

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):

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

Grant Number: **211056**

Federal Grant Award Amount: **\$22,254**

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**

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:

ENTITY HAS LESS THAN 50 EMPLOYEES
ENTITY IS A NON-PROFIT ORGANIZATION
ENTITY IS AN INDIAN TRIBE

ENTITY DOES NOT RECEIVE A GRANT OR AWARD OF AT LEAST \$25,000
ENTITY IS A MEDICAL INSTITUTION
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 D. 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 Services Management

[agency/organization name], at County of Kane, 719 Batavia Ave., Geneva, IL 60134-3077 [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, 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]

1/9/12
[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"): **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: **211156 / 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.

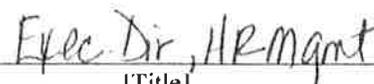
Check the following item(s) that apply:

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


[Signature of Responsible Official]


[Title]


[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):

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

Grant Number: **409022**

Federal Grant Award Amount: **\$143,967.00**

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

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

Contact Person: Eloise Fara

Telephone #: 630-208-2124

Fax #: 630-232-6508

E-mail address: faraeloise@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:

- ENTITY HAS LESS THAN 50 EMPLOYEES
- ENTITY DOES NOT RECEIVE A GRANT OR AWARD OF AT LEAST \$25,000
- ENTITY IS A NON-PROFIT ORGANIZATION
- ENTITY IS A MEDICAL INSTITUTION
- ENTITY IS AN INDIAN TRIBE
- 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 D. 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 County of Kane, Human Resources Management [agency/organization name], at 719 S. Batavia AVE., Geneva, Illinois 60134-3077 [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, 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, Human Resources Management
[Print Name and Title]

10/21/11
[Date]

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 AVE
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: **#409022 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

Sheila D. McCraven
[Signature of Responsible Official]

Executive Director, Human Resource Management
[Title]

10/21/11
[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):

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

Grant Number: **409022**

Federal Grant Award Amount: **\$143,967.00**

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

Address: **37 W 777 State Rt. 38, Suite 300
St. Charles, Illinois 60175-7535**

Contact Person: Eloise Fara

Telephone #: 630.208.2124

Fax #: 630.232.6508

E-mail address: faraeloise@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:

- ENTITY HAS LESS THAN 50 EMPLOYEES
- ENTITY DOES NOT RECEIVE A GRANT OR AWARD OF AT LEAST \$25,000
- ENTITY IS A NON-PROFIT ORGANIZATION
- ENTITY IS A MEDICAL INSTITUTION
- ENTITY IS AN INDIAN TRIBE
- 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 D. 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 _____

County of Kane, Human Resources Management [agency/organization name],

at 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, 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, HR Mgmt
[Print Name and Title]

8/30/11
[Date]

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: **37 W 777 State Rt. 38, Suite 300
St. Charles, Illinois 60175-7535**

Contact Person: Eloise Fara

Telephone #: 630.208.2124

Fax #: 630.232.6508

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

Grant Number/Contract Name: **#409022 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

Sheila D. McCraven Executive Director, HerMgmt 8/30/14
[Signature of Responsible Official] [Title] [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: **211035**

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:

ENTITY HAS LESS THAN 50 EMPLOYEES

ENTITY IS A NON-PROFIT ORGANIZATION

ENTITY IS AN INDIAN TRIBE

ENTITY DOES NOT RECEIVE A GRANT OR AWARD OF AT LEAST \$25,000

ENTITY IS A MEDICAL INSTITUTION

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, HR mgmt
[Print Name and Title]

11/22/11
[Date]

CIVIL RIGHTS COMPLIANCE CERTIFICATION

(Complete **ENTIRE** certification)

Grant Program (circle applicable grant program):

ADAA/BYRNE, JAIBG, LLEBG, NCHIP, RSAT, VAWA, VOCA, VOITIS, 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: **211035/ 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.
- 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 5 YEARS

THE ENTITY, ITS SUBGRANTEES OR CONTRACTORS **HAVE HAD FINDINGS** OF DISCRIMINATION WITHIN THE PAST 5 YEARS (You **MUST** attach a copy of all finding(s) made within the past 5 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 McCraven
[Signature of Responsible Official]

Executive Director, HerMgmt
[Title]

11/22/11
[Date]

County of Kane
2012-2013 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
2012-2013 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 skilled craft saw an increase in white females from 13.79% in 2012 to 27.27% in 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 do not discriminate against any employee or applicant for employment because of race, creed, color, age, disability, religion, sex, national origin/ancestry, sexual orientation, marital status, veteran status, political affiliation, 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, creed, age, disability, religion, sex, national origin/ancestry, sexual orientation, marital status, veteran status, political affiliation, or any other legally protected status.

6/2014

PART I. COUNTY OF KANE – 2012 KANE COUNTY WORKFORCE

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		75 100%	1 1.33%	30 40%	0 0%	0 0%	0 0%	4 5.34%	37 49.33%	3 4.0%	0 0%	0 0%
Professionals		449 100%	13 2.90%	159 35.41%	14 3.12%	1 0.22%	0 0%	23 5.12%	214 47.66%	19 4.23%	6 1.34%	0 0%
Technicians		34 100%	0 0%	24 70.58%	1 2.94%	1 2.94%	0 0%	0 0%	7 20.60%	0 0%	1 2.94%	0 0%
Protective Services	Sworn	264 100%	17 6.44%	176 66.67%	16 6.06%	5 1.89%	0 0%	3 1.14%	44 16.66%	3 1.14%	0 0%	0 0%
	Non-Sworn	30 100%	2 6.66%	8 26.66%	1 3.34%	0 0%	0 0%	0 0%	15 50%	3 10%	1 3.34%	0 0%
Office/Clerical		353 100%	0 0%	29 8.22%	6 1.70%	1 0.28%	0 0%	8 2.27%	262 74.22%	44 12.46%	3 0.85%	0 0%
Skilled Craft		38 100%	1 2.63%	35 92.11%	1 2.63%	0 0%	0 0%	0 0%	1 2.63%	0 0%	0 0%	0 0%
Service/Maintenance		29 100%	1 3.45%	18 62.07%	4 13.79%	1 3.45%	0 0%	0 0%	4 13.79%	1 3.45%	0 0%	0 0%

5/5/2014

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 – 2012 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 #/%		40%	1.33%	0%	0%	0%	49.33%	5.34%	4.0%	0%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-14.5%	-0.27%	-4.6%	-1.8%	0%	18.53%	4.14%	0.2%	-1.3%	0%
PROFESSIONALS											
Workforce #%		35.41%	2.90%	3.12%	0.22%	0%	47.66%	5.12%	4.23%	1.34%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		-1.29%	1.40%	-0.68%	-3.38%	0%	1.76%	3.72%	-0.07%	-1.36%	0%
TECHNICIANS											
Workforce #/%		70.58%	0%	2.94%	2.94%	0%	20.60%	0%	0%	2.94%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		31.87%	-3.96%	-3.34%	-1.39%	0%	-16.82%	-1.48%	-5.25%	0.36%	0%
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	66.67%	6.44%	6.06%	1.89%	0%	16.66%	1.14%	1.14%	0%	0%
	CLS #/%	59.06%	7.72%	11.50%	1.89%	0%	11.02%	1.48%	5.35%	0%	0%
	Utilization %	7.61%	-1.28%	-5.44%	0%	0%	5.64%	-0.34%	-4.21%	0%	0%
NON-SWORN	Workforce #/%	26.66%	6.66%	3.34%	0%	0%	50%	0%	10%	3.44%	0%
	CLS #/%	52.11%	0%	0%	0%	0%	39.44%	0%	8.45%	0%	0%
	Utilization %	-25.45%	6.66%	3.34%	0%	0%	10.56%	0%	1.55%	3.44%	0%
OFFICE/CLERICAL											
Workforce		8.22%	0%	1.70%	0.28%	0%	74.22%	2.27%	12.46%	0.85%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-19.38%	-1.7%	-6.30%	-0.72%	-.1%	31.72%	-1.73%	-0.04%	-0.45%	-.1%
SKILLED CRAFT											
Workforce #/%		92.11%	2.63%	2.63%	0%	0%	2.63%	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 %		33.17%	0.88%	-27.43%	-1.90%	-0.19%	-0.55%	-0.54%	-2.92%	-0.52%	0%
SVCS/MAINTENANCE											
Workforce #/%		62.07%	3.45%	13.79%	3.45%	0%	13.79%	0%	3.45%	0%	0%
CLS #/%		21.83%	3.21%	33.44%	1.14%	0.033%	16.89%	3.01%	19.16%	1.24%	0.52%
Utilization %		40.24%	0.24%	-19.65%	2.31%	-0.033%	-3.10%	-3.01%	-15.71%	-1.24%	-0.52%

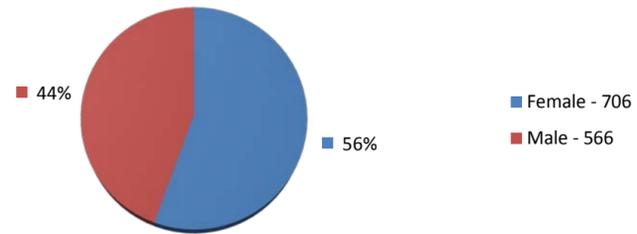


2012 County of Kane Total Employees by Gender and Race

2012 County of Kane Employees by Gender

Gender	Count	%age
Female - 706	706	56%
Male - 566	566	44%
Total	1272	100%

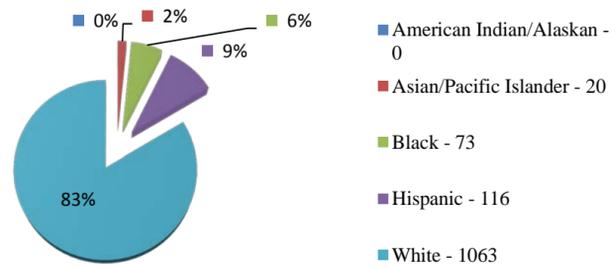
2012 County of Kane Employees by Gender



2012 County of Kane Employees by Race

Race	Count	%age
American Indian/Alaskan - 0	0	0%
Asian/Pacific Islander - 20	20	2%
Black - 73	73	6%
Hispanic - 116	116	9%
White - 1063	1063	84%
Total	1272	100%

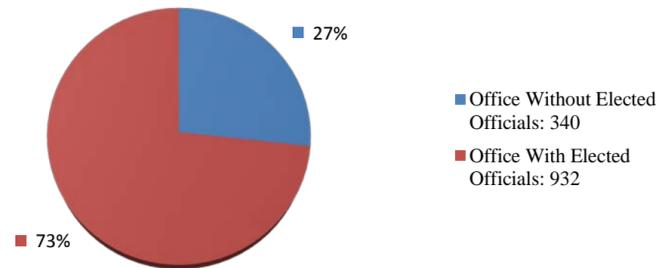
2012 County of Kane Employees by Race



2012 County of Kane Total Employees

Category	Count	%age
Office Without Elected Officials: 340	340	27%
Office With Elected Officials: 932	932	73%
Total	1272	100%

2012 County of Kane Total Employees



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 – 2012 KANE COUNTY (OFFICES WITHOUT ELECTED OFFICIALS) WORKFORCE

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		42 100%	1 2.38%	15 35.72%	0 0%	0 0%	0 0%	4 9.52%	20 47.62%	2 4.76%	0 0%	0 0%
Professionals		139 100%	3 2.16%	52 37.41%	3 2.16%	0 0%	0 0%	11 7.91%	61 43.88%	8 5.76%	1 0.72%	0 0%
Technicians		22 100%	0 0%	17 77.27%	1 4.55%	0 0%	0 0%	0 0%	3 13.63%	0 0%	1 4.55%	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	23 100%	0 0%	6 26.09%	0 0%	0 0%	0 0%	0 0%	13 56.52%	3 13.04%	1 4.35%	0 0%
Office/Clerical		54 100%	0 0%	4 7.40%	0 0%	1 1.85%	0 0%	3 5.56%	32 59.26%	14 25.93%	0 0%	0 0%
Skilled Craft		35 100%	1 2.86%	32 91.42%	1 2.86%	0 0%	0 0%	0 0%	1 2.86%	0 0%	0 0%	0 0%
Service/Maintenance		24 100%	1 4.17%	13 54.17%	4 16.66%	1 4.17%	0 0%	0 0%	4 16.66%	1 4.17%	0 0%	0 0%

5/5/2014

KEY

B - Black
W - White
H - Hispanic

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

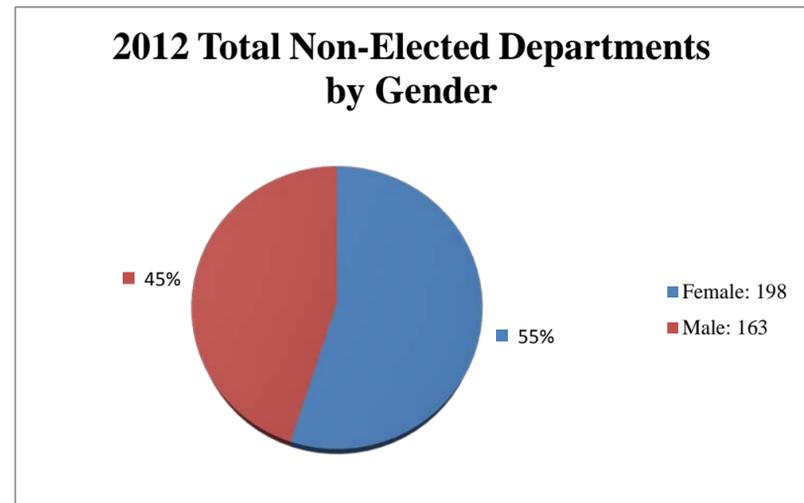
PART I. COUNTY OF KANE – 2012 KANE COUNTY UTILIZATION ANALYSIS (OFFICES WITHOUT ELECTED OFFICIALS)

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 #/%		35.72%	2.38%	0%	0%	0%	47.62%	9.52%	4.76%	0%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-18.78%	0.78%	-4.6%	-1.8%	0%	16.82%	8.32%	0.96%	-1.3%	0%
PROFESSIONALS											
Workforce #%		37.41%	2.16%	2.16%	0%	0%	43.88%	7.91%	5.76%	0.72%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		0.71%	0.66%	-1.64%	-3.6%	0%	-2.02%	6.51%	1.46%	-1.98%	0%
TECHNICIANS											
Workforce #/%		77.27%	0%	4.55%	0%	0%	13.63%	0%	0%	4.55%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		38.56%	-3.96%	-1.73%	-4.33%	0%	-23.79%	-1.48%	-5.25%	1.97%	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 #/%	26.09%	0%	0%	0%	0%	56.52%	0%	13.04%	4.35%	0%
	CLS #/%	52.11%	0%	0%	0%	0%	39.44%	0%	8.45%	0%	0%
	Utilization %	-26.02%	0%	0%	0%	0%	17.08%	0%	4.59%	4.35%	0%
	OFFICE/CLERICAL										
Workforce	7.40%	0%	0%	1.85%	0%	59.26%	5.56%	25.93%	0%	0%	
CLS #/%	27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%	
Utilization	-20.20%	-1.7%	-8%	0.85%	-.1%	16.76%	1.56%	13.43%	-1.3%	-.1%	
SKILLED CRAFT											
Workforce #/%		91.42%	2.86%	2.86%	0%	0%	2.86%	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 %		32.48%	1.11%	-27.20%	-1.90%	-0.19%	-0.32%	-0.54%	-2.92%	-0.52%	0%
SVCS/MAINTENANCE											
Workforce #/%		54.17%	4.17%	16.66%	4.17%	0%	16.66%	0%	4.17%	0%	0%
CLS #/%		21.83%	3.21%	33.44%	1.14%	0.033%	16.89%	3.01%	19.16%	1.24%	0.52%
Utilization %		32.34%	0.96%	-16.78%	3.03%	-0.033%	-0.23%	-3.01%	-14.99%	-1.24%	-0.52%

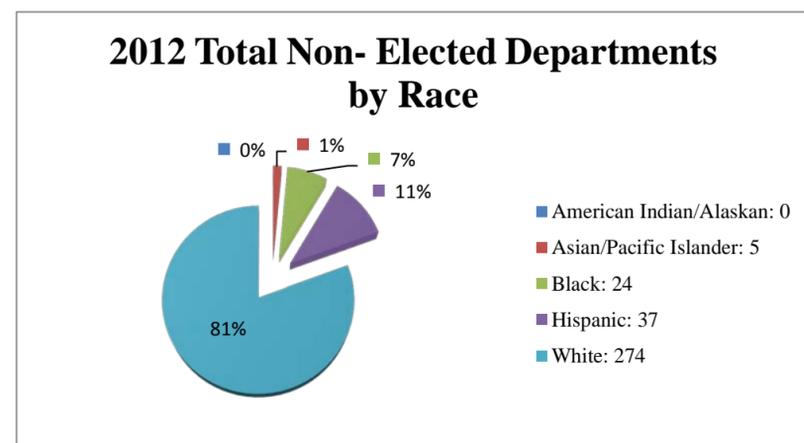


2012 Total Non-Elected Official Departments by Gender and Race

2012 Total Non-Elected Departments by Gender	Count	%age
Female: 183	183	54%
Male: 157	157	46%
Total:	340	100%



2012 Total Non-Elected Departments by Race	Count	%age
American Indian/Alaskan: 0	0	0%
Asian/Pacific Islander: 5	5	1%
Black: 24	24	7%
Hispanic: 37	37	11%
White: 274	274	81%
Total	340	100%



PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 ANIMAL CONTROL DEPARTMENT

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)	Animal Control Department does not have employees in this job category.											
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)	4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	4 100%	0 0%	0 0%	0 0%	
Office/Clerical (06)	4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 75%	1 25%	0 0%	0 0%	
Skilled Craft (07)	Animal Control Department does not have employees in this job category.											
Service/Maintenance (08)	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 100%	0 0%	0 0%	0 0%	

4/17/2014-Revised

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 (NON ELECTED DEPARTMENT) – 2012 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% 54.5% -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 %	Animal Control Department does not have employees in this job category.									
TECHNICIANS Workforce #/ CLS #/ Utilization %	Animal Control Department does not have employees in this job category.									
PROTECTIVE SERVICES	Animal Control Department does not have employees in this job category.									
	SWORN 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	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	75% 42.5% 32.5%	0% 4% -4%	25% 12.5% 12.5%	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 %	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% 83.9%	0% 3% -3%	0% 19.2% -19.2%	0% 1.2% -1.2%	0% 0% 0%

3/12/2014

Ethnic Detail for Animal Control - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Animal Control							
FT	20080006	ALLEN, DARLENE	F	White	08 Service/Maintenance	12/26/2007	11/1/2013
FT	20120089	BASHAM, KATHERINE R	F	White	05 Protective Services: Non Sworn	10/22/2012	1/14/2013
FT	20050052	BLUESTONE, LAUREN C	F	White	05 Protective Services: Non Sworn	3/7/2005	8/22/2013
FT	20130015	DENISON, DAWN R	F	White	08 Service/Maintenance	1/22/2013	5/15/2013
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	20090056	HOFFMAN, JANET	F	White	05 Protective Services: Non Sworn	9/21/2009	
FT	20130079	HUND, BRIANNA M	F	White	08 Service/Maintenance	7/15/2013	2/4/2014
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	20080066	RENWICK, KERI A	F	White	05 Protective Services: Non Sworn	4/28/2008	1/20/2012
FT	20120006	RUDLOFF, KIMBERLY W	F	White	01 Official/Administration	2/6/2012	5/25/2012
FT	20000199	VARETONI, CAROLE L	F	White	05 Protective Services: Non Sworn	9/8/2000	
FT	20110030	WERNER, HANNAH M	F	White	08 Service/Maintenance	4/13/2011	1/3/2014

12 1/ FT Total Full-Time Animal Control Employees
 MANAK, BETSY F WHITE 08 SERVICE/MAIN 12/2/2010 1/21/2014

EEOP Update
Kane County Department of Animal Control
For the period July 1, 2011 through June 30, 2012

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

For the time period listed above there were no disciplinary actions taken against employees.

Employees Applying for Promotion / Transfer

Number of
Employees
1

Promoted / Transferred Employees

Number of
Employees
1

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.

The Kane County Department of Animal Control does not employ anyone in the Professionals category.

Other underutilized groups were:

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, 2011 through June 30, 2012

2

- 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

EEOP Update
Kane County Department of Animal Control
For the period July 1, 2011 through June 30, 2012

3

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, 2011 - JUNE 30, 2012

PROMOTIONS

Month	Race	Sex	National Origin	Job Category	Transfer from	Transfer to
Jun-12	White	F	Europe	Protective Svs-Non Sworn	Kennel Assistant	Shelter Program Operation Manager

Total Number of Promotions: 1

Race Summary: 1 White

Gender Summary: 1 Female

TRANSFERS

Month	Race	Sex	National Origin	Job Category	Transfer from	Transfer to

Total Number of Transfers: 0

Race Summary: N/A

National Origin: Europe

Gender Summary: N/A

Total Number of Promotions/Transfers: 1

Race Summary: 1 White

Gender Summary: 1 Female

**KANE COUNTY ANIMAL CONTROL
DISCIPLINE REPORT FOR THE PERIOD OF JULY 1, 2011 - JUNE 30, 2012**

Month	Race	Sex	National Origin	Discipline Type

Total Number of Disciplinary Actions: **0**

Sanction Summary: N/A

Race Summary: N/A

National Origin: N/A

Gender Summary: N/A

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 BUILDING MANAGEMENT

Job Category	MALE						FEMALE				
	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators (01)	Building Management 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)	Building Management does not have employees in this job category.										
Protective Services	Sworn (04)	Building Management does not have employees in this job category.									
	Non-Sworn (05)	Building Management 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)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance (08)	21 100%	1 4.762%	13 61.904%	4 19.048%	1 4.762%	0 0%	0 0%	1 4.762%	1 4.762%	0 0%	0 0%

3/12/2014

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 (NON ELECTED DEPARTMENT) – 2012 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 any 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 %	100% 58.9% 41.4%	0% 1.7% -1.7%	0% 30% -30%	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 %	61.904% 21.8% 40.104%	4.762% 3.2% 1.562%	19.048% 33.4% -14.352%	4.762% 1.1% 3.662%	0% 0% 0%	4.762% 16.9% -12.138%	0% 3% -3%	4.762% 19.2% -14.438%	0% 1.2% -1.2%	0% 0% 0%

3/12/2014

Ethnic Detail for Building Management - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Building Management							
FT	20040139	BERRIOS, CARLOS A	M	Hispanic or Latino	08 Service/Maintenance	7/7/2004	
FT	20110054	BEX, TROY	M	White	08 Service/Maintenance	7/25/2011	
FT	20110095	BRUSVEEN, DAN A	M	White	08 Service/Maintenance	12/19/2011	
FT	20070179	CLARK, JOHN T	M	White	08 Service/Maintenance	10/1/2007	
FT	19950083	CULLY, ROBERT W	M	White	07 Skilled Craft	6/1/1995	12/14/2011
FT	19940074	DAVID, JOHN E	M	White	08 Service/Maintenance	7/18/1994	
FT	20020172	DAY, JERRY M	M	White	08 Service/Maintenance	10/31/2002	1/31/2013
FT	19990083	DOUGLAS, DEVONDA R	F	Hispanic or Latino	08 Service/Maintenance	4/16/1999	
FT	20110023	ELVIN, DOUGLAS L	M	White	06 Administrative Support	2/14/2011	
FT	20070193	FITZPATRICK, MATTHEW	M	White	08 Service/Maintenance	10/29/2007	1/25/2013
FT	20090060	GARLITS, THERESA M	F	White	08 Service/Maintenance	9/28/2009	
FT	19950177	GENSLINGER, RICKY E	M	White	02 Professionals	10/2/1995	
FT	20070111	HINKLE, JAMES	M	White	08 Service/Maintenance	6/18/2007	
FT	20110022	IBARRA RODRIGUEZ, PEDRO U	M	Hispanic or Latino	08 Service/Maintenance	2/14/2011	
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	
FT	19780009	MARION, RICHARD R	M	White	08 Service/Maintenance	8/23/1978	
FT	20060087	MATUSZAK, MICHELE H	F	White	06 Administrative Support	4/24/2006	
OT	20060206	MILLARD, CYNTHIA S	F	White	06 Administrative Support	11/27/2006	10/4/2011
FT	19890037	NEWBOLDS, MICHAEL E	M	White	08 Service/Maintenance	7/28/1989	
FT	20030140	PHILIPS, ROBERT D	M	White	06 Administrative Support	8/15/2003	
FT	19880008	POMPA, ROSS S	M	Hispanic or Latino	08 Service/Maintenance	4/4/1988	6/21/2013
FT	20060059	REMIYAC, MARY A	F	White	02 Professionals	4/10/2006	
FT	20010171	SMALL, STEVE H	M	White	08 Service/Maintenance	8/1/2001	
FT	19970163	SORIA, JUAN	M	Hispanic or Latino	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	11/21/2005	
FT	19980112	VILLANUEVA, ANDY G	M	Asian	08 Service/Maintenance	7/1/1998	1/31/2013
PT	19960149	WISHON, LAWRENCE E	M	White	06 Administrative Support	12/28/1996	3/29/2013

Ethnic Detail for Building Management - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Building Management							
28	28	Total Full-Time Building Management Employees					

COUNTY of KANE BUILDING MANAGEMENT



719 S. Batavia Ave.
Geneva, Illinois 60134

Telephone: (630) 232-5973
Fax: (630) 587-1688

Date: March 25, 2014
To: Susan Brown
From: Michele Matuszak
CC: Mary Remiyac *MR*

1-1-1 // V 14
MAR 26 2014

Re: Equal Employment Opportunity Plan 2012 & 2013

Responses to items from EEOP Letter

1. FY2012 The Building Management Department disciplinary actions:

<u>Race</u>	<u>Sex</u>	<u>Sanction</u>
White	M	1 Written

2. There were no employees who made application to be promoted or transferred that were listed on the attached job spreadsheet.
3. Building Management posts job openings through Kane County's website and whatever Kane County's Human Resource Department suggests. Building Maintenance does require Leads Background check passing.

1. FY 2013 The Building Management Department disciplinary actions:

<u>Race</u>	<u>Sex</u>	<u>Sanction</u>
White	Male	1 Verbal
White	Male	1 Written
White	Male	1 Verbal & 1 Written
White	Male	1 Verbal

2. There were no employees who made application to be promoted or transferred that were listed on the attached job spreadsheet.
3. Building Management posts job openings through Kane County's website and whatever Kane County's Human Resource Department suggests. There were no employees who made application to be promoted or transferred that we listed on the attached job spreadsheet.

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 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 66.667%	1 33.333%	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.										

3/13/2014

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 (NON ELECTED DEPARTMENT) – 2012 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% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	37.5% 45.9% -8.40%	12.5% 1.4% 11.10%	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 Development Department does not have employees in this job category.									
	NON-SWORN Workforce #/% CLS #/% Utilization % The Development 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%	66.667% 42.5% 24.167%	0% 4% -4%	33.333% 12.5% 20.833%	0% 1.3% -1.3%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Development Department does not have employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Development Department does not have employees in this job category.									

Ethnic Detail for Development/County Development - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>	
Development/County Development								
FT	19750002	AHMED, HAMID M	M	White	02 Professionals	1/16/1975		
FT	19980210	BERKHOUT, KEITH	M	White	02 Professionals	10/2/2006		
PT	19960098	BIEWER, BROOKE R	F	White	02 Professionals	6/3/1996		
OT	19810009	BOWEN, HAROLD N	M	White	01 Official/Administration	3/10/1981		
OT	20060164	CAMERON, RENELOPE L	F	White	01 Official/Administration	8/1/2005		
FT	19980129	CRODDY, DAVID E	M	White	03 Technicians	7/16/1998		
FT	20100049	GLOWACZ, SEAN J	M	White	02 Professionals	8/2/2010	5/8/2013	
FT	19980064	GONCHER, RICHARD J	M	White	03 Technicians	5/1/1998	10/31/2012	
FT	20040181	HERRERA, ANGELICA I	F	Hispanic or Latino	06 Administrative Support	5/10/2004		
FT	19990109	HILL, JANICE	F	Black	02 Professionals	6/1/1999		
FT	20070210	HOYE, MARY ANNE	F	White	06 Administrative Support	12/3/2007		
OT	19890015	JOHNSTON, STANLEY H	M	White	01 Official/Administration	3/14/1989		
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	20000177	MILLER, KARENA	F	White	02 Professionals	8/16/2000		
OT	20080111	MOGA, ROBERT R	M	White	01 Official/Administration	5/15/2008		
FT	19930008	NOGAJEWSKI, MARY C	F	White	06 Administrative Support	1/19/1993	6/28/2013	
OT	20050168	REGAN, GERALD D	M	White	01 Official/Administration	8/1/2005		
FT	20010074	SABDO, CHRISTY A	F	White	02 Professionals	4/2/2001	2/22/2013	
FT	19870012	SODERQUIST, DAVID K	M	White	03 Technicians	5/1/1987		
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		
17	24	Total Full-Time Development/County Development Em						

Ethnic Detail for Development/Mill Creek Special Service Area - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Development/Mill Creek Special Service Area							
FT	20110062	LOCHBAUM, JOHN R	M	White	02 Professionals	8/29/2011	12/13/2013
1	Total Full-Time Development/Mill Creek Special Serv						

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

April 18, 2014

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 2012 or FY2013.

During FY 2012, there was one employee who applied for a promotion/transfer. The employee was an Office/Clerical, white, female employee. During FY 2013, there was one employee who applied for a promotion/transfer. The employee was an Office/Clerical, Hispanic, female employee. During FY 2012, there was one employee promoted. During FY 2013 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 (NON ELECTED DEPARTMENT) – 2012 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.										

3/14/2014

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 (NON ELECTED DEPARTMENT) – 2012 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.									

3/14/2014

Ethnic Detail for Emergency Management Services - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Emergency Management Services							
FT	19950019	BRYANT, DONALD H	M	White	01 Official/Administration	2/6/1995	
FT	19970230	DORTMUND-MADISON, DEBORAH A	F	White	06 Administrative Support	12/1/1997	
FT	19950048	MADISON, SEAN	M	White	04 Protective Services: Sworn	4/1/1995	
3	Total Full-Time Emergency Management Services Em						

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 2012 - 2013
Date: March 24, 2014
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
Emergency: (630) 208-8911
Office: (630) 232-5985
FAX: (630) 232-7408

March 24, 2014

STEP 4B: 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.

STEP 5: 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.

STEP 6: 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.

STEP 7: PLAN DISSEMINATION

- The EEOP will be posted prominently within the staff work area of the Emergency Operations Center.
- 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 (NON ELECTED DEPARTMENT) – 2012 ENVIRONMENTAL AND WATER RESOURCES

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)	6 100%	0 0%	3 50%	0 0%	0 0%	0 0%	0 0%	3 50%	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.										

3/14/2014

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 (NON ELECTED DEPARTMENTS) – 2012 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 %	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 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% -8.9%	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 Development/Water Resources - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Development/Water Resources							
OT	20110053	ADERMAN, BRUCE J	M	White	03 Technicians	8/2/2011	8/30/2013
FT	20000026	HAJEK, SCOTT R	M	White	02 Professionals	3/1/2000	
FT	20040056	MORA, ESMERALDA	F	Hispanic or Latino	06 Administrative Support	4/1/2004	
FT	19890030	SCHUCH, PAUL M	M	White	02 Professionals	6/19/1989	
FT	20060208	WOLLNIK, JODIE L	F	White	02 Professionals	12/1/2006	
4	5	Total Full-Time Development/Water Resources Emplo					

Ethnic Detail for Environmental Management - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Environmental Management							
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
PT	20000195	JAKUBAITIS, HEIDI J	F	White	06 Administrative Support	9/5/2000	
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
5	Total Full-Time Environmental Management Employ						

COUNTY OF KANE

DIVISION OF ENVIRONMENTAL & WATER RESOURCES

Kenneth N. Anderson, Jr.
Director



County Government Center

719 S. Batavia Avenue
Geneva, IL 60134

www.co.kane.il.us

Environmental & Water
Fax:

(630) 208-5118
(630) 208-3837

April 3, 2014

To: Susan Brown, KCHRD

From: Kenneth N. Anderson, Jr. Director

RE: 2012 & 2013 Equal Opportunity Plan Update - Environmental & Water Resources
Division

I am submitting this document in response to your March 20, 2014, memorandum.

The staff identified is correct during the reporting time period. (See Attached)

The category for each staff person is correct for this reporting period. (See Attached)

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.

Per your letter dated March 20, 2014, I have answered the following questions in bold as follows:

1. *The number of disciplinary actions taken against employees by race, sex, and national origin within the preceding fiscal year (FY 12 and FY 13). 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. **NONE TAKEN***
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 12 and*

*FY 13) and the number in each job category by race, sex, and national origin who were promoted or transferred. **NONE PROMOTED OR TRANSERRED***

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. **SEE 6TH PARAGRAPH ABOVE FOR RESPONSE***

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 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%	1 50%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%
Professionals (02)	3 100%	0 0%	1 33.33%	1 33.33%	0 0%	0 0%	0 0%	1 33.33%	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										

3/14/2014

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 (NON ELECTED DEPARTMENT) – 2012 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 %	50.9% 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 %	33.3% 36.7% -3.4%	0% 1.5% -1.5%	33.3% 3.8% 29.5%	0% 3.6% -3.6%	0% 0% 0%	33.3% 45.9% -12.6%	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 a employees in this job category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Finance Department does not have employees in this job category.									

3/14/2014

Ethnic Detail for Finance - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date	
Finance								
PT	20110080	CARLSTROM, LYNN M	F	White	02 Professionals			
FT	20080004	ESTATE OF HANSEN II, JAMES W	M	White	02 Professionals	10/3/2011		
FT	20000150	KEOVONGSAK, TIMOTHY S	M	Asian	06 Administrative Support	12/17/2007	11/2/2013	
FT	20050070	PATTELLI, CHERYL R	F	White	01 Official/Administration	7/31/2000		
FT	20070212	ROSSMAN, CHRISTOPHER M	M	White	01 Official/Administration	4/4/2005	7/27/2012	
FT	20070142	WAGGONER, ERICA M	F	White	02 Professionals	12/10/2007		
6	Total Full-Time Finance Employees							
FT		BELTRAN, LEONARDO	M	HISPANIC/LATINO	02 Professionals	5/5/2008	6/14/2013	

KANE COUNTY FINANCE DEPARTMENT
EEO ANALYSIS
NARRATIVE UTILIZATION ANALYSIS – 2012

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 six individuals.

White males and females are underutilized by -3.4% or greater in two out of three job categories for females and three out of three categories for males. Out of a total of six positions, there are 2 white females and 2 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 in all 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.

Hispanic males are underrepresented by -4.6% or greater when compared to community statistics in the Officials/Executive and Office/Clerical job categories. Out of a total of six positions, there is one Hispanic male employed in the finance department. Hispanic females are underrepresented by -3.8% 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.

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 six 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

No disciplinary actions have been issued during 2012.

Promotions/Transfers

During 2012, no promotions or transfers took place.

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 (NON ELECTED DEPARTMENT) – 2012 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)	16 100%	1 6.25%	3 18.75%	0 0%	0 0%	0 0%	2 12.50%	8 50%	2 12.50%	0 0%	0 0%
Professionals (02)	42 100%	0 0%	7 16.67%	0 0%	0 0%	0 0%	7 16.67%	25 59.52%	2 4.76%	1 2.38%	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)	10 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 20%	8 80%	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.										

