81	0.00	2,441.53	4,342.42	75,540.99
SCHUCH, PAUL M	Development/Water Resources	Terminated	35.0	59,793.26	0.00	1,089.95	60,883.21	0.00	6,077.88	269.34	6,617.50	0.00	4,036.84	4,524.03	82,408.80
SCHULENBURG, KEVIN J	Supervisors of Assessment	Board of Review Chairman	35.0	22,397.96	0.00	0.00	22,397.96	0.00	16,944.00	542.82	1,800.32	0.00	861.46	1,230.76	43,777.32
SCHUM, BARBARA A	Transportation	Accountant II	35.0	41,253.26	0.00	637.86	41,891.12	0.00	10,808.52	542.82	4,146.71	0.00	1,605.26	2,834.88	61,829.31
SCHURING, PHILLIP P	Sheriff/Sheriff	Peace Officer	40.0	77,559.99	2,442.37	6,914.27	86,916.63	1,100.00	17,544.00	209.34	0.00	17,172.99	3,884.43	6,252.52	133,079.91
SCHWAB, ANDREW C	Sheriff/Sheriff	Peace Officer	40.0	56,169.18	0.00	1,225.50	57,394.68	1,100.00	17,544.00	542.82	0.00	10,917.43	2,865.03	3,976.47	94,340.43
SCHWER, BOB L	Sheriff/Court Security	Court Security Officer	40.0	35,384.67	0.00	3,312.54	38,697.21	1,000.00	0.00	0.00	4,330.22	0.00	1,417.20	2,960.34	48,404.97
SCHWERTLEY, SCOTT A	State's Attorney	Assistant States Attorney	35.0	59,615.25	0.00	2,900.00	62,515.25	0.00	14,159.46	542.82	6,458.44	0.00	2,192.30	4,415.23	90,283.50
SCONNERS, LARRY K	Information Technologies	Public Safety Technician	40.0	46,243.91	0.00	615.44	46,859.35	0.00	9,750.54	542.82	5,100.35	0.00	1,730.76	3,486.80	67,470

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
SMITH, HENRY	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	20,521.50	20,521.50	0.00	17,544.00	542.82	1,670.62	0.00	740.00	1,142.11	42,161.05
SMITH, JANICE	Circuit Clerk	Deputy Clerk	37.5	44,472.53	0.00	1,586.24	46,058.77	0.00	0.00	0.00	5,153.98	0.00	1,693.52	3,523.50	56,429.77
SMITH, JUSTIN W	Sheriff/Adult Corrections	Correctional Officer	40.0	68,917.15	814.15	1,060.92	70,792.22	1,000.00	4,385.52	209.34	0.00	14,850.88	2,938.33	5,333.76	99,510.05
SMITH, LISA M	Circuit Clerk	Chief Finance Officer	37.5	83,179.72	0.00	627.70	83,807.42	0.00	5,973.72	542.82	9,003.01	0.00	3,138.46	6,154.87	108,620.30
SMITH, MARY	Court Services/Court Services Ad	Director of Special Programs	37.5	68,764.32	0.00	4,329.24	73,093.56	0.00	0.00	0.00	8,139.23	0.00	2,550.00	5,564.30	89,347.09
SMITH, RENE M	Recorder	Recording Assistant	35.0	33,125.71	0.00	0.00	33,125.71	0.00	4,985.52	209.34	3,654.20	0.00	1,276.30	2,498.18	45,749.25
SMITH, SHIRLEY C	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	0.00	0.00	24,532.50	24,532.50	0.00	17,544.00	542.82	2,165.69	0.00	925.00	1,480.56	47,190.57
SMITH, THOMAS	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	0.00	209.34	2,782.84	0.00	961.53	1,902.51	30,856.00
SMITH, WENDY L	Circuit Clerk	Deputy Clerk	37.5	33,774.14	0.00	480.37	34,254.51	0.00	12,008.52	542.82	3,426.46	0.00	1,273.51	2,342.49	53,848.31
SNEEDEN, MARK N	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	39,749.96	0.00	2,748.32	42,498.28	0.00	5,973.72	209.34	4,755.57	0.00	1,438.70	3,251.13	58,126.74
SNOWDEN, KINNELL J	Health	Finance Manager	35.0	82,986.78	0.00	377.94	83,364.72	0.00	17,544.00	542.82	8,641.57	0.00	3,138.46	5,907.78	119,139.35
SODERDAHL, LINDSAY M	Sheriff/Adult Corrections	Information Specialist	40.0	27,526.30	0.00	2,583.10	30,109.40	0.00	4,985.52	209.34	3,691.16	0.00	1,115.94	2,303.36	42,092.72
SODERDAHL, SHELLIE S	Court Services/Juvenile Justice C	Cook JJC	40.0	28,077.05	0.00	1,389.88	29,466.93	0.00	9,750.54	542.82	3,297.38	0.00	1,058.00	2,254.22	46,369.89