4/7/2014-Revised

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 (NON ELECTED DEPARTMENT) – 2012 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 %	18.75% 54.5% -35.75%	6.25% 1.6% 4.65%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	50% 30.8% 19.20%	12.50% 1.2% 11.30%	12.50% 3.8% 8.70%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	16.67% 36.7% -20.03%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	59.52% 45.9% 13.62%	16.67% 1.4% 15.27%	4.76% 4.3% 0.46%	2.38% 2.7% -0.32%	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% -.1%	20% 42.5% -22.5%	0% 4% -4%	80% 12.5% 67.5%	0% 1.3% -1.3%	0% .1% -.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 - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Health							
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	20030074	AZHER, MUNEEZA	F	Asian	02 Professionals	5/6/2003	
PT	20050190	BECK, ANNE J	F	White	02 Professionals	9/1/2005	10/31/2011
FT	20050169	BEDNARZ, RITA C	F	White	02 Professionals	8/8/2005	
FT	20060181	BIEDRZYCKI, CYNTHIA M	F	White	02 Professionals	2/16/2007	5/3/2013
FT	20040247	BOLINE, SARA J	F	White	02 Professionals	12/6/2004	
PT	20060156	BROWN, JUANITA A	F	Hispanic or Latino	02 Professionals	8/28/2006	10/18/2013
FT	20060016	BROWN, KRISTINA J	F	White	02 Professionals	1/9/2006	
FT	19950050	DEL TORO, OLGA M	F	Hispanic or Latino	06 Administrative Support	4/3/1995	
FT	20010084	DOBBS, CLAIRE B	F	White	01 Official/Administration	4/17/2001	11/9/2012
FT	20050038	DURCZAK, JOSEPH B	M	White	02 Professionals	2/14/2005	
FT	20070164	EDER, DANIEL	M	White	02 Professionals	9/7/2007	
FT	19980114	EINEKE, ALVINA	F	White	01 Official/Administration	7/6/1998	8/12/2011
FT	20070154	FEARDAY, JENNIFER A	F	Hispanic or Latino	01 Official/Administration	8/16/2007	
FT	20060104	FERRISS, DIANE L	F	White	01 Official/Administration	5/22/2006	
FT	19930075	FIGUEROA, SOL DAMARIS	F	Hispanic or Latino	06 Administrative Support	9/7/1993	
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	20070198	FOSSER, KATHLEEN L	F	White	01 Official/Administration	2/13/2011	
FT	19930117	GONZALEZ, JUANITA	F	Hispanic or Latino	06 Administrative Support	11/29/1993	
FT	19970079	HEATON, THERESA M	F	White	01 Official/Administration	4/16/1997	
FT	20120016	HICKS, MICHELLE D	F	Black	02 Professionals	3/19/2012	
FT	20060152	HOFF, CHRISTOPHER R	M	White	01 Official/Administration	8/16/2006	12/20/2013
FT	20000180	ISAACSON, MICHAELA	M	White	01 Official/Administration	8/21/2000	
FT	20050029	JEFFERS, BARBARA J	F	Black	01 Official/Administration	2/1/2005	
FT	20040025	JOHNSON, KRISTIN A	F	White	02 Professionals	12/1/2003	
FT	19950052	JULIEN, ANNETTE	F	Black	02 Professionals	4/3/1995	
PT	20050042	KANE, CHERYL K	F	White	02 Professionals	4/18/2002	

Ethnic Detail for Health - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Health							
FT	20060131	KUEHNERT, PAUL L	M	White	01 Official/Administration	6/26/2006	6/1/2012
FT	20120032	LA BEE, MARY S	F	White	02 Professionals	5/29/2012	9/23/2013
FT	20070046	LEWIS, CIELITA S	F	Black	02 Professionals	3/16/2007	3/29/2012
FT	19910005	LOPEZ, BEVERLY	F	White	06 Administrative Support	1/2/1991	
FT	20030191	MARISHTA, ALKETA L	F	White	01 Official/Administration	10/29/2003	
FT	19880039	MEAD, VICTOR L	F	White	02 Professionals	10/20/1988	
FT	20070068	MILLER, LENORA	F	Black	02 Professionals	10/3/2011	1/11/2013
FT	19930079	MILLET, YVETTE M	F	Hispanic or Latino	06 Administrative Support	9/20/1993	
FT	20060161	MOLNAR, NEAL O	M	White	02 Professionals	9/5/2006	
FT	20070082	MOSHIER, CAROLA	F	White	02 Professionals	5/21/2007	3/2/2012
FT	19930012	MURPHY, NANCY O	F	White	02 Professionals	2/16/1993	
FT	20060040	ODRISCOLL, MICHAEL J	M	White	02 Professionals	2/14/2006	7/6/2011
FT	19940005	OKAPAL, JULIANA R	F	White	02 Professionals	1/3/1994	
FT	19980120	ONWUTA, UCHENNA S	F	Black	02 Professionals	7/6/1998	
FT	20000235	PEEL, BEVERLY A	F	White	02 Professionals	11/13/2000	11/30/2012
FT	19980247	PINA, MARI E	F	Hispanic or Latino	01 Official/Administration	12/14/1998	
FT	19990038	PIZANO, HELEN	F	Hispanic or Latino	06 Administrative Support	2/4/1999	7/8/2013
FT	20040263	POSADA VELASCO, ADRIANA	F	Hispanic or Latino	02 Professionals	12/20/2004	
FT	20030023	REYNA, TERESA A	F	White	02 Professionals	2/10/2003	
FT	19930081	ROMAN, TERESA	F	White	06 Administrative Support	9/20/1993	
FT	20110085	ROTHMEYER, JACOB M	M	White	06 Administrative Support	11/14/2011	5/18/2012
FT	20100036	RUBIA, GRACE E	F	Black	01 Official/Administration	6/7/2010	10/4/2011
FT	20080145	RYNDAK, ARLENE M	F	White	01 Official/Administration	9/8/2008	
PT	19870002	SARRO LOWE, LORI	F	White	02 Professionals	1/26/1987	
FT	20070025	SCHLEICHER, MARY E	F	White	02 Professionals	2/5/2007	
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	20010263	SHARP, JULIE M	F	White	02 Professionals	11/13/2001	
FT	20110057	SNOWDEN, KINNELL J	M	Black	01 Official/Administration	8/22/2011	

Ethnic Detail for Health - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Health							
FT	19970150	SPANGLER, KATHLEEN A	F	White	02 Professionals	8/4/1997	
FT	19860013	SWANSON, ELIZABETH	F	White	02 Professionals	9/2/1986	
FT	20050152	SWEDBERG, KATHY A	F	White	02 Professionals	9/5/1989	
FT	19940131	TIJERINA, SILVIA	F	Hispanic or Latino	06 Administrative Support	11/14/1994	
FT	20020123	VERZAL, SHARON L	F	White	01 Official/Administration	8/26/2002	
FT	20060190	VIYUOH, DAISY A	F	Black	02 Professionals	10/16/2006	
FT	20010018	WALSH, JEANNETTE M	F	White	02 Professionals	1/18/2001	
FT	19980107	WIEGEL, JULIE A	F	White	01 Official/Administration	6/29/1998	
FT	19910065	WOOTEN, JUNE C	F	Black	02 Professionals	12/16/1991	12/2/2013
FT	20050210	ZAWACKI, JEANNETTE M	F	White	02 Professionals	4/1/2007	
FT	19940132	ZWART, JUDITH M	F	White	02 Professionals	11/14/1994	

68 82 Total Full-Time Health Employees



NARRATIVE UTILIZATION ANALYSIS SFY12

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, 2011 – June 30, 2012**:

White Males in three 3 job categories -	Officials/Executive	-35.75%
	Professionals	-20.03%
	Office/Clerical	-27.6%
Black Males in three 2 job categories -	Professionals	-1.5%
	Office/Clerical	-1.7%
Hispanic Males in three 3 job categories -	Officials/Executive	-4.6%
	Professionals	-3.8%
	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	-1.1%
White Females in one 1 job category -	Office/Clerical	-22.5%
Black Females in one 1 job categories -	Office/Clerical	-4.0%
Asian/Pac. Islander Females in 3 categories -	Officials/Executive	-1.3%
	Professionals	-3.2%
	Office/Clerical	-1.3%
Amer. Indian/Alaska Nat. Females in 1 Category	Office/Clerical	-1.1%

Kane County Health Department's employment statistics have remained fairly stable during this analysis period due to the County's hiring freeze. The only deviation from this situation would be when critical positions become vacant they are recruited and hired. Otherwise, active recruitment or hiring is not possible for non-critical positions during this reporting period.

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 5% 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.



RECRUITMENT SOURCE LIST

Extra – bi-lingual English/Spanish (Chicago Hispanic Market publication & website)

Government Finance Officers Association (website)

Illinois City/County Management Association (website)

Illinois Department of Public Health (website)

Illinois Public Health Association (website)

Kane County (website)

Kane County Chronicle (publication & website)

National Association of County & City Health Officials (website)

Nursing Spectrum (publication & website)

Public Health Employment Connection (website)

University Career Fairs

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

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 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%	1 50%	0 0%	0 0%	0 0%
Professionals (02)	2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	1 50%	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)	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 100%	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.										

3/14/2014

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 (NON ELECTED DEPARTMENT) – 2012 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%	50% 30.8% 19.20%	50% 1.2% 48.8%	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%	50% 45.9% 4.1%	0% 1.4% -1.4%	50% 4.3% 45.7%	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%	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 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									

Ethnic Detail for Human Resource Management - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Tenn Date</u>
Human Resource Management							
FT	19980132	ACHILLES, ELLEN L	F	White	06 Administrative Support	7/27/1998	6/28/2013
FT	19900014	ANDERSON, MAUREEN R	F	White	01 Official/Administration	3/12/1990	6/3/2013
FT	20070204	CLARK, PATRICIA A	F	Hispanic or Latino	02 Professionals	11/16/2007	
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	19920031	MCCRAVEN, SHEILA	F	Black	01 Official/Administration	7/1/1992	
FT	20110001	PETERSON, JENNIFER L	F	White	02 Professionals	1/10/2011	1/7/2013
7	Total Full-Time Human Resource Management Emplo						

Human Resource Department 2012

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 significant 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 is no male currently employed in the Human Resource Department. There is underutilization in the Hispanic female by -3.8% and Asian/Pacific Islander by -1.3%. 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 again show underutilization in all male categories because there are no males currently employed in this department. There is a higher than average percentage of utilization in White females (4.1%) and in Hispanic females (45.7%). There is underutilization in the Black female category (-1.4%), and the Asian/Pac. Islander (-2.7%). Because there are only two individuals in the category, it is impossible to have representation in all of the categories.

In the Office/Clerical category, the workforce percentages again show underutilization in all male categories because there are no males currently employed in this department. There is a higher than average utilization in White females (57.5%), but a lower than average utilization in Black females (-4%), Hispanic females (-12.5%), Asian/Pac. Islander (-1.3.7%), and Amer. Indian/Alaska Nat. (-.1%). Because there are only three positions in the Human Resource Department that fit into this category, it is impossible to have representation in all of the categories.

Turnover in the Human Resource Management Department is extremely low. Government jobs offer a low starting salary, in comparison to private employers. It is possible that this discourages 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 were no promotions or transfers 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 (NON ELECTED DEPARTMENT) – 2012 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 66.667%	0 0%	0 0%	0 0%	0 0%	1 33.333%	0 0%	0 0%	0 0%
Professionals (02)	28 100%	3 10.71%	18 64.29%	0 0%	0 0%	0 0%	0 0%	7 25%	0 0%	0 0%	0 0%
Technicians (03)	8 100%	0 0%	6 75%	0 0%	0 0%	0 0%	0 0%	1 12.5%	0 0%	1 12.50%	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.										

4/7/2014-Revised

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 (NON ELECTED DEPARTMENT) – 2012 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 %	66.667% 54.5% 12.167%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	33.333% 30.8% 2.533%	0% 1.2% -1.2%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	64.29% 36.7% 27.59%	10.71% 1.5% 9.21%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	25% 45.9% -20.90%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	75% 38.7% 36.3%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	12.5% 37.4% -24.9%	0% 1.5% -1.5%	0% 5.3% -5.3%	12.5% 2.6% 9.9%	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 - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Information Technologies							
FT	19870007	AHMED, MAZHER	F	Asian	03 Technicians	3/2/1987	
FT	20050022	ANDERSON, MICHAEL D	M	White	03 Technicians	1/24/2005	
FT	20080141	ARDELEAN, CHRISTOPHER L	M	White	02 Professionals	1/6/2011	
FT	19800001	BANAS, TARRI D	F	White	02 Professionals	1/28/1980	
FT	20110051	BROWN, MARCUS	M	Black	02 Professionals	7/5/2011	8/16/2012
FT	19960124	BULKLEY, WILLIAM D	M	White	02 Professionals	6/24/1996	8/31/2012
FT	19930111	CHIDESTER, LORRAINE F	F	White	01 Official/Administration	11/16/1993	
FT	19830011	ERICKSON, GARY R	M	White	02 Professionals	8/23/1983	
FT	20020093	FAHNESTOCK, ROGER A	M	White	01 Official/Administration	7/1/2002	
FT	20040008	FRANKLIN, ANTHONY	M	Black	02 Professionals	1/7/2004	
FT	20050222	GARZA, BARBARA J	F	White	02 Professionals	10/3/2005	
FT	20100070	GIER, WITTE W	M	White	02 Professionals	10/18/2010	10/26/2012
FT	20050147	GWILLIM, ERIC C	M	White	02 Professionals	7/1/2005	
FT	19890005	HANSON, PATRICIA A	F	White	06 Administrative Support	1/17/1989	1/17/2014
FT	19990266	KLOESE, JONATHAN D	M	White	02 Professionals	11/16/1999	
FT	19890032	KOLEK, SANDRA L	F	White	06 Administrative Support	6/26/1989	
FT	20050166	KRUEGER, NICHOLAS J	M	White	03 Technicians	8/1/2005	
FT	19990067	LAKE, WILLIAM D	M	White	02 Professionals	3/17/1999	
FT	20050167	MILLEN, DANIEL R	M	White	03 Technicians	8/1/2005	3/16/2012
FT	20050200	MUELLER, DONNA J	F	White	06 Administrative Support	9/6/2005	
OT	20120005	MUELLER, MATTHEW J	M	White	03 Technicians	2/1/2012	2/7/2012
FT	20120033	MULLINS, MICHAEL D	M	White	03 Technicians	6/4/2012	
FT	19970171	NEITZEL Jr, PAUL L	M	White	02 Professionals	9/2/1997	3/28/2014
FT	19970086	NEUENKIRCHEN Jr, DAVIS E	M	White	02 Professionals	4/28/1997	
FT	19920055	NICOSKI, THOMAS S	M	White	01 Official/Administration	11/1/1992	
FT	19900018	PETOSKEY, PAMELA J	F	White	03 Technicians	3/15/1990	
FT	19790018	PHILLIPS, DEBORAH A	F	White	06 Administrative Support	10/22/1979	
FT	20050150	PINTACURA, SALVATORE T	M	White	03 Technicians	7/1/2005	
FT	19760011	POMPA, KIM D	F	White	02 Professionals	8/13/1976	2/18/2014

Ethnic Detail for Information Technologies - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Information Technologies							
FT	20060047	RADMAN, EDWARD M	M	White	02 Professionals	6/1/2006	
FT	20010127	REED, JILL A	F	White	06 Administrative Support	6/1/2001	
FT	20080116	ROBERTSON, MATTHEW	M	White	02 Professionals	7/14/2008	10/17/2011
FT	20100046	SENER, SCOTT E	M	White	02 Professionals	7/26/2010	
FT	19990047	SHIVE, ROBERT M	M	White	02 Professionals	2/16/1999	
FT	20110036	SHULER, DAVID P	M	White	02 Professionals	5/9/2011	5/31/2013
FT	19890065	SIENKIEWICZ, ELLEN L	F	White	02 Professionals	11/14/1989	
FT	20040013	SMITH, ANDREW J	M	White	02 Professionals	1/12/2004	
FT	19810001	STOVER, PEGGY I	F	White	02 Professionals	1/1/1981	
FT	19980006	STRIKE, MITZIA	F	White	02 Professionals	1/5/1998	
FT	20110037	TEDDER, ADAM L	M	White	02 Professionals	5/9/2011	
FT	19790019	TOLLESTRUP, JANINE M	F	White	02 Professionals	10/22/1979	6/28/2013
FT	20000055	VERACHTERT, JASON C	M	White	03 Technicians	4/17/2000	
FT	20020005	ZAKOSEK, JOHN	M	White	02 Professionals	1/6/2002	

Total Full-Time Information Technologies Employees

45 / 48
 FT
 FT
 FT

MARSZALEK, PETER
 SCONIERS, LARRY
 POMPA, LINDSAY

M White
 M BLACK
 F WHITE

02 PROFESSIONALS
 02 PROFESSIONALS
 06 ADMIN SUPPORT

2/20/2007
 5/17/2010 5/19/2010
 4/3/2005

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: April 7, 2014

To: Susan Brown, Assistant Director – Human Resource Management

From: Roger A. Fahnestock

Re: EEO Report for Information Technologies Department - 2012

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. 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 & Amer. Indian/Alaska Nat. Also in the White Female Categories all were negative. 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 (2012) is as follows:

One White Male was terminated.

2. Number of employees in each job category who made application for promotion or transfer within Fiscal Year (2012)

Two White Male were promoted – Professionals

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

PART II. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 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)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	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)	19 100%	0 0%	6 31.578%	0 0%	0 0%	0 0%	0 0%	9 47.368%	3 15.790%	1 5.264%	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.											

3/14/2014

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 (NON ELECTED DEPARTMENT) – 2012 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 %	0% 54.5% -54.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	1000% 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 %	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 %	31.578% 52.1% -20.522%	0% 0% 0%	0% 0% 0%	0% 0% 0%	0% 0% 0%	47.368% 39.4% 7.968%	0% 0% 0%	15.790% 8.4% 7.390%	5.264% 0% 5.264%
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.									

3/14/2014

Ethnic Detail for Kane Comm - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Kane Comm							
FT	19990179	BAUSTIAN, JENNIFER N	F	White	01 Official/Administration	8/23/1999	12/3/2012
FT	20010254	BRIGGS, COREY A	M	White	05 Protective Services: Non Sworn	3/12/2006	10/18/2013
FT	20120024	COBB, BRIAN S	M	White	05 Protective Services: Non Sworn	4/30/2012	10/27/2012
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	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	20080069	JONES, NINA	F	White	05 Protective Services: Non Sworn	5/5/2008	
FT	20030173	KLEIN, JUDY K	F	White	05 Protective Services: Non Sworn	9/22/2003	
FT	20120025	KRUG, PATRICIA A	F	White	05 Protective Services: Non Sworn	4/30/2012	5/9/2012
FT	19930060	LEMONS, MICHELLE K	F	White	05 Protective Services: Non Sworn	8/16/1993	
FT	20080103	LINDER, WILLIAM M	M	White	05 Protective Services: Non Sworn	6/19/2008	
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	20070043	SCHROEDER, MICHELLE A	F	Hispanic or Latino	05 Protective Services: Non Sworn	3/5/2007	
FT	20120068	SPARKS, ELIZABETH I	F	Asian	05 Protective Services: Non Sworn	9/12/2012	11/20/2012
FT	20080120	THEIS, EMILY F	F	White	05 Protective Services: Non Sworn	8/4/2008	
FT	20050207	WRIGHT, DAVID W	M	White	05 Protective Services: Non Sworn	9/13/2005	
FT	20100030	ZAMEDA, JOANNA	F	White	05 Protective Services: Non Sworn	4/21/2010	

20 22 Total Full-Time Kane Comm Employees

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: 03/31/2014

To: Assistant Director Susan Brown

From: Deputy Director Michelle Guthrie

Re: Equal Employment Opportunity Plans 2012-2013

The data for the Equal Employment Opportunity Plan for Kane County Emergency Communications 2012 and 2013 is attached. While there was minimal information in our department's personnel files from the previous director, Director Sauer and I have reviewed and completed the requested forms to the best of our knowledge.

Testing for employment with KaneComm has been contracted in the past, with the most recent test administered in 2008. Since 2009, all new employees have had experience and been hired from other communications centers. In May of 2013, Director Sauer hired three telecommunicators from Montgomery Dispatch due to the agency's closing. One of our future goals is to find an appropriate testing application system and keep a list of potential candidates. KaneComm has listed job openings requesting telecommunicators with experience internally on the county website as well as on the following public safety websites:

- The Thin Blue Line <http://www.thethinblueline.net/>
- APCO International <http://www.apcointl.org/>
- NENA <http://www.nena.org/>

Application for Promotion or Transfer in 2012

MALE

FEMALE

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

KEY

B - Black
W - White
H - Hispanic

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

Actual Promotion or Transfer in 2012

MALE

FEMALE

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

KEY

B - Black
W - White
H - Hispanic

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

Disciplinary Actions 2012

Job Category		TOTAL	MALE				FEMALE					
			B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Written Reprimands	2012	2 100%	0 0%	2 100%	0 0%							

Disciplinary Actions 2013

Job Category		TOTAL	MALE				FEMALE					
			B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Written Reprimands	2013	3 100%	0 0%	3 100%	0 0%							

Job Category		TOTAL	MALE				FEMALE					
			B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Suspension (1, 2, 5 day period)	Same employee	1 100%	0 0%	1 100%	0 0%							

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 (NON ELECTED DEPARTMENT) – 2012 KCDEE 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%	1 25%	3 75%	0 0%	0 0%	0 0%
Professionals (02)	24 100%	0 0%	3 12.5%	2 8.34%	0 0%	0 0%	3 12.5%	11 45.83%	5 20.83%	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)	6 100%	0 0%	0 0%	0 0%	0 0%	0 0%	2 33.333%	2 33.333%	2 33.333%	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.										

3/14/2014

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 (NON ELECTED DEPARTMENT) – 2012 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%	75% 30.8% 44.20%	25% 1.2% 23.8%	0% 3.8% -3.8%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	12.5% 36.7% -24.2%	0% 1.5% -1.5%	8.34% 3.8% 4.54%	0% 3.6% -3.6%	0% 0% 0%	45.83% 45.9% -0.07%	12.5% 1.4% 11.1%	20.83% 4.3% 16.53%	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 %									
	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%	33.333% 42.5% -9.167%	33.333% 4% 29.333%	33.333% 12.5% 20.833%	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.									

3/14/2014

Ethnic Detail for KCDEE - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
KCDEE							
FT	20020141	ADAMS, RODNEY J	M	White	02 Professionals	9/16/2002	
FT	20100034	ALICEA-SANTIAGO, KARLA	F	Hispanic or Latino	02 Professionals	5/10/2010	7/12/2012
FT	19740003	BANKER, DEBORAH A	F	White	02 Professionals	1/15/1974	
FT	20020126	BECKSTROM, MARK S	M	White	02 Professionals	9/1/2002	
FT	20080072	BELTRAN, LEONARDO	M	Hispanic or Latino	02 Professionals	5/5/2008	6/14/2013
FT	20100053	BOWMAN, EVELYN	F	Hispanic or Latino	02 Professionals	8/9/2010	9/6/2011
FT	19860017	COOPER, DIANE	F	White	02 Professionals	9/29/1986	6/28/2013
FT	20110003	DELGADO, MARIA V	F	Hispanic or Latino	02 Professionals	1/10/2011	6/7/2013
FT	20020156	GALVAN, MARIA E	F	Hispanic or Latino	06 Administrative Support	10/1/2002	7/29/2011
FT	19810010	GARCIA JIMENEZ, GLADYS	F	Hispanic or Latino	02 Professionals	4/1/1981	12/31/2013
FT	20020008	GLOVER, LILLIE M	F	Black	06 Administrative Support	1/8/2002	7/29/2011
FT	20020146	GUTIERREZ, ALICIA	F	Hispanic or Latino	02 Professionals	9/16/2002	
FT	20070110	HERNANDEZ, JESSE S	M	Hispanic or Latino	02 Professionals	6/18/2007	
FT	20020129	HIBBARD, ARLENE K	F	White	06 Administrative Support	9/1/2002	7/29/2011
FT	20090073	HUTCHINS, LINDSAY S	F	White	01 Official/Administration	10/26/2009	
FT	20100069	KNAPP, VIRGINIA L	F	White	01 Official/Administration	10/18/2010	
FT	20130063	LINDLEY, RACHEL C	F	Black	02 Professionals	6/17/2013	8/2/2013
FT	20100054	MADDING, TENITA M	F	Black	02 Professionals	8/9/2010	1/20/2012
FT	20100018	MCDONNELL, TRACY E	F	White	01 Official/Administration	3/1/2010	8/2/2013
FT	20100022	MCINTOSH, CHRISTINA	F	Hispanic or Latino	02 Professionals	3/1/2010	9/24/2012
FT	20130110	MCPAHAN, TONYA A	F	White	02 Professionals	9/3/2013	10/25/2013
FT	20020049	MELKA, CAROLYN R	F	White	02 Professionals	12/17/2001	11/25/2011
FT	20130071	PEREZ, SARAH K	F	White	02 Professionals	6/26/2013	11/6/2013
FT	20100057	PINEDA, MARY K	F	White	02 Professionals	8/23/2010	11/29/2012
FT	19890046	PLACEK, STEVEN T	M	White	02 Professionals	9/1/1989	
FT	19980227	REINHARDT, DEE A	F	White	02 Professionals	11/9/1998	7/29/2011
FT	19950116	ROBINSON, RENATA	F	Black	01 Official/Administration	7/17/1995	
FT	20110004	ROMERO, CARLOS	M	Hispanic or Latino	02 Professionals	1/10/2011	
FT	20030143	SCHINDLBECK, BRENDA J	F	White	02 Professionals	8/18/2003	6/20/2013

Ethnic Detail for KCDEE - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
KCDEE							
FT	20100021	STADTHERR, SHAWNA G	F	White	06 Administrative Support	3/1/2010	1/30/2012
FT	19980192	TERRY, NANCY A	F	White	02 Professionals	9/14/1998	2/28/2013
FT	20020133	THOMAS, LUGENIA C	F	Black	02 Professionals	9/1/2002	7/29/2011
FT	20020085	WALL, KATHLEEN M	F	White	02 Professionals	6/10/2002	
FT	20100017	WILLIAMS, MELISSA D	F	Black	02 Professionals	2/23/2010	3/28/2014
FT	20060146	YAPEJIAN, MARY	F	White	02 Professionals	8/1/2006	
34 / 35	Total Full-Time KCDEE Employees			F WHITE	02 PROFESSIONALS	2/13/2011	
FT	FOSSER, KATHY						

**KANE COUNTY DEPARTMENT OF EMPLOYMENT AND EDUCATION
2012 & 2013 Equal Opportunity Plan Update
July 1, 2011 through June 30, 2013**

A comparison of the Kane County Department of Employment and Education's workforce to the community labor statistics for Kane County indicates under utilization White, Black, Hispanic, American Indian, Asian or Pacific males.

After reviewing the results of the utilization analysis, the Department has identified the need to actively recruit more males for administrative and professional positions. The Department will make every effort to hire qualified males for open positions. Traditionally, more females apply for these jobs rather than qualified males.

It has long been recognized that recruitment and hiring of males for any available positions is difficult. The majority of the males the Department has employed aspire to gain experience with the Department and then move on to other opportunities. These positions are viewed as "social service" positions which make retention of these individuals challenging. Different marketing techniques will be utilized to introduce qualified males to the field.

OBJECTIVE

The Kane County Department of Employment and Education is committed to continuing to make its workforce profiles reflect the available labor force in the community. The Department will make every effort to recruit qualified males from career fairs, advertisements, job postings and from our Workforce Investment Act registrants.

REPORTS

As mandated by the U.S. Department of Labor, the following information has been updated for the reporting period of 7/1/2011 through 6/30/2013.

1. There has been one instance of employee disciplinary action performed in PY11 and FY12 by means of a written and oral reprimand during the reporting period.

Fiscal Year	Race	Sex
FY12	Hispanic	Male
FY13	Hispanic	Male

2. There have been two promotional opportunities during the reporting period. Two females were promoted from a professional position to an administrative position.

Fiscal Year	Race	Sex
FY12	White	Female
FY13	White	Female

3. The Department follows the employment policies and hiring practices set forth by Kane County and all job applicants must complete the Kane County employment application. Applicants are selected for interview by selecting the best qualified participants from resumes and Kane County applications that were submitted for review. After the interview process and reference checks are completed the best qualified applicant is selected for employment.

Below is the list of publications and/or websites that job openings may be posted or published in to assist in recruitment efforts for our Department:

- Kane County Website
- KCDEE website (linked to the Kane County website)
- Illinois Department of Employment Security - Illinois JobLink
- Illinois workNet Centers - Career Resource Centers
- Chicago Tribune
- Daily Herald
- Courier News
- Beacon News
- Kendall County Record
- Oswego Ledger-Sentinel
- Plano Record
- Sandwich Record
- DeKalb Chronicle
- Kendall County Chronicle
- Reflejos
- Career Builder
- Facebook
- Indeed

The Department includes the statement "Illinois workNet Centers are an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities upon request" on all job postings, advertisements/marketing and notifications.

PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 COMMUNITY REINVESTMENT

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)	4 100%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	3 75%	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.										

3/13/2014

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 (NON ELECTED DEPARTMENT) – 2012COMMUNITY 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 %	25% 36.7% -11.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	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 %	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 Community Reinvestment - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp.No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Community Reinvestment							
FT	20100028	BECK, JOSHUA	M	White	02 Professionals	4/5/2010	
FT	19990139	BERGER, SCOTT W	M	White	01 Official/Administration	7/16/1999	
FT	20040237	COYNE, AMY R	F	White	02 Professionals	12/1/2004	
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	
5	Total Full-Time Community Reinvestment Employees						

KANE COUNTY OFFICE OF COMMUNITY REINVESTMENT

UTILIZATION ANALYSIS

July 1, 2011 - June 30, 2012 & July 1, 2012 - June 30, 2013

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; White Males (-11.7%) and 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 (29.1%) 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 (NON ELECTED DEPARTMENT) – 2012 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%	0 0%	0 0%	0 0%	0 0%	1 10%	8 80%	1 10%	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.										

3/27/2014-Revised

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) – 2012 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%	78.571% 42.5% 36.071%	0% 4% -4%	14.286% 12.5% 1.786%	7.143% 1.3% 5.843%	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.									

Ethnic Detail for Supervisors of Assessment - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Supervisors of Assessment							
OT	20110071	ABELL, MICHELLE R	F	White	01 Official/Administration	9/12/2011	
FT	19930010	ABRAMS, JEAN M	F	White	06 Administrative Support	2/16/1993	2/3/2012
FT	20040123	ARMSTRONG, MARK D	M	White	01 Official/Administration	6/8/2004	
OT	20100056	BARRETT, LEE	M	White	01 Official/Administration	6/22/2010	
OT	20110070	BAUER, PAUL	M	White	01 Official/Administration	9/12/2011	
OT	20060117	BECKER, CHAD S	M	White	06 Administrative Support	6/9/2006	
OT	20010066	BIDDLE, ROGER L	M	White	01 Official/Administration	4/1/2001	
FT	20050173	BINGMAN, JODI A	F	White	01 Official/Administration	8/16/2005	
OT	20110069	CARBONE, MICHAEL J	M	White	01 Official/Administration	9/12/2011	
OT	20090044	CLAYTON, JAMES R	M	White	01 Official/Administration	9/4/2009	
FT	20120031	COLLINS, KARI L	F	White	06 Administrative Support	6/4/2012	8/16/2013
OT	20090045	CURTIS, LAURAA	F	White	01 Official/Administration	9/4/2009	8/24/2011
PT	19860007	DAY, CHARLES E	M	White	01 Official/Administration	5/13/1986	8/7/2013
OT	20030050	DEMILIO, LISA M	F	White	06 Administrative Support	7/28/2006	6/3/2013
FT	20010047	DEW, BARBARA A	F	White	06 Administrative Support	3/1/2001	
FT	19900049	DORAN, BEV A	F	White	01 Official/Administration	10/1/1990	
FT	20120048	ESPARZA-VIVEROS, ELIA	F	Hispanic or Latino	06 Administrative Support	8/6/2012	9/5/2012
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	
FT	20010048	GABRELESKI, JANICE L	F	White	06 Administrative Support	3/1/2001	
PT	19890031	GOULD, ELDON	M	White	01 Official/Administration	6/26/1989	
FT	19990099	GRATTON, CATHERINE M	F	White	06 Administrative Support	5/17/1999	
OT	20090046	HALL, KATHLEEN A	F	White	01 Official/Administration	9/4/2009	
OT	20110068	HOUGH, WILLIAM R	M	White	01 Official/Administration	9/12/2011	
FT	19890045	HUBER, ROBIN M	F	White	06 Administrative Support	9/1/1989	
FT	20050148	JOHNSON, SANDRA R	F	White	06 Administrative Support	7/1/2005	5/31/2012
FT	19900053	KING, DONNA L	F	White	01 Official/Administration	11/1/1990	
OT	19970112	KONSTANS, CONSTANTINE	M	White	01 Official/Administration	6/11/1997	
OT	20110073	MADZIAREK, MICHAEL E	M	White	01 Official/Administration	9/12/2011	

Ethnic Detail for Supervisors of Assessment - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Supervisors of Assessment							
PT	19900055	MCMURRAY, LINDA	F	White	01 Official/Administration	11/13/1990	5/21/2012
OT	20110072	MELZE, SHERRY L	F	White	01 Official/Administration	9/12/2011	
PF	19880042	NEPERMANN, JOHN	M	White	01 Official/Administration	12/1/1988	
OT	19950100	ORIN, JOHN S	M	White	01 Official/Administration	6/13/1995	
FT	19980207	ORLANDO, SANDRA A	F	White	06 Administrative Support	10/1/1998	
FT	19910009	RICHARDSON JONES, DONNIE M	F	Black	06 Administrative Support	2/16/1991	
PT	19960234	SCHOENGART, CAROL J	F	White	01 Official/Administration	12/1/1996	
PT	20090047	SCHULENBURG, KEVIN J	M	White	01 Official/Administration	9/4/2009	
OT	20090048	SULLIVAN, TIMOTHY	M	White	01 Official/Administration	9/4/2009	
OT	20050138	WILLEY, KACY M	F	White	06 Administrative Support	6/1/2007	6/3/2013
FT	19910048	WINTER, HOLLY A	F	White	01 Official/Administration	9/3/1991	
OT	20060096	WINTER, RACHEL I	F	White	06 Administrative Support	6/6/2006	
OT	19960245	WOLFE, DONALD S	M	White	01 Official/Administration	12/2/1996	
OT	19960245	WOLFE, DONALD S	M	White	01 Official/Administration	12/2/1996	
43	Total Full-Time Supervisors of Assessment Employees						

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 1, 2014

Re: EEOP Plan for County Assessment Office

(July 1, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2013)

I am in receipt of the 2012 and 2013 analysis of my staff (attached) and I offer the following narrative analysis of the underutilizations with a negative variance from the Community Labor Statistics:

2012

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, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2013)

Date: April 1, 2014

Page 2 of 5

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 27.6% 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 2.5% 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, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2013)
Date: April 1, 2014
Page 3 of 5

2013

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.
- 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.

To: Susan Brown, Assistant Director – Human Resource Management

Re: EEOP Plan for County Assessment Office

(July 1, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2013)

Date: April 1, 2014

Page 4 of 5

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 (eight positions)

A. White Males: This 27.6% 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.

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 12 and FY 13). 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.

To: Susan Brown, Assistant Director – Human Resource Management

Re: EEOP Plan for County Assessment Office

(July 1, 2011 to June 30, 2012 and July 1, 2012 to June 30, 2013)

Date: April 1, 2014

Page 5 of 5

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 12 and FY 13) 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 (NON ELECTED DEPARTMENT) – 2012 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)	18 100%	0 0%	14 77.78%	0 0%	0 0%	0 0%	0 0%	4 22.22%	0 0%	0 0%	0 0%
Technicians (03)	7 100%	0 0%	6 85.71%	0 0%	0 0%	0 0%	0 0%	1 14.29%	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)	34 100%	1 2.94%	31 91.18%	1 2.94%	0 0%	0 0%	0 0%	1 2.94%	0 0%	0 0%	0 0%
Service/Maintenance (08)	The Transportation Department does not have employees in the job category.										

4/3/2014-Revised

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 (NON ELECTED DEPARTMENT) – 2012 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 %	77.78% 36.7% 41.08%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	22.22% 45.9% -23.68%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	85.71% 38.7% 47.01%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	14.29% 37.4% -23.11%	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 %	91.18% 58.9% 32.28%	2.94% 1.7% 1.24%	2.94% 30% -27.06%	0% 1.9% -1.9%	0% .2% -2%	2.94% 3.2% -2.6%	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 - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Transportation							
FT	19950176	ABNER, JOHN T	M	White	07 Skilled Craft	10/2/1995	
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
FT	20130065	AUKSTOLIS, PETER W	M	White	06 Administrative Support	6/24/2013	8/30/2013
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	20010154	BOESCH, DAVID J	M	White	02 Professionals	7/9/2001	
FT	20110086	CHIDESTER, STEVE W	M	White	07 Skilled Craft	5/1/2012	
FT	20050109	COFFINBARGAR, STEVEN W	M	White	02 Professionals	6/1/2005	
FT	20010089	CULLINS, JOSEPH R	M	Black	07 Skilled Craft	12/1/2000	
FT	19960209	DICKSON, WILLIAM J	M	White	02 Professionals	11/1/1996	
FT	19890017	EDWARDS, WILLIAM G	M	White	07 Skilled Craft	4/1/1989	
FT	19980245	FILES, HEIDI M	F	White	02 Professionals	12/7/1998	
FT	20050011	FREELAND, ROBERT A	M	White	07 Skilled Craft	5/1/2006	
FT	19780005	GUDDENDORF, JOHN J	M	White	03 Technicians	6/1/1978	
FT	20130066	GUDEMAN, DREW S	M	White	06 Administrative Support	6/24/2013	8/22/2013
FT	19880036	HAINES, LINDA K	F	White	06 Administrative Support	10/3/1988	
OT	20110089	HARRIS, JOSEPH	M	Black	07 Skilled Craft	12/2/2013	3/31/2014
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	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	19980088	INGRAM, BRUCE O	M	White	07 Skilled Craft	6/1/1998	
OT	20080163	JIMENEZ JR, PURIFINO	M	Hispanic or Latino	07 Skilled Craft	12/2/2013	3/31/2014
FT	19990135	JOHNSON, RAYMOND E	M	White	03 Technicians	7/12/1999	
PT	20140018	KAKOCZKI, STEVEN E	M	White	07 Skilled Craft	2/8/2014	3/31/2014
FT	20010028	KLINICKI, ARTHUR C	M	White	02 Professionals	2/5/2001	
OT	20110088	KROG, BRUCE R	M	White	07 Skilled Craft	12/1/2013	3/31/2014

Ethnic Detail for Transportation - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>	
Transportation								
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	20080161	LINDSAY, JEREMY		M	White	07 Skilled Craft	11/3/2008	
FT	20090085	LOPEZ, SAMUEL D		M	Hispanic or Latino	07 Skilled Craft	12/1/2010	
FT	19980110	MARTIN, CYNTHIA L		F	White	03 Technicians	7/1/1998	
FT	20010255	MATHIEU, CHESTER		M	White	07 Skilled Craft	11/1/2001	
FT	20070076	MCGRAW, KEITH B		M	White	03 Technicians	5/16/2007	
FT	20090053	MIELKE, KENNETH P		M	White	03 Technicians	9/14/2009	
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	19980164	NIKA, KURT E		M	White	02 Professionals	8/17/1998	
FT	19930123	PETTIGREW, JANET A		F	White	06 Administrative Support	12/16/1993	10/12/2012
FT	20040054	PHILIPS, MARY M		F	White	06 Administrative Support	3/25/2004	
FT	19960233	RAMM, CHARLES P		M	White	07 Skilled Craft	12/1/1996	
FT	19880031	RICKERT, THOMAS B		M	White	02 Professionals	9/1/1988	
FT	19960255	RIVERA, AVA K		F	White	02 Professionals	12/16/1996	
FT	19950179	ROUSH, GARY		M	White	07 Skilled Craft	10/2/1995	
OT	20110097	RUCHTI Jr, JAMES A		M	White	07 Skilled Craft	12/2/2013	3/31/2014
FT	19970090	SCHOEDEL, CARL		M	White	01 Official/Administration	5/1/1997	
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	19890038	SCHUM, BARBARA A		F	White	06 Administrative Support	8/1/1989	
OT	20100077	SEGER, STEPHEN J		M	White	07 Skilled Craft	12/1/2011	12/16/2011
FT	19960235	SEYLLER, JAY E		M	White	03 Technicians	12/1/1996	
FT	20010265	SIROTZKE, GARY M		M	White	02 Professionals	11/16/2001	4/18/2014
FT	19730007	SLIWA, MARION A		M	White	07 Skilled Craft	12/1/1973	3/31/2012
OT	20040246	SOMMESI, GREGORY D		M	White	07 Skilled Craft	12/1/2012	3/31/2013
FT	19970226	STARCEVICH, GLENDA J		F	White	06 Administrative Support	11/18/1997	
FT	20080100	SULLIVAN, ROBERT M		M	White	02 Professionals	6/16/2008	

Ethnic Detail for Transportation - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>	
Transportation								
FT	20090036	SUNDQUIST, KEVIN D	M	White	07 Skilled Craft	11/2/2009		
FT	19880023	SZABO, THOMAS F	M	White	03 Technicians	8/1/1988		
FT	20050145	THE ESTATE OF CHRISTY BIDDLE, M	F	White	07 Skilled Craft	7/1/2005	8/9/2011	
FT	20100081	THOMPSON, DONALD T	M	White	07 Skilled Craft	12/1/2011	4/4/2014	
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	20090006	WARD, JANICE A	F	White	02 Professionals	1/26/2009	4/19/2013	
FT	20050079	WATROUS, JEROMY S	M	White	07 Skilled Craft	5/1/2005		
FT	20060014	YEHNERT, MARIAN JOY	F	White	02 Professionals	1/3/2006		
FT	20080033	ZAHAROPOULOS, DIMOS G	M	White	02 Professionals	2/1/2008	9/20/2012	
FT	19980167	ZAKOSEK, MICHAEL D	M	White	02 Professionals	8/25/1998		
FT	20090002	ZILLER, CHASE M	M	White	07 Skilled Craft	12/1/2010		
65		Total Full-Time Transportation Employees						

**KANE COUNTY DIVISION OF TRANSPORTATION
2012 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.

For Kane County, the CLS statistics for Asian/Pacific Islander and American Indian/Native Alaskan regardless of gender are very low numbers (less than 2%) in all job group categories. As a result, even though there are no KDOT employees in either category, the utilization percentages are all within 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 3%). 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 2%) in each job group category. While there are no employees in this cross-category, neither of these would be considered “out of range” using -3% or greater as the comparison.

Female Gender by Race and National Origin

- White females are under-represented in the more technical job group categories: Officials/Executive, Professionals, and Technicians, 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 3%) in each job group category. While there are no employees in this cross-category, neither of these would be considered “out of range” using -3% or greater as the comparison.
-

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 and minorities 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 and generally require a Civil Engineering Bachelors Degree, and may require licensure by the State of Illinois. Over half of the professional positions are in Civil Engineering and all are presently 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. There are currently 18 employees in this job group, so a single individual represents 5.5% of the job group and a single change has a significant bearing on future statistics.

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 7 employees in this group, so a single individual represents 14.3% of the job group and a single change can have a dramatic effect on future statistics.

06 Office/Clerical

White males and Hispanic males are under-represented in this job group. Black females and Hispanic females are also under-represented. 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 Administrative Support 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 34 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 FY2012

Gender	B White	C Black	D Hispanic	E Asian or Pacific Islander	F American Indian or Alaskan Native	Action
Male	3	-	1	-	-	Verbal Warning
Female	-	-	-	-	-	
Male	3	-	-	-	-	Written Warning
Female	-	-	-	-	-	
Male	-	-	-	-	-	Suspension
Female	-	-	-	-	-	
Male	-	-	-	-	-	Termination
Female	-	-	-	-	-	
Totals	6	-	1			Total = 7

Report 2: Applications for Promotion/Transfer FY2012

Gender	B White	C Black	D Hispanic	E Asian or Pacific Islander	F American Indian or Alaskan Native	Action
Male	9	-	1	-	-	Promotion/ Transfer
Female	1	-	-	-	-	
Male	5	-	-	-	-	Denial
Female	-	-	-	-	-	
Totals	15	-	1	-	-	Total = 16

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 (such as Waubensee Community College). 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 Master Medium/Heavy Truck Technician. The ASE certification includes the relevant testing and is typically conducted by a third party (such as Waubensee Community College). 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. Assuming they

performed well, former co-ops 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. Obviously, 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 – 2012 KANE COUNTY WORKFORCE (OFFICES WITH ELECTED OFFICIALS)

MALE

FEMALE

Job Category		TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators		33 100%	0 0%	15 45.45%	0 0%	0 0%	0 0%	0 0%	17 51.52%	1 3.03%	0 0%	0 0%
Professionals		310 100%	10 3.23%	107 34.52 %	11 3.55%	1 0.32%	0 0%	12 3.87%	153 49.35%	11 3.55%	5 1.61%	0 0 %
Technicians		12 100%	0 0%	7 58.33%	0 0%	1 8.33%	0 0%	0 0%	4 33.34%	0 0%	0 0%	0 0%
Protective Services	Sworn	263 100%	17 6.46%	175 66.54%	16 6.08%	5 1.90%	0 0%	3 1.14%	44 16.74%	3 1.14%	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		299 100%	0 0%	25 8.36%	6 2.01%	0 0%	0 0 %	5 1.67%	230 76.92%	30 10.03%	3 1.01%	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%	5 100%	0 0%	0 0 %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

5/5//2014

KEY

B - Black
W - White
H - Hispanic

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

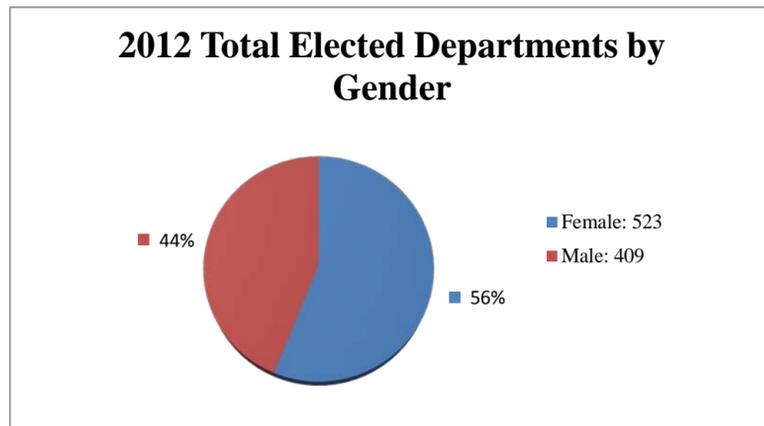
PART I. COUNTY OF KANE – 2012 KANE COUNTY UTILIZATION ANALYSIS (OFFICES WITH ELECTED OFFICIALS)

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 #/%		45.45%	0%	0%	0%	0%	51.52%	0%	3.03%	0%	0%
CLS #/%		54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
Utilization %		-9.05%	-1.6%	-4.6%	-1.8%	0%	20.72%	-1.2%	-0.77%	-1.3%	0%
PROFESSIONALS											
Workforce #%		34.52%	3.23%	3.55%	0.32%	0%	49.35%	3.87%	3.55%	1.61%	0%
CLS #%		36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%
Utilization %		-2.18%	1.73%	-0.25%	-3.28%	0%	3.45%	2.47%	-0.75%	-1.09%	0%
TECHNICIANS											
Workforce #/%		58.33%	0%	0%	8.33%	0%	33.34%	0%	0%	0%	0%
CLS #/%		38.71%	3.96%	6.28%	4.33%	0%	37.42%	1.48%	5.25%	2.58%	0%
Utilization %		19.62%	-3.96%	-6.28%	4%	0%	-4.08%	-1.48%	-5.25%	-2.58%	0%
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	66.54%	6.46%	6.08%	1.90%	0%	16.74%	1.14%	1.14%	0%	0%
	CLS #/%	59.06%	7.72%	11.50%	1.89%	0%	11.02%	1.48%	5.35%	0%	0%
	Utilization %	7.48%	-1.26%	-5.42%	0.01%	0%	5.72%	-0.34%	-4.21%	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		8.36%	0%	2.01%	0%	0%	76.92%	1.67%	10.03%	1.01%	0%
CLS #/%		27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
Utilization		-19.24%	-1.7%	-5.99%	-1%	-1%	34.42%	-2.33%	-2.47%	-0.29%	-1.1%
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 #/%		100%	0%	0%	0%	0%	0%	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 %		78.17%	-3.21%	-33.44%	-1.14%	-0.033%	-16.89%	-3.01%	-19.16%	-1.24%	-0.52%

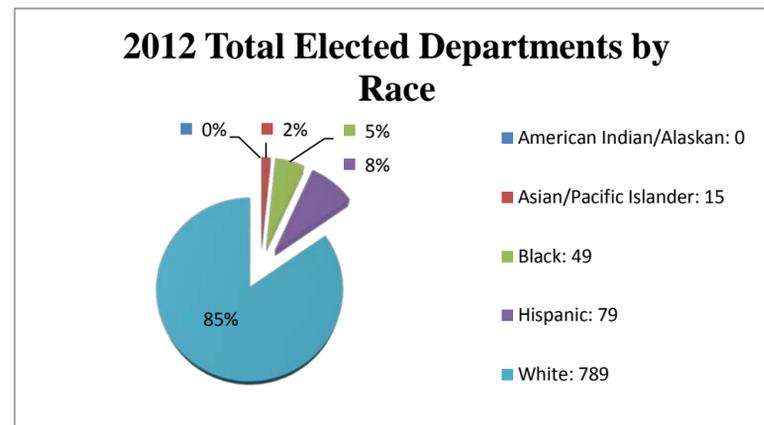


2012 Total Elected Official Departments by Gender and Race

2012 Total Elected Departments by Gender	Count	%age
Female: 523	523	56%
Male: 409	409	44%
Total	932	100%



2012 Total Elected Departments by Race	Count	%age
American Indian/Alaskan: 0	0	0%
Asian/Pacific Islander: 15	15	2%
Black: 49	49	5%
Hispanic: 79	79	8%
White: 789	789	85%
Total	932	100%



PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 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)	The Auditor's Office does not have employees in this job category.										
Technicians (03)	The Auditor's Office does not have employees in this job category.										
Protective Services	Sworn (04)	The Auditor's Office does not have employees in this job category.									
	Non-Sworn (05)	The Auditor's Office 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 Auditor's Office does not have any employees in this job category.										
Service/Maintenance (08)	The Auditor's Office does not have employees in this job category.										

3/12/2014

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) – 2012 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 %	The Auditor's Office does not have employees in this job category.									
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%	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 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 - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
County Auditor							
FT	20100011	HARAHAN, JOHN F	M	White	01 Official/Administration	1/25/2010	
OT	19920062	KEGK, WILLIAM F	M	White	01 Official/Administration	12/1/1992	12/2/2012
2	Total Full-Time County Auditor Employees						
FT	CARLSTROM, LYNN			FWHITE	06 ADMIN	10/3/2011	

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

JOHN F. X. HARAHAH
DEPUTY AUDITOR

ANDREA RICH
DEPUTY AUDITOR



719 S.BATAVIA AVENUE
GENEVA, ILLINOIS 60134

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

EEOP Narratives for the Annual Reports Covering
July 1, 2011 - June 30, 2012 & July 1, 2012 - June 30, 2013

Utilization Analysis Narrative

A comparison of the Office of the Kane County Auditor to the Community Labor Statistics in the job category of Officials/Executive shows over-utilization of white males in this category (+45.5%). White males (100.0%) represent the only utilized group of employees in this category. The job category of Office/Clerical shows an over-utilization of white females in this category (+57.5%). White females (100%) represent the only utilized group of employees in this category.

The Office of the County Auditor includes only two employees. Due to that relatively small sample size the comparisons are rendered less meaningful than would otherwise be indicated by the statistical variances.

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 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 to prepare them for supplemental and new job tasks.

Disciplinary Actions – None

Promotions/Transfers

On two occasions, one in the 2012 reporting period and one in the 2013 reporting period, an employee of the Office of the Kane County Auditor transferred to another department within the County. In each case a replacement was hired from outside the County. The application forms used were prepared by the Kane County Human Resources Department, and published as per the Employment Practices described below.

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) – 2012 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)		3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 100%	0 0%	0 0%	0 0%
Technicians (03)		9 100%	0 0%	5 55.56%	0 0%	0 0%	0 0%	0 0%	4 44.44%	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%	0 0%
	Non-Sworn (05)	The Circuit Court Clerk's Office does not have employees in this job category.										
Office/Clerical (06)		99 100%	0 0%	9 9.09%	2 2.02%	0 0%	0 0%	2 2.02%	83 83.84%	3 3.03%	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.										

3/26/2014-Revised

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) – 2012 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%	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 %	55.56% 38.7% 16.86%	0% 4.0% -4.0%	0% 6.3% -6.3%	0% 4.3% -4.3%	0% 0% 0%	44.44% 37.4% 7.04%	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 %	9.09% 27.6% -18.51%	0% 1.7% -1.7%	2.02% 8% -5.98%	0% 1% -1%	0% .1% -.1%	83.84% 42.5% 41.34%	2.02% 4% -1.98%	3.03% 12.5% -9.47%	0% 1.3% -1.3%	0% .1% -.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.									

Ethnic Detail for Circuit Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Circuit Clerk							
FT	20040071	ADAMS, MARY L	F	White	06 Administrative Support	4/16/2004	
FT	20080098	ALEXANDER, SARAH	F	White	06 Administrative Support	6/16/2008	8/17/2012
FT	19950122	ALLEN, CANDY K	F	White	02 Professionals	8/1/1995	
FT	20040234	ALLEN, DAVID J	M	White	03 Technicians	12/1/2004	1/19/2012
FT	20050187	ANDERSON, LINDSAY M	F	White	06 Administrative Support	1/3/2006	
FT	19850014	ANGELLO GOTTBORG, PAMELA	F	White	06 Administrative Support	11/5/1985	10/12/2012
FT	20110043	AZEMI, MAKFIRE	F	White	03 Technicians	5/31/2011	
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	20070175	BLAKELY, CHRISTINE	F	White	06 Administrative Support	10/1/2007	10/7/2011
FT	19970159	BOLAND, LYNN MARIE	F	White	06 Administrative Support	8/19/1997	
FT	19950202	BOMMELMAN, CURT A	M	White	06 Administrative Support	11/13/1995	
FT	20060055	BOYNTON, JILL S	F	White	06 Administrative Support	3/16/2006	
FT	20110087	BRAFFET-BARRINGER, STEFFANIE	F	White	06 Administrative Support	12/1/2011	3/30/2012
FT	19980158	BROOKS, DEANNA M	F	White	06 Administrative Support	8/17/1998	
OT	20110035	BROWN, JEFFREY	M	White	06 Administrative Support	5/11/2011	8/5/2011
FT	20000044	BRUCKNER, STEPHANIE L	F	White	06 Administrative Support	4/3/2000	6/20/2013
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
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	20000172	CAPPARELLI, JAMES C	M	Hispanic or Latino	06 Administrative Support	8/16/2000	
FT	19960186	CARLSON, BARBARA J	F	White	06 Administrative Support	9/30/1996	6/14/2013
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	20030061	CHRISTIAN, NICOLE M	F	White	06 Administrative Support	4/14/2003	9/21/2012
FT	20070203	CONSIDINE, VALERIE A	F	White	06 Administrative Support	11/16/2007	2/7/2014

Ethnic Detail for Circuit Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Circuit Clerk							
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
FT	20040019	CRISTALLO, LANA M		F	White	06 Administrative Support	1/26/2004
FT	20060183	CUNNINGHAM, THOMAS A		M	White	03 Technicians	10/2/2006
FT	20000025	DAVIS, JANET L		F	Black	06 Administrative Support	3/1/2000
FT	20100015	DETTMANN, BRIAN		M	White	06 Administrative Support	2/22/2010
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
FT	20060194	DUNNE, CHERYL R		F	White	06 Administrative Support	11/6/2006
FT	20110082	ENGLISH, KIMBERLY		F	White	06 Administrative Support	10/17/2011 1/11/2012
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	6/11/2013 8/16/2013
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	20100001	FRYE, RANDY S		M	White	03 Technicians	1/4/2010
FT	19930068	GEMMER, MARIANNE		F	White	06 Administrative Support	9/1/1993
FT	20000134	GODDARD, MABEL		F	Hispanic or Latino	06 Administrative Support	7/17/2000
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	20100013	GUDENSCHWAGER, LISA		F	White	06 Administrative Support	2/17/2010 7/1/2013
FT	19780014	HACKMAN, CECELIA M		F	White	03 Technicians	10/10/1978
FT	20120035	HANSON, GINA R		F	White	06 Administrative Support	6/11/2012
FT	19960100	HARROUN, LAURA A		F	White	06 Administrative Support	6/11/2007 1/11/2013
FT	20090065	HASSLER, JOANNE		F	White	06 Administrative Support	10/19/2009
FT	20070143	HELLER, KIMBERLY A		F	White	06 Administrative Support	8/1/2007 9/14/2012
FT	19910056	HERWICK, KARIN M		F	White	01 Official/Administration	10/7/1991
FT	20120047	HESSLER, LORI		F	White	06 Administrative Support	7/30/2012 10/2/2012
FT	20090072	HUBBS, DONNA		F	White	06 Administrative Support	11/2/2009

Ethnic Detail for Circuit Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Circuit Clerk							
FT	20040179	HULL, DENEEN S	F	Black	06 Administrative Support	8/23/2004	
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	19860015	JONES, DIANE J	F	White	06 Administrative Support	9/15/1986	6/28/2013
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	
FT	20020024	KANE, SHAUNA L	F	White	06 Administrative Support	2/4/2002	
FT	20080040	KEE, JULIE K	F	White	06 Administrative Support	3/17/2008	3/15/2013
FT	20090067	KEIFER, STEPHANIE A	F	White	06 Administrative Support	10/19/2009	
FT	20060056	KISSANE, MELISSA D	F	White	06 Administrative Support	3/16/2006	
FT	20070061	KOWALSKI, JACQUELINE	F	White	06 Administrative Support	4/16/2007	
FT	19810005	LAMBERT, ANN C	F	White	02 Professionals	1/26/1981	
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
PT	20070129	LAUGHLIN, LARRY	M	White	04 Protective Services: Sworn	5/29/2012	6/8/2012
FT	19910030	LAWRENCE, MONICA	F	White	01 Official/Administration	5/6/1991	
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	20080014	LYNCH, JOHN	M	White	06 Administrative Support	1/16/2008	8/23/2013
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	MARCYNLUK, TONYA J	F	White	06 Administrative Support	2/16/2006	
FT	20080085	MAULE, AIMEE	F	White	06 Administrative Support	6/9/2008	
FT	20010223	MESZAROS, ROSA	F	Hispanic or Latino	06 Administrative Support	9/17/2001	
FT	19990031	MEYER, MATTHEW N	M	White	03 Technicians	1/25/1999	
FT	19936088	MEYER, MICHAEL G	M	White	06 Administrative Support	11/16/2006	
FT	20070108	MONNETT, ELIZABETH	F	White	06 Administrative Support	6/18/2007	
FT	20130073	NICKELSON, HANNAH E	F	White	06 Administrative Support	7/15/2013	8/19/2013

Ethnic Detail for Circuit Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Circuit Clerk							
FT	20130082	OIE, MICHAEL T	M	White	06 Administrative Support	7/29/2013	11/15/2013
FT	19890035	OROZCO, KATHLEEN A	F	White	06 Administrative Support	7/3/1989	
FT	19970172	ORR, JOSHUA G	M	White	03 Technicians	9/2/1997	10/12/2012
FT	19960213	PALM, SHELLEY L	F	White	06 Administrative Support	11/1/1996	
PT	20070116	PATE, DONALD	M	White	04 Protective Services: Sworn	7/2/2007	
FT	19970193	PATTERSON, MALINDA K	F	White	06 Administrative Support	10/1/1997	
FT	20080016	PEARSON, JESSICA	F	White	06 Administrative Support	1/22/2008	
FT	20070072	PERKINS, JENNIFER	F	White	06 Administrative Support	5/16/2007	12/2/2013
FT	20130074	QUILL, CATHERINE	F	White	06 Administrative Support	7/15/2013	11/1/2013
FT	19980097	QUIRIN, DEBRA ANN	F	White	06 Administrative Support	6/8/1998	
FT	20010256	REGGIO, ANTHONY M	M	White	06 Administrative Support	11/1/2001	
FT	20000236	ROGERS, KELLY L	F	White	06 Administrative Support	11/14/2000	
FT	20060073	ROMANOW, JEFFREY P	M	White	06 Administrative Support	4/10/2006	
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	19990270	SCHLIM, NANCY	F	White	06 Administrative Support	11/16/1999	
FT	20070202	SELL, SAMANTHA	F	White	03 Technicians	11/16/2007	
OT	19890033	SEYLLER, DEBORAH L	F	White	01 Official/Administration	6/26/1989	12/2/2012
FT	19980186	SHARPNES, KRISTY L	F	White	06 Administrative Support	9/8/1998	
FT	19890025	SHEPPARD, CYNTHIA J	F	White	06 Administrative Support	5/1/1989	
FT	19880022	SHERRELL, DOUGLAS R	M	White	06 Administrative Support	7/18/1988	
FT	20000061	SIFUENTES, JUAN M	M	Hispanic or Latino	06 Administrative Support	5/1/2000	
FT	20000107	SIFUENTES, MARIA I	F	Hispanic or Latino	06 Administrative Support	6/16/2000	
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	19840012	SMITH, LISA M	F	White	01 Official/Administration	6/11/1984	
FT	20040069	SMITH, WENDY L	F	White	06 Administrative Support	4/12/2004	
FT	19920010	STEGING, LAURA	F	White	02 Professionals	3/3/1992	

Ethnic Detail for Circuit Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Circuit Clerk							
FT	19970164	SULLIVAN, LINDA L	F	White	06 Administrative Support	8/25/1997	
FT	20130056	SUTHERLAND, ARTHUR S	M	Asian	06 Administrative Support	6/11/2013	9/25/2013
FT	20130075	SUTHERLAND, CHAD A	M	White	06 Administrative Support	7/15/2013	8/30/2013
FT	20090069	TEWS, AMANDA	F	White	06 Administrative Support	10/26/2009	6/22/2012
FT	20050067	TURNER, STEPHANIE L	F	White	06 Administrative Support	4/1/2005	
FT	19900038	VERMAAT, KATHLEEN M	F	White	01 Official/Administration	8/27/1990	
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	19870013	WENBERG, MARILYN K	F	White	06 Administrative Support	5/18/1987	
FT	20050085	WILLIAMS, MARY E	F	White	06 Administrative Support	9/16/2003	9/16/2011
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	

129 Total Full-Time Circuit Clerk Employees

117

**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: March 28, 2013

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 2012 and also for the time period of July 1, 2011 through June 30, 2012.

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 2012 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	2	2	0	0	0	0
Work performance/Job Duties	Written Warning	2	2	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	1	1	0	0	0	0
Attendance	Written Warning	3	3	0	0	0	0
Attendance	Suspension 2 Days	1	1	0	0	0	0
Attendance	Termination	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 2 - During the 2012 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 2	0	0	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
Promotion 6	0	0	0	0	0	0

Female

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Promotion 1	2	2 and 1** of these was chosen	0	0	0	0
Promotion 2	2	2 and 1** of these was chosen	0	0	0	0
Transfer 1	1	1*	0	0	0	0
Transfer 2	2	1*	0	1	0	0
Transfer 3	1	1*	0	0	0	0
Transfer 4	1	1*	0	0	0	0
Transfer 5	1	1*	0	0	0	0
Transfer 6	1	1*	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.

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 -18.51%, most clerical applicants are woman. However, this has improved in the past years.

The Circuit Clerk's Office is located on a very busy highway and the flow of applications being handed in from applicants remains high. 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) – 2012 CORONER’S 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)	5 100%	0 0%	1 20%	0 0%	0 0%	0 0%	1 20%	3 60%	0 0%	0 0%	0 0%
Technicians (03)	The Coroner’s Office does not have employees in this job category.										
Protective Services	Sworn (04)	The Coroner’s Office does not have employees in this job category.									
	Non-Sworn (05)	The Coroner’s Office 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 67%	1 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.										

3/18/2014

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 OFFICIALS) – 2012 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 %	20% 36.7% -16.7%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	60% 45.9% 14.1%	20% 1.4% 18.6%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %	The Coroner'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% -8%	0% 1% -1%	0% .1% -.1%	67% 42.5% 24.5%	0% 4% -4%	33% 12.5% 20.5%	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 - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Coroner							
FT	20040072	BURLACK, HOLLIE E	F	White	06 Administrative Support	4/16/2004	
FT	20070125	ENGH, KAREN	F	White	02 Professionals	7/9/2007	
FT	20050026	GILBERT, LISA M	F	White	02 Professionals	1/31/2005	
FT	20040241	LOPEZ, SONIA M	F	Hispanic or Latino	06 Administrative Support	12/1/2004	
FT	19990065	RENWICK, ANNA MAE	F	White	02 Professionals	3/15/1999	
FT	19990281	RICHARDSON CARRERA, LOREN C	F	Black	02 Professionals	12/1/1999	
OT	20000252	WEST, CHARLES H	M	White	01 Official/Administration	12/1/2000	7/4/2012
FT	20070184	WEST, ERIC W	M	White	02 Professionals	10/1/2007	12/6/2013

8 Total Full-Time Coroner Employees

FT WEILANDT, CELESTE F WHITE 06 ADMIN 8/25/2008

Period covering July 1, 2011 through June 30, 2012

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.

At the time that a position becomes available and the Coroner's 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:

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 and approved by the county.

Disciplinary Action:

No disciplinary actions have been taken against any employee over the preceding fiscal year.

Promotions or Transfers:

None during this time period.

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 and approval has been obtained from the county to hire an employee, the applicant is contacted and asked to complete 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 has not posted any job openings in any publications. There has not been funding that allow for new employees to be hired in several years.

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIALS) – 2012 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)	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 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%	3 100%	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.										

3/24/2014

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) – 2012 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 %	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 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 - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
County Board							
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	
FT	19920043	BARSANTI, DAWN G	F	White	02 Professionals	10/2/1992	
OT	20080166	CASTRO, CRISTINA	F	Hispanic or Latino	01 Official/Administration	12/1/2008	
OT	20070039	COLLINS, DONNELL	M	Black	01 Official/Administration	2/20/2007	12/2/2012
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	
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	20100085	HALEY, TIMOTHY J	M	White	01 Official/Administration	12/6/2010	12/2/2012
OT	19960239	HOSCHEIT, JOHN J	M	White	01 Official/Administration	12/2/1996	
OT	19940145	HURLBUT, CATHERINE	F	White	01 Official/Administration	12/5/1994	12/2/2012
OT	20040251	KENYON, MICHAEL J	M	White	01 Official/Administration	12/6/2004	
OT	20040011	KREZEL, MAUREENA A	F	White	06 Administrative Support	1/7/2013	2/8/2013
OT	20040253	KUNKEL, BONNIE L	F	White	01 Official/Administration	12/6/2004	12/2/2012
OT	20060215	LEWIS, PHILIP H	M	White	01 Official/Administration	12/4/2006	
OT	20040252	LINDGREN, HOLLIE L	F	White	01 Official/Administration	12/6/2004	12/2/2012
FT	20130172	MARAFFIO, CHERYL A	F	White	02 Professionals	12/18/2013	1/20/2014
OT	19920072	MCGONNAUGHAY, KAREN	F	White	01 Official/Administration	12/7/1992	12/2/2012
FT	20050019	MCGRATH, ELLYN M	F	White	06 Administrative Support	1/13/2005	
FT	20110060	MCLEOD, KIMBERLY A	F	White	06 Administrative Support	8/22/2011	8/3/2012
FT	20110060	MCLEOD, KIMBERLY A	F	White	06 Administrative Support	8/22/2011	8/3/2012
FT	20110060	MCLEOD, KIMBERLY A	F	White	06 Administrative Support	8/22/2011	8/3/2012
OT	20080168	MIHALEC, JEANETTE P	F	White	01 Official/Administration	12/1/2008	12/2/2012
OT	19900060	MITCHELL, JAMES C	M	White	01 Official/Administration	12/3/1990	12/2/2012
OT	20100086	MOLINA, MYRNA	F	Hispanic or Latino	01 Official/Administration	12/6/2010	
OT	20100087	REYNA Jr, JUAN A	M	Hispanic or Latino	01 Official/Administration	12/6/2010	12/2/2012
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	

Ethnic Detail for County Board - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
County Board							
FT	20080039	TALLITSCH, JANE E	F	White	06 Administrative Support	3/1/2008	12/2/2011
FT	20080039	TALLITSCH, JANE E	F	White	06 Administrative Support	3/1/2008	12/2/2011
OT	20100090	TAYLOR, MELISA A	F	White	01 Official/Administration	12/6/2010	
FT	19940075	THE ESTATE OF WEEMS , JEAN	F	White	02 Professionals	7/18/1994	8/15/2011
OT	19960244	TREDUP, JACKIE R	F	White	01 Official/Administration	12/2/1996	12/2/2012
OT	20040256	VAN GLEAVE, THOMAS R	M	White	01 Official/Administration	12/6/2004	12/2/2012
OT	20080169	VAZQUEZ, JESUS B	M	Hispanic or Latino	01 Official/Administration	12/1/2008	
OT	19980244	WOJNICKI, BARBARA	F	White	01 Official/Administration	12/1/1998	
4	3	Total Full-Time County Board Employees					

KANE COUNTY BOARD OFFICE

UTILIZATION ANALYSIS

July 1, 2011 - June 30, 2012 & July 1, 2012 - June 30, 2013

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.

The County Board Office recognizes the need to actively recruit more males and minority groups for Office/Clerical positions as they occur. Recent openings (one in December 2012 & one in February 2013) were filled internally with transfers from other offices.

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 – None

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) – 2012 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)	7 100%	0 0%	4 57.142%	0 0%	0 0%	0 0%	0 0%	3 42.858%	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)	25 100%	0 0%	3 12%	3 12%	0 0%	0 0%	0 0%	16 64%	1 4%	2 8%	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.										