SODERQUIST, DAVID K	Development/County Developm	Plan Examiner Building Inspector	35.0	51,267.40	0.00	252.55	51,519.95	0.00	12,008.52	542.82	5,358.56	0.00	1,941.90	3,663.29	75,035.04
SOLORZANO, ANA I	Health	CHS I Support Associate	35.0	26,173.44	0.00	91.86	26,265.30	0.00	14,159.46	542.82	2,773.95	0.00	687.14	1,896.35	46,325.02
SORIA, JUAN	Building Management	Janitor I	40.0	25,560.85	0.00	502.83	26,063.68	0.00	14,159.46	542.82	2,916.54	0.00	966.40	1,993.87	46,642.77
SOSA, ALEJANDRA	State's Attorney	Administrative Assistant	35.0	14,808.50	0.00	750.00	15,558.50	0.00	0.00	0.00	1,740.99	0.00	423.10	1,190.21	18,912.80
SPALIS, IVARS	Regional Office of Education	JJC Teacher	35.0	55,821.66	0.00	314.05	56,135.71	0.00	9,750.54	542.82	6,091.46	0.00	2,093.84	4,164.47	78,778.84
SPANGLER, KATHLEEN A	Health	Nurse Case Manager	35.0	38,962.45	0.00	200.18	39,162.63	0.00	12,008.52	542.82	4,169.71	0.00	1,817.90	2,850.60	60,552.18
SPARKS, CHRISTOPHER G	Public Defender	Assistant Public Defender	35.0	61,076.78	0.00	0.00	61,076.78	0.00	14,159.46	542.82	6,633.18	0.00	1,923.07	4,534.69	88,870.00
SPENCE, MARY F	Sheriff/Adult Corrections	Correctional Officer	40.0	69,644.47	1,938.48	811.05	72,394.00	1,000.00	17,544.00	542.82	5,141.97	14,316.85	2,757.39	5,141.97	113,697.03
SPENCE, ROBERT B	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
STAHL, CHRISTINE E	Public Defender	Investigator	35.0	46,473.70	0.00	876.08	47,349.78	0.00	17,544.00	542.82	4,718.94	0.00	1,755.00	3,226.09	75,136.63
STAHL, PAMELA A	Treasurer/Collector	Collections Processor	35.0	32,446.12	0.00	646.17	33,092.29	0.00	0.00	0.00	3,703.10	0.00	1,176.92	2,531.55	40,503.86
STAIDOHAR, MARK D	State's Attorney	Assistant States Attorney	35.0	79,269.09	0.00	4,000.00	83,269.09	0.00	9,750.54	542.82	9,174.62	0.00	2,923.07	6,272.16	111,932.30
STAMMET, YVONNE R	Sheriff/Sheriff	Executive Assistant	40.0	46,696.12	0.00	1,147.51	47,843.63	0.00	5,973.72	209.34	5,056.73	0.00	1,765.38	3,457.03	64,305.83
STANFA, THOMAS J	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
STARCEVICH, GLENDA J	Transportation	Terminated	40.0	33,532.22	0.00	5,112.23	38,644.45	0.00	8,054.76	360.50	4,324.33	0.00	1,881.17	2,956.30	56,221.51
STAROVICH, CHRISTOPHER J	Court Services/Court Services Ad	Supervisor	37.5	52,043.95	0.00	2,769.60	54,813.55	0.00	17,544.00	542.82	5,386.28	0.00	1,947.49	3,682.32	83,916.46
STARRETT, SUSAN	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	5,973.72	209.34	2,597.98	0.00	961.53	1,776.10	36,518.45
STEBERL, KATHLEEN A	Sheriff/Adult Corrections	Information Specialist	40.0	40,067.57	0.00	2,414.55	42,482.12	0.00	9,750.54	0.00	4,649.72	0.00	1,600.54	3,178.75	61,661.67
STEELE, JEFFREY A	State's Attorney	Office Services	35.0	21,791.79	0.00	1,250.00	23,041.79	0.00	3,953.32	166.74	2,535.67	0.00	830.79	1,733.50	32,261.81
STEFFES, ZACHARY A	Regional Office of Education	JJC Teacher	35.0	35,096.06	0.00	0.00	35,096.06	0.00	14,511.76	454.42	3,432.72	0.00	1,442.30	2,346.74	57,284.00
STEGER, RYAN D	State's Attorney	Assistant States Attorney	35.0	2,038.46	0.00	500.00	2,538.46	0.00	0.00	0.00	284.05	0.00	2,538.46	194.19	5,555.16
STEGING, LAURA	Circuit Clerk	Business Process Manager	37.5	67,943.58	0.00	558.17	68,501.75	0.00	17,544.00	542.82	7,085.80	0.00	2,545.69	4,844.22	101,064.28
STEHLIN, KIMBERLY A	Court Services/Juvenile Justice C	Administrative Assistant JJC	37.5	35,168.26	0.00	2,860.84	38,029.10	0.00	9,750.54	542.82	4,112.15	0.00	1,316.00	2,811.29	56,561.90