3/24/2014

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) – 2012 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 %	57.142%	0%	0%	0%	0%	42.858%	0%	0%	0%	0%
	54.5%	1.6%	4.6%	1.8%	0%	30.8%	1.2%	3.8%	1.3%	0%
	2.642%	-1.6%	-4.6%	-1.8%	0%	12.058%	-1.2%	-3.8%	-1.3%	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	12%	0%	12%	0%	0%	64%	0%	4%	8%	0%
	27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%
	-15.6%	-1.7%	4%	-1%	-1%	21.5%	-4%	-8.5%	6.7%	-.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 - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
County Clerk							
OT	20070001	BARSANTI, SAM B	M	White	06 Administrative Support	2/1/2012	8/10/2012
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	
FT	20080102	BOOTH, CHRISTINE	F	White	06 Administrative Support	6/18/2008	10/29/2013
OT	20020188	GUNNINGHAM, JOHN A	M	White	01 Official/Administration	12/1/2002	
FT	19970131	DANE, JEANNE	F	White	06 Administrative Support	7/14/1997	1/31/2013
FT	20030208	DIVINE, PAMELA A	F	White	06 Administrative Support	10/28/2003	1/13/2012
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	19930088	ESTATE OF GONZALES, JOEL	M	Hispanic or Latino	06 Administrative Support	10/1/2007	5/18/2013
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	19940046	GREEVER, KAREN SUE	F	White	06 Administrative Support	5/10/1994	12/31/2012
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
FT	19980126	MITCHELL, JANE E	F	White	06 Administrative Support	7/13/1998	
FT	20060130	MITCHELL, LINDA L	F	White	01 Official/Administration	7/1/2006	8/31/2011
FT	20050240	MOREFIELD, JAMES H	M	White	06 Administrative Support	8/5/2008	
FT	20110083	MOSSMAN, MARK G	M	White	01 Official/Administration	10/31/2011	8/1/2012
FT	20100055	NELSON, MATTHEW C	M	White	06 Administrative Support	8/16/2010	
PT	20030180	SHELSTREET, JULIE A	F	White	06 Administrative Support	10/1/2003	11/30/2012
PT	20030180	SHELSTREET, JULIE A	F	White	06 Administrative Support	10/1/2003	11/30/2012

Ethnic Detail for County Clerk - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
County Clerk							
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	20060004	THE ESTATE OF BENNETT, JAY C	M	White	01 Official/Administration	1/1/2006	1/23/2012
FT	19960197	THEIS, MARY LOUISE	F	White	06 Administrative Support	10/9/1996	12/29/2011
FT	20030184	TIMM, LINDSEY S	F	White	06 Administrative Support	10/16/2003	12/22/2011
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	
PT	20010262	WESTHOFF, R ALEX	M	White	01 Official/Administration	11/8/2001	3/27/2012
FT	20110078	WIGGINS, KELLY R	F	White	06 Administrative Support	10/3/2011	

~~39~~ Total Full-Time County Clerk Employees

32

April 2, 2014

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

From: Stan Bond, Chief Deputy Clerk – County Clerk’s Office

Re: 2012 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, 2012.

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, 2012.
2. There were no applications for job transfer in the preceding fiscal year, 2012.
3. Two new employees were hired in the preceding fiscal year, 2012. 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,

Stanton J Bond, Chief Deputy Clerk

PART II. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2012 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)	6 100%	0 0%	3 50%	0 0%	0 0%	0 0%	0 0%	3 50%	0 0%	0 0%	0 0%
Professionals (02)	157 100%	8 5.10%	42 26.75%	10 6.37%	0 0%	0 0%	9 5.73%	78 49.68%	7 4.46%	3 1.91%	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)	18 100%	0 0%	0 0%	0 0%	0 0%	0 0%	1 5.55%	13 72.23%	4 22.22%	0 0%	0 0%
Skilled Craft (07)	Court Services does not have employees in this job category.										
Service/Maintenance (08)	4 100%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	3 75%	0 0%	0 0%	0 0%

4/4/2014-Revised

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 (NON ELECTED DEPARTMENTS) – 2012 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 %	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 %	26.75% 36.7% -9.95%	5.10% 1.5% 3.6%	6.37% 3.8% 2.57%	0% 3.6% -3.6%	0% 0% 0%	49.68% 45.9% 3.78%	5.73% 1.4% 4.33%	4.46% 4.3% 0.16%	1.91% 2.7% -0.79%	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 %	0% 27.6% -27.6%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	72.23% 42.5% 29.73%	5.55% 4% 1.55%	22.22% 12.5% 9.72%	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 %	25% 21.8% 3.20%	0% 3.2% -3.2%	0% 33.4% -33.4%	0% 1.1% -1.1%	0% 0% 0%	75% 16.9% 58.10%	0% 3% -3%	0% 19.2% -19.2%	0% 1.2% -1.2%	0% 0% 0%

4/4/2014-Revised

Ethnic Detail for Court Services/Adult Drug Court - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Adult Drug Court							
FT	20050192	COLE, TOYYA M	F	Black	02 Professionals	9/1/2005	
FT	20040016	COPHER, DAVID C	M	White	02 Professionals	1/16/2004	
PT	19900129	KLIMPKE, ALICIA L	F	White	02 Professionals	8/1/1995	
FT	20060196	KLING, LAUREL	F	White	02 Professionals	11/1/2006	
FT	19950102	KUNSTMAN, DONNA	F	White	06 Administrative Support	6/19/1995	
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	20000007	ROMAN, MICHAEL A	M	Hispanic or Latino	02 Professionals	1/6/2000	
FT	20090040	THOMAS, CARRIE A	F	White	02 Professionals	7/6/2009	
9	Total Full-Time Court Services/Adult Drug Court Em						

Ethnic Detail for Court Services/Court Services Administration - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Court Services Administration							
FT	20080022	ALVERIO, DEANIN	F	Hispanic or Latino	02 Professionals	1/28/2008	
FT	19890029	ANDERSON, TANYA	F	Black	02 Professionals	6/16/1989	4/25/2014
FT	20010186	AUST, LISA J	F	White	01 Official/Administration	8/16/2001	
FT	20080003	BAXA, KATHLEEN S	F	White	02 Professionals	12/17/2007	10/14/2011
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	20010232	BELLEVERAGE, EDWARD R	M	White	02 Professionals	10/1/2001	
FT	20050249	BRACH, DAVID M	M	White	02 Professionals	12/1/2005	
FT	20060140	BRADLEY, JOHN M	M	Black	02 Professionals	7/17/2006	6/8/2012
FT	20070123	BRODHEAD, STEPHEN R	M	White	02 Professionals	7/2/2007	
FT	20120030	BUBEL THEIS, KELLY C	F	White	02 Professionals	5/14/2012	10/26/2012
FT	19990166	BUCHMAN, RENEE M	F	White	02 Professionals	8/16/1999	
FT	20110058	CADA, DEANNA L	F	White	01 Official/Administration	8/22/2011	
FT	20100047	CHO VALLDEJULI, JULIE K	F	Asian	02 Professionals	7/26/2010	
FT	19930096	CIRA-FITZGERALD, ROSANNE	F	White	06 Administrative Support	10/18/1993	
FT	20100091	CNOTA, REBECCA J	F	White	06 Administrative Support	12/6/2010	
FT	20040041	COERS, TRACI M	F	White	02 Professionals	3/1/2004	
FT	20020106	COOMER, KATHRYN	F	White	06 Administrative Support	8/5/2002	
FT	20040134	DOMINGUEZ, YVONNE L	F	Hispanic or Latino	06 Administrative Support	11/16/2007	
FT	20100059	DORANZO, BRIAN J	M	White	02 Professionals	8/30/2010	
FT	20020124	FAGENHOLZ, SHARON LYNN	F	White	02 Professionals	8/28/2002	8/9/2012
FT	20070054	GARCIA, MAGDALENA	F	Hispanic or Latino	06 Administrative Support	11/7/2011	
FT	20060218	GARCIA, MARIA C	F	Hispanic or Latino	06 Administrative Support	12/18/2006	
FT	20090001	GATES, DANIEL P	M	White	02 Professionals	1/5/2009	
FT	20060198	GILLES, RUTH E	F	White	06 Administrative Support	11/6/2006	
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	

Ethnic Detail for Court Services/Court Services Administration - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Court Services Administration							
FT	20060185	HARNACK, JONATHON D	M	White	02 Professionals	10/2/2006	
FT	20110084	HARWOOD, STACY A	F	White	06 Administrative Support	11/7/2011	
FT	20000094	HEATHCOAT, LEE A	F	White	02 Professionals	6/1/2000	
FT	20050015	HILL, LATANYA	F	Black	02 Professionals	1/10/2005	
FT	19990264	HOFF, SARAH I	F	White	02 Professionals	11/16/1999	
FT	19900052	JEFKO, JEFFERY R	M	White	01 Official/Administration	11/1/1990	
FT	20010108	JENKINS, SOUSIE S	F	Asian	02 Professionals	5/16/2001	
FT	20120003	JOHNSON, DARNAS E	F	Black	02 Professionals	1/30/2012	
FT	20070177	JOHNSON, KACEE L	F	White	02 Professionals	10/1/2007	
FT	20060180	JOYCE, NICOLE J	F	White	02 Professionals	9/18/2006	9/28/2012
FT	20000075	KEEF, SARAH L	F	White	02 Professionals	5/16/2000	
FT	20050076	KLIEWER, CHRISTINA M	F	White	02 Professionals	10/11/2004	1/5/2012
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	LINKINHOKER, LINDSEY S	F	White	02 Professionals	9/19/2011	
FT	20120036	LISSON, SARAH M	F	White	02 Professionals	6/19/2012	
FT	20120020	LUBARSKI, JILL M	F	White	02 Professionals	3/26/2012	7/19/2012
FT	19890042	LUSK, JANETA	F	White	06 Administrative Support	8/28/1989	
FT	20060217	MARTINEZ, JONATHON J	M	White	02 Professionals	12/18/2006	
FT	20030031	MATHENY, RESHELLE L	F	Black	02 Professionals	2/18/2003	
FT	20030194	MAURER, STACEY L	F	White	02 Professionals	11/3/2003	
FT	20060114	MAVIGLIANO, PATRICIA M	F	White	06 Administrative Support	6/1/2006	
FT	20020054	MAZZA, JEFFREY S	M	White	02 Professionals	4/16/2002	
FT	20050196	MCPEEK, KIRSTEN J	F	White	02 Professionals	1/17/2006	10/17/2013

Ethnic Detail for Court Services/Court Services Administration - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Court Services Administration							
FT	20060118	MCWILLIAMS, ELIZABETH S	F	White	02 Professionals	6/1/2006	
FT	20050040	MENDEZ, ROSIO	F	Hispanic or Latino	02 Professionals	2/14/2005	3/28/2014
FT	20090020	MILBY, BLYTHE	F	White	02 Professionals	3/16/2009	7/29/2011
FT	20120010	MURILLO, ROCIO	F	Hispanic or Latino	02 Professionals	2/6/2012	
FT	20120009	MURRAY, KEVIN M	M	White	02 Professionals	2/14/2012	
FT	19840017	NELSON, IRA D	M	Black	02 Professionals	8/25/1984	
FT	20110066	NEVAREZ, IVETTE	F	Hispanic or Latino	02 Professionals	9/12/2011	
FT	20120018	NOREN, CODY J	M	White	02 Professionals	3/26/2012	
FT	20120007	NOVAK, JENNIFER L	F	White	02 Professionals	2/6/2012	
FT	20090088	OCON, ISABEL	F	Hispanic or Latino	02 Professionals	12/1/2009	
FT	19860022	OFFUTT GRUBER, MARTHA A	F	White	02 Professionals	11/3/1986	
FT	19950067	OLSEN EBY, DENISE	F	White	02 Professionals	5/1/1995	2/17/2012
FT	19970179	PETERSON, MATTHEWA	M	White	02 Professionals	9/10/1997	
FT	20040084	PIERRAKEAS, BARBARA L	F	White	06 Administrative Support	5/3/2004	12/16/2013
FT	20000124	ROBINSON, NICOLE M	F	White	02 Professionals	7/5/2000	
FT	20100020	ROGERS, BENJAMIN P	M	White	02 Professionals	3/1/2010	1/5/2012
FT	20000050	ROHLEDER, MEGAN M	F	White	02 Professionals	4/5/2000	
FT	20110039	ROSA, RAMON L	M	Hispanic or Latino	02 Professionals	5/9/2011	
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	20040244	SCHUELLER, JOSEPH N	M	White	02 Professionals	12/1/2004	8/2/2011
FT	20060191	SMITH, ELIZABETH K	F	White	06 Administrative Support	10/23/2006	10/14/2011
FT	19860003	SMITH, MARY	F	White	02 Professionals	3/26/1986	
FT	20010037	STARKOVICH, CHRISTOPHER J	M	White	02 Professionals	2/16/2001	
FT	20050151	STEVENS, RACHAEL M	F	White	02 Professionals	7/1/2005	
FT	19900027	STUTZ, ELIZABETH	F	White	02 Professionals	5/24/1990	
FT	20100012	SULLIVAN, ASHLEY F	F	White	02 Professionals	2/1/2010	3/20/2013
FT	20110074	SUMMERS, CARRIE B	F	White	02 Professionals	9/19/2011	
FT	20090016	TARQUINIO, LISA	F	White	02 Professionals	2/23/2009	

Ethnic Detail for Court Services/Court Services Administration - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Court Services Administration							
FT	19990058	TERESE, MICHAEL R	M	White	02 Professionals	3/1/1999	
FT	20070189	THE ESTATE OF LEASK, BRIAN T	M	White	02 Professionals	11/22/2010	11/1/2011
FT	20030196	THE ESTATE OF PETSCHKE, REBECCA L	F	White	02 Professionals	11/3/2003	3/1/2012
FT	19820015	TORRES, GEORGE R	M	Hispanic or Latino	02 Professionals	10/25/1982	
FT	19880005	TUCKER, DALE J	M	White	02 Professionals	12/17/1984	
FT	20010039	VAUGHN, LOIS R	F	Black	06 Administrative Support	2/16/2001	
FT	20120027	VIOLA, ARIANNA	F	White	02 Professionals	5/7/2012	
FT	19890012	WICKENS, KATHERINE L	F	White	02 Professionals	2/7/1989	
FT	20080117	WILLIAMS, HAMILTON M	M	Black	02 Professionals	7/21/2008	6/18/2012
FT	20110025	WINTERBERGER, BRADLEY R	M	White	02 Professionals	3/1/2011	
FT	19890064	WISE, ELLEN V	F	White	06 Administrative Support	11/6/1989	8/21/2013
FT	20100004	YEAGER, SHAWN	M	White	02 Professionals	1/4/2010	2/3/2012
FT	20010129	ZACCAGNINI, AMY L	F	White	02 Professionals	6/1/2001	

100 Total Full-Time Court Services/Court Services Admin

Ethnic Detail for Court Services/Diagnostic Center - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>	
Court Services/Diagnostic Center								
FT	20110091	BARCZAK, AGORITSA R	F	White	02 Professionals	11/28/2011	6/21/2013	
FT	19850012	BROWN, TIMOTHY	M	White	01 Official/Administration	8/26/1985	1/28/2014	
FT	20080126	BROWNING, MARC	M	Black	02 Professionals	8/18/2008	8/2/2013	
FT	20090086	DOUGLAS, ANN E	F	White	06 Administrative Support	12/7/2009		
OT	20100061	EDWARDS WILLIAMS, CANDACE B	F	White	02 Professionals	9/1/2010	8/31/2011	
FT	20110064	JAEGER-MANSON, SOPHIA G	F	White	02 Professionals	9/1/2011	8/30/2013	
FT	20010215	KUZIA, MARK J	M	White	02 Professionals	9/4/2001		
FT	20110063	LINGK, ERICKA A	F	White	02 Professionals	9/1/2011	8/31/2012	
OT	20100062	MCALLISTER, JENNIFER H	F	Asian	02 Professionals	9/1/2010	8/31/2011	
FT	20110065	MCMILLAN, MEGAN	F	White	02 Professionals	9/1/2011	8/31/2012	
FT	19900010	MIKA, BARBARA	F	White	06 Administrative Support	2/22/1990		
FT	20120065	NAUS, TERRENCE J	M	White	02 Professionals	9/4/2012	8/30/2013	
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	19990200	TSANG, ALEXANDRA A	F	White	01 Official/Administration	9/1/1999		
FT	20050021	WATKINS, ROBIN L	F	White	02 Professionals	1/18/2005	8/16/2011	
14	16	Total Full-Time Court Services/Diagnostic Center Em						

Ethnic Detail for Court Services/Juvenile Justice Center - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Juvenile Justice Center							
FT	19970034	ACOSTA, DAVID L	M	Hispanic or Latino	02 Professionals	2/3/1997	7/9/2012
FT	19920053	AGNEW, MARK L	M	White	02 Professionals	10/22/1992	8/4/2013
FT	19860014	ANSELME, RICK E	M	White	01 Official/Administration	9/12/1986	
FT	20010077	BIGGIAM, NANCY S	F	White	08 Service/Maintenance	4/16/2001	
FT	20090032	BLAHUT, DANIKA	F	White	02 Professionals	4/19/2009	
FT	20080046	BORIS, JOHN S	M	White	02 Professionals	3/17/2008	5/21/2012
FT	20120012	BURNS, STELANA	F	Black	02 Professionals	2/21/2012	2/22/2014
FT	20080008	CAPLAN, DURIN K	M	White	02 Professionals	1/2/2008	
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	
FT	19970165	COSMA, JOHN	M	White	02 Professionals	9/1/1997	
FT	19980020	DAVIS, MICHAEL J	M	White	02 Professionals	2/16/1998	
FT	20010034	DITTMER, AMY A	F	White	02 Professionals	2/16/2001	
FT	20060177	DREWS, PATRICK	M	White	02 Professionals	9/18/2006	
FT	20070035	DREWS, RHEA A	F	White	02 Professionals	2/16/2007	5/14/2013
FT	20080124	ELSTROM, KATHLEEN A	F	White	08 Service/Maintenance	8/11/2008	7/16/2012
FT	20040093	FELICIANO, OSCAR	M	Hispanic or Latino	02 Professionals	5/16/2004	9/1/2012
FT	20140020	FINN, DEVON C	M	Black	02 Professionals	2/6/2014	4/21/2014
FT	20080045	GARA, CHRISTEN M	M	White	02 Professionals	3/17/2008	11/16/2012
FT	20080151	GREEN, CATRELA	M	Black	02 Professionals	9/15/2008	
FT	20110077	GUERRERO, ISSAC J	M	Hispanic or Latino	02 Professionals	9/20/2011	1/23/2014
FT	20060033	HARRIS, COREY D	M	Black	02 Professionals	2/1/2006	
FT	19990268	HEATH, JULIE O	F	White	02 Professionals	11/16/1999	2/17/2012
FT	20080139	HERRMANN, NICOLE C	F	Hispanic or Latino	02 Professionals	9/2/2008	
FT	19970012	HOLLINGSWORTH, SERETHA	F	Black	02 Professionals	1/8/1997	8/12/2013
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	20110017	JARCHOW, SARA E	F	White	02 Professionals	2/8/2011	

Ethnic Detail for Court Services/Juvenile Justice Center - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Juvenile Justice Center							
FT	20070145	JOHNSON, LYDIA N	F	White	02 Professionals	8/1/2007	
FT	20060166	JOHNSON, TYLER C	M	White	02 Professionals	2/14/2012	5/29/2012
FT	19890028	JONES, ALICE	F	Black	02 Professionals	5/27/1989	
FT	20110076	KINKADE, TODD K	M	White	02 Professionals	9/20/2011	
FT	20010192	KORTE, MELISSA A	F	White	02 Professionals	8/16/2001	
FT	20130002	LARSON, KEVIN P	M	White	02 Professionals	1/3/2013	1/6/2013
FT	20130095	LUISI, 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	20090031	MACK, PETER J	M	White	02 Professionals	4/19/2009	
FT	20120037	MARTIN, KATHRYN S	F	White	02 Professionals	6/19/2012	9/20/2012
FT	20030052	MCGOWAN, MARCUS D	M	Black	02 Professionals	4/1/2003	
FT	20080135	MEERS, ZACHARY N	M	White	02 Professionals	8/25/2008	10/29/2012
FT	20070047	MILLS, MATTHEW S	M	White	02 Professionals	3/16/2007	7/28/2011
FT	20120061	MOORMAN, ANTHONY D	M	Black	02 Professionals	8/24/2012	3/22/2014
FT	20010179	MORRELL, CHARLES J	M	White	02 Professionals	8/10/2001	
FT	20120096	OGUNDARE, OLUWATOSINA	M	Black	02 Professionals	11/5/2012	4/27/2013
FT	20080146	POORE, KEVIN D	M	White	02 Professionals	9/8/2008	
FT	20060151	REINERT, AMY L	F	White	02 Professionals	8/16/2006	
FT	19950070	RICE, GENA J	F	White	08 Service/Maintenance	5/12/1995	
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	20110079	ROEHR, MICHAEL D	M	White	02 Professionals	9/20/2011	
FT	20110002	ROUT, VALERIE J	F	White	02 Professionals	1/3/2011	
FT	20060065	RUDSINSKI, CHARLES H	M	White	08 Service/Maintenance	4/3/2006	10/13/2012
FT	20100044	SAURIOL, STEPHANIE R	F	White	02 Professionals	7/19/2010	
FT	20100060	SCHILD, MICHAEL E	M	White	02 Professionals	8/30/2010	7/8/2011
FT	20120013	SCHULTZ, JACOB L	M	Hispanic or Latino	02 Professionals	2/21/2012	9/22/2012
FT	20130013	SEPERGHAN, NINA K	F	White	02 Professionals	1/22/2013	1/11/2014
FT	20130003	SLEIGHTER, SHANNON M	M	White	02 Professionals	1/3/2013	8/16/2013

Ethnic Detail for Court Services/Juvenile Justice Center - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Court Services/Juvenile Justice Center							
FT	20020108	STEHLIN, KIMBERLY A	F	White	06 Administrative Support	8/5/2002	
FT	20050224	SVEC, GEORG W	M	White	02 Professionals	10/3/2005	
FT	19910037	SMERKOSZ-BRICK-SIERRA, AMY L	F	White	02 Professionals	7/1/1991	
FT	19820006	TUCKER, SONYA	F	Hispanic or Latino	02 Professionals	4/12/1982	
FT	20100040	VILLELA, SHAWN	M	Hispanic or Latino	02 Professionals	6/14/2010	
FT	20110048	VIRAMONTES, TANIA R	F	Hispanic or Latino	06 Administrative Support	6/16/2011	
FT	20070097	VOGT, INGRID R	F	White	02 Professionals	6/5/2007	
FT	20070053	WALKER, LATONYA D	F	Black	02 Professionals	4/2/2007	
FT	20080150	WELLWERTS, DANIELLE E	F	White	02 Professionals	9/15/2008	6/27/2013
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	

63 / 99 Total Full-Time Court Services/Juvenile Justice Cente
 FT WINTERBERGER, BRADLEY M WHITE 02 PROFESSIONALS 3/1/2011

STEP 4b: 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 19.2% over utilization. There are only six (6) positions in this category with 3 male whites and 3 female whites.

The professional category shows underutilization of White males (-9.95%) and Asian/Pac. Islander males (-3.6%) This has decreased 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 (-27.6%) and Hispanic males (-8%). At present, 100% of the clerical staff throughout the Department is female. In the past five years, only one male candidate has applied for a position in our clerical unit. This individual did not possess the clerical skills necessary for the position. 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, there has been no change in the statistics since the last EEO Plan. There has been no change in personnel since that plan, and no positions have been added. 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.

STEP 5: 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 year, 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 supervisor and three 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.

STEP 6: 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.

STEP 7: 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.

Step 8: 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.

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

**Fiscal Year July 1, 2011 - June 30, 2012
Transfers / Promotions**
Prepared April 4, 2014 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	PRE-TRIAL OFFICER	HOMEBOUND OFFICER
2	F	W	USA		1				
3	F	W	USA	1					
4	F	W	USA	1		1		YOUTH COUNSELOR	SUPERVISOR
5	F	W	USA		1		1	CRS COORDINATOR	JUVENILE PO
6	F	W	USA		1				
	Totals	Female White		2	4	1	2		
1	F	B	USA		1		1	SUPPORT STAFF TC	SUPPORT STAFF AURORA
	Totals	Female Black		0	1	0	1		
	Totals	Female Asian		0	0	0	0		
1	F	H	USA		1		1	EM OFFICER	IPS OFFICER
	Totals	Femal Hispanic		0	1	0	1		
1	M	W	USA		1				
2	M	W	USA		1				
3	M	W	USA	1					
4	M	W	USA	1					
5	M	W	USA		1		1	YOUTH COUNSELOR	PROBATION OFFICER
	Totals	Male White		2	4	0	1		
	Totals	Male Black		0	0	0	0		
1	M	H	USA	2					
2	M	H	USA		1		1	YOUTH COUNSELOR	PROBATION OFFICER
3	M	H	USA		1				
4	M	H	USA		1				
	Totals	Male Hispanic		2	3	0	1		
	GRAND TOTALS:			6	13	1	6		

**Fiscal Year July 1, 2011 - June 30, 2012
Disciplinary Actions**

Prepared April 4, 2014 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 DAY	X			
2	M	W	USA	1	1					1	
3	M	W	USA	1	1					1	
4	M	W	USA	1	1					1	
5	M	W	USA	1	1		10 DAY	X			
6	M	W	USA	1	1		1 DAY	X			
7	M	W	USA	1	1		5 DAY	X			
8	M	W	USA	1	1					1	
	Totals:	Male White		8	8		17 DAYS		0	4	
	Totals:	Male Black		0	0		0		0	0	
1	M	H	USA	1	1					1	
2	M	H	USA	1	1		3 DAY	X			
3	M	H	USA	1	1		10 DAY	X			
4	M	H	USA	1	1					1	
	Totals:	Male Hispanic		4	4		13 DAYS		0	2	
1	F	B	USA	1	1				1		
	Totals:	Female Black		1	1		0		1	0	
1	F	H	USA	1	1					1	
	Totals:	Female Hispanic		1	1		0		0	1	
1	F	W	USA	1	1				1		
2	F	W	USA	1	1				1		
3	F	W	USA	1	1				1		
4	F	W	USA	1	1		1 DAY	X			
5	F	W	USA	1	1		2 DAY	X			
6	F	W	POL	1	1		1 DAY	X			
7	F	W	POL	1	1		3 DAY	X			
8	F	W	USA	1	1		1 DAY	X			

	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
9	F	W	USA	1	1		1 DAY	X			
10	F	W	USA	1	1		3 DAY	X			
11	F	W	USA	1	1						TERMINATED
12	F	W	POL	1	1		5 DAY	X			
13	F	W	USA	1	1						TERMINATED
Totals:		Female White		13	13		17 DAYS		3	0	
GRAND TOTALS:				27	27		47 DAYS		4	7	2 TERMINATED

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 JUDICIARY 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%	1 25%	0 0%	0 0%	0 0%	0 0%	3 75%	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 Judiciary does not have employees in this job category.										
Protective Services	Sworn (04)	25 100%	4 16%	11 44%	0 0%	0 0%	0 0%	0 0%	10 40%	0 0%	0 0%	0 0%
	Non-Sworn (05)	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Office/Clerical (06)		17 100%	0 0%	4 23.52%	1 5.88%	0 0%	0 0%	0 0%	11 64.72%	0 0%	1 5.88%	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.										

3/14/2014

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) – 2012 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 %		25% 54.5% -29.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	75% 30.8% 44.2%	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 Judiciary does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	44% 59.1% -15.1%	16% 7.7% 8.30%	0% 11.5% -11.5%	0% 1.9% -1.9%	0% 0% 0%	40% 11% 26.5%	0% 3.5% -3.5%	0% 5.4% -5.4%	0% 0% 0%	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%	100% 39.4% 60.6%	0% 0% 0%	0% 8.4% -8.4%	0% 0% 0%	0% 0% 0%
OFFICE/CLERICAL Workforce CLS #/% Utilization		23.52% 27.6% -4.08%	0% 1.7% -1.7%	5.88% 8% -2.12%	0% 1% -1%	0% .1% -1%	64.72% 42.5% 22.22%	0% 4% -4%	0% 12.5% -12.5%	5.88% 1.3% 4.58%	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 and Courts - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Judiciary and Courts							
FT	19960205	BARNETTE, MARY M	F	White	06 Administrative Support	10/24/1996	2/28/2013
OT	20010055	BARTELT, CLIFTON O	M	White	04 Protective Services: Sworn	3/13/2001	
FT	19820005	BIDDLE, BARBARA J	F	White	06 Administrative Support	4/1/1982	
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	
FT	19870030	CHRISTIANSEN, KATHRYN J	F	White	06 Administrative Support	10/26/1987	3/31/2013
OT	19960247	DIAMOND, WILLIAM	M	White	04 Protective Services: Sworn	12/4/1996	
FT	20090089	DOMINY, SHANNON F	F	White	06 Administrative Support	12/1/2009	9/7/2012
FT	20110007	DRAVILLAS, ALEX J	M	White	06 Administrative Support	1/24/2011	3/16/2012
FT	20090018	ESTATE OF MUNOZ JR, JOSE M	M	Hispanic or Latino	06 Administrative Support	2/23/2009	6/7/2013
OT	20110011	FEELY, NANCY L	F	White	04 Protective Services: Sworn	2/1/2011	
FT	20120083	FOKAKIS, KENDRA R	F	White	06 Administrative Support	10/1/2012	7/12/2013
OT	20040207	GIRMSCHIED, LLEWELLYN E	M	White	04 Protective Services: Sworn	10/4/2004	
FT	20120021	GLYNN, KEVIN M	M	White	06 Administrative Support	4/3/2012	7/13/2012
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	20070044	JANNUSCH, KAREN L	F	White	04 Protective Services: Sworn	3/5/2007	6/22/2012
OT	20040024	JOHNSON, JOHNNIE L	M	Black	04 Protective Services: Sworn	2/1/2004	
OT	19880025	KARAYANNIS, KATHRYN D	F	White	01 Official/Administration	8/15/1988	
OT	20070169	KEARNEY, ROBERT M	M	White	04 Protective Services: Sworn	8/27/2007	
OT	19940140	KLIMENT, DAVID P	M	White	01 Official/Administration	12/1/1994	
OT	20070131	KURKJIAN, CATHY L	F	White	04 Protective Services: Sworn	7/16/2007	
OT	20090075	LAWRENCE, CHARLES A	M	White	04 Protective Services: Sworn	11/1/2009	
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	20120011	MAHONEY, NEIL T	M	White	02 Professionals	2/16/2012	
OT	20080105	MALONE, MARIANNE Y	F	White	04 Protective Services: Sworn	6/30/2008	
FT	20110034	MARCHANT, ZEINA	F	White	02 Professionals	4/27/2011	7/6/2012
FT	20000077	MARSZALEK, PETER J	M	White	02 Professionals	2/20/2007	

Ethnic Detail for Judiciary and Courts - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Judiciary and Courts							
OT	20110010	MATTHEWS, OTIS B	M	Black	04 Protective Services: Sworn	2/1/2011	
FT	20060135	MCSHANE, GRISELDA M	F	Hispanic or Latino	06 Administrative Support	3/23/2007	
FT	19920003	MOORE, MARI M	F	White	06 Administrative Support	1/13/1992	
OT	20010017	MORAN, MARY K	F	White	02 Professionals	1/17/2001	
FT	20090094	MUDGETT, JAMES C	M	White	06 Administrative Support	12/28/2009	9/6/2013
FT	19830019	NAUGHTON, DOUGLAS J	M	White	01 Official/Administration	12/12/1983	
OT	19960230	NELSON, PATRICIA A	F	White	04 Protective Services: Sworn	11/25/1996	1/4/2013
OT	20050006	NIELSEN, LOUIS A	M	White	04 Protective Services: Sworn	1/1/2005	
OT	20120057	NOTTE, ILONA L	F	White	04 Protective Services: Sworn	8/15/2012	2/7/2014
OT	20020192	NOVERINI, JOHN A	M	White	02 Professionals	12/1/2002	
PT	20110092	NUNES, MARSILDA B	F	White	06 Administrative Support	12/5/2011	9/20/2013
FT	20000005	O'BRIEN, ANDREA	F	White	01 Official/Administration	1/3/2000	
FT	20110093	PANKE, LARAA	F	White	06 Administrative Support	12/1/2011	11/2/2012
OT	20100007	SCHIMMEL-YOUNG, JUDY M	F	White	05 Protective Services: Non Sworn	1/19/2010	
FT	19880018	SEIFRID, KATHRYN	F	White	01 Official/Administration	7/1/1988	
OT	20110009	SMITH, HENRY	M	Black	04 Protective Services: Sworn	1/31/2011	
OT	19870009	SMITH, ROSE	F	White	04 Protective Services: Sworn	3/30/1987	4/30/2013
OT	19870031	SMITH, SHIRLEY C	F	White	04 Protective Services: Sworn	10/26/1987	
OT	20080104	SNYDER, THOMAS	M	White	04 Protective Services: Sworn	6/19/2008	3/2/2012
FT	20010137	SWAN, CRAIG E	M	White	06 Administrative Support	6/11/2001	11/30/2011
FT	20110045	SZOPINSKI, SUSANNE E	F	White	02 Professionals	6/1/2011	
OT	20110014	TAYLOR, ELLIOT R	M	Black	04 Protective Services: Sworn	1/31/2011	
OT	19900039	WARFEL, SUSAN M	F	White	04 Protective Services: Sworn	8/27/1990	
OT	20040009	WILLEY, SUSAN C	F	White	06 Administrative Support	1/2/2001	
OT	19930095	ZAESKE, MARY JO	F	White	04 Protective Services: Sworn	10/4/1993	

49 54 Total Full-Time Judiciary and Courts Employees

Ethnic Detail for Law Library - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp.No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Law Library							
FT	19940004	COX, HALLE D	F	White	01 Official/Administration	1/3/1994	
FT	20080170	LORENZO, CYNTHIA A	F	White	06 Administrative Support	11/25/2008	
Total Full-Time Law Library Employees							
3 FT		BROWNE, NANCY	F	WHITE	02 PROFESSIONALS	11/1/1999	

2012 and 2013 JUDICIARY AND COURTS
EEOP REPORTS

Number of Disciplinary Actions

2012 EEOP – 1 unpaid day off for code 06 White Female

2013 EEOP – 1 verbal warning for code 06 White Female

Number of Applications for Promotion or Transfer

6 applications 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

Waubonsee Community College and Elgin Community College Paralegal Programs

Kane County Website

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 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.										

3/21/2014

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) – 2012 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 - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Merit Commission							
PT	20080047	KONEN, KATHLEEN M	F	White	06 Administrative Support	3/24/2008	
OT	20090055	WAGNER Jr, DAVID E	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 Full-Time Merit Commission Employees							

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



719 S Batavia Ave
Geneva, IL.60134
Phone: (630) 232-3558
Fax: (630) 208-6643

TO: *SUSAN BROWN*

FROM: *KATHY KONEN*

SUBJECT: *EEOP report 2012-2013*

DATE: *MARCH 26, 2014*

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 I. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 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)	38 100%	0 0%	12 31.578%	0 0%	1 2.632%	0 0%	1 2.632%	21 55.263%	2 5.263%	1 2.632%	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)	7 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5 71.428%	2 28.572%	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.											

3/14/2014

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) - 2012 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 %	31.578%	0%	0%	2.632%	0%	55.263%	2.632%	5.263%	2.632%	0%	
	36.7%	1.5%	3.8%	3.6%	0%	45.9%	1.4%	4.3%	2.7%	0%	
	-5.122%	-1.5%	-3.8%	-9.68%	0%	9.363%	1.232%	.963%	-0.068%	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%	71.428%	0%	28.572%	0%	0%	
	27.6%	1.7%	8%	1%	.1%	42.5%	4%	12.5%	1.3%	.1%	
	-27.6%	-1.7%	-8%	-1%	-1%	28.928%	-4%	16.072%	-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 - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Public Defender							
FT	19960020	ADAM, MONA M	F	White	06 Administrative Support	2/13/1996	
PT	19970008	AMATO, JENNIE S	F	White	02 Professionals	1/6/1997	
FT	20030218	ARCHULETA, JUANITA M	F	Hispanic or Latino	02 Professionals	12/15/2003	
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	19940027	BROWN, GREGORY A	M	White	02 Professionals	4/1/1994	
FT	20030035	BUSOT, MARIA V	F	Hispanic or Latino	02 Professionals	3/3/2003	12/6/2013
FT	20120022	CARLIN, CECILY A	F	White	02 Professionals	4/16/2012	
FT	19990143	CHAPA, MARIA A	F	Hispanic or Latino	06 Administrative Support	7/19/1999	
FT	20070028	CHOATE, JILL R	F	White	06 Administrative Support	2/15/2007	
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	19910064	FAHNESTOCK, TRACIE N	F	White	04 Protective Services: Sworn	12/9/1991	
FT	20080013	FLETCHER, CHRISTOPHER R	M	White	02 Professionals	1/2/2008	5/10/2013
PT	19960101	HAWKINS, BRITT	F	White	02 Professionals	6/3/1996	
FT	19990276	KEMMERLING, KATHLEEN M	F	White	02 Professionals	12/1/1999	
FT	20110013	KERELUK, MICHAEL F	M	White	02 Professionals	1/31/2011	
PT	20010260	KLIMENT, CLAUDIA D	F	White	02 Professionals	11/6/2001	10/11/2011
FT	20030215	KRUSE, ANNE M	F	White	06 Administrative Support	12/8/2003	
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	19910041	LEE, SALLY L	F	White	06 Administrative Support	7/16/1991	
FT	20060019	LLOYD, TIMOTHY F	M	White	02 Professionals	1/4/2008	3/18/2013
PT	19790004	LOREK, DONALD E	M	White	02 Professionals	5/9/1979	
FT	19740010	MCCULLOCH, THOMAS O	M	White	02 Professionals	9/15/1974	10/31/2011
FT	20110090	MEYERS, PAUL C	M	White	02 Professionals	11/28/2011	
FT	20090058	NICHOLS SMITH, GILLIAN D	F	White	02 Professionals	9/28/2009	5/17/2013
FT	19980212	PACHECO, JANET	F	Hispanic or Latino	06 Administrative Support	10/13/1998	
FT	20090083	PARKER, MICHAEL	M	White	02 Professionals	11/16/2009	

Ethnic Detail for Public Defender - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Public Defender							
FT	19900046	PECCARELLI, BETH E	F	White	02 Professionals	9/17/1990	
FT	20090077	PEDERSEN, BRITTANY M	F	Black	02 Professionals	11/9/2009	7/20/2012
FT	20110052	POLITTE, KELLI M	F	White	02 Professionals	6/29/2011	
FT	20110005	ROGALLA, VANESSA R	F	White	06 Administrative Support	1/18/2011	
FT	20100033	SALONEN, NICOLE F	F	White	02 Professionals	5/10/2010	
FT	20140022	SANCHEZ, ELIZABETH	F	Hispanic or Latino	06 Administrative Support	2/24/2014	4/1/2014
FT	20090074	SAVASTIO, LAUREN R	F	White	02 Professionals	11/2/2009	
FT	20100078	SPARKS, CHRISTOPHER G	M	White	02 Professionals	12/1/2010	
FT	19970064	STAHL, CHRISTINE E	F	White	04 Protective Services: Sworn	4/1/1997	
FT	20070105	SZATROWSKI, MIRIAM H	F	White	02 Professionals	6/4/2007	3/23/2012
FT	20060006	TATMAN, MICHAEL S	M	White	02 Professionals	1/2/2006	
FT	20030161	VASIREDDY, KIRAN V	M	Asian	02 Professionals	9/2/2003	
FT	20050025	VISHER, JULIE A	F	White	02 Professionals	1/31/2005	5/17/2013
FT	20090059	WEISS, JILLIAN A	F	White	02 Professionals	9/28/2009	
FT	20030150	WERDERICH, WALTER G	M	White	02 Professionals	7/2/2007	
FT	19960002	WILLETT, BRENDA	F	White	02 Professionals	1/2/1996	
FT	20100080	WRIGHT, BRIAN K	M	White	02 Professionals	12/1/2010	7/9/2012
FT	20070133	YETTER, JULIA	F	White	02 Professionals	7/16/2007	
FT	20020207	YOON, EUN K	F	Asian	02 Professionals	12/30/2002	

47 48 Total Full-Time Public Defender Employees

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 12). 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: Race: 2 White Sex: 2 Females
1-termination- white female
1-suspension for term-white female

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 12).

Answer: 0

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

Answer: 0

3. 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.

4. 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) – 2012 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)	14 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11 78.571%	2 14.286%	1 7.143%	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.										

3/18/2014

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) – 2012 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%	78.571% 42.5% 36.071%	0% 4% -4%	14.286% 12.5% 1.786%	7.143% 1.3% 5.843%	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.									

3/18/2014

Ethnic Detail for Recorder - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Recorder							
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	19920009	COWAN, SHERRILYN S	F	White	06 Administrative Support	3/3/1992	12/7/2012
FT	19980166	DOOLITTLE, SHELLEY J	F	White	06 Administrative Support	8/18/1998	
FT	20000114	FERNOW, LYNDA A	F	White	02 Professionals	6/26/2000	
FT	19880001	GENTILCORE, BARBARA A	F	White	06 Administrative Support	1/1/1988	
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	20050055	IBARRA, MARIA M	F	Hispanic or Latino	06 Administrative Support	3/7/2005	
FT	19980223	KING, DAVID C	M	White	02 Professionals	11/2/1998	
FT	20010268	KRISMALIAN, CARREN M	F	White	06 Administrative Support	12/1/2001	
FT	19870023	MARWAHA, INDERPAL	F	Asian	06 Administrative Support	9/8/1987	
FT	20020159	MITCHELL, CARRIE L	F	White	06 Administrative Support	10/1/2002	
FT	19900012	SCHOLES, DAVID J	M	White	02 Professionals	3/5/1990	
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	
FT	20040180	VILLACORTA, AMALIA E	F	Hispanic or Latino	06 Administrative Support	8/23/2004	
OT	20000251	WEGMAN, SANDY	F	White	01 Official/Administration	12/1/2000	
FT	20030144	WEIGAND, SCOTT M	M	White	03 Technicians	8/18/2003	
18	19	Total Full-Time Recorder Employees					

FY2012 Equal Opportunity Plan for the Recorder's Office

- 1) The Utilization Analysis remained the same the same for the 2012 year.
- 2) Disciplinary actions: white male
 - 1 documented final warning for irregular attendance within a 6 month period
- 3) There were no promotions or transfers in FY12.
 - Professionals: 1 white female, 2 white males
 - Technicians 1 white male
 - Administrative Support: 11 white females, 2 Hispanic females
1 A/P (India 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.

FY2013 Equal Opportunity Plan for the Recorder's Office

- 1) The Utilization Analysis has changed with the retirement of one white female in Administrative Support for 2013.
- 2) Disciplinary actions: white male
 - 1 documented final warning for irregular attendance within a 6 month period
- 3) There were no promotions or transfers within the FY2013.
2013 Workforce:
 - Professionals: 1 white female, 2 white males
 - Technicians: 1 white male
 - Administrative Support: 10 white females, 2 Hispanic females, 1 A/P (India 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) – 2012 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)	5 100%	0 0%	3 60%	0 0%	0 0%	0 0%	0 0%	2 40%	0 0%	0 0%	0 0%
Professionals (02)	18 100%	1 5.56%	9 50%	0 0%	0 0%	0 0%	1 5.56%	7 38.88%	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)	8 100%	0 0%	1 12.5%	0 0%	0 0%	0 0%	0 0%	6 75%	1 12.5%	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.										

4/14/2014-Revised

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) – 2012 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 %	60% 54.5% 5.5%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	40% 30.8% 9.2%	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%	5.56% 1.5% 4.06%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	38.88% 45.9% -7.02%	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 employees in this category.							
	NON-SWORN Workforce #/% CLS #/% Utilization %		The Regional Office of Education does not have employees in this category.							
OFFICE/CLERICAL Workforce #/% CLS #/% Utilization %	12.5% 27.6% -15.1%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	75% 42.5% 32.5%	0% 4% -4%	12.5% 12.5% 0%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have employees in this category.									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %	The Regional Office of Education does not have employees in this category.									

Ethnic Detail for Regional Office of Education - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Regional Office of Education							
FT	20000009	BALDERAS, SHARON	F	White	02 Professionals	1/14/2000	
FT	20050036	BOIES, JOSHUA J	M	White	02 Professionals	2/7/2005	
PT	20030165	BRIDGES, BERNARD	M	Black	02 Professionals	9/15/2003	1/31/2013
FT	20030169	CAMERON, KENNETH L	M	White	02 Professionals	9/16/2003	10/31/2012
FT	20060157	CAMPEGGIO, THOMAS M	M	White	01 Official/Administration	8/28/2006	4/27/2012
OT	19980133	DAL SANTO, PATRICIA A	F	White	01 Official/Administration	8/1/1998	
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	19990169	GRENDA, RICHARD A	M	White	02 Professionals	8/16/1999	
PT	20040174	HAWKINS, ROBERT L	M	White	06 Administrative Support	8/18/2004	6/30/2013
PT	20040178	HELGESON, LEANNE K	F	White	06 Administrative Support	8/23/2004	
FT	20050201	HURLEY, ERIN M	F	White	02 Professionals	9/7/2005	
PT	20070124	JARMAN, BRADLEY	M	White	02 Professionals	7/2/2007	
OT	19950106	JOHNSON, DOUGLAS E	M	White	01 Official/Administration	7/1/1995	2/29/2012
FT	20020136	JORDAN, BELVIN A	F	Black	02 Professionals	9/3/2002	
FT	19980134	KAKACEK, SANDRA L	F	White	02 Professionals	8/1/1998	9/3/2013
FT	19970216	KNORR, ANGELA J	F	White	06 Administrative Support	11/10/1997	
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	20120015	LAWSON, KATHERINE	F	White	02 Professionals	3/19/2012	
FT	20070127	LECLERE, SHIRLEY	F	White	01 Official/Administration	7/2/2007	
FT	19940041	LESLIE, LORRAINE	F	White	06 Administrative Support	5/2/1994	7/1/2013
FT	19950132	MORRIS, ELEANOR B	F	Hispanic or Latino	06 Administrative Support	5/16/2007	
FT	19960227	MORRIS, PHILLIP C	M	White	01 Official/Administration	11/18/1996	
FT	20030168	NAGY, ANNESSA D	F	White	02 Professionals	9/15/2003	7/1/2013
FT	19800010	OLSEN, SHIRLEY J	F	White	06 Administrative Support	8/16/1980	3/30/2012
FT	20050041	PINNAU, MARTIN U	M	Asian	03 Technicians	2/14/2005	
FT	20040243	RISSINGER, VICKI J	F	White	06 Administrative Support	12/1/2004	

Ethnic Detail for Regional Office of Education - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Regional Office of Education							
PT	19970144	SCHNEIDER, HARRISON G	M	White	01 Official/Administration	9/4/2012	6/30/2013
FT	20020021	SEARS, GARY H	M	White	03 Technicians	2/1/2002	
FT	19990258	SPALIS, IVARS	M	White	02 Professionals	11/8/1999	
FT	19930007	VALLEJO, JULIE	F	White	01 Official/Administration	1/1/1993	6/30/2013
FT	20080160	WEBSTER, ALISSA A	F	White	02 Professionals	10/22/2008	
PT	20120029	YAGEL, JOSEPH C	M	White	01 Official/Administration	4/30/2012	6/29/2012
FT	20110040	ZBINDEN, JOSHUA T	M	White	02 Professionals	5/2/2011	
36	Total Full-Time Regional Office of Education Employ						

33

Date: April 10, 2014

To: Susan Brown
From: Meg Fetzer

Re: Equal Employment Opportunity Plan

Responses to Items from EEOP Letter

1. For FY12 the Regional Office of Education did not have any employee receive disciplinary action.
2. In FY12 there were no employees at the Regional Office of Education who made application to be promoted or transferred that were listed on the attached job categories from your EEOP letter.
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) – 2012 SHERIFF 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)		17 100%	1 5.88%	13 76.47%	0 0%	0 0%	0 0%	0 0%	3 17.65%	0 0%	0 0%	0 0%
Technicians (03)		The Sheriff's Office does not have employees in this job category.										
Protective Services	Sworn (04)	230 100%	13 5.65%	159 69.14%	16 6.95%	5 2.18%	0 0%	3 1.30%	31 13.48%	3 1.30%	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)		32 100%	0 0%	2 6.25%	0 0%	0 0%	0 0%	0 0%	26 81.25%	4 12.50%	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%

4/23/2014-Revised

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) – 2012 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 #/% 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 %		76.47% 36.7% 39.77%	5.88% 1.5% 4.38%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	17.65% 45.9% -28.25%	0% 1.4% -1.4%	0% 4.3% -4.3%	0% 2.7% -2.7%	0% 0% 0%
TECHNICIANS Workforce #/% CLS #/% Utilization %		The Sheriff's Office does not have employees in this job category.									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	69.14% 59.1% 10.04%	5.65% 7.7% -2.05%	6.95% 11.5% -4.55%	2.18% 1.9% 0.28%	0% 0% 0%	13.48% 11.0% 2.48%	1.30% 3.5% -2.20%	1.30% 5.4% -4.10%	0% 0% 0%	0% 0% 0%
	NON-SWORN Workforce #/% CLS #/% Utilization %	33.333% 52.1% -18.767%	33.333% 0% 33.333%	16.667% 0% 16.667%	0% 0% 0%	0% 0% 0%	16.667% 39.4% -22.733%	0% 0% 0%	0% 8.4% -8.4%	0% 0% 0%	0% 0% 0%
OFFICE/CLERICAL Workforce CLS #/% Utilization		6.25% 27.6% -21.35%	0% 1.7% -1.7%	0% 8% -8%	0% 1% -1%	0% .1% -1%	81.25% 42.5% 38.75%	0% 4% -4%	12.5% 12.5% 0%	0% 1.3% -1.3%	0% .1% -1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		100% 58.9% 41.1%	0% 1.7% -1.7%	0% 30% -30%	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 %		100% 21.8% 78.2%	0% 3.2% -3.2%	0% 33.4% -33.4%	0% 1.1% -1.1%	0% 0% 0%	0% 16.9% -16.9%	0% 3% -3%	0% 19.2% -19.2%	0% 1.2% -1.2%	0% 0% 0%

Ethnic Detail for Sheriff/Adult Corrections - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Adult Corrections							
FT	20000152	AGUIRRE, LUIS X	M	Hispanic or Latino	04 Protective Services: Sworn	8/1/2000	
FT	20060142	AZEMI, MERGIM	M	White	04 Protective Services: Sworn	7/31/2006	
FT	20110029	BAILEY, AMANDA E	F	White	04 Protective Services: Sworn	3/14/2011	
FT	20020110	BARNAT, ROBERT B	M	White	04 Protective Services: Sworn	8/12/2002	
FT	20060129	BARRERA, SUSAN	F	Hispanic or Latino	08 Administrative Support	6/21/2006	
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	20070216	BREDLAU, JOHN P	M	White	04 Protective Services: Sworn	12/10/2007	
FT	20070117	BREDLAU, MARY H	F	White	06 Administrative Support	6/18/2007	
FT	20080048	BRIGUGLIO, LENORE P	F	White	04 Protective Services: Sworn	3/24/2008	
FT	20010042	CAJIC, LEONARD	M	White	04 Protective Services: Sworn	2/28/2001	
FT	19910020	CAMPBELL, RICHARD J	M	White	04 Protective Services: Sworn	5/5/1991	
FT	19910021	CARTER, WAYNE A	M	White	02 Professionals	5/1/1991	
FT	20040028	CAWWEY, SHERDELL G	M	White	04 Protective Services: Sworn	2/9/2004	
FT	19930035	CONKLIN, CHARLES K	M	Asian	04 Protective Services: Sworn	5/16/1993	
FT	20080148	CROSS, KHARI L	M	Black	04 Protective Services: Sworn	9/16/2008	
FT	19960047	CROSS, TANIKA M	F	Black	04 Protective Services: Sworn	4/1/1996	
FT	20100026	DAVIS, JANEL L	F	White	04 Protective Services: Sworn	3/29/2010	
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	20020030	DELGADO, DARREN G	M	Hispanic or Latino	04 Protective Services: Sworn	2/25/2002	
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	20000246	DILLER JR, GLENN G	M	White	08 Service/Maintenance	12/1/2000	
FT	20040029	DIRECTO, JOEL G	M	Asian	04 Protective Services: Sworn	2/9/2004	
FT	20080043	DOMINGUEZ, ALICIA	F	Hispanic or Latino	06 Administrative Support	3/17/2008	
FT	19950043	DUCAY, CHRIS V	M	Asian	04 Protective Services: Sworn	3/26/1995	
FT	20010182	DUNAWAY, PAUL D	M	White	04 Protective Services: Sworn	8/13/2001	

Ethnic Detail for Sheriff/Adult Corrections - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Adult Corrections							
FT	20090011	DURAN CANCINO, LUIS F	M	Hispanic or Latino	04 Protective Services: Sworn	2/2/2009	
FT	19930120	EBY, THOMAS L	M	White	04 Protective Services: Sworn	12/1/1993	8/1/2012
FT	19910023	EISENMAN, FRANCISCO S	M	Asian	04 Protective Services: Sworn	5/16/1991	
FT	19890008	FLOWERS, GREGORY M	M	White	02 Professionals	2/16/1989	
FT	19940089	FLOWERS, SCOTT A	M	White	04 Protective Services: Sworn	8/16/1994	
FT	20050181	FRANZEN, NICOLE A	F	White	06 Administrative Support	8/22/2005	
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	20070214	HANCZAR, MARISA A	F	White	04 Protective Services: Sworn	12/10/2007	
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	20030118	HELLER, KATIE A	F	White	04 Protective Services: Sworn	7/14/2003	
FT	19960081	HEWITT, CHRISTOPHER R	M	White	04 Protective Services: Sworn	5/13/1996	
FT	19920016	HICKEY, JOHN V	M	White	02 Professionals	5/1/1992	
FT	19990070	HILLIARD, RONALD T	M	White	04 Protective Services: Sworn	3/29/1999	4/13/2013
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	20050039	HUGHES, KELLY M	F	White	04 Protective Services: Sworn	2/14/2005	
FT	19990071	HUGHES, RANDY A	M	White	04 Protective Services: Sworn	3/29/1999	
FT	19950080	HUNGER, COREY J	M	White	01 Official/Administration	4/16/1995	
FT	19910043	HUSTON, MICHAEL E	M	White	04 Protective Services: Sworn	8/18/1991	
FT	19910025	JACKSON, KEVIN D	M	Black	04 Protective Services: Sworn	5/7/1991	11/1/2013
FT	20010005	JACKSON, MARILYN J	F	White	04 Protective Services: Sworn	1/1/2001	
FT	19900031	JOHNSON, ALAN R	M	White	04 Protective Services: Sworn	7/1/1990	
FT	20040032	JOHNSON, JOHN H	M	Black	04 Protective Services: Sworn	2/9/2004	

Ethnic Detail for Sheriff/Adult Corrections - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
					04	Protective Services: Sworn	2/26/2001
Sheriff/Adult Corrections							
FT	20010044	JOHNSON, JOHNNY L	M	Black	02	Professionals	5/24/1992
FT	19920018	KEATY, PATRICK M	M	White	04	Protective Services: Sworn	9/29/1995 8/6/2012
FT	19950171	KELLEY, MICHELLE F	F	White	04	Protective Services: Sworn	2/4/2008
FT	20080028	KHOLLMAN, CORY S	M	White	04	Protective Services: Sworn	10/10/2006
FT	20060187	KMIECIAK, BRETT M	M	White	04	Protective Services: Sworn	2/2/2009
FT	20090014	KOBALD JR, RAYMOND C	M	White	06	Administrative Support	4/16/2001
FT	20010081	KOMES, DIANE K	F	White	04	Protective Services: Sworn	7/8/2013 12/20/2013
FT	20130078	KOZIEL, JORDAN A	M	White	04	Protective Services: Sworn	8/13/2001
FT	20010183	KRAWCZYK, JERRY	M	White	04	Protective Services: Sworn	2/22/2000
FT	20000021	LAMBERT, SUSAN A	F	White	04	Protective Services: Sworn	3/26/1995
FT	19950044	LANG, DONALD J	M	White	04	Protective Services: Sworn	12/10/2007
FT	20060105	LARRY, BRADLEY J	M	White	04	Protective Services: Sworn	2/2/2009
FT	20090008	LAURIA, JOSEPH C	M	White	04	Protective Services: Sworn	4/14/2008
FT	20080060	LAVIGNE, JASON R	M	White	04	Protective Services: Sworn	5/3/1991
FT	19910026	LAWRENCE, STEPHEN C	M	White	06	Administrative Support	8/18/2008
FT	20080129	LETSINGER, DANIELLE D	F	White	02	Professionals	6/1/1991
FT	19910033	LEWIS, JAMES C	M	White	04	Protective Services: Sworn	11/8/1999
FT	19990255	LOOMIS, SHAWN M	M	White	04	Protective Services: Sworn	3/14/2011
FT	20110028	LUCANIA, TANYA R	F	White	04	Protective Services: Sworn	7/23/2007
FT	20070138	LUNGREN, KEVIN M	M	White	04	Protective Services: Sworn	5/30/2006
FT	20060106	MANN, BRYAN W	M	White	04	Protective Services: Sworn	9/29/1995
FT	19950173	MARCRUM, GREGORY A	M	White	04	Protective Services: Sworn	5/12/1992
FT	19920020	MARCRUM, LARRY S	M	White	04	Protective Services: Sworn	2/4/2008
FT	20080031	MCCLANAHAN, NICOLE G	F	White	04	Protective Services: Sworn	7/23/2007
FT	20070136	MCGILL, RYNE E	M	White	04	Protective Services: Sworn	5/24/2004
FT	20040102	MCKANNA, SCOTT A	M	White	04	Protective Services: Sworn	9/11/1996
FT	19960159	MCKINESS, RANDIE S	M	White	04	Protective Services: Sworn	10/6/2008
FT	20080154	MEZA, JUAN G	M	Hispanic or Latino	04	Protective Services: Sworn	12/10/2007
FT	20070215	MEZA, ROSENDO	M	Hispanic or Latino	04	Protective Services: Sworn	

Ethnic Detail for Sheriff/Adult Corrections - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Adult Corrections							
FT	20010173	MILLER, BLYTHE A	F	White	04 Protective Services: Sworn	8/6/2001	
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	20110042	MULDER, ERIN L	F	White	06 Administrative Support	5/17/2011	
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	19870026	O'HARA, SARAH J	F	White	04 Protective Services: Sworn	10/26/1987	5/31/2012
FT	19960218	OLALDE, MANUEL E	M	Hispanic or Latino	04 Protective Services: Sworn	11/4/1996	
FT	20020036	OSMANI, PERPARIM	M	White	04 Protective Services: Sworn	2/25/2002	
FT	19980068	PLEITT, RICHARD M	M	White	04 Protective Services: Sworn	5/4/1998	
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	19970029	ROBINSON, EVERETT D	M	Black	04 Protective Services: Sworn	1/27/1997	
FT	19990074	RODRIGUEZ, YOLANDA A	F	Hispanic or Latino	04 Protective Services: Sworn	3/29/1999	
FT	20020037	RYDER, JOSHUA A	M	White	04 Protective Services: Sworn	2/25/2002	
FT	20050077	SALISBURY, JOSHUA A	M	White	06 Administrative Support	5/1/2005	10/5/2013
FT	20070059	SALISBURY, RYAN L	M	White	04 Protective Services: Sworn	4/2/2007	
FT	20070027	SCHMIDT, JENNIFER S	F	White	04 Protective Services: Sworn	2/13/2007	8/18/2013
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	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	20080087	SODERDAHL, LINDSAY M	F	White	06 Administrative Support	6/9/2008	

Ethnic Detail for Sheriff/Adult Corrections - Full-time Employees between 7/1/2011 and 6/30/2012

Type	Emp No	Employee Name	Gender	Race	EEO Category	Hire Date	Term Date
Sheriff/Adult Corrections							
FT	20080087	SODERDAHL, LINDSAY M	F	White	06	Administrative Support	6/9/2008
FT	20000137	SPENCE, MARY F	F	White	04	Protective Services: Sworn	7/17/2000
FT	19940018	STEBERL, KATHLEEN A	F	White	06	Administrative Support	2/1/1994
FT	20060188	STROSSNER, DEL D	M	White	04	Protective Services: Sworn	10/10/2006
FT	19890010	SWAINE, MARY A	F	Hispanic or Latino	04	Protective Services: Sworn	2/17/1989 2/28/2013
FT	19890062	SWANSON, DANIEL P	M	White	02	Professionals	11/1/1989
FT	20030038	SWICK, JAMES A	M	White	04	Protective Services: Sworn	3/3/2003
FT	19910028	TANT, DOMI L	F	White	04	Protective Services: Sworn	5/6/1991
FT	19980093	THOMAS Sr, PRUE C	M	Black	04	Protective Services: Sworn	6/3/1998
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	20030123	TRYBULA, VICTORIA J	F	White	04	Protective Services: Sworn	7/14/2003
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	20050161	WILLIAMS, DURRELL E	M	Black	04	Protective Services: Sworn	7/18/2005
FT	20030124	WILLIAMS, PAMELA M	F	Black	04	Protective Services: Sworn	7/14/2003
FT	20090012	WILSON, OLIVER E	M	Black	04	Protective Services: Sworn	2/2/2009
FT	19900007	WOODRUFF, LYNNE M	F	White	02	Professionals	2/16/1990 1/3/2014
FT	19980091	WOODS, WILLIAM R	M	White	06	Administrative Support	6/1/1998
FT	20040035	ZILLEGES, LAURA A	F	White	04	Protective Services: Sworn	2/9/2004
138	Total Full-Time Sheriff/Adult Corrections Employees						
FT		JONES, NINA	F	WHITE	06	ADMIN	5/5/2008
FT		THAS, EMILY	F	WHITE	06	ADMIN	8/4/2008

Ethnic Detail for Sheriff/Court Security - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Court Security							
FT	20080041	AGUIRRE, FRANCISCO J	M	Hispanic or Latino	04 Protective Services: Sworn	3/12/2008	
FT	20100043	AGUIRRE, VANESSA	F	Hispanic or Latino	04 Protective Services: Sworn	7/12/2010	
FT	20050238	ANZELONE, JOSEPH	M	White	04 Protective Services: Sworn	11/1/2005	
FT	20110061	AUKSTOLIS, WILLIAM F	M	White	04 Protective Services: Sworn	8/22/2011	
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	19930074	DE CHRISTOPHER, DANIEL P	M	White	04 Protective Services: Sworn	9/20/1993	12/30/2011
FT	20130086	DIAZ, MARTINA	M	Hispanic or Latino	04 Protective Services: Sworn	7/30/2013	9/18/2013
FT	19980246	DUDA, KIMBERLY A	F	White	04 Protective Services: Sworn	12/14/1998	
FT	19850010	FALKNER, WALLACE D	M	Black	02 Professionals	8/19/1985	8/30/2013
FT	20110033	FEIZA, DEREK J	M	White	04 Protective Services: Sworn	4/18/2011	
FT	20050058	FISHER, LINDA A	F	White	04 Protective Services: Sworn	3/14/2005	
FT	20000102	FLETCHER, LLOYD	M	White	01 Official/Administration	6/6/2000	
FT	20030128	FRANKS, RICHARD A	M	White	04 Protective Services: Sworn	7/28/2003	5/28/2013
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	
FT	20080074	HAYES, PAUL V	M	White	04 Protective Services: Sworn	5/12/2008	
FT	20080084	KRIEN, HERBERT A	M	White	04 Protective Services: Sworn	6/2/2008	
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	19980182	MADIGAN, SANDRA A	F	White	04 Protective Services: Sworn	9/8/1998	
FT	20070067	MAKSINSKI, JOHN B	M	White	04 Protective Services: Sworn	5/1/2007	7/13/2012
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	20050205	MONTALBANO, THOMAS P	M	White	04 Protective Services: Sworn	9/12/2005	12/19/2011
FT	20040021	NELMS, SHIRLEY A	F	Black	04 Protective Services: Sworn	1/26/2004	
FT	20030159	O'CONNELL, THOMAS L	M	White	04 Protective Services: Sworn	9/2/2003	3/30/2012
FT	19970234	OESTERREICHER, CLAUDE L	M	White	04 Protective Services: Sworn	12/1/1997	
FT	20100002	PEPICH, BENJAMIN J	M	White	04 Protective Services: Sworn	1/4/2010	5/31/2012

Ethnic Detail for Sheriff/Court Security - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Court Security							
FT	19990136	PILIPUF, RONALD J	M	White	04 Protective Services: Sworn	7/12/1999	
FT	20040173	POE, CHARLES M	M	White	04 Protective Services: Sworn	8/16/2004	
FT	19970002	QUINN, HOLLY A	F	White	04 Protective Services: Sworn	1/2/1997	
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	20070036	STUCKERT, MICHAEL J	M	White	04 Protective Services: Sworn	2/20/2007	10/10/2012
FT	19900019	UNDESSER, DANIEL K	M	White	04 Protective Services: Sworn	3/26/1990	9/30/2011
FT	20050017	VAN VLERAH, ROGER A	M	White	04 Protective Services: Sworn	1/10/2005	

35 / 21

Total Full-Time Sheriff/Court Security Employees

Ethnic Detail for Sheriff/Sheriff - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Sheriff							
FT	19950153	ALBA, ALDO A		M	Hispanic or Latino	04 Protective Services: Sworn	9/8/1995
FT	19920015	ANDRESEN, ROBERT S		M	White	04 Protective Services: Sworn	5/7/1992 4/30/2012
FT	20070016	ARDELAN, JANET F		F	White	06 Administrative Support	1/16/2007
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	20110098	BATITSAS, PETER S		M	White	04 Protective Services: Sworn	1/3/2012
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	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	19950056	BOBER Jr, RAYMOND M		M	White	05 Protective Services: Non Sworn	4/16/1995
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	19820013	BUMBAR, JEFFREY		M	White	07 Skilled Craft	9/1/1982
FT	19790006	BUMGARNER, THOMAS L		M	White	02 Professionals	6/10/1979
PT	19760006	BURGERT, CINDA A		F	White	02 Professionals	7/30/2012 3/13/2014
FT	19950195	CAMPBELL, CRAIG K		M	Black	04 Protective Services: Sworn	3/30/1998
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
FT	19860004	COLE, COLLEEN M		F	White	06 Administrative Support	4/1/1986
FT	19930014	COLLINS, CHRISTOPHER J		M	White	02 Professionals	3/17/1993
FT	19980042	COLLINS, STEVEN W		M	White	04 Protective Services: Sworn	3/16/1998
FT	20110099	CONLEY, SARAH L		F	White	04 Protective Services: Sworn	1/1/2012
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	20080061	DEUCHLER, SUSAN J		F	White	04 Protective Services: Sworn	4/21/2008
FT	20110021	DOUGLAS, JUSTIN E		M	Black	04 Protective Services: Sworn	2/13/2011
FT	20020149	DURHAM, THOMAS A		M	White	04 Protective Services: Sworn	9/23/2002

Ethnic Detail for Sheriff/Sheriff - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Sheriff							
FT	20070118	DZAFERI CRAMER, LULE	F	White	06 Administrative Support	6/18/2007	
FT	19980195	EDWARDS, WALTER F	M	Black	04 Protective Services: Sworn	9/18/1998	
FT	19980139	FEIZA, AARON J	M	White	04 Protective Services: Sworn	8/3/1998	
FT	19940021	FISHER, ERIC S	M	White	04 Protective Services: Sworn	2/16/1994	
FT	20030099	FLANNERY, MICHAEL C	M	Hispanic or Latino	04 Protective Services: Sworn	6/9/2003	
FT	19940070	FLOWERS, TIMOTHY W	M	White	04 Protective Services: Sworn	7/1/1994	
FT	20020186	FRIEDRICH, JANET L	F	White	06 Administrative Support	11/25/2002	
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	19960070	GENGLER, PATRICK J	M	White	02 Professionals	4/19/1996	
FT	19970058	GENTRY, BRANDEN W	M	White	04 Protective Services: Sworn	3/21/1997	
FT	20010146	GOMEZ, JOSE C	M	Hispanic or Latino	05 Protective Services: Non Sworn	6/26/2001	
FT	19990145	GONCHER, MATTHEW J	M	White	04 Protective Services: Sworn	7/19/1999	
FT	19830016	GROMMES, RONALD	M	White	02 Professionals	12/1/1983	
FT	20030036	HAIN, RONALD C	M	White	04 Protective Services: Sworn	3/3/2003	
FT	20070026	HAMBLLEN, DENISE E	F	White	06 Administrative Support	2/20/2007	
FT	19980086	HARRISON, GARY W	M	White	07 Skilled Craft	6/1/1998	
FT	20050027	HOFFMAN, TERENCE L	M	White	04 Protective Services: Sworn	2/1/2005	
FT	20080130	HORAN, KATHRYN E	F	White	06 Administrative Support	8/25/2008	10/27/2012
FT	20120008	HOYT, TREVOR L	M	White	04 Protective Services: Sworn	2/10/2012	
FT	20050215	HUMM, MATTHEWA	M	White	04 Protective Services: Sworn	9/26/2005	
FT	20050088	JOHANNESSEN, ASHLEIGH N	F	White	06 Administrative Support	5/16/2005	
FT	20030155	JOHNSON, AMY R	F	White	04 Protective Services: Sworn	9/2/2003	
FT	19980046	JOHNSON, KENNETH E	M	White	04 Protective Services: Sworn	3/30/1998	
FT	19980047	JONES, STEVEN W	M	Hispanic or Latino	04 Protective Services: Sworn	3/30/1998	
FT	20050069	KAUS, KRISTA M	F	White	04 Protective Services: Sworn	4/4/2005	
FT	19890001	KLEVENO, KEVIN W	M	White	04 Protective Services: Sworn	1/9/1989	

Ethnic Detail for Sheriff/Sheriff - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Sheriff							
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	20010092	KRAUSE, JENNIFER A	F	White	05 Protective Services: Non Sworn	5/1/2001	
FT	19900029	KRUSE, NATALIE A	F	White	06 Administrative Support	6/11/1990	
FT	19980201	LEWIS, BRIAN T	M	White	04 Protective Services: Sworn	9/28/1998	
FT	19950001	LYNE, CHERYL A	F	White	04 Protective Services: Sworn	1/1/1995	
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	19920021	MAYES, WILLIE M	M	Black	04 Protective Services: Sworn	5/13/1992	
FT	19960257	MCCARTY, BRIAN J	M	White	04 Protective Services: Sworn	12/16/1996	
FT	20050159	MCKINNESS, BRANDON S	M	White	04 Protective Services: Sworn	7/18/2005	
FT	20100096	MCKINNEY, SANDRA S	F	White	06 Administrative Support	12/27/2010	
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	19870016	NELSON, DARLENE M	F	White	06 Administrative Support	6/29/1987	
FT	19870017	O'HARA, DANIEL T	M	White	04 Protective Services: Sworn	7/20/1987	
FT	20110041	PARKER, DEBORAH A	F	White	06 Administrative Support	5/19/2011	
FT	19930104	PEELER, CHRISTOPHER T	M	White	04 Protective Services: Sworn	11/16/1993	
FT	20120023	PEREZ, GABRIEL P	M	Hispanic or Latino	04 Protective Services: Sworn	4/23/2012	
OT	19920007	PEREZ, PATRICK B	M	Hispanic or Latino	01 Official/Administration	3/16/1992	
FT	19790012	POE, MARTHA L	F	White	06 Administrative Support	8/13/1979	
FT	19970099	POGORZELSKI, EDWARD A	M	White	04 Protective Services: Sworn	5/19/1997	
FT	19830018	RANDALL, DWIGHT C	M	White	02 Professionals	12/16/1983	
FT	19960160	RAY, ORLANDO T	M	Black	05 Protective Services: Non Sworn	9/1/1996	
FT	20100042	RECKINGER, DEBRA L	F	White	06 Administrative Support	6/17/2010	
FT	19940090	REITMEYER, STEVEN E	M	White	04 Protective Services: Sworn	8/16/1994	
FT	19950154	ROBERTS, DAWN M	F	White	04 Protective Services: Sworn	9/8/1995	
FT	19950002	RODRIGUEZ, SALVADOR	M	Hispanic or Latino	04 Protective Services: Sworn	1/1/1995	
FT	20040057	ROGAWSKI, RONALD P	M	White	05 Protective Services: Non Sworn	4/1/2004	

Ethnic Detail for Sheriff/Sheriff - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Sheriff							
FT	19880034	ROSEBUSH, THOMAS F	M	White	04 Protective Services: Sworn	10/3/1988	
FT	20080065	RUBIO, SONIA	F	Hispanic or Latino	06 Administrative Support	4/28/2008	
FT	19970024	RUHAJ, CHRISTOPHER M	M	White	04 Protective Services: Sworn	1/24/1997	
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	19970015	SCHURING, PHILLIP P	M	White	04 Protective Services: Sworn	1/10/1997	
FT	19970180	SEIDELMAN, JAMES A	M	White	04 Protective Services: Sworn	9/12/1997	
FT	19760004	SIVAK, GARY J	M	White	07 Skilled Craft	2/10/1976	5/31/2013
FT	19840003	SMITH, ANDREW K	M	Black	04 Protective Services: Sworn	2/1/1984	
FT	20080005	STAMMET, YVONNE R	F	White	06 Administrative Support	12/26/2007	
FT	19800015	SWANSON, ALAN J	M	White	02 Professionals	11/23/1980	12/19/2011
FT	19930006	THOMPSON, CRYSTAL M	F	White	06 Administrative Support	1/16/1993	
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	19970225	TYLER, WILLIE J	M	Black	05 Protective Services: Non Sworn	11/17/1997	
FT	20030112	VELAZQUEZ, JUAN G	M	Asian	04 Protective Services: Sworn	6/30/2003	
FT	19930018	WAGNER, DAVID E	M	White	02 Professionals	3/1/1993	
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	20120038	WEIBLER, JENNIFER A	F	White	06 Administrative Support	6/25/2012	
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	19920022	WILLIAMS, KEVIN E	M	White	02 Professionals	5/5/1992	
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	20100045	WOODS, BRITTANY M	F	Hispanic or Latino	06 Administrative Support	7/19/2010	
FT	19930019	ZENTMYER, BRAD	M	White	04 Protective Services: Sworn	3/16/1993	

Ethnic Detail for Sheriff/Sheriff - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Sheriff/Sheriff							
FT	20080112	ZINKE, KIMBERLY J	F	White	04 Protective Services: Sworn	7/3/2008	
117	Total Full-Time Sheriff/Sheriff Employees						
FT		BARSANTI, DAWN	F	WHITE	02 PROFESSIONALS		10/2/1992

2012 Labor Analysis



Kane County Sheriff Patrick B. Perez
04/24/14

The Kane County Sheriff's Office is made up of seven (7) job group categories for the purposes of the 2012 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 not significant changes to the Office's workforce composition. 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 76.47%, but that represent a decrease from 2011 of over 9% (from 85.7% to 76.47%), bringing the Utilization % closer to the CLS. The percentages of male blacks in the same categories exceed the CLS percentages by 4.38 %. Female whites are still under-represented in both categories; however the Utilization % showed a positive of over 10% to -28.25%

The Office Clerical Job group is dominated by female employees, with white females making up over 81% of the workforce. Female blacks are underrepresented by 4% while the female Hispanic representation fell in line with the CLS% at 12.5%. Males are underrepresented in this group by about 32%. These representations are expected in that 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 69.1%, an over-representation of 10%. Male Blacks are under-represented by 2.05%, Male Hispanic by 4.55%, Female Black by 2.2% and Female Hispanic by 4.1%. The category of Male Asian/Pacific Islander showed an over-representation of .28%, and Female White by 2.48%

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%.