STEINKELLNER, PAMELA M	County Clerk	Clerk V	35.0	24,449.36	0.00	302.41	24,751.77	0.00	9,750.54	542.82	2,470.55	0.00	923.09	1,689.00	40,127.77
STEVENS, RACHAEL M	Court Services/Court Services Ad	Probation Officer	37.5	36,390.45	0.00	688.18	37,078.63	0.00	0.00	542.82	4,114.83	0.00	1,609.22	2,813.09	46,158.59
STOBART, MICHELLE D	Treasurer/Collector	Staff Accountant	35.0	40,369.14	0.00	0.00	40,369.14	0.00	4,572.64	192.30	4,468.59	0.00	1,576.92	3,055.00	54,234.59
STOVER, PEGGY I	Information Technologies	Process Manager	35.0	73,267.99	0.00	858.08	74,126.07	0.00	5,973.72	209.34	8,222.25	0.00	2,742.19	5,621.07	96,894.64
STOVER, ROXANNE	Development/County Developm	Zoning Board	Per Diem \$60.00	0.00	0.00	420.00	420.00	0.00	0.00	0.00	0.00	0.00	60.00	32.13	512.13
STRIKE, MITZI A	Information Technologies	Technical Coordinator	40.0	72,288.29	0.00	849.32	73,137.61	0.00	5,973.72	209.34	7,931.20	0.00	2,705.52	5,422.11	95,379.50
TROSSNER, DEL D	Sheriff/Adult Corrections	Correctional Officer	40.0	69,900.56	863.98	3,324.09	74,088.63	1,000.00	14,159.46	542.82	0.00	15,397.51	2,866.80	5,530.10	113,585.32
STUTZ, ELIZABETH	Court Services/Court Services Ad	Probation Officer	37.5	53,310.22	0.00	1,950.20	55,260.42	0.00	14,159.46	542.82	6,012.19	0.00	2,008.30	4,110.18	82,093.37
SUIRE, JONATHAN M	Court Services/Juvenile Justice C	Terminated	40.0	8,561.20	0.00	243.83	8,805.03	0.00	0.00	0.00	985.29	0.00	775.00	673.58	11,238.90
SULLIVAN, LINDA L	Circuit Clerk	Deputy Clerk	37.5	39,863.02	0.00	950.81	40,813.83	0.00	4,985.52	209.34	4,514.46	0.00	1,528.40	3,086.32	55,137.87
SULLIVAN, ROBERT M	Transportation	Planning and Programming Chief	40.0	70,328.40	0.00	52.98	70,381.38	0.00	14,159.46	542.82	7,580.37	0.00	2,754.80	5,182.24	100,601.07
SULLIVAN, TIMOTHY	Supervisors of Assessment	Board of Review Member	35.0	19,599.84	0.00	0.00	19,599.84	0.00	0.00	0.00	2,193.10	0.00	753.84	1,499.39	24,046.17
SUMMERS, CARRIE B	Court Services/Court Services Ad	Probation Officer	37.5	38,132.27	0.00	724.18	38,856.45	0.00	5,973.72	209.34	4,148.56	0.00	1,438.71	2,836.13	53,462.91
SUMMERS, MICHAEL E	Building Management	Maintenance Worker	40.0	34,668.52	0.00	3,958.56	38,627.08	0.00	9,634.32	542.82	3,996.56	0.00	1,482.80	2,732.25	57,015.83
SUNDQUIST, KEVIN D	Transportation	Mechanic III	40.0	58,958.72	0.00	13,476.42	72,435.14	0.00	14,907.00	0.00	7,824.21	0.00	5,672.39	5,349.06	106,187.80
SVEC, GEORG W	Court Services/Juvenile Justice C	Senior Youth Counselor JJC	40.0	40,809.61	0.00	2,639.20	43,448.81	0.00	14,159.46	542.82	4,665.73	0.00	1,504.92	3,189.72	67,511.46
SWANSON, DANIEL P	Sheriff/Adult Corrections	Correctional Lieutenant	40.0	92,627.90	3,472.54	2,273.37	98,373.81	1,000.00	14,159.46	542.82	0.00	20,570.36	3,630.42	7,387.91	145,664.78
SWANSON, ELIZABETH	Health	CHS II Environ Hlth Practitioner	35.0	69,051.62	0.00	450.55	69,502.17	0.00	14,159.46	542.82	7,575.89	0.00	2,612.40	5,179.23	99,571.97
SWEDBERG, KATHY A	Health	CHS II Public Health Nurse	35.0	45,655.58	0.00	429.23	46,084.81	0.00	12,008.52	542.82	5,156.95	0.00	1,739.94	3,525.49	69,058.53
SWICK, JAMES A	Sheriff/Adult Corrections	Correctional Officer	40.0	46,896.91	1,556.22	1,249.59	49,702.72	1,000.00	9,634.32	542.82	0.00	10,177.44	3,566.77	3,655.28	78,279.35
SWIERKOSZ-BRICK-SIERRA, AMY L	Court Services/Juvenile Justice C	Asst Superintendent JJC	37.5	66,048.16	0.00	4,582.55	70,630.71	0.00	14,159.46	542.82	7,702.18	0.00	2,471.53	5,265.56	100,772.26
SYLEJMANI, ARBEN	Health	CHS II Environ Hlth Practitioner	35.0	33,636.62	0.00	144.11	33,780.73	0.00	7,367.88	377.34	3,654.29	0.00	1,297.49	2,498.21	48,975.94
SZABO, THOMAS F	Transportation	Terminated	40.0	49,468.32	0.00	713.43	50,181.75	0.00	3,736.56	156.60	5,576.32	0.00	2,548.63	3,812.23	66,012.09
SZOPINSKI, SUSANNE E	Judiciary and Courts	Civil Court Admin Assistant	35.0	35,161.19	0.00	660.62	35,821.81	0.00	12,008.52	542.82	3,601.81	0.00	1,331.10	2,462.3	

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
TUCKER, SONYA	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	56,978.78	0.00	2,814.37	59,793.15	0.00	0.00	542.82	6,651.60	0.00	2,095.00	4,547.38	73,629.95
TURNER, STEPHANIE L	Circuit Clerk	Criminal Supervisor	37.5	44,202.40	0.00	333.20	44,535.60	0.00	5,973.72	209.34	4,784.03	0.00	1,666.53	3,270.58	60,439.80
TYLER, WILLIE J	Sheriff/Sheriff	Process Server	40.0	37,759.30	0.00	628.78	38,388.08	0.00	13,424.46	542.82	4,064.81	0.00	1,442.40	2,778.86	60,641.43
ULLOA, LIZETTE	Judiciary and Courts	Paralegal	35.0	30,230.99	0.00	572.69	30,803.68	0.00	0.00	542.82	3,407.66	0.00	1,153.80	2,329.69	38,237.65
URDANETA, JORGE I	Information Technologies	Operations Specialist	40.0	10,419.23	0.00	200.00	10,619.23	0.00	2,306.40	91.16	1,125.47	0.00	1,730.77	769.43	16,642.46
VAN TREET, ANDREW M	Circuit Clerk	Terminated	20.0	3,953.25	0.00	13.50	3,966.75	0.00	0.00	0.00	0.00	0.00	684.00	303.46	4,954.21
VAN VLERAH, ROGER A	Sheriff/Court Security	Court Security Officer	40.0	37,246.48	0.00	2,033.61	39,280.09	1,000.00	0.00	0.00	4,395.52	0.00	1,397.55	3,004.93	49,078.09
VANACKER, ANDREW J	Transportation	Highway Maintainer III	40.0	57,110.72	0.00	16,201.41	73,312.13	0.00	14,907.00	0.00	7,922.48	0.00	5,780.74	107,338.49	
VANDE BURGT, MARZENA M	State's Attorney	Assistant States Attorney	35.0	77,129.40	0.00	1,512.00	78,641.40	0.00	0.00	0.00	8,799.99	0.00	2,941.96	6,016.07	96,399.42
VANKERKHOFF, MARK D	Development/County Developm	Executive Director	35.0	113,138.26	0.00	1,889.10	115,027.36	0.00	17,544.00	542.82	12,012.39	0.00	4,197.68	8,212.19	157,536.44
VARETONI, CAROLE L	Animal Control	Warden	40.0	48,036.92	0.00	14,249.69	62,286.61	0.00	4,985.52	209.34	6,917.29	0.00	2,067.26	4,728.98	81,195.00
VARGAS, GUADALUPE	Court Services/Court Services Ad	Support Staff	37.5	574.40	0.00	0.00	574.40	0.00	0.00	0.00	64.28	0.00	574.40	43.94	1,257.02
VASIREDDY, KIRAN V	Public Defender	Assistant Public Defender	35.0	61,230.64	0.00	0.00	61,230.64	0.00	0.00	0.00	6,851.76	0.00	2,000.00	4,684.15	74,766.55
VAUGHN, GERALDINE M	State's Attorney	Administrative Assistant	35.0	27,365.82	0.00	1,250.00	28,615.82	0.00	9,948.12	542.82	2,851.17	0.00	1,006.50	1,949.17	44,913.60
VAUGHN, LOIS R	Court Services/Court Services Ad	Support Staff	37.5	32,894.60	0.00	573.08	33,467.68	0.00	5,973.72	209.34	3,545.51	0.00	1,239.59	2,423.89	46,859.73
VAZQUEZ NUÑEZ, JENNIFER	State's Attorney	Bilingual Admin Assistant	35.0	7,012.10	0.00	1,000.00	8,012.10	0.00	1,040.80	43.95	885.24	0.00	480.75	605.19	11,068.03
VAZQUEZ, JESUS B	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	0.00	0.00	2,797.60	0.00	961.53	1,912.47	30,671.38
VEGA, ZULAY C	Court Services/Court Services Ad	Hybrid Juvenile Probation Ofc	37.5	5,093.15	0.00	0.00	5,093.15	0.00	0.00	0.00	569.92	0.00	726.56	389.63	6,779.26