The Sheriff's Office continues to have substantial variances in its workforce compared to the CLS, however past (and continuing) efforts by the Office at more targeted recruiting and advertising is attracting not only qualified but diversified candidates as well.

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

In January of 2007 Sheriff Perez began a recruiting initiative for the Kane County Sheriff's Office to broaden the scope of potential candidates reached. 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 2012:

- Western Illinois University
- Aurora University
- 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". This policy is attached to the document as an addendum.

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 2012 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 2012. They have provided the final eligibility lists for promotion. The following table reflects the information regarding actual promotions in each category.

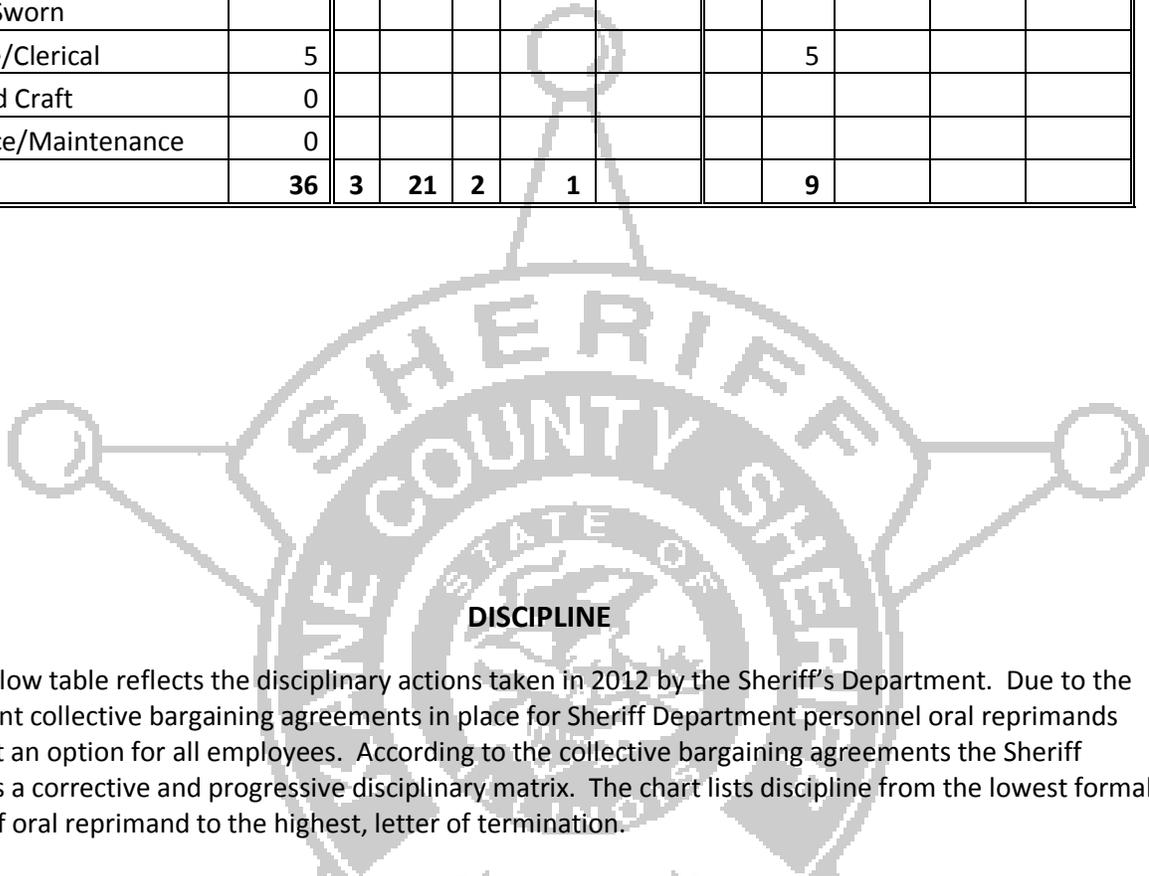
Promotions	total	MALE					FEMALE				
		b	w	h	A/PI	AI/A N	B	W	H	A/PI	AI/A N
Officials/Administrators	0		0								
Professionals	1		1								
Protective Services/ Sworn	2	1	1								
Protective Services/ Non-Sworn	0		0								
Office/Clerical	0		0								
Skilled Craft	0		0								
Service/Maintenance	0		0								
Total	3		3								

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	12	2	8	1	1			0			
Protective Services/ Sworn	38	3	31	1	0			3			
Protective Services/ Non-Sworn	0										
Office/Clerical	0										
Skilled Craft	0										
Service/Maintenance	0										
Total	50	5	39	2	1			3			

TRANSFERS

The below table reflects the information on transfers. During 2012 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	3		2					1				
Protective Services/ Sworn	28	3	19	2	1			3				
Protective Services/ Non-Sworn												
Office/Clerical	5							5				
Skilled Craft	0											
Service/Maintenance	0											
Total	36	3	21	2	1			9				



DISCIPLINE

The below table reflects the disciplinary actions taken in 2012 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	2		1					1				
Written reprimand	10	2	6	0	1			1				
Letter of suspension	6	2	4									
Letter of termination	0		0									
Demotion												
total	18	4	11		1	N/A		2	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	6		6								
Sergeant/Detective	29	4	20	4				1			
Total	37	4	27	5				1			

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							



This page intentionally left blank

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 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%	26 42.62%	0 0%	0 0%	0 0%	0 0%	32 52.46%	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%
	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%	0 0%	0 0%	2 2.99%	49 73.13%	11 16.42%	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.										

4/9/2014-Revised

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) – 2012 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 %	42.62% 36.7% 5.92%	0% 1.5% -1.5%	0% 3.8% -3.8%	0% 3.6% -3.6%	0% 0% 0%	52.46% 45.9% 6.56%	0% 1.4% -1.4%	3.28% 4.3% -1.02%	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%	0% 1% -1%	0% .1% -1%	73.13% 42.5% 30.63%	2.99% 4% -1.01%	16.42% 12.5% 3.92%	0% 1.3% -1.3%	0% .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 - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
State's Attorney							
FT	20080053	AMOS, FRENCHIE S	F	Black	06 Administrative Support	3/24/2008	
FT	20080157	ANDERSON, ROBERT	M	White	02 Professionals	10/14/2008	4/26/2013
FT	20090071	BAKER, JOHN F	M	White	02 Professionals	10/19/2009	10/14/2011
PT	20060025	BARSANTI, ALFONSO J	M	White	06 Administrative Support	1/9/2006	10/28/2011
FT	20010202	BAXTER, CHRISTOPHER E	M	White	06 Administrative Support	8/28/2001	2/14/2014
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	20080140	BEDERKA, ALEXANDER G	M	White	02 Professionals	9/1/2008	
FT	19970228	BELLARIO, CATHERINE E	F	White	02 Professionals	12/1/1997	
FT	19990015	BELSHAN, DAVID F	M	White	02 Professionals	1/11/1999	
FT	19990164	BERG, DAVID M	M	White	04 Protective Services: Sworn	8/16/1999	
FT	19970044	BLAND, JUDITH A	F	White	06 Administrative Support	2/24/1997	
FT	20090003	BOLDEN, ELISA	F	Hispanic or Latino	06 Administrative Support	1/5/2009	
FT	19980062	BRADLEY, LISBETH A	F	White	06 Administrative Support	4/29/1998	11/12/2013
FT	19990213	BRADLEY, PAMELA	F	Black	06 Administrative Support	9/27/1999	
FT	20000043	BREE, DEBRA L	F	White	02 Professionals	4/3/2000	
FT	20010063	BRICTSON, MARK S	M	White	04 Protective Services: Sworn	3/26/2001	
FT	20000210	BROWN, STEPHEN D	M	White	02 Professionals	9/25/2000	
FT	20000117	BUMPUS, FRANK J	M	White	06 Administrative Support	6/27/2000	
FT	19690002	BYRUM, SUZANNE M	F	White	06 Administrative Support	4/1/1969	
FT	20100072	CABALLERO, VERONICA A	F	Hispanic or Latino	06 Administrative Support	11/15/2010	12/21/2012
FT	20030056	CAMACHO, ROSALVA	F	Hispanic or Latino	06 Administrative Support	4/8/2003	
FT	20100051	CAMARGO, BIANCA	F	Hispanic or Latino	02 Professionals	8/9/2010	
FT	20080165	CARTER, DANIEL R	M	White	02 Professionals	11/24/2008	
FT	20090042	CHALCRAFT II, MICHAEL T	M	White	02 Professionals	6/1/2010	5/11/2012
FT	20010184	CHASSE, LORI J	F	White	06 Administrative Support	8/15/2001	12/31/2012
FT	20040238	CHILTON, RONALD D	M	White	04 Protective Services: Sworn	12/1/2004	

Ethnic Detail for State's Attorney - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
State's Attorney							
FT	20060094	CHINN, SHARON A	F	White	06 Administrative Support	5/22/2006	
OT	20070144	COLLINS, ANDREW A	M	White	06 Administrative Support	12/20/2011	1/10/2012
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	20110024	COYLE, VINCENT M	M	White	02 Professionals	2/22/2011	
FT	20110067	CRIMMINS, LORI	F	White	02 Professionals	9/4/2011	
FT	20100016	CULLEN, JOSEPH	M	White	02 Professionals	2/8/2010	
FT	20010196	CULLY, SHERI D	F	White	06 Administrative Support	8/20/2001	12/14/2011
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	19850009	DEITER, LINDA M	F	White	06 Administrative Support	8/1/1985	12/7/2012
FT	20030207	DICE, RICHARD B	M	White	06 Administrative Support	11/24/2003	2/14/2014
FT	20110049	DOYEN, KATHLEEN R	F	White	02 Professionals	6/20/2011	
FT	20020009	DUET, JANET L	F	White	06 Administrative Support	1/14/2002	
FT	20020018	ELY, PAMELA J	F	White	04 Protective Services: Sworn	1/29/2002	
FT	20010022	ENGER, SUSAN E	F	White	06 Administrative Support	1/29/2001	
FT	20030079	ENGERMAN, AMY P	F	White	02 Professionals	5/19/2003	1/11/2013
FT	20010026	ENGERMAN, WILLIAM G	M	White	02 Professionals	3/7/2011	
FT	20050105	ERWIN, BRIAN R	M	White	02 Professionals	7/30/2007	4/5/2012
FT	20050188	ESCOBAR, JOANNA	F	Hispanic or Latino	06 Administrative Support	8/29/2005	
FT	19990251	FARA, ELOISE	F	White	06 Administrative Support	11/8/1999	
FT	20110056	FLINN, KELLEY V	F	White	02 Professionals	3/5/2012	
FT	20070192	FLORO, KELLY A	F	White	06 Administrative Support	10/22/2007	10/28/2011
FT	20100092	FORD, FLEMING S	F	White	02 Professionals	12/1/2010	7/5/2013
PT	19950014	FRYE, LISA	F	White	06 Administrative Support	1/30/1995	
FT	19960004	FUENTES, MARIELENA	F	Hispanic or Latino	06 Administrative Support	1/11/1996	
FT	20110018	GAEKE, ERIN M	F	White	02 Professionals	2/14/2011	
FT	20080017	GAEKE, NICHOLAS R	M	White	02 Professionals	5/14/2012	

Ethnic Detail for State's Attorney - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
State's Attorney							
FT	20130007	GEPHARDT, LINDSAY M	F	White	02 Professionals	1/7/2013	3/28/2013
FT	20000247	GLEASON, JODY P	F	White	01 Official/Administration	12/1/2000	
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	20090052	HATZIS, LINDSAY A	F	White	02 Professionals	9/8/2009	
FT	20090064	HAUGE, BRADLEY M	M	White	02 Professionals	10/13/2009	11/21/2012
FT	20090005	HEATH, KRISTI K	F	White	06 Administrative Support	1/22/2009	
FT	19910050	HENRIKSON, ALICE L	F	White	02 Professionals	11/5/2007	10/19/2012
FT	19910017	HESTER, NANCY L	F	White	06 Administrative Support	4/22/1991	
FT	19990018	HOXIE, JOAN C	F	White	02 Professionals	1/11/1999	8/6/2012
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	
FT	20000200	KATZ, ADAM L	M	White	02 Professionals	9/14/2000	
FT	20090035	KLEIN, KIMBERLEY	F	White	02 Professionals	3/8/2010	6/28/2012
FT	19960066	KLIMOWSKI, JULIE E	F	White	06 Administrative Support	4/8/1996	
FT	20000136	KORWIN, MICHAEL J	M	White	02 Professionals	7/17/2000	
FT	20060042	KOWALCZYK, KARINA	F	White	06 Administrative Support	2/16/2006	
FT	20060154	LANG HOMCO, DEBORAH A	F	White	02 Professionals	8/22/2006	
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	20000051	LULVES, JOSEPH F	M	White	02 Professionals	4/10/2000	
FT	20090039	MARTI, MARIA N	F	Hispanic or Latino	06 Administrative Support	6/29/2009	8/24/2012
FT	20020033	MARTIN, TIMOTHY E	M	White	04 Protective Services: Sworn	2/25/2002	
FT	20010059	MAVIGLIANO, KIMBERLY A	F	White	06 Administrative Support	3/19/2001	
FT	20050204	MCGUIRE, REAGAN M	F	White	02 Professionals	5/8/2006	
FT	20070070	MCKAY, JONATHAN M	M	White	02 Professionals	5/14/2007	4/26/2013
OT	20100082	MCMAHON, JOSEPH H	M	White	01 Official/Administration	12/1/2010	

Ethnic Detail for State's Attorney - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
State's Attorney							
FT	20070011	MOLINA, NYDIA	F	Hispanic or Latino	02 Professionals	1/8/2007	
FT	20010141	MONACO, PAMELA M	F	White	02 Professionals	6/18/2001	
FT	20080159	MONTOYA, NEOMI	F	Hispanic or Latino	06 Administrative Support	10/29/2008	
PT	20050050	MOON, MARY M	F	White	06 Administrative Support	3/1/2005	
FT	20050235	MOSSER, JAMIE L	F	White	02 Professionals	11/1/2005	
FT	20070119	NELSON, CHRISTOPHER K	M	White	06 Administrative Support	6/16/2007	
FT	19950135	NIERMANN, MICHELE L	F	White	02 Professionals	8/7/1995	
FT	19670005	NORRIS, SUZANNE T	F	White	06 Administrative Support	12/11/1967	2/15/2013
FT	20010198	ORLAND, KELLY M	F	White	02 Professionals	8/20/2001	
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	20090084	PIEDRA, MARISOL	F	Hispanic or Latino	06 Administrative Support	11/16/2009	10/18/2013
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	20110008	RAY, LEANNE	F	White	06 Administrative Support	2/1/2011	7/6/2012
FT	20080156	REAL, LESLI	F	Hispanic or Latino	06 Administrative Support	10/6/2008	3/15/2013
FT	20010070	REIMER, JENNIFER M	F	White	06 Administrative Support	4/2/2001	2/22/2013
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	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
OT	20110059	SANTANA, GLADYS P	F	Hispanic or Latino	06 Administrative Support	3/27/2012	8/18/2013
FT	19930022	SARANG, DIVYA K	F	Asian	02 Professionals	3/8/1993	
FT	19920032	SCHAM, LINDA J	F	White	06 Administrative Support	7/6/1992	
FT	20120039	SCHMIDT, KELLI C	F	White	06 Administrative Support	7/2/2012	8/10/2012
FT	20030077	SCHMIDT, LORI A	F	White	02 Professionals	5/14/2003	
FT	19980200	SCHOLL, MARY B	F	White	06 Administrative Support	9/21/1998	7/20/2012
FT	20030135	SCHWERTLEY, SCOTT A	M	White	02 Professionals	8/4/2003	
FT	20090026	SEDOWSKI, JOHN C	M	White	02 Professionals	3/30/2009	5/24/2012

Ethnic Detail for State's Attorney - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
State's Attorney							
FT	20130031	SEREDIUK, ELIZABETH M	F	White	06 Administrative Support	4/8/2013	11/7/2013
FT	19970247	SIMS, STEVEN M	M	White	02 Professionals	12/15/1997	
FT	20050095	SNOW, AIMEE S	F	White	02 Professionals	5/23/2005	8/23/2013
FT	20080125	ST JULES, THOMAS E	M	White	02 Professionals	8/11/2008	5/4/2012
FT	20000161	STAJDOHAR, MARK D	M	White	02 Professionals	8/7/2000	
FT	20130001	TULLY, LORI K	F	White	06 Administrative Support	1/2/2013	9/13/2013
FT	19970157	VANDE BURGT, MARZENA M	F	White	02 Professionals	8/18/1997	
FT	20060192	VAUGHN, GERALDINE M	F	White	06 Administrative Support	10/17/2006	
FT	20120063	VELAZQUEZ PINA, VANESSA M	F	Hispanic or Latino	06 Administrative Support	8/27/2012	7/10/2013
FT	20060092	VENLOS, SUSAN	F	White	06 Administrative Support	5/15/2006	8/7/2012
PT	20010104	VOIRIN, LINDA R	F	White	06 Administrative Support	5/14/2001	
FT	20060035	WADE, MARK K	M	White	02 Professionals	1/31/2006	1/2/2013
FT	20070010	WASCHER, CHRISTINA L	F	White	02 Professionals	1/8/2007	4/1/2014
FT	20000192	WHITE, TONI F	F	White	06 Administrative Support	9/1/2000	
FT	20070163	WHITFIELD, ANDREW G	M	White	02 Professionals	9/4/2007	
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	20100066	ZAMUDIO, MARIA E	F	Hispanic or Latino	06 Administrative Support	9/20/2010	7/5/2013
FT	20070208	ZOLLERS, BRITTANY	F	White	06 Administrative Support	11/19/2007	12/2/2013
FT	20090033	ZWEMKE, GAIL	F	White	02 Professionals	4/20/2009	12/2/2011
134	136	Total Full-Time State's Attorney Employees					
FT		FLOOD-WASZKOWIAK, Elizabeth	F	White	02 Professionals	11/05/1995	1/24/2013
FT		MCCADAM, Kathleen	F	White	06 ADMIN support	8/15/2011	12/26/2016
FT		TRACY, ALICE	F	WHITE	02 PROFESSIONALS	2/7/2005	1/24/2013

Depar	Type	Cycle Ho	Emp Numbe	Employee Name	Position Effecti	Position	Gender	Race	EEO	EEO Category	Hire Date	Term Date
State'	FT	70.00	20080053	AMOS, FRENCHIE S	4/14/2013	930016107 - Administrative Assistant	F	Black	06	Administrative Support	3/24/2008	
State'	FT	70.00	19990213	BRADLEY, PAMELA	4/14/2013	930016068 - Administrative Assistant	F	Black	06	Administrative Support	9/27/1999	
State'	FT	70.00	20090003	BOLDEN, ELISA	4/14/2013	930016099 - Case Manager	F	Hispanic or Latin	06	Administrative Support	1/5/2009	
State'	FT	70.00	20100072	CABALLERO, VERONICA A	11/15/2010	930016126 - Receptionist	F	Hispanic or Latin	06	Administrative Support	11/15/2010	12/21/2012
State'	FT	70.00	20030056	CAMACHO, ROSALVA	4/14/2013	930016106 - Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	4/8/2003	
State'	FT	70.00	20050188	ESCOBAR, JOANNA	4/14/2013	930016122 - Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	8/29/2005	
State'	FT	70.00	19960004	FUENTES, MARIELENA	12/1/2008	930016102 - Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	1/11/1996	
State'	FT	70.00	20090039	MARTI, MARIA N	8/24/2012	Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	6/29/2009	8/24/2012
State'	FT	70.00	20080159	MONTOYA, NEOMI	4/14/2013	930016097 - Receptionist 2nd Chance	F	Hispanic or Latin	06	Administrative Support	10/29/2008	
State'	FT	70.00	20090084	PIEDRA, MARISOL	10/19/2013	930016133 - Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	11/16/2009	10/18/2013
State'	FT	70.00	20080156	REAL, LESLI	1/1/2010	930016090 - Domestic Violence Advocate	F	Hispanic or Latin	06	Administrative Support	10/6/2008	3/15/2013
State'	FT	70.00	20120063	VELAZQUEZ PINA, VANESSA M	7/11/2013	Administrative Assistant	F	Hispanic or Latin	06	Administrative Support	8/27/2012	7/10/2013
State'	FT	70.00	20100066	ZAMUDIO, MARIA E	7/6/2013	930016109 - Victim Services Advocate	F	Hispanic or Latin	06	Administrative Support	9/20/2010	7/5/2013
State'	FT	70.00	19970044	BLAND, JUDITH A	4/14/2013	930016075 - Victims Rights Director	F	White	06	Administrative Support	2/24/1997	
State'	FT	70.00	19980062	BRADLEY, LISBETH A	11/13/2013	930016085 - Administrative Assistant	F	White	06	Administrative Support	4/29/1998	11/12/2013
State'	FT	70.00	19690002	BYRUM, SUZANNE M	7/8/2012	930016081 - Administrative Assistant	F	White	06	Administrative Support	4/1/1969	
State'	FT	70.00	20010184	CHASSEE, LORI J	1/25/2009	930016064 - Child Advocacy Center Director	F	White	06	Administrative Support	8/15/2001	12/31/2012
State'	FT	70.00	20060094	CHINN, SHARON A	4/14/2013	930016117 - Administrative Assistant	F	White	06	Administrative Support	5/22/2006	
State'	FT	70.00	20010196	CULLY, SHERI D	12/15/2011	Conversion	F	White	06	Administrative Support	8/20/2001	12/14/2011
State'	FT	70.00	20100029	DAY, DEBORAH A	4/14/2013	930016120 - Administrative Assistant	F	White	06	Administrative Support	4/5/2010	
State'	FT	70.00	20040238	DE CHRISTOPHER, CHRISTY	4/14/2013	930016067 - Executive Admin Assistant	F	White	06	Administrative Support	12/1/2004	
State'	FT	70.00	20100071	DE CHRISTOPHER, SUSAN	4/14/2013	930016086 - Human Resources Assistant	F	White	06	Administrative Support	11/8/2010	
State'	FT	70.00	19850009	DEITER, LINDA M	6/10/2012	930016082 - Administrative Assistant	F	White	06	Administrative Support	8/1/1985	12/7/2012
State'	FT	70.00	20020009	DUET, JANET L	4/14/2013	930016113 - Administrative Assistant	F	White	06	Administrative Support	1/14/2002	
State'	FT	70.00	20010022	ENGER, SUSAN E	4/14/2013	930016104 - Administrative Assistant	F	White	06	Administrative Support	1/29/2001	
State'	FT	70.00	19990251	FARA, ELOISE	4/14/2013	930016076 - Finance	F	White	06	Administrative Support	11/8/1999	
State'	FT	70.00	20070192	FLORO, KELLY A	10/29/2011	Conversion	F	White	06	Administrative Support	10/22/2007	10/28/2011
State'	PT	44.00	19950014	FRYE, LISA	4/14/2013	930016096 - Administrative Assistant	F	White	06	Administrative Support	1/30/1995	
State'	FT	70.00	19800002	HAGEMANN, LINDA	4/14/2013	930016074 - Law Enforcement Coordinator	F	White	06	Administrative Support	2/1/1980	
State'	FT	70.00	19930055	HALBESMA, MICHELLE K	4/14/2013	930016069 - Second Chance Director	F	White	06	Administrative Support	8/1/1993	
State'	FT	70.00	19700002	HALSEY, JANET	4/14/2013	930016079 - Administrative Assistant	F	White	06	Administrative Support	11/23/1970	
State'	FT	70.00	19970092	HARROD, SUSAN S	10/13/2013	930016091 - Paralegal	F	White	06	Administrative Support	5/13/1997	
State'	FT	70.00	20090005	HEATH, KRISTI K	4/14/2013	930016103 - Administrative Assistant	F	White	06	Administrative Support	1/22/2009	
State'	FT	70.00	19910017	HESTER, NANCY L	4/14/2013	930016088 - Administrative Assistant	F	White	06	Administrative Support	4/22/1991	
State'	FT	70.00	19920061	HUGHES, MARY ELLEN	10/13/2013	930016094 - Paralegal	F	White	06	Administrative Support	12/1/1992	
State'	FT	70.00	19960066	KLIMOWSKI, JULIE E	4/14/2013	930016093 - Administrative Assistant	F	White	06	Administrative Support	4/8/1996	
State'	FT	70.00	20060042	KOWALCZYK, KARINA	4/14/2013	930016119 - Administrative Assistant	F	White	06	Administrative Support	2/16/2006	
State'	PT	32.00	20060193	LANZARA, JULIE L	10/13/2013	930016128 - Paralegal	F	White	06	Administrative Support	10/16/2006	
State'	FT	70.00	20070013	LUISI, CAROL J	4/14/2013	930016118 - Administrative Assistant	F	White	06	Administrative Support	1/22/2007	
State'	FT	70.00	20010059	MAVIGLIANO, KIMBERLY A	10/13/2013	930016084 - Paralegal	F	White	06	Administrative Support	3/19/2001	
State'	PT	50.00	20050050	MOON, MARY M	12/1/2008	930016132 - Administrative Assistant	F	White	06	Administrative Support	3/1/2005	
State'	FT	70.00	19670005	NORRIS, SUZANNE T	6/10/2012	930016071 - Training Supervisor	F	White	06	Administrative Support	12/11/1967	2/15/2013
State'	FT	70.00	20110031	PATRICOSKI, AMANDA K	4/14/2013	930016063 - Case Manager	F	White	06	Administrative Support	4/18/2011	
State'	FT	70.00	20090019	PATTON, BRENDA L	4/14/2013	930016105 - Administrative Assistant	F	White	06	Administrative Support	3/2/2009	
State'	FT	70.00	20060032	POHLMAN, JULIE E	4/14/2013	930016083 - Case Manager	F	White	06	Administrative Support	1/30/2006	
State'	FT	70.00	20110008	RAY, LEANNE	7/6/2012	930016073 - Administrative Assistant	F	White	06	Administrative Support	2/1/2011	7/6/2012
State'	FT	70.00	20010070	REIMER, JENNIFER M	6/10/2012	930016092 - Administrative Assistant	F	White	06	Administrative Support	4/2/2001	2/22/2013
State'	FT	70.00	19900017	ROBOTHAM, SHERRIE J	4/14/2013	930016078 - Administrative Assistant	F	White	06	Administrative Support	3/12/1990	
State'	FT	70.00	20070112	ROMITO, AUDREY M	4/14/2013	930016125 - Administrative Assistant	F	White	06	Administrative Support	6/18/2007	
State'	FT	70.00	19920032	SCHAM, LINDA J	10/13/2013	930016080 - Paralegal	F	White	06	Administrative Support	7/6/1992	
State'	FT	40.00	20120039	SCHMIDT, KELLI C	8/10/2012	930016135 - Support Staff	F	White	06	Administrative Support	7/2/2012	8/10/2012
State'	FT	70.00	19980200	SCHOLL, MARY B	7/20/2012	930016089 - Paralegal	F	White	06	Administrative Support	9/21/1998	7/20/2012