VELASQUEZ, CHERYL R	Circuit Clerk	Deputy Clerk	37.5	2,500.00	0.00	0.00	2,500.00	0.00	0.00	0.00	279.75	0.00	500.00	191.25	3,471.00
VELASQUEZ, JUAN G	Sheriff/Sheriff	Peace Officer	40.0	75,911.87	1,517.44	13,199.21	90,628.52	1,100.00	13,283.16	542.82	0.00	18,485.47	3,320.46	6,639.15	133,999.58
VER VYONCK, SCOTT J	Transportation	Highway Maintenance Supervisor	40.0	77,251.20	0.00	21,692.94	98,944.14	0.00	14,159.46	542.82	10,870.42	0.00	7,273.65	7,431.54	139,222.03
VERACHTERT, JASON C	Information Technologies	GIS Analyst	35.0	57,630.54	0.00	0.00	57,630.54	0.00	0.00	0.00	6,448.90	0.00	2,083.08	4,408.74	70,571.26
VERHAEGHE, JAMES E	Transportation	Tech I	40.0	59,249.94	0.00	17,376.22	76,626.16	0.00	14,907.00	0.00	8,293.29	0.00	5,929.10	5,669.65	111,425.20
VERHALEN, PATRICK J	Transportation	Construction Manager	40.0	50,675.20	0.00	6,252.17	56,927.37	0.00	6,919.08	319.06	6,123.64	0.00	1,923.10	4,186.44	76,398.69
VERMAAT, KATHLEEN M	Circuit Clerk	Chief HR Officer	37.5	83,051.72	0.00	627.70	83,679.42	0.00	12,008.52	542.82	8,957.07	0.00	3,138.46	6,123.48	114,449.77
VERZAL, SHARON L	Health	Environmental Health Supervisor	35.0	50,932.95	0.00	230.94	51,163.89	0.00	9,750.54	542.82	5,452.85	0.00	1,926.36	3,727.78	72,564.24
VILLA, ROBERT K	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
VILLACORTA, AMALIA E	Recorder	Imaging Assistant	35.0	33,004.95	0.00	0.00	33,004.95	0.00	0.00	0.00	3,693.27	0.00	1,249.70	2,524.88	40,472.80
VILLELA, SHAWN	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	39,207.76	0.00	938.07	40,145.83	0.00	5,075.70	209.34	4,492.30	0.00	1,438.70	3,071.16	54,433.03
VILLWOCK, ABBEY M	Sheriff/Sheriff	Information Specialist	40.0	23,491.32	0.00	490.08	23,981.40	0.00	0.00	0.00	1,834.56	0.00	861.20	2,960.75	
VIOLA, ARIANNA	Court Services/Court Services Ad	Probation Officer	37.5	40,917.51	0.00	1,915.96	42,833.47	0.00	5,973.72	209.34	4,593.57	0.00	1,569.64	3,140.38	58,320.12
VIRAMONTES, TANIA R	Court Services/Juvenile Justice C	Support Staff JIC	37.5	28,349.45	0.00	494.34	28,843.79	0.00	14,159.46	542.82	3,186.50	0.00	1,068.30	2,178.40	49,979.27
VIVUOH, DAISY A	Health	CHS II Comm Health Practitioner	35.0	53,125.39	0.00	1,021.33	54,146.72	0.00	14,159.46	542.82	5,140.02	0.00	2,001.30	3,513.95	79,504.27
VOGELSBERG, D D	State's Attorney	Administrative Assistant	35.0	25,772.31	0.00	2,250.00	28,022.31	0.00	0.00	0.00	3,135.71	0.00	961.50	2,143.72	34,263.24
VOGT, INGRID R	Court Services/Court Services Ad	Probation Officer	37.5	37,601.62	0.00	1,285.18	38,886.80	0.00	5,973.72	209.34	4,308.19	0.00	1,470.48	2,945.28	53,793.81
VOIGHT, JILL	Circuit Clerk	Deputy Clerk	37.5	29,541.25	0.00	2,222.48	31,763.73	0.00	9,750.54	542.82	3,411.11	0.00	1,117.49	2,332.00	48,917.69
VOIRIN, LINDA R	State's Attorney	Victims Advocate Elder Abuse	13.0	16,808.18	0.00	500.00	17,308.18	0.00	0.00	0.00	1,936.79	0.00	829.24	1,324.08	21,398.29
VOLKENING, JAMES H	Transportation	Highway Maintainer III	40.0	55,858.16	0.00	12,040.62	67,898.78	0.00	14,907.00	0.00	7,316.72	0.00	5,099.33	5,002.00	100,223.83
VOLKENING, JOSHUA J	Transportation	Mechanic III	40.0	59,155.52	0.00	14,389.25	73,544.77	0.00	14,907.00	0.00	5,920.54	0.00	5,433.93	107,754.63	
VOSS, GARY M	Transportation	Maintenance Supervisor	40.0	76,866.59	0.00	13,639.28	90,505.87	0.00	14,159.46	542.82	9,892.86	0.00	4,414.88	6,763.21	126,279.10
VOSS, NADA	County Clerk	Clerk VI	35.0	40,887.97	0.00	3,681.10	44,569.07	0.00	5,075.70	542.82	4,987.26	0.00	1,543.70	3,409.55	60,128.10
VOUROS, ALEXANDRA E	Judiciary and Courts	Staff Attorney	35.0	7,403.55	0.00	0.00	7,403.55	0.00	737.46	0.00	804.36	0.00	673.05	549.90	10,168.32
WAGGONER, ERICA M	Finance	Assistant Director of Finance	35.0	81,661.50	0.00	738.48	82,399.98	0.00	17,544.00	542.82	8,581.75	0.00	3,076.92	5,866.81	118,012.28
WAGNER, DAVID E	Sheriff/Court Security	Court Security Sergeant	40.0	99,331.39	1,833.26	14,996.36	116,161.01	550.00	13,883.16	542.82	2,327.46	19,621.44	4,346.90	8,638.28	166,071.07
WAGNER, DAVID E	Merit Commission	Secretary Merit Commission	35.0	0.00	0.00	13,685.00	13,685.00	0.00	0.00	0.00	0.00	0.00	510.00	1,046.90	15,241.90
WALKER, LATONYA D	Court Services/Juvenile Justice C	Youth Counselor JIC	40.0	39,222.53	0.00	765.76	39,988.29	0.00	5,075.70	209.34	4,387.85	0.00	1,438.70	2,999.74	54,099.62
WALL, KATHLEEN M	KCDEE	Employment & Training Rep	37.5	39,993.40	0.00	626.31	40,619.71	0.00	5,973.72	209.34	4,345.90	0.00	1,518.20	2,971.03	55,637.90
WALLACE, DENNY L	Sheriff/Sheriff	Peace Officer	40.0	76,280.11	863.98	10,045.37	87,189.46	1,100.00	9,750.54	542.82	0.00	18,298.68	3,767.87	6,572.07	127,221.44
WALLACE, KOREY A	Sheriff/Sheriff	Peace Officer Sergeant	40.0	87,743.93	3,583.34	1,690.47	93,017.74	1,100.00	14,159.46	542.82	0.00	19,429.41	3,436.12	6,978.18	138,663.73
WALSH, JEANNETTE M	Health	CHS II Public Health Nurse	35.0	55,703.73	0.00	1,216.12	56,919.85	0.00	14,159.46	0.00	6,207.20	0.00	2,107.70	4,243.49	83,637.70
WARD, JEFFREY N	County Clerk	Terminated	35.0	14,388.87	0.00	11,446.10	25,834.97	0.00	4,712.42	178.18	2,828.57	0.00	1,846.15	1,933.76	37,334.05
WARFEL, SUSAN M	Judiciary and Courts	Chief Bailiff Criminal	35.0	0.00	0.00	25,141.50	25,141.50	0.00	12,008.52	542.82	2,366.56	0.00	1,075.00	1,617.90	42,752.30
WARREN, PAUL K	Sheriff/Sheriff	Peace Officer Sergeant	40.0	87,620.05	2,198.86	3,483.62	93,302.53	1,100.00	14,159.46	542.82	0.00	19,490.09	3,455.52	6,999.96	139,050.38
WASCHER, CHRISTINA L	State's Attorney	Terminated	35.0	17,030.74	0.00	3,997.53	21,028.27	0.00	4,712.42	178.18	2,085.57	0.00	2,076.92	1,425.81	31,507.17
WATROUS, JEROMY S	Transportation	Highway Maintainer III	40.0	55,825.08	0.00	10,601.76	66,426.84	0.00	14,907.00	0.00	7,152.00	0.00	5,009.93	4,889.41	98,385.18
WATSON, JACOB S	Sheriff/Adult Corrections	Correctional Officer	40.0	69,976.51	1,556.22	13,550.08	85,082.81	1,000.00	14,159.46	542.82	0.00	17,626.21	3,767.35	6,330.54	128,509.19
WATSON, KATHLEEN K	State's Attorney	Assistant States Attorney	35.0	64,307.63	0.00	2,500.00	66,807.63	0.00	17,544.00	542.82	6,896.24	0.00	2,423.07	4,714.61	98,928.37
WCISLO, MARY J	Circuit Clerk	Deputy Clerk	37.5	46,185.42	0.00	6,079.10	52,264.52	0.00	9,750.54	542.82	5,678.74	0.00	2,076.80	3,882.25	74,195.67
WEBER, DOLORES A	Circuit Clerk	Deputy Clerk	37.5	21,916.67	0.00	0.00	21,916.67	0.00	0.00	0.00	2,452.48	0.00	1,000.00	1,676.63	27,045.78
WEBER, ELMER J	Merit Commission	Vice Chairman Merit Commission	35.0	0.00	0.00	11,050.00	11,050.00	0.00	0.00	0.00	0.00	0.00	340.00	845.32	12,235.32
WEBSTER, ALISSA A	Regional Office of Education	Terminated	35.0	30											

Employee Name	Department	Job Title	Hrs Per Week	Base Salary	Longevity Amount	Specialty Pay	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
WINTER, BETHANY M	Supervisors of Assessment	Information Processor	20.0	2,738.25	0.00	141.75	2,880.00	0.00	0.00	0.00	0.00	0.00	288.00	220.32	3,388.32