State' FT	70.00	20130031	SEREDIUK, ELIZABETH M	11/8/2013	930016116 - Victim Services Advocate	F	White	06	Administrative Support	4/8/2013	11/7/2013
State' FT	70.00	20130001	TULLY, LORI K	9/14/2013	Victim Rights Advocate	F	White	06	Administrative Support	1/2/2013	9/13/2013
State' FT	70.00	20060192	VAUGHN, GERALDINE M	4/14/2013	930016111 - Administrative Assistant	F	White	06	Administrative Support	10/17/2006	
State' FT	70.00	20060092	VENLOS, SUSAN	8/7/2012	Victim Services Advocate	F	White	06	Administrative Support	5/15/2006	8/7/2012
State' PT	26.00	20010104	VOIRIN, LINDA R	1/1/2009	930016130 - Victim's Advocate Elder Abuse	F	White	06	Administrative Support	5/14/2001	
State' FT	70.00	20000192	WHITE, TONI F	10/13/2013	930016098 - Paralegal	F	White	06	Administrative Support	9/1/2000	
State' FT	70.00	19970191	WILLIAMSON, ELIZABETH A	4/14/2013	930016095 - Victim Services Advocate	F	White	06	Administrative Support	9/25/1997	
State' FT	70.00	19980029	WINTER, CAROL A	4/14/2013	930016100 - Administrative Assistant	F	White	06	Administrative Support	2/23/1998	
State' FT	70.00	20070208	ZOLLERS, BRITTANY	12/3/2013	930016121 - Paralegal	F	White	06	Administrative Support	11/19/2007	12/2/2013
State' PT	30.00	20060025	BARSANTI, ALFONSO J	10/29/2011	Conversion	M	White	06	Administrative Support	1/9/2006	10/28/2011
State' FT	70.00	20010202	BAXTER, CHRISTOPHER E	2/15/2014	930016072 - Information Technology	M	White	06	Administrative Support	8/28/2001	2/14/2014
State' FT	70.00	20000117	BUMPUS, FRANK J	4/14/2013	930016077 - Receptionist	M	White	06	Administrative Support	6/27/2000	
State' FT	70.00	20030207	DICE, RICHARD B	2/15/2014	930016108 - Office Services	M	White	06	Administrative Support	11/24/2003	2/14/2014
State' FT	70.00	20070119	NELSON, CHRISTOPHER K	4/14/2013	930016066 - Public Information Officer	M	White	06	Administrative Support	6/16/2007	
State' FT	70.00	20000247	GLEASON, JODY P	4/14/2013	930012003 - First Assistant State's Attorney	F	White	01	Official/Administration	12/1/2000	
State' FT	70.00	19930022	SARANG, DIVYA K	4/14/2013	930012012 - Assistant States Attorney	F	Asian	02	Professionals	3/8/1993	
State' FT	70.00	20100051	CAMARGO, BIANCA	8/18/2013	930012029 - Assistant States Attorney	F	Hispanic or Latin	02	Professionals	8/9/2010	
State' FT	70.00	20070011	MOLINA, NYDIA	4/14/2013	930012034 - Assistant States Attorney	F	Hispanic or Latin	02	Professionals	1/8/2007	
State' PT	68.00	19890004	BAXTER, HEIDI D	10/13/2013	930012056 - Assistant States Attorney	F	White	02	Professionals	1/9/1989	
State' FT	70.00	20100067	BAXTER, MEGAN L	8/18/2013	930012053 - Assistant States Attorney	F	White	02	Professionals	10/6/2010	
State' FT	70.00	19970138	BAYER, CHRISTINE C	4/14/2013	930012016 - Assistant States Attorney	F	White	02	Professionals	7/21/1997	
State' FT	70.00	20020056	BECHTOLD, DANIELLE M	11/23/2013	930012036 - Assistant States Attorney	F	White	02	Professionals	4/29/2002	11/22/2013
State' FT	70.00	19970228	BELLARIO, CATHERINE E	1/25/2009	930012023 - Assistant States Attorney	F	White	02	Professionals	12/1/1997	
State' FT	70.00	20000043	BREE, DEBRA L	4/14/2013	930012017 - Assistant States Attorney	F	White	02	Professionals	4/3/2000	
State' FT	70.00	20010266	CONFORTI, DEBRA L	9/1/2013	930012027 - Assistant States Attorney	F	White	02	Professionals	11/19/2001	
State' FT	70.00	20040061	COWART, MARINA LARK	4/14/2013	930012032 - Assistant States Attorney	F	White	02	Professionals	4/5/2004	
State' FT	70.00	20110067	CRIMMINS, LORI	4/14/2013	930012045 - Assistant States Attorney	F	White	02	Professionals	9/4/2011	
State' FT	70.00	20110049	DOYEN, KATHLEEN R	4/14/2013	930012028 - Assistant States Attorney	F	White	02	Professionals	6/20/2011	
State' FT	70.00	20030079	ENGERMAN, AMY P	6/10/2012	930012021 - Assistant States Attorney	F	White	02	Professionals	5/19/2003	1/11/2013
State' FT	70.00	20110056	FLINN, KELLEY V	4/14/2013	930012055 - Assistant States Attorney	F	White	02	Professionals	3/5/2012	
State' FT	70.00	20100092	FORD, FLEMING S	7/6/2013	930012004 - Assistant States Attorney	F	White	02	Professionals	12/1/2010	7/5/2013
State' FT	70.00	20110018	GAEKE, ERIN M	4/14/2013	930012024 - Assistant States Attorney	F	White	02	Professionals	2/14/2011	
State' FT	70.00	20130007	GEPHARDT, LINDSAY M	1/7/2013	930012004 - Assistant States Attorney	F	White	02	Professionals	1/7/2013	3/28/2013
State' FT	70.00	20090052	HATZIS, LINDSAY A	4/14/2013	930012042 - Assistant States Attorney	F	White	02	Professionals	9/8/2009	
State' FT	70.00	19910050	HENRIKSON, ALICE L	6/10/2012	930012043 - Assistant States Attorney	F	White	02	Professionals	11/5/2007	10/19/2012
State' FT	70.00	19990018	HOXIE, JOAN C	8/6/2012	Assistant States Attorney	F	White	02	Professionals	1/11/1999	8/6/2012
State' FT	70.00	20090035	KLEIN, KIMBERLEY	6/28/2012	930012006 - Assistant States Attorney	F	White	02	Professionals	3/8/2010	6/28/2012
State' FT	70.00	20060154	LANG HOMCO, DEBORAH A	4/14/2013	930012048 - Assistant States Attorney	F	White	02	Professionals	8/22/2006	
State' FT	70.00	20050204	MCGUIRE, REAGAN M	8/4/2013	930012044 - Assistant States Attorney	F	White	02	Professionals	5/8/2006	
State' FT	70.00	20010141	MONACO, PAMELA M	4/14/2013	930012007 - Assistant States Attorney	F	White	02	Professionals	6/18/2001	
State' FT	70.00	20050235	MOSSER, JAMIE L	4/14/2013	930012038 - Assistant States Attorney	F	White	02	Professionals	11/1/2005	
State' FT	70.00	19950135	NIERMANN, MICHELE L	4/14/2013	930012010 - Assistant States Attorney	F	White	02	Professionals	8/7/1995	
State' FT	70.00	20010198	ORLAND, KELLY M	4/14/2013	930012026 - Assistant States Attorney	F	White	02	Professionals	8/20/2001	
State' FT	70.00	20030077	SCHMIDT, LORI A	4/14/2013	930012030 - Assistant States Attorney	F	White	02	Professionals	5/14/2003	
State' FT	70.00	20050095	SNOW, AIMEE S	8/24/2013	930012050 - Assistant States Attorney	F	White	02	Professionals	5/23/2005	8/23/2013
State' FT	70.00	19970157	VANDE BURGT, MARZENA M	10/13/2013	930012008 - Assistant States Attorney	F	White	02	Professionals	8/18/1997	
State' FT	70.00	20070010	WASCHER, CHRISTINA L	4/14/2013	930012049 - Assistant States Attorney	F	White	02	Professionals	1/8/2007	
State' FT	70.00	20090033	ZWEMKE, GAIL	12/3/2011	Conversion	F	White	02	Professionals	4/20/2009	12/2/2011
State' FT	70.00	20080157	ANDERSON, ROBERT	4/14/2013	930012019 - Assistant States Attorney	M	White	02	Professionals	10/14/2008	4/26/2013
State' FT	70.00	20090071	BAKER, JOHN F	10/15/2011	Conversion	M	White	02	Professionals	10/19/2009	10/14/2011
State' FT	70.00	20080140	BEDERKA, ALEXANDER G	4/14/2013	930012015 - Assistant States Attorney	M	White	02	Professionals	9/1/2008	
State' FT	70.00	19990015	BELSHAN, DAVID F	4/14/2013	930012022 - Assistant States Attorney	M	White	02	Professionals	1/11/1999	
State' FT	70.00	20000210	BROWN, STEPHEN D	10/13/2013	930012040 - Assistant States Attorney	M	White	02	Professionals	9/25/2000	

State' FT	70.00	20080165	CARTER, DANIEL R	11/14/2010	930012020 - Assistant States Attorney	M	White	02	Professionals	11/24/2008	
State' FT	70.00	20090042	CHALCRAFT II, MICHAEL T	5/11/2012	930012002 - Assistant States Attorney	M	White	02	Professionals	6/1/2010	5/11/2012
State' FT	70.00	20110024	COYLE, VINCENT M	8/4/2013	930012061 - Assistant States Attorney	M	White	02	Professionals	2/22/2011	
State' FT	70.00	20100016	CULLEN, JOSEPH	4/14/2013	930012060 - Assistant States Attorney	M	White	02	Professionals	2/8/2010	
State' FT	70.00	20010026	ENGERMAN, WILLIAM G	4/14/2013	930012011 - Assistant States Attorney	M	White	02	Professionals	3/7/2011	
State' FT	70.00	20050105	ERWIN, BRIAN R	12/26/2010	930012051 - Assistant States Attorney	M	White	02	Professionals	7/30/2007	4/5/2012
State' FT	70.00	20080017	GAEKE, NICHOLAS R	4/14/2013	930012059 - Assistant States Attorney	M	White	02	Professionals	5/14/2012	
State' FT	70.00	20090064	HAUGE, BRADLEY M	6/10/2012	930012054 - Assistant States Attorney	M	White	02	Professionals	10/13/2009	11/21/2012
State' FT	70.00	20000200	KATZ, ADAM L	4/14/2013	930012025 - Assistant States Attorney	M	White	02	Professionals	9/14/2000	
State' FT	70.00	20000136	KORWIN, MICHAEL J	10/13/2013	930012039 - Assistant States Attorney	M	White	02	Professionals	7/17/2000	
State' FT	70.00	20000051	LULVES, JOSEPH F	4/14/2013	930012009 - Assistant States Attorney	M	White	02	Professionals	4/10/2000	
State' FT	70.00	20070070	MCKAY, JONATHAN M	6/10/2012	930012052 - Assistant States Attorney	M	White	02	Professionals	5/14/2007	4/26/2013
State' FT	70.00	19960191	SAMS, GREG A	12/22/2013	930012005 - Assistant States Attorney	M	White	02	Professionals	10/3/1996	
State' FT	70.00	20120054	SANDERS, KEVIN C	9/7/2013	930012058 - Assistant States Attorney	M	White	02	Professionals	8/6/2012	9/6/2013
State' FT	70.00	20030135	SCHWERTLEY, SCOTT A	8/4/2013	930012037 - Assistant States Attorney	M	White	02	Professionals	8/4/2003	
State' FT	70.00	20090026	SEDOWSKI, JOHN C	5/24/2012	930012033 - Assistant States Attorney	M	White	02	Professionals	3/30/2009	5/24/2012
State' FT	70.00	19970247	SIMS, STEVEN M	4/14/2013	930012013 - Assistant States Attorney	M	White	02	Professionals	12/15/1997	
State' FT	70.00	20080125	ST JULES, THOMAS E	5/4/2012	930012014 - Assistant States Attorney	M	White	02	Professionals	8/11/2008	5/4/2012
State' FT	70.00	20000161	STAJDOHAR, MARK D	4/14/2013	930012018 - Assistant States Attorney	M	White	02	Professionals	8/7/2000	
State' FT	70.00	20060035	WADE, MARK K	1/25/2009	930012046 - Assistant States Attorney	M	White	02	Professionals	1/31/2006	1/2/2013
State' FT	70.00	20070163	WHITFIELD, ANDREW G	4/14/2013	930012047 - Assistant States Attorney	M	White	02	Professionals	9/4/2007	
State' FT	70.00	20020018	ELY, PAMELA J	4/14/2013	930016131 - Investigator	F	White	04	Protective Services: Sworr	1/29/2002	
State' FT	70.00	19990164	BERG, DAVID M	4/14/2013	930014061 - Investigator	M	White	04	Protective Services: Sworr	8/16/1999	
State' FT	70.00	20010063	BRICTSON, MARK S	4/14/2013	930014059 - Investigator	M	White	04	Protective Services: Sworr	3/26/2001	
State' FT	70.00	20040236	CHILTON, RONALD D	4/14/2013	930014062 - Investigator	M	White	04	Protective Services: Sworr	12/1/2004	
State' FT	70.00	20020033	MARTIN, TIMOTHY E	4/14/2013	930014060 - Investigator	M	White	04	Protective Services: Sworr	2/25/2002	
State' OT	70.00	20100082	MCMAHON, JOSEPH H	12/1/2010	930011001 - Elected Official States Attorney	M	White	01	Official/Administration	12/1/2010	
State' OT	40.00	20110059	SANTANA, GLADYS P	8/19/2013	Conversion	F	Hispanic or Latin	06	Administrative Support	3/27/2012	8/18/2013 seasonal
State' OT	70.00	20070144	COLLINS, ANDREW A	1/11/2012	Conversion	M	White	06	Administrative Support	12/20/2011	1/10/2012 seasonal
State' OT	40.00	20110046	JONES, ALLISON R	6/6/2011	930016124 - Administrative Assistant	F	White	06	Administrative Support	6/6/2011	seasonal

Employee Name	Position ElPosition	Gender	Race	EEO	EEO Category	Hire Date	Term Date	Notes
MCCADAM, KATHLEEN	Domestic Violence Advocate	F	White		Administrative Support	8/15/2011	12/26/2012	Not on spreadsheet
CONTRERAS, MICHELLE	Bilingual Administrative Assistant	F	Hispanic or Latino		Administrative Support	11/18/2013		Not on spreadsheet
GARCIA, DIANA	Administrative Assistant	F	Hispanic or Latino		Administrative Support	9/9/2013		Not on spreadsheet
GOLZ, AMBER	Administrative Assistant	F	White		Administrative Support	11/18/2013		Not on spreadsheet
GONZALEZ, GABRIELA	Bilingual Domestic Violence Advocate	F	Hispanic or Latino		Administrative Support	11/18/2013		Not on spreadsheet
LENZ, STELLA	Bilingual Receptionist	F	Hispanic or Latino		Administrative Support	8/19/2013		Not on spreadsheet
LLAMAS, ROCIO	Bilingual Administrative Assistant	F	Hispanic or Latino		Administrative Support	8/26/2013		Not on spreadsheet
MUNOZ, JASMINE	Bilingual Administrative Assistant	F	Hispanic or Latino		Administrative Support	12/3/2012	8/16/2013	Not on spreadsheet
ROMITO, AUDREY M	930016125 - Administrative Assistant	F	White		Administrative Support	6/18/2007	2/28/2014	No termination date
SMETAK, ASHLEY	Victim Rights Advocate	F	White		Administrative Support	9/23/2013		Not on spreadsheet
SEREDIUK, ELIZABETH M	Bilingual Victim Services Advocate	F	Hispanic or Latino		Administrative Support	4/8/2013	11/7/2013	Race incorrect
BALLARD, AMY	Assistant States Attorney	F	White		Professionals	12/9/2013		Not on spreadsheet
FLOOD-WASZKOWIAK, ELIZABETH	Assistant States Attorney	F	White		Professionals	11/5/1995	1/24/2013	Not on spreadsheet
GOOD, KRISTIN	Assistant States Attorney	F	White		Professionals	8/12/2013		Not on spreadsheet
LLOYD, JOSHUA	Assistant States Attorney	M	White		Professionals	9/9/2013		Not on spreadsheet
LOPICCOLO, SALVATORE	Assistant States Attorney	M	White		Professionals	8/19/2013		Not on spreadsheet
RODGERS, MATTHEW	Assistant States Attorney	M	White		Professionals	9/30/2013		Not on spreadsheet
SABBIA, BRIDGET	Assistant States Attorney	F	White		Professionals	8/12/2013		Not on spreadsheet
SEBERGER, SARAH	Assistant States Attorney	F	White		Professionals	8/13/2013		Not on spreadsheet
TRACY, ALICE	Assistant States Attorney	F	White		Professionals	2/7/2005	1/24/2013	Not on spreadsheet

2013

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2013 STATE’S ATTORNEY WORKFORCE

Job Category	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 28 40.98%	0 0%	0 0%	0 0%	0 0%	33 39 54.10%	2 3.28%	1 1.639	0 0%
Technicians (03)	The State’s Attorney does not have employees in this job category.										
Protective Services (04)	Sworn	5 100%	0 0%	4 80%	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)	66 100%	0 0%	4 6.06%	0 0%	0 0%	0 0%	2 3.03%	47 48 71.21%	13 20 19.70%	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.										

2012

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 STATE’S ATTORNEY WORKFORCE

Job Category	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)	59 100%	0 0%	26 44.06%	0 0%	0 0%	0 0%	0 0%	30 32 50.84%	2 3.40%	1 1.70%	0 0%
Technicians (03)	The State’s Attorney does not have employees in this job category.										
Protective Services (04)	Sworn	5 100%	0 0%	4 80%	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)	66 100%	0 0%	5 7.58%	0 0%	0 0%	0 0%	2 3.04%	48 49 72.72%	11 12 16.66%	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.										

Job Category	Male		Female		W		H		TOTAL
	W	B	W	B	W	H	H		
2011-2012	4	0	3	0	2 - Written warnings, 1- unpaid suspension	3	3	3 - Written warnings	10
2012-2013	1	1	2	1	2 - Written warnings	1	1	Written warning	6

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2012 TREASURER 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%	1 33.33%	1 33.33%	0 0%	0 0%	
Professionals (02)	2 100%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	1 50%	0 0%	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%	2 66.64%	0 0%	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.											

3/17/2014

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) – 2012 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 %	33.33% 54.5% -21.17%	0% 1.6% -1.6%	0% 4.6% -4.6%	0% 1.8% -1.8%	0% 0% 0%	33.33% 30.8% 2.53%	0% 1.2% -1.2%	33.33% 3.8% 29.53%	0% 1.3% -1.3%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %	0% 36.7% -36.7%	0% 1.5% -1.5%	50% 3.8% 46.2%	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 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%	66.64% 42.5% 24.14%	0% 4% -4%	0% 12.5% -12.5%	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/Collector - Full-time Employees between 7/1/2011 and 6/30/2012

<u>Type</u>	<u>Emp No</u>	<u>Employee Name</u>	<u>Gender</u>	<u>Race</u>	<u>EEO Category</u>	<u>Hire Date</u>	<u>Term Date</u>
Treasurer/Collector							
FT	20050231	BRADY, CARROLLYN J	F	White	02 Professionals	10/17/2005	
OT	19960208	DUNLOP, LUELLEN	F	White	06 Administrative Support	8/16/2000	
OT	20080057	FLURY, JUDY J	F	White	06 Administrative Support	4/7/2008	
FT	19960075	HERRERA, MARIA E	F	Hispanic or Latino	01 Official/Administration	5/1/1996	
FT	20060080	HOPP, GARY P	M	White	06 Administrative Support	4/18/2006	
PT	20130022	LESLIE, DEANNA M	F	White	06 Administrative Support	3/4/2013	9/13/2013
FT	19960014	MATA, CARLOS	M	Hispanic or Latino	02 Professionals	2/1/1996	
OT	19980241	RICKERT, DAVID J	M	White	01 Official/Administration	12/1/1998	
FT	19890034	SCHMITZ, JOHN R	M	White	01 Official/Administration	7/1/1989	4/30/2013
OT	20110050	SCHRAMER, JODEE L	F	White	06 Administrative Support	6/29/2011	1/31/2012
FT	19930114	SCHRAMER, MICHELE M	F	White	06 Administrative Support	11/16/1993	4/10/2013
FT	20050203	STAHL, PAMELA A	F	White	06 Administrative Support	5/1/2004	
PT	20120049	WALSH, ASHLEY N	F	White	06 Administrative Support	7/30/2012	4/29/2013
FT	19750004	WINCKLER, DELLA M	F	White	01 Official/Administration	5/1/1975	
8	14	Total Full-Time Treasurer/Collector Employees					

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: 3/24/2014

Subject: Response to the Equal Employment Opportunity Plan

RECEIVED
MAR 25 2014

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 (FY 12 and FY13). 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.*

One female Caucasian was fired for failure to follow office guidelines.

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 12 and FY13) and the number in each job category by race, sex, and national origin who were promoted or transferred.*

One female Caucasian was promoted to Director of Financial Operations
One Male Hispanic was promoted to Staff Accountant

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

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
Supervisors of Assessment	ABELL, MICHELLE R	ACTIVE	09/12/2011
Development/Water Resources	ADERMAN, BRUCE J	INACTIVE	08/02/2011
Sheriff/Court Security	AUKSTOLIS, WILLIAM F	ACTIVE	08/22/2011
Court Services/Diagnostic Center	BARCZAK, AGORITSA R	INACTIVE	11/28/2011
County Clerk	BARSANTI, SAM B	INACTIVE	02/01/2012
Sheriff/Sheriff	BATITSAS, PETER S	ACTIVE	01/03/2012
Supervisors of Assessment	BAUER, PAUL	ACTIVE	09/12/2011
Building Management	BEX, TROY	ACTIVE	07/25/2011
County Clerk	BOND, STANTON J	ACTIVE	12/01/2011
Circuit Clerk	BRAFFET-BARRINGER, STEFFANIE	INACTIVE	12/01/2011
Information Technologies	BROWN, MARCUS	INACTIVE	07/05/2011
Building Management	BRUSVEEN, DAN A	ACTIVE	12/19/2011
Court Services/Court Services Administration	BUBEL THEIS, KELLY C	INACTIVE	05/14/2012
Court Services/Juvenile Justice Center	BURNS, STELANA	INACTIVE	02/21/2012
Court Services/Court Services Administration	CADA, DEANNA L	ACTIVE	08/22/2011
Supervisors of Assessment	CARBONE, MICHAEL J	ACTIVE	09/12/2011
Public Defender	CARLIN, CECILY A	ACTIVE	04/16/2012
Finance	CARLSTROM, LYNN M	ACTIVE	10/03/2011
Transportation	CHIDESTER, STEVE W	ACTIVE	05/01/2012
Kane Comm	COBB, BRIAN S	INACTIVE	04/30/2012
State's Attorney	COLLINS, ANDREW A	INACTIVE	12/20/2011
Supervisors of Assessment	COLLINS, KARI L	INACTIVE	06/04/2012
Sheriff/Sheriff	CONLEY, SARAH L	ACTIVE	01/01/2012
State's Attorney	CRIMMINS, LORI	ACTIVE	09/04/2011
Sheriff/Adult Corrections	DELINE, MATTHEW J	ACTIVE	10/11/2011
Circuit Clerk	ENGLISH, KIMBERLY	INACTIVE	10/17/2011
County Clerk	FELTES, BARBARAA	ACTIVE	02/01/2012
State's Attorney	FLINN, KELLEY V	ACTIVE	03/05/2012

Kane County New Hire Report

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
State's Attorney	GAEKE, NICHOLAS R	ACTIVE	05/14/2012
Court Services/Court Services Administration	GARCIA, MAGDALENA	ACTIVE	11/07/2011
Judiciary and Courts	GLYNN, KEVIN M	INACTIVE	04/03/2012
Court Services/Juvenile Justice Center	GUERRERO, ISSAC J	INACTIVE	09/20/2011
Circuit Clerk	HANSON, GINA R	ACTIVE	06/11/2012
Court Services/Court Services Administration	HARWOOD, STACY A	ACTIVE	11/07/2011
Health	HICKS, MICHELLE D	ACTIVE	03/19/2012
Supervisors of Assessment	HOUGH, WILLIAM R	ACTIVE	09/12/2011
Sheriff/Sheriff	HOYT, TREVOR L	ACTIVE	02/10/2012
Court Services/Diagnostic Center	JAEGER-MANSON, SOPHIA G	INACTIVE	09/01/2011
Court Services/Court Services Administration	JOHNSON, DARNAS E	ACTIVE	01/30/2012
Court Services/Juvenile Justice Center	JOHNSON, TYLER C	INACTIVE	02/14/2012
Court Services/Juvenile Justice Center	KINKADE, TODD K	ACTIVE	09/20/2011
Sheriff/Sheriff	KOFFENBERGER, DEANNA V	ACTIVE	04/29/2012
Kane Comm	KRUG, PATRICIA A	INACTIVE	04/30/2012
Health	LA BEE, MARY S	INACTIVE	05/29/2012
Circuit Clerk	LAUGHLIN, LARRY	INACTIVE	05/29/2012
Regional Office of Education	LAWSON, KATHERINE	ACTIVE	03/19/2012
Judiciary and Courts	LINDSEY, SUZANNA M	ACTIVE	01/16/2012
Court Services/Diagnostic Center	LINGK, ERICKA A	INACTIVE	09/01/2011
Court Services/Court Services Administration	LINKINHOKER, LINDSEY S	ACTIVE	09/19/2011
Court Services/Court Services Administration	LISSON, SARAH M	ACTIVE	06/19/2012
Development/Mill Creek Special Service Area	LOCHBAUM, JOHN R	INACTIVE	08/29/2011
Court Services/Court Services Administration	LUBARSKI, JILL M	INACTIVE	03/26/2012
Court Services/Juvenile Justice Center	LYNCH, ERIN R	ACTIVE	02/21/2012
Supervisors of Assessment	MADZIAREK, MICHAEL E	ACTIVE	09/12/2011
Judiciary and Courts	MAHONEY, NEIL T	ACTIVE	02/16/2012
Court Services/Juvenile Justice Center	MARTIN, KATHRYN S	INACTIVE	06/19/2012

Kane County New Hire Report

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
County Board	MCLEOD, KIMBERLY A	INACTIVE	08/22/2011
Court Services/Diagnostic Center	MCMILLAN, MEGAN	INACTIVE	09/01/2011
Supervisors of Assessment	MELZE, SHERRY L	ACTIVE	09/12/2011
Public Defender	MEYERS, PAUL C	ACTIVE	11/28/2011
Health	MILLER, LENORA	INACTIVE	10/03/2011
Sheriff/Sheriff	MONAGHAN, RYAN J	ACTIVE	03/25/2012
County Clerk	MOSSMAN, MARK G	INACTIVE	10/31/2011
Information Technologies	MUELLER, MATTHEW J	INACTIVE	02/01/2012
Information Technologies	MULLINS, MICHAEL D	ACTIVE	06/04/2012
Court Services/Court Services Administration	MURILLO, ROCIO	ACTIVE	02/06/2012
Court Services/Court Services Administration	MURRAY, KEVIN M	ACTIVE	02/14/2012
Court Services/Court Services Administration	NEVAREZ, IVETTE	ACTIVE	09/12/2011
Court Services/Court Services Administration	NOREN, CODY J	ACTIVE	03/26/2012
Court Services/Court Services Administration	NOVAK, JENNIFER L	ACTIVE	02/06/2012
Judiciary and Courts	NUNES, MARSILDA B	INACTIVE	12/05/2011
Judiciary and Courts	PANKE, LARA A	INACTIVE	12/01/2011
Sheriff/Sheriff	PEREZ, GABRIEL P	ACTIVE	04/23/2012
Court Services/Juvenile Justice Center	ROEHR, MICHAEL D	ACTIVE	09/20/2011
Health	ROTHMEYER, JACOB M	INACTIVE	11/14/2011
Animal Control	RUDLOFF, KIMBERLY W	INACTIVE	02/06/2012
Kane Comm	RZEPPA, BROOKE S	INACTIVE	04/30/2012
State's Attorney	SANTANA, GLADYS P	INACTIVE	03/27/2012
Health	SCHRAMER, AUSTIN J	ACTIVE	12/27/2011
Court Services/Juvenile Justice Center	SCHULTZ, JACOB L	INACTIVE	02/21/2012
Sheriff/Adult Corrections	SCOTT, SAMUEL R	ACTIVE	01/17/2012
Transportation	SEGER, STEPHEN J	INACTIVE	12/01/2011
Health	SNOWDEN, KINNELL J	ACTIVE	08/22/2011
Court Services/Court Services Administration	SUMMERS, CARRIE B	ACTIVE	09/19/2011

Kane County New Hire Report

7/1/2011 - 6/30/2012

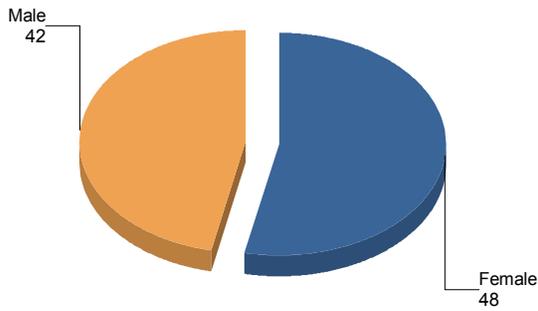
<u>Department</u>	<u>Employee Name</u>	<u>Status</u>	<u>HireDate</u>
County Clerk	TAVIZON, YURIDIANA	ACTIVE	03/27/2012
Transportation	THOMPSON, DONALD T	INACTIVE	12/01/2011
Court Services/Court Services Administration	VIOLA, ARIANNA	ACTIVE	05/07/2012
Sheriff/Sheriff	WEIBLER, JENNIFER A	ACTIVE	06/25/2012
County Clerk	WIGGINS, KELLY R	ACTIVE	10/03/2011
Regional Office of Education	YAGEL, JOSEPH C	INACTIVE	04/30/2012

90 *New Hire Employees*

Kane County New Hires EEO Report

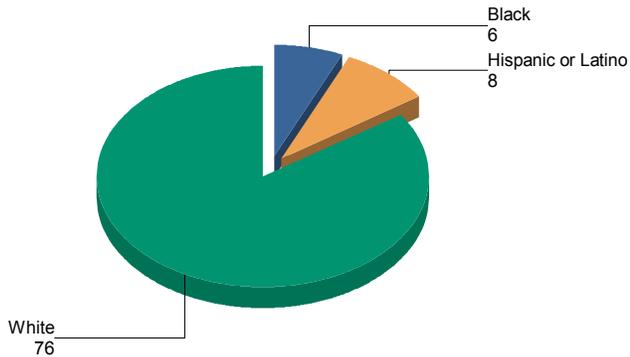
7/1/2011 - 6/30/2012

Gender



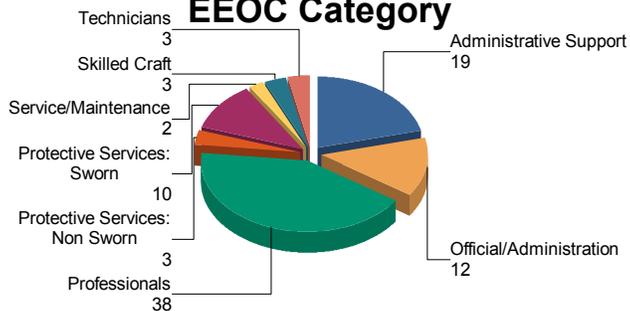
Female	48	53.3%
Male	42	46.7%
Total:	90	100.0%

Race



Black	6	6.7%
Hispanic or Latino	8	8.9%
White	76	84.4%
Total:	90	100.0%

EEOC Category



Administrative Support	19	21.1%
Official/Administration	12	13.3%
Professionals	38	42.2%
Protective Services: Non Sworn	3	3.3%
Protective Services: Sworn	10	11.1%
Service/Maintenance	2	2.2%
Skilled Craft	3	3.3%
Technicians	3	3.3%
Total:	90	100.0%

Kane County New Hires EEO Report

7/1/2011 - 6/30/2012

Department



Animal Control	1	1.1%
Building Management	2	2.2%
Circuit Clerk	4	4.4%
County Board	1	1.1%
County Clerk	6	6.7%
Court Services/Court Services Administration	15	16.7%
Court Services/Diagnostic Center	4	4.4%
Court Services/Juvenile Justice Center	8	8.9%
Development/Mill Creek Special Service Area	1	1.1%
Development/Water Resources	1	1.1%
Finance	1	1.1%
Health	6	6.7%
Information Technologies	3	3.3%
Judiciary and Courts	5	5.6%
Kane Comm	3	3.3%
Public Defender	2	2.2%
Regional Office of Education	2	2.2%
Sheriff/Adult Corrections	2	2.2%
Sheriff/Court Security	1	1.1%
Sheriff/Sheriff	7	7.8%
State's Attorney	5	5.6%
Supervisors of Assessment	7	7.8%
Transportation	3	3.3%
Total:	90	100.0%

Kane County Termination Report

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Animal Control	RENWICK, KERI A	1/20/2012
Animal Control	RUDLOFF, KIMBERLY W	5/25/2012
Building Management	CULLY, ROBERT W	12/14/2011
Building Management	MILLARD, CYNTHIA S	10/4/2011
Circuit Clerk	ALLEN, DAVID J	1/19/2012
Circuit Clerk	BLAKELY, CHRISTINE	10/7/2011
Circuit Clerk	BRAFFET-BARRINGER, STEFFANIE	3/30/2012
Circuit Clerk	BROWN, JEFFREY	8/5/2011
Circuit Clerk	ENGLISH, KIMBERLY	1/11/2012
Circuit Clerk	LAUGHLIN, LARRY	6/8/2012
Circuit Clerk	TEWS, AMANDA	6/22/2012
Circuit Clerk	WILLIAMS, MARY E	9/16/2011
County Board	TALLITSCH, JANE E	12/2/2011
County Board	THE ESTATE OF WEEMS , JEAN	8/15/2011
County Clerk	DIVINE, PAMELA A	1/13/2012
County Clerk	MITCHELL, LINDA L	8/31/2011
County Clerk	THE ESTATE OF BENNETT, JAY C	1/23/2012
County Clerk	THEIS, MARY LOUISE	12/29/2011
County Clerk	TIMM, LINDSEY S	12/22/2011
County Clerk	WESTHOFF, R ALEX	3/27/2012
Court Services/Court Services Administration	BAXA, KATHLEEN S	10/14/2011
Court Services/Court Services Administration	BRADLEY, JOHN M	6/8/2012
Court Services/Court Services Administration	KLIEWER, CHRISTINA M	1/5/2012
Court Services/Court Services Administration	MILBY, BLYTHE	7/29/2011
Court Services/Court Services Administration	OLSEN EBY, DENISE	2/17/2012
Court Services/Court Services Administration	ROGERS, BENJAMIN P	1/5/2012

Kane County Termination Report

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Court Services/Court Services Administration	SCHUELLER, JOSEPH N	8/2/2011
Court Services/Court Services Administration	SMITH, ELIZABETH K	10/14/2011
Court Services/Court Services Administration	THE ESTATE OF LEASK, BRIAN T	11/1/2011
Court Services/Court Services Administration	THE ESTATE OF PETSCHKE, REBECCA L	3/1/2012
Court Services/Court Services Administration	WILLIAMS, HAMILTON M	6/18/2012
Court Services/Court Services Administration	YEAGER, SHAWN	2/3/2012
Court Services/Diagnostic Center	EDWARDS WILLIAMS, CANDACE B	8/31/2011
Court Services/Diagnostic Center	MCALLISTER, JENNIFER H	8/31/2011
Court Services/Diagnostic Center	WATKINS, ROBIN L	8/16/2011
Court Services/Juvenile Justice Center	BORIS, JOHN S	5/21/2012
Court Services/Juvenile Justice Center	HEATH, JULIE O	2/17/2012
Court Services/Juvenile Justice Center	JOHNSON, TYLER C	5/29/2012
Court Services/Juvenile Justice Center	MILLS, MATTHEW S	7/28/2011
Court Services/Juvenile Justice Center	SCHILD, MICHAEL E	7/8/2011
Health	BECK, ANNE J	10/31/2011
Health	EINEKE, ALVINA	8/12/2011
Health	KUEHNERT, PAUL L	6/1/2012
Health	LEWIS, CIELITA S	3/29/2012
Health	MOSHIER, CAROL A	3/2/2012
Health	ODRISCOLL, MICHAEL J	7/6/2011
Health	ROTHMEYER, JACOB M	5/18/2012
Health	RUBIA, GRACE E	10/4/2011
Information Technologies	MILLEN, DANIEL R	3/16/2012
Information Technologies	MUELLER, MATTHEW J	2/7/2012
Information Technologies	ROBERTSON, MATTHEW	10/17/2011
Judiciary and Courts	BRADY, SEAN C	7/1/2011
Judiciary and Courts	DERANICK, DONNA L	7/1/2011

Kane County Termination Report

7/1/2011 - 6/30/2012

<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Judiciary and Courts	DRAVILLAS, ALEX J	3/16/2012
Judiciary and Courts	JANNUSCH, KAREN L	6/22/2012
Judiciary and Courts	SNYDER, THOMAS	3/2/2012
Judiciary and Courts	SWAN, CRAIG E	11/30/2011
Kane Comm	KRUG, PATRICIA A	5/9/2012
KCDEE	BOWMAN, EVELYN	9/6/2011
KCDEE	GALVAN, MARIA E	7/29/2011
KCDEE	GLOVER, LILLIE M	7/29/2011
KCDEE	HIBBARD, ARLENE K	7/29/2011
KCDEE	MADDING, TENITA M	1/20/2012
KCDEE	MELKA, CAROLYN R	11/25/2011
KCDEE	REINHARDT, DEE A	7/29/2011
KCDEE	STADTHERR, SHAWNA G	1/30/2012
KCDEE	THOMAS, LUGENIA C	7/29/2011
Other- Countywide Expenses/Aurora Election Expense	FLORES, DEBRA J	10/31/2011
Public Defender	KLIMENT, CLAUDIA D	10/11/2011
Public Defender	MCCULLOCH, THOMAS O	10/31/2011
Public Defender	SZATROWSKI, MIRIAM H	3/23/2012
Regional Office of Education	CAMPEGGIO, THOMAS M	4/27/2012
Regional Office of Education	JOHNSON, DOUGLAS E	2/29/2012
Regional Office of Education	OLSEN, SHIRLEY J	3/30/2012
Regional Office of Education	YAGEL, JOSEPH C	6/29/2012
Sheriff/Adult Corrections	O'HARA, SARAH J	5/31/2012
Sheriff/Court Security	DE CHRISTOPHER, DANIEL P	12/30/2011
Sheriff/Court Security	MONTALBANO, THOMAS P	12/19/2011
Sheriff/Court Security	O'CONNELL, THOMAS L	3/30/2012
Sheriff/Court Security	PEPICH, BENJAMIN J	5/31/2012