WINTER, CAROLA	State's Attorney	Administrative Assistant	35.0	36,142.83	0.00	2,000.00	38,142.83	0.00	9,750.54	542.82	4,124.94	0.00	1,327.80	2,819.99	56,708.92
WINTER, HOLLY A	Supervisors of Assessment	Chief Deputy Suprv of Assessment	35.0	79,891.96	0.00	1,336.50	81,228.46	0.00	14,159.46	542.82	8,858.21	0.00	2,969.96	6,055.91	113,814.82
WINTER, RANDALL A	Building Management	Terminated	25.0	16,369.32	0.00	1,083.84	17,453.16	0.00	0.00	0.00	1,952.97	0.00	480.00	1,335.17	21,221.30
WINTERBERGER, BRADLEY R	Court Services/Court Services Ad	Probation Officer	37.5	39,524.45	0.00	1,952.20	41,476.65	0.00	4,985.52	209.34	4,588.67	0.00	1,438.70	3,137.02	55,835.90
WITUK, PATTY J	Circuit Clerk	Deputy Clerk	37.5	40,776.40	0.00	1,236.66	42,013.06	0.00	12,008.52	542.82	4,294.63	0.00	1,550.15	2,936.00	63,345.18
WOJNICKI, BARBARA	County Board	Board Member	Elected	24,999.78	0.00	0.00	24,999.78	0.00	5,973.72	209.34	2,597.98	0.00	961.53	1,776.10	36,518.45
WOJTECKI, LEONARD J	Judiciary and Courts	16th Judicial Circuit Judge	0.0	0.00	0.00	500.00	500.00	0.00	0.00	0.00	0.00	0.00	500.00	7.25	1,007.25
WOLF, DAVID R	Sheriff/Sheriff	Peace Officer Sergeant	40.0	93,055.20	2,442.37	8,649.73	104,147.30	1,100.00	17,544.00	542.82	0.00	21,080.29	3,655.46	7,571.09	155,640.96
WOLF, KATHLEEN J	Circuit Clerk	Administrative Assistant Support	37.5	48,106.22	0.00	364.00	48,470.22	0.00	13,559.46	542.82	5,064.60	0.00	1,820.00	3,462.40	72,919.50
WOLF, NICHOLAS G	Sheriff/Sheriff	Peace Officer	40.0	76,728.59	2,010.50	15,398.47	94,137.56	1,100.00	14,159.46	542.82	0.00	19,667.96	3,336.54	7,063.84	140,008.18
WOLFE, DONALD S	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	0.00	0.00	2,375.00	2,375.00	0.00	0.00	0.00	0.00	0.00	250.00	181.69	2,806.69
WOLLNIK, JODIE L	Development/Water Resources	Civil Engineer	35.0	74,598.71	0.00	623.75	75,222.46	0.00	5,973.72	209.34	7,658.42	0.00	2,495.07	5,235.64	96,794.65
WOODRUFF, LYNNE M	Sheriff/Adult Corrections	Terminated	40.0	6,995.00	254.76	1,049.25	8,299.01	0.00	1,516.12	44.20	0.00	1,767.69	4,674.13	634.88	16,936.03
WOODS, BRITTANY M	Sheriff/Sheriff	Information Specialist	40.0	27,554.56	0.00	853.15	28,407.71	0.00	12,008.52	0.00	2,771.85	0.00	1,046.80	1,894.97	46,129.85
WOODS, RANDY R	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	40,458.90	0.00	883.09	41,341.99	0.00	9,034.32	209.34	4,338.43	0.00	1,472.48	2,965.96	59,362.52
WOODS, WILLIAM R	Sheriff/Adult Corrections	Executive Assistant	40.0	44,426.86	0.00	3,569.29	47,996.15	0.00	5,973.72	209.34	5,110.26	0.00	1,492.30	3,493.60	64,275.37
WRIGHT, DAVID W	Kane Comm	Telecommunicator	40.0	60,838.24	0.00	1,642.71	62,480.95	0.00	14,159.46	542.82	6,932.23	0.00	2,337.40	4,739.19	91,192.05
WYATT, TYLER F	Sheriff/Court Security	Court Security Officer	40.0	9,611.50	0.00	5.17	9,616.67	0.00	2,802.73	159.53	1,076.10	0.00	331.05	735.67	14,721.75
YAPEJIAN, MARY	KCDEE	Asst. Dir. Workforce Operations	37.5	50,653.64	0.00	769.10	51,422.74	0.00	5,973.72	209.34	5,633.39	0.00	1,923.07	3,851.22	69,013.48
YEHNERT, MARIAN JOY	Transportation	Chief of Land Acquisition	40.0	67,819.80	0.00	196.66	68,016.46	0.00	12,008.52	542.82	7,204.42	0.00	2,632.76	4,925.27	95,330.25
YETTER, JULIA	Public Defender	Assistant Public Defender	35.0	72,076.86	0.00	0.00	72,076.86	0.00	17,544.00	542.82	7,373.96	0.00	2,346.15	5,041.22	104,925.01
YOON, EUN K	Public Defender	Assistant Public Defender	35.0	68,999.80	0.00	0.00	68,999.80	0.00	17,544.00	542.82	7,031.36	0.00	2,192.30	4,806.93	101,117.21
YOUNGSTEADT, BRETT J	Animal Control	Administrator	35.0	19,903.86	0.00	0.00	19,903.86	0.00	0.00	0.00	2,065.01	0.00	2,596.14	1,411.72	25,976.73
ZABEL, PAUL C	Development/County Developm	Terminated	35.0	20,235.60	0.00	1,928.08	22,163.68	0.00	2,487.60	103.86	2,454.69	0.00	1,540.00	1,678.14	30,427.97
ZACCAGNINI, AMY L	Court Services/Court Services Ad	Probation Officer	37.5	43,370.15	0.00	1,030.11	44,400.26	0.00	4,985.52	209.34	4,889.44	0.00	1,628.71	3,342.63	59,455.90
ZACHARY, RICHARD L	Animal Control	Office Assistant	35.0	25,697.64	0.00	406.01	26,103.65	0.00	12,393.69	476.52	2,661.53	0.00	1,069.38	1,819.57	44,524.34
ZAESKE, MARY JO	Judiciary and Courts	Terminated	Per Diem \$89.50	0.00	0.00	19,202.50	19,202.50	0.00	5,482.08	497.24	2,148.78	0.00	925.00	1,469.00	29,724.60
ZAKOSEK, JOHN P	Information Technologies	Senior Systems Administrator	35.0	73,598.89	0.00	1,015.12	74,614.01	0.00	12,008.52	542.82	7,942.71	0.00	2,563.45	5,429.98	103,101.49
ZAKOSEK, MICHAEL D	Transportation	Civil Engineer V	40.0	87,430.85	0.00	75.46	87,506.31	0.00	12,008.52	209.34	9,275.63	0.00	3,169.44	6,341.28	118,510.52
ZAMEDA, JOANNA	Kane Comm	Telecommunicator	40.0	48,112.42	0.00	13,239.69	61,352.11	0.00	5,973.72	209.34	6,774.00	0.00	2,799.63	4,631.01	81,739.81
ZAWACKI, JEANETTE M	Health	CHS Public Health Nurse	35.0	49,306.92	0.00	924.42	50,231.34	0.00	9,750.54	542.82	5,642.21	0.00	1,972.82	3,857.31	71,997.04
ZBINDEN, JOSHUA T	Regional Office of Education	Terminated	35.0	16,688.20	0.00	2,197.44	18,885.64	0.00	1,454.96	68.70	2,067.10	0.00	1,606.80	1,413.15	25,496.35
ZBINDEN, TODD E	Transportation	Highway Maintainer I	20.0	951.60	0.00	0.00	951.60	0.00	0.00	0.00	106.48	0.00	951.60	72.80	2,082.48
ZENTMYER, BRAD	Sheriff/Sheriff	Peace Officer	40.0	76,193.08	2,996.36	8,272.93	87,462.37	1,100.00	10,484.82	542.82	0.00	18,265.38	3,627.37	6,560.11	128,042.87
ZILLER, CHASE M	Transportation	Highway Maintainer III	40.0	55,858.16	0.00	14,310.24	70,168.40	0.00	14,907.00	0.00	7,570.67	0.00	5,672.20	5,175.64	103,493.91
ZILLGES, LAURA A	Sheriff/Adult Corrections	Correctional Officer	40.0	60,824.70	1,373.43	1,234.60	63,432.73	1,000.00	17,544.00	542.82	0.00	12,114.84	2,689.33	4,351.11	101,674.83
ZIMMERMAN, JACOB A	Veteran's Commission	Superintendent Veterans Asst	35.0	50,018.25	0.00	0.00	50,018.25	0.00	9,750.54	542.82	5,397.90	0.00	1,922.30	3,690.22	71,322.03
ZINK, ELIZABETH A	Public Defender	Assistant Public Defender	35.0	47,903.81	0.00	0.00	47,903.81	0.00	4,159.76	175.26	5,315.73	0.00	1,019.23	3,634.09	62,207.88
ZINKE, KIMBERLY J	Sheriff/Sheriff	Peace Officer	40.0	75,503.60	432.12	582.47	76,518.19	1,100.00	0.00	0.00	0.00	16,078.63	2,889.42	5,774.69	102,360.93
ZULKOWSKI, STEPHEN D	Transportation	Traffic Permit Engineer	40.0	11,400.48	0.00	45.68	11,446.16	0.00	416.32	0.00	1,277.54	0.00	2,676.56	873.37	16,689.95
ZWART, JUDITH M	Health	CHS Public Health Nurse	35.0	54,523.77	0.00	1,641.32	56,165.09	0.00	9,750.54	542.82	6,141.56	0.00	2,062.90	4,198.70	78,861.61
ZYDZIK, CHRISTOPHER L	Sheriff/Sheriff	Peace Officer	40.0	45,173.26	0.00	6,256.83	51,430.09	0.00	3,953.32	166.74	0.00	10,364.43	1,932.90	3,905.21	71,752.69
ZYNDA, CRYSTAL L	Court Services/Juvenile Justice C	Youth Counselor JJC	40.0	11,643.20	0.00	15.10	11,658.30	0.00	1,229.10	43.95	1,261.35	0.00	775.00	862.31	15,830.01