Kane County Termination Report

7/1/2011 - 6/30/2012

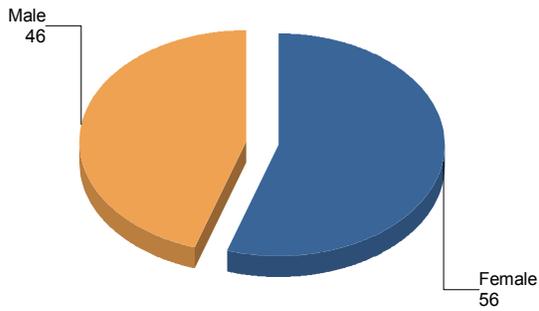
<u>Department</u>	<u>Employee Name</u>	<u>Termination Date</u>
Sheriff/Court Security	UNDESSER, DANIEL K	9/30/2011
Sheriff/Sheriff	ANDRESEN, ROBERT S	4/30/2012
Sheriff/Sheriff	SWANSON, ALAN J	12/19/2011
State's Attorney	BAKER, JOHN F	10/14/2011
State's Attorney	BARSANTI, ALFONSO J	10/28/2011
State's Attorney	CHALCRAFT II, MICHAEL T	5/11/2012
State's Attorney	COLLINS, ANDREW A	1/10/2012
State's Attorney	CULLY, SHERI D	12/14/2011
State's Attorney	ERWIN, BRIAN R	4/5/2012
State's Attorney	FLORO, KELLY A	10/28/2011
State's Attorney	KLEIN, KIMBERLEY	6/28/2012
State's Attorney	SEDOWSKI, JOHN C	5/24/2012
State's Attorney	ST JULES, THOMAS E	5/4/2012
State's Attorney	ZWEMKE, GAIL	12/2/2011
Supervisors of Assessment	ABRAMS, JEAN M	2/3/2012
Supervisors of Assessment	CURTIS, LAURA A	8/24/2011
Supervisors of Assessment	JOHNSON, SANDRA R	5/31/2012
Supervisors of Assessment	MCMURRAY, LINDA	5/21/2012
Transportation	SEGER, STEPHEN J	12/16/2011
Transportation	SLIWA, MARION A	3/31/2012
Transportation	THE ESTATE OF CHRISTY BIDDLE, M	8/9/2011
Treasurer/Collector	SCHRAMER, JODEE L	1/31/2012

102 *Terminated Employees*

Kane County Terminations EEO Report

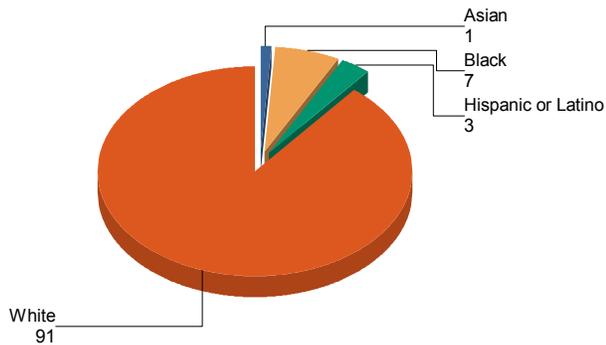
7/1/2011 - 6/30/2012

Gender



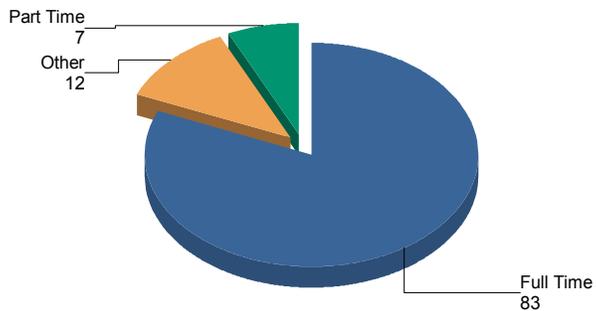
Female	56	54.9%
Male	46	45.1%
Total:	102	100.0%

Race



Asian	1	1.0%
Black	7	6.9%
Hispanic or Latino	3	2.9%
White	91	89.2%
Total:	102	100.0%

EEOC Category

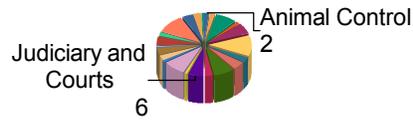


Full Time	83	81.4%
Other	12	11.8%
Part Time	7	6.9%
Total:	102	100.0%

Kane County Terminations EEO Report

7/1/2011 - 6/30/2012

Department



Animal Control	2	2.0%
Building Management	2	2.0%
Circuit Clerk	8	7.8%
County Board	2	2.0%
County Clerk	6	5.9%
Court Services/Court Services Administration	12	11.8%
Court Services/Diagnostic Center	3	2.9%
Court Services/Juvenile Justice Center	5	4.9%
Health	8	7.8%
Information Technologies	3	2.9%
Judiciary and Courts	6	5.9%
Kane Comm	1	1.0%
KCDEE	9	8.8%
Other- Countywide Expenses/Aurora Election Expense	1	1.0%
Public Defender	3	2.9%
Regional Office of Education	4	3.9%
Sheriff/Adult Corrections	1	1.0%
Sheriff/Court Security	5	4.9%
Sheriff/Sheriff	2	2.0%
State's Attorney	11	10.8%
Supervisors of Assessment	4	3.9%
Transportation	3	2.9%
Treasurer/Collector	1	1.0%
Total:	102	100.0%

Kane County Termination Report

7/1/2011 - 6/30/2012

	Female					Male			Total
	Asian	Black	Hispanic o	White	Total	Black	White	Total	
DECEASED	0	0	0	4	4	0	2	2	6
LAYOFF	0	2	1	2	5	0	0	0	5
RESIGNED	0	3	1	22	26	0	28	28	54
RETIRED	0	0	0	11	11	0	11	11	22
TERMINATED	1	0	1	8	10	2	3	5	15
Total	1	5	3	47	56	2	44	46	102

Kane County Employee Compensation Data - 2012

Employee Name	Department	Job Title	Hrs Per Week	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	3,200.00	0.00	0.00	0.00	0.00	0.00	320.00	244.80	3,764.80
ABNER, JOHN T	Transportation	Highway Maintainer II	40	57,101.75	0.00	13,319.28	0.00	5,909.74	0.00	2,012.00	4,193.81	82,536.58
ABRAMS, JEAN M	Supervisors of Assessment	Terminated	35	7,690.73	0.00	1,019.00	33.20	801.29	0.00	1,152.90	568.62	11,265.74
ACHILLES, ELLEN L	Human Resource Management	Benefits Coordinator	35	39,797.91	0.00	17,952.24	516.36	3,423.00	0.00	1,530.10	2,429.07	65,648.68
ACOSTA, DAVID L	Court Services	Youth Counselor JIC	37.5	30,143.66	0.00	2,851.94	116.20	3,223.31	0.00	1,648.70	2,287.41	40,271.22
ADAM, MONA M	Public Defender	Assistant Office Manager	35	40,000.00	0.00	12,285.48	516.36	4,207.60	0.00	1,500.00	2,985.88	61,495.32
ADAMS, MARY	Health	Terminated	35	2,945.19	0.00	0.00	0.00	0.00	0.00	0.00	225.31	3,170.50
ADAMS, MARY L	Circuit Clerk	Deputy Clerk	37.5	34,605.28	0.00	13,939.44	516.36	3,730.36	0.00	1,273.50	2,647.31	56,712.25
ADAMS, RODNEY J	KCDEE	Employment & Training Rep	37.5	37,350.58	0.00	6,113.88	199.08	3,859.74	0.00	1,403.10	2,739.02	51,665.40
ADERMAN, BRUCE J	Development/Water Resources	Field Engineer	Seasonal \$60.00	2,730.00	0.00	0.00	0.00	0.00	0.00	450.00	208.85	3,388.85
AGNEW, MARK L	Court Services/Juvenile Justice Center	Supervisor JIC	37.5	53,124.97	0.00	4,289.04	199.08	5,617.23	0.00	2,131.82	3,986.32	69,348.46
AGUIRRE, FRANCISCO J	Sheriff/Court Security	Court Security Officer	40	32,816.76	950.00	9,592.32	516.36	3,415.44	0.00	1,193.10	2,423.76	50,907.74
AGUIRRE, LUIS X	Sheriff/Adult Corrections	Correctional Officer	40	91,788.89	1,000.00	0.00	0.00	0.00	19,037.03	3,742.43	7,021.85	122,590.20
AGUIRRE, MARIA R	Health	Terminated	35	1,870.51	0.00	0.00	0.00	0.00	0.00	0.00	143.09	2,013.60
AGUIRRE, VANESSA	Sheriff/Court Security	Court Security Officer	40	29,472.51	950.00	4,889.04	199.08	3,177.06	0.00	1,214.65	2,254.65	42,156.99
AHMED, HAMID M	Development/County Development	Project Manager	35	54,509.72	0.00	6,113.88	199.08	5,709.34	0.00	2,123.48	4,051.69	72,707.19
AHMED, MAZHER	Information Technologies	CAD Analyst	35	45,462.18	0.00	6,113.88	199.08	4,849.14	0.00	1,900.26	3,441.14	61,965.68
ALBA, ALDO A	Sheriff/Sheriff	Peace Officer	40	76,142.15	1,100.00	4,411.44	0.00	0.00	15,552.16	3,144.62	5,736.45	106,086.82
ALBERTELLI, CECILY P	Public Defender	Assistant Public Defender	35	26,761.46	0.00	2,648.23	107.90	2,884.92	0.00	1,515.38	2,047.25	35,965.14
ALEXANDER, SARAH	Circuit Clerk	Deputy Clerk	37.5	21,895.31	0.00	6,394.88	344.32	2,360.40	0.00	1,125.00	1,674.99	33,794.90
ALICEA, ANA M	State's Attorney	Administrative Assistant	35	6,856.48	0.00	0.00	0.00	739.13	0.00	353.84	524.52	8,473.97
ALICEA-SANTIAGO, KARLA	KCDEE	Employment & Training Rep	37.5	15,401.67	0.00	0.00	0.00	1,660.30	0.00	1,003.80	1,178.22	19,243.99
ALLAN, DEBORAH J	County Board	Board Member	Elected	24,999.78	0.00	9,592.32	516.36	2,694.90	0.00	961.53	1,912.49	40,677.38
ALLEN, CANDY K	Circuit Clerk	Records Manager	37.5	67,272.22	0.00	17,952.24	516.36	6,767.91	0.00	2,475.97	4,802.87	99,787.57
ALLEN, DARLENE	Animal Control	Kennel Assistant	40	21,449.77	0.00	12,285.48	516.36	1,971.66	0.00	984.75	1,399.18	38,607.20
ALLEN, DAVID J	Circuit Clerk	Terminated	37.5	6,785.50	0.00	0.00	0.00	722.09	0.00	1,655.00	512.44	9,675.03
ALMANZA, MARIA E	Health	CHS I Support Associate	35	36,943.31	0.00	13,939.44	516.36	3,812.01	0.00	1,379.00	2,705.21	59,295.33
ALVERIO, DEANIN	Court Services/Court Services Administration	Probation Officer	37.5	33,530.01	0.00	0.00	516.36	3,480.44	0.00	1,396.97	2,469.88	41,393.66
AMATO, JENNIE S	Public Defender	Assistant Public Defender	17.5	39,818.76	0.00	17,952.24	516.36	3,808.37	0.00	1,512.26	2,702.67	66,310.66
AMOS, FRENCHIE S	State's Attorney	Administrative Assistant	35	25,390.12	0.00	9,592.32	516.36	2,614.93	0.00	923.09	1,855.62	40,892.44
ANDERSON, KENNETH N	Environmental Management	Project Manager	35	77,959.82	0.00	17,952.24	516.36	7,381.11	0.00	2,996.15	5,237.97	112,043.65
ANDERSON, KENT D	Transportation	Highway Maintainer III	40	56,857.78	0.00	13,319.28	0.00	5,883.39	0.00	2,036.80	4,175.15	82,272.40
ANDERSON, LINDSAY M	Circuit Clerk	Deputy Clerk	37.5	32,494.82	0.00	6,113.88	199.08	3,336.22	0.00	1,158.80	2,367.55	45,670.35
ANDERSON, MARK R	Transportation	Highway Maintainer 1	40	4,353.94	0.00	0.00	0.00	469.36	0.00	537.84	333.07	5,694.21
ANDERSON, MARLEAH	Aurora Election Commission	Commissioner Aurora Elec Comm	35	3,669.90	0.00	4,889.04	199.08	0.00	0.00	141.15	280.74	9,179.91
ANDERSON, MAUREEN R	Human Resource Management	Assistant Director of HR Mgmt	35	71,076.94	0.00	12,285.48	516.36	7,620.65	0.00	2,730.77	5,408.01	99,638.21
ANDERSON, MICHAEL D	Information Technologies	CAD Specialist III	35	38,765.29	0.00	6,113.88	199.08	4,012.24	0.00	1,490.40	2,847.24	53,428.13
ANDERSON, ROBERT	State's Attorney	Assistant States Attorney	35	48,827.65	0.00	6,113.88	199.08	5,096.84	0.00	1,692.31	3,617.02	65,546.78
ANDERSON, TANYA	Court Services/Court Services Administration	Supervisor	37.5	56,256.97	0.00	13,939.44	516.36	5,779.68	0.00	2,142.47	4,101.47	82,736.39
ANDRADE, ANA I	Health	Terminated	35	2,093.90	0.00	0.00	0.00	0.00	0.00	0.00	160.18	2,254.08
ANDRESEN, ROBERT S	Sheriff/Sheriff	Peace Officer Sergeant	40	46,769.86	0.00	4,095.20	172.16	0.00	9,481.60	3,343.63	3,497.32	67,359.77
ANGELO GOTTBORG, PAMELA	Circuit Clerk	Deputy Clerk	37.5	42,450.20	0.00	0.00	0.00	4,558.13	0.00	1,740.00	3,234.67	51,983.00
ANSELME, RICK E	Court Services/Juvenile Justice Center	Superintendent JIC	37.5	68,102.83	0.00	13,939.44	516.36	7,171.05	0.00	2,576.92	5,088.92	97,395.52
ANTCZAK, MAJA U	Recorder	Imaging Assistant	35	34,361.87	0.00	6,064.86	278.52	3,639.91	0.00	1,321.11	2,583.11	48,249.38
ANZELONE, JOSEPH	Sheriff/Court Security	Court Security Officer	40	32,843.81	950.00	9,581.16	516.36	3,540.60	0.00	1,193.10	2,512.56	51,137.59
ARCH, NORA S	Health	CHS I Support Associate	35	36,043.09	0.00	13,939.44	516.36	3,715.06	0.00	1,299.90	2,636.35	58,150.20
ARCHULETA, JUANITA M	Public Defender	Assistant Public Defender	35	45,499.78	0.00	13,939.44	516.36	4,734.41	0.00	1,711.53	3,359.78	69,761.30
ARDELAN, JANET F	Sheriff/Sheriff	Executive Assistant	40	34,562.88	0.00	13,939.44	516.36	3,725.83	0.00	1,263.84	2,644.06	56,652.41
ARDELAN, CHRISTOPHER L	Information Technologies	Web Developer	40	50,347.77	0.00	12,285.48	516.36	5,086.84	0.00	1,923.08	3,609.88	73,769.41
ARMSTRONG, MARK D	Supervisors of Assessment	Supervisor of Assessments	35	108,150.12	0.00	17,952.24	0.00	11,210.59	0.00	4,159.62	7,955.52	149,428.09
ARMSTRONG, TRUMAN	Veteran's Commission	Administrative Officer II	40	28,556.09	0.00	9,592.32	0.00	2,914.48	0.00	1,133.33	2,068.23	44,264.45
ASHLEY, LOUISE	Health	Terminated	21	2,387.32	0.00	0.00	0.00	0.00	0.00	0.00	182.63	2,569.95
AUGER, MARGARET	County Board	Board Member	Elected	24,999.78	0.00	0.00	0.00	2,694.90	0.00	961.53	1,912.49	30,568.70
AUKSTOLIS, WILLIAM F	Sheriff/Court Security	Sergeant	40	53,364.83	475.00	0.00	0.00	5,752.72	0.00	1,048.00	4,082.41	64,722.96
AUST, LISA J	Court Services/Court Services Administration	Executive Director	37.5	88,567.91	0.00	6,113.88	199.08	9,380.97	0.00	3,403.84	6,657.14	114,322.82
AVILA, CRUZ L	Health	Terminated	35	2,093.90	0.00	0.00	0.00	0.00	0.00	0.00	160.18	2,254.08
AZEMI, MAKFIRE	Circuit Clerk	Information System Professional	37.5	35,955.00	0.00	0.00	0.00	3,875.95	0.00	1,500.00	2,750.56	44,081.51
AZEMI, MERGIM	Sheriff/Adult Corrections	Correctional Officer	40	72,354.31	1,000.00	9,592.32	516.36	0.00	15,006.25	2,666.03	5,535.11	106,670.38
AZHER, MUNEEZA	Health	CHS III Comm Health Init Coord	35	47,013.79	0.00	13,939.44	516.36	5,068.12	0.00	1,754.90	3,596.56	71,889.17
BAILEY, AMANDA E	Sheriff/Adult Corrections	Correctional Officer	40	48,924.02	1,000.00	4,889.04	199.08	0.00	10,007.91	1,698.76	3,710.84	70,429.65
BALDERAS, SHARON	Regional Office of Education	Certification ROE	37.5	45,786.76	0.00	9,592.32	516.36	4,813.66	0.00	1,759.00	3,415.96	65,884.06
BALOUN, ROBERT A	Sheriff/Sheriff	Peace Officer	40	77,106.79	1,100.00	11,085.60	516.36	0.00	15,087.67	2,937.85	5,565.13	113,399.40
BANAS, TARRI D	Information Technologies	Applications Developer	35	75,286.00	0.00	13,939.44	516.36	7,913.35	0.00	2,893.39	5,615.63	106,164.17
BANKER, DEBORAH A	KCDEE	Asst. Dir. Workforce Operations	37.5	81,157.96	0.00	17,952.24	516.36	8,264.92	0.00	3,121.46	5,865.12	116,878.06
BANKS, PEGGY J	Circuit Clerk	Deputy Clerk	37.5	33,251.80	0.00	13,939.44	516.36	3,414.03	0.00	1,222.50	2,422.82	54,766.95
BARCZAK, AGORITSA R	Court Services/Diagnostic Center	Staff Psychologist	37.5	41,788.20	0.00	0.00	0.00	4,504.69	0.00	1,855.88	3,196.80	51,345.57
BARNAT, ROBERT B	Sheriff/Adult Corrections	Correctional Officer	40	80,243.48	1,000.00	9,592.32	0.00	0.00	16,476.47	2,682.64	6,077.39	116,072.30
BARNETTE, MARY M	Judiciary and Courts	Family Court Secretary	35	37,638.00	0.00	6,113.88	199.08	3,890.72	0.00	1,404.50	2,761.01	52,007.19
BARON, VIVIANA	Health	Terminated	35	1,912.78	0.00	0.00	0.00	0.00	0.00	0.00	146.33	2,059.11
BARREIRO, THERESA E	County Board	Board Member	35	480.77	0.00	0.00	0.00	51.83	0.00	480.77	36.78	1,050.15
BARRERA, SUSAN	Sheriff/Adult Corrections	Information Specialist	40	27,188.80	0.00	4,889.04	199.08	2,820.57	0.00	1,025.60	2,001.54	38,124.63
BARRETT, LEE	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	4,080.00	0.00	0.00	0.00	0.00	0.00	480.00	312.12	4,872.12
BARROWS, SHAWN D	Sheriff/Sheriff	Peace Officer	40	79,733.03	1,100.00	6,113.88	199.08	0.00	16,215.85	3,249.92	5,981.28	112,593.04
BARSANTI, DAWN G	County Board	Executive Assistant	35	53,643.02	0.00	17,458.98	494.96	5,017.36	0.00	1,914.23	3,560.58	82,089.13
BARSANTI, SAM B	County Clerk	Clerk I	Seasonal \$13.00	11,336.00	0.00	0.00	0.00	1,222.03	0.00	273.00	867.20	13,698.23

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
BEART, THOMAS C	Transportation	Tech I	40	61,715.56	0.00	13,319.28	0.00	6,407.14	0.00	2,383.63	4,546.77	88,372.38
BEATUS, MICHAEL J	Sheriff/Sheriff	Peace Officer Lieutenant	40	99,426.27	1,100.00	17,952.24	516.36	0.00	19,689.90	3,511.20	7,262.65	149,458.62
BECHTOLD, DANIELLE M	State's Attorney	Assistant States Attorney	35	51,400.08	0.00	4,889.04	199.08	5,452.91	0.00	1,923.08	3,869.65	67,733.84
BECK, DARREN J	Sheriff/Adult Corrections	Correctional Officer	40	64,386.77	1,000.00	12,631.92	516.36	0.00	12,519.54	2,789.00	4,617.85	98,461.44
BECK, JOSHUA	Community Reinvestment	Community Development Planner	35	65,000.00	0.00	0.00	516.36	7,007.00	0.00	2,500.00	4,972.50	79,995.86
BECK, WHITNEY P	Court Services/Court Services Administration	Probation Officer	37.5	43,210.57	0.00	6,113.88	199.08	4,491.36	0.00	1,628.89	3,187.31	58,831.09
BECKER, CHAD S	Supervisors of Assessment	Information Processor	Seasonal \$10.60	689.00	0.00	0.00	0.00	0.00	0.00	212.00	52.71	953.71
BECKER, JENNIFER L	Transportation	Transportation Planner I	40	5,192.37	0.00	0.00	0.00	559.74	0.00	1,346.17	397.22	7,495.50
BECKER, MICHELLE M	Court Services/Court Services Administration	Probation Officer	37.5	35,546.11	0.00	0.00	0.00	3,831.86	0.00	1,397.00	2,719.28	43,494.25
BECKER, SHAUNA L	County Clerk	Supervisor	35	37,278.15	0.00	17,952.24	0.00	4,018.51	0.00	1,381.10	2,851.78	63,481.78
BECKSTROM, MARK S	KCDEE	IT Network Administrator	37.5	47,210.02	0.00	6,113.88	199.08	4,869.41	0.00	1,815.77	3,455.53	63,663.69
BEDERKA, ALEXANDER G	State's Attorney	Assistant States Attorney	35	50,215.34	0.00	4,889.04	199.08	5,368.34	0.00	1,738.47	3,809.63	66,219.90
BEDNARZ, RITA C	Health	CHS II Public Health Nurse	35	46,987.97	0.00	6,113.88	199.08	4,898.60	0.00	1,744.40	3,476.27	63,420.20
BEGALKA, BARBARA A	Circuit Clerk	Deputy Clerk	37.5	39,981.49	0.00	6,113.88	199.08	4,143.29	0.00	1,466.30	2,940.28	54,844.32
BELL, LEIGH A	Court Services/Court Services Administration	Mental Health Coordinator	37.5	46,588.28	0.00	13,939.44	516.36	4,851.73	0.00	1,790.48	3,443.06	71,129.35
BELLARIO, CATHERINE E	State's Attorney	Assistant States Attorney	35	56,492.52	0.00	6,113.88	199.08	5,545.84	0.00	2,142.02	3,935.63	74,428.97
BELLEVAGE, EDWARD R	Court Services/Court Services Administration	Probation Officer	37.5	41,931.16	0.00	9,592.32	0.00	4,520.16	0.00	1,581.42	3,207.73	60,832.79
BELSHAN, DAVID F	State's Attorney	Assistant States Attorney	35	75,607.96	0.00	13,939.44	516.36	7,980.13	0.00	2,600.00	5,663.06	106,306.95
BELTRAN, LEONARDO	KCDEE	Fiscal Manager	37.5	59,015.26	0.00	10,228.40	516.36	5,512.16	0.00	2,115.38	3,911.70	81,299.26
BENJAMIN, MELYNDA L	Public Defender	Assistant Public Defender	35	45,499.78	0.00	5,011.32	199.08	4,831.61	0.00	1,711.53	3,428.73	60,682.05
BENSON, THOMAS G	Veteran's Commission	Administrative Officer II	35	48,302.61	0.00	6,113.88	199.08	5,040.34	0.00	1,846.60	3,576.84	65,079.35
BERG, DAVID M	State's Attorney	Investigator	35	61,763.79	0.00	12,285.48	516.36	6,317.50	0.00	2,247.10	4,483.20	87,613.43
BERGER, SCOTT W	Community Reinvestment	Community Dev Program Mgr	35	90,395.48	0.00	4,889.04	199.08	9,699.69	0.00	3,216.92	6,883.41	115,283.62
BERKHOUT, KEITH	Development/County Development	Zoning Planner	35	38,849.45	0.00	13,939.44	516.36	3,888.19	0.00	1,476.92	2,759.23	61,429.59
BERRIOS, CARLOS A	Building Management	Maintenance Worker	40	38,780.19	0.00	13,939.44	516.36	4,180.48	0.00	1,357.05	2,966.68	61,740.20
BEX, TROY	Building Management	Carpenter	40	48,365.80	0.00	17,352.24	516.36	4,665.17	0.00	1,846.20	3,310.61	76,056.38
BIDAWID, DIANA M	Court Services/Court Services Administration	Juvenile Drug Court Pgm Coord	37.5	47,172.69	0.00	17,952.24	516.36	4,062.27	0.00	1,790.48	2,882.83	74,376.87
BIDDLE, ANDREW T	Sheriff/Sheriff	Peace Officer	40	75,277.42	1,100.00	17,952.24	516.36	0.00	14,268.22	3,132.62	5,262.88	117,509.74
BIDDLE, BARBARA J	Judiciary and Courts	Case Flow Manager	35	54,535.70	0.00	6,113.88	199.08	5,637.64	0.00	2,035.20	4,000.71	72,522.21
BIDDLE, ROGER L	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	80.00	0.00	0.00	0.00	0.00	0.00	80.00	6.12	166.12
BIEDRZYCKI, CYNTHIA M	Health	CHS II Public Health Nurse	35	47,745.21	0.00	9,581.16	516.36	4,940.09	0.00	1,782.20	3,505.77	68,070.79
BIEWER, BROOKE R	Development/County Development	Subdivision Planner	21	26,056.34	0.00	0.00	0.00	2,808.84	0.00	990.00	1,993.31	31,848.49
BIGGIAM, NANCY S	Court Services/Juvenile Justice Center	Admin Cook JJC	40	31,127.28	0.00	17,952.24	516.36	2,871.55	0.00	1,110.19	2,037.78	55,615.40
BILBREY, KIMBERLY R	Public Defender	Assistant Public Defender	35	42,499.90	0.00	11,584.75	516.36	4,437.13	0.00	1,596.15	3,148.84	63,783.13
BINGMAN, JODI A	Supervisors of Assessment	Board of Review Coordinator	35	39,889.32	0.00	9,592.32	516.36	4,177.90	0.00	1,557.20	2,964.81	58,697.91
BJORNSON, CAROLINE R	Sheriff/Sheriff	Information Specialist	40	37,102.87	0.00	12,285.48	516.36	3,999.67	0.00	1,411.51	2,838.37	58,154.26
BLACKSMITH, EMILY A	Sheriff/Sheriff	Information Specialist	40	41,436.06	0.00	17,952.24	516.36	3,982.82	0.00	1,593.11	2,826.40	68,306.99
BLAHUT, DANIKA	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,348.90	0.00	5,514.00	199.08	3,918.47	0.00	1,397.00	2,780.69	50,158.14
BLAND, JUDITH A	State's Attorney	Victims Rights Director	35	37,007.00	0.00	9,592.32	516.36	3,867.05	0.00	1,394.50	2,744.31	55,121.54
BLEDSE, JAMES L	Transportation	Mechanic III	40	5,675.36	0.00	0.00	0.00	611.80	0.00	0.00	434.16	6,721.32
BLUESTONE, LAUREN C	Animal Control	Shelter Prog and Operations Mgr	40	42,410.57	0.00	6,113.88	199.08	4,571.83	0.00	1,571.65	3,244.41	58,111.42
BOBER, RAYMOND M	Sheriff/Sheriff	Process Server	40	39,056.80	0.00	12,285.48	516.36	3,869.72	0.00	1,501.60	2,746.12	59,976.08
BODIN, JEFFREY M	Sheriff/Sheriff	Peace Officer	40	75,819.33	1,100.00	4,889.04	199.08	0.00	15,638.66	2,832.62	5,768.33	106,247.02
BOESCH, DAVID J	Transportation	Chief of Construction	40	80,732.35	0.00	11,085.60	516.36	7,885.28	0.00	3,103.90	5,595.73	108,919.22
BOIES, JOSHUA J	Regional Office of Education	GED Supervisor	37.5	41,981.19	0.00	6,456.80	304.96	4,454.93	0.00	1,612.80	3,161.41	57,972.09
BOLAND, LYNN MARIE	Circuit Clerk	Deputy Clerk	37.5	43,224.73	0.00	6,113.88	199.08	4,418.02	0.00	1,554.60	3,135.24	58,645.55
BOLDEN, ELISA	State's Attorney	Case Manager	35	27,533.99	0.00	0.00	0.00	2,968.21	0.00	1,000.00	2,106.35	33,608.55
BOLINE, SARA J	Health	CHS III Epidemiologist	35	38,501.56	0.00	9,592.32	516.36	4,028.22	0.00	1,417.51	2,858.64	56,914.61
BOMMELMAN, CHRISTIAN W	Sheriff/Adult Corrections	Correctional Officer	40	77,540.91	1,000.00	13,939.44	516.36	0.00	15,754.08	2,732.38	5,810.93	117,294.10
BOMMELMAN, CURT A	Circuit Clerk	Deputy Clerk	37.5	42,826.95	0.00	13,939.44	516.36	4,352.79	0.00	1,582.33	3,088.96	66,306.83
BOND, STANTON J	County Clerk	Chief Deputy Clerk	35	55,016.71	0.00	9,192.64	494.96	5,684.29	0.00	1,577.55	4,033.87	76,000.02
BOOTH, CHRISTINE	County Clerk	Secretary	35	33,543.30	0.00	9,592.32	516.36	3,493.82	0.00	1,255.38	2,479.34	50,880.52
BORIS, JOHN S	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	16,479.88	0.00	5,119.00	215.20	1,776.56	0.00	1,397.00	1,260.71	26,248.35
BOWEN, HAROLD N	Development/County Development	Zoning Board	Per Diem \$60.00	420.00	0.00	0.00	0.00	0.00	0.00	60.00	32.13	512.13
BOYNTON, JILL S	Circuit Clerk	Deputy Clerk	37.5	31,764.65	0.00	4,889.04	199.08	3,379.36	0.00	1,174.25	2,398.15	43,804.53
BRACH, DAVID M	Court Services/Court Services Administration	Probation Officer	37.5	39,748.52	0.00	12,285.48	516.36	3,944.27	0.00	1,499.10	2,799.04	60,792.77
BRACKETT, ROBERT	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	21,973.50	0.00	0.00	516.36	2,332.77	0.00	895.00	1,655.48	27,373.11
BRADLEY, JOHN M	Court Services/Court Services Administration	Probation Officer	37.5	5,229.37	0.00	2,444.52	99.60	563.72	0.00	1,396.98	400.05	10,134.24
BRADLEY, LISBETH A	State's Attorney	Administrative Assistant	35	34,019.94	0.00	6,113.88	199.08	3,500.60	0.00	1,201.40	2,484.23	47,519.13
BRADLEY, PAMELA	State's Attorney	Administrative Assistant	35	31,365.30	0.00	9,592.32	516.36	3,259.03	0.00	1,153.80	2,312.72	48,199.53
BRADY, CARROLLYN J	Treasurer/Collector	Staff Accountant	35	51,125.61	0.00	9,592.32	516.36	5,311.46	0.00	1,928.31	3,769.30	72,243.36
BRAFFET-BARRINGER, STEFFANIE	Circuit Clerk	Terminated	37.5	8,063.30	0.00	0.00	0.00	869.23	0.00	1,000.00	616.84	10,549.37
BRAUER, DOUGLAS P	Sheriff/Sheriff	Peace Officer	40	75,671.65	1,100.00	12,285.48	516.36	0.00	15,039.03	3,072.62	5,547.15	113,232.29
BREDLAU, JOHN P	Sheriff/Adult Corrections	Correctional Officer	40	64,454.47	1,000.00	0.00	0.00	0.00	13,367.88	2,320.28	4,930.77	86,073.40
BREDLAU, MARY H	Sheriff/Adult Corrections	Executive Assistant	40	39,969.26	0.00	17,952.24	516.36	3,824.60	0.00	1,463.00	2,714.18	66,439.64
BREE, DEBRA L	State's Attorney	Assistant States Attorney	35	81,191.32	0.00	17,952.24	516.36	8,268.36	0.00	2,600.00	5,867.67	116,395.95
BRICTON, MARK S	State's Attorney	Investigator	35	60,438.49	0.00	17,952.24	516.36	6,031.26	0.00	2,122.00	4,280.09	91,340.44
BRIDGES, BERNARD	Regional Office of Education	Comm Youth LDR ROE	35	28,361.12	0.00	0.00	0.00	3,057.30	0.00	1,279.23	2,169.63	34,867.28
BRIGGS, COREY A	Kane Comm	Telecommunicator	40	56,205.00	0.00	0.00	0.00	6,058.95	0.00	2,592.54	4,299.68	69,156.17
BRIGUGLIO, LENORE P	Sheriff/Adult Corrections	Correctional Officer	40	62,847.13	1,000.00	17,952.24	516.48	0.00	13,034.51	2,129.39	5,960.89	103,440.64
BRODHEAD, STEPHEN R	Court Services/Court Services Administration	Probation Officer	37.5	45,350.00	0.00	6,113.88	199.08	4,135.67	0.00	1,719.00	2,934.86	60,452.49
BROOKS, DEANNA M	Circuit Clerk	Deputy Clerk	37.5	41,158.34	0.00	13,939.44	516.36	4,213.74	0.00	1,503.80	2,990.30	64,321.98
BROWN, GREGORY A	Public Defender	Assistant Public Defender	35	76,060.70	0.00	13,939.44	516.36	7,899.51	0.00	2,886.95	5,605.90	106,908.86
BROWN, JUANITA A	Health	Public Health Nurse	21	24,490.32	0.00	0.00	0.00	2,640.03	0.00	1,092.00	1,873.51	30,095.86
BROWN, KRISTINA J	Health	CHS II Public Health Nurse	35	53,								

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
BULKLEY, WILLIAM D	Information Technologies	Telco Specialist	35	36,175.28	0.00	0.00	0.00	3,899.70	0.00	1,682.56	2,767.41	44,524.95
BUMBAR, JEFFREY	Sheriff/Sheriff	Mechanic I	40	70,178.47	0.00	13,939.44	516.36	7,394.82	0.00	2,698.15	5,247.70	99,974.94
BUMGARNER, THOMAS L	Sheriff/Sheriff	Peace Officer Lieutenant	40	103,204.83	1,100.00	17,952.24	516.36	0.00	21,404.77	3,688.27	7,895.17	155,761.64
BUMPUS, FRANK J	State's Attorney	Receptionist	35	37,553.86	0.00	17,952.24	516.36	3,564.31	0.00	1,377.60	2,529.41	63,493.78
BUN, SAVINH	Health	Terminated	35	2,289.52	0.00	0.00	0.00	0.00	0.00	0.00	175.15	2,464.67
BURGERT, CINDA A	Sheriff/Sheriff	Payroll, HR, A/P	20	35,785.84	0.00	4,796.16	258.24	3,624.94	0.00	2,135.00	2,737.61	49,337.79
BURGESS, ALYSSA	Circuit Clerk	Deputy Clerk	37.5	30,817.25	0.00	13,939.44	516.36	3,151.67	0.00	1,158.75	2,236.58	51,820.05
BURNS, STELANA	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	28,993.13	0.00	3,463.07	141.10	3,093.71	0.00	1,397.00	2,195.41	39,283.42
BUSOT, MARIA VICTORIA	Public Defender	Assistant Public Defender	35	47,499.96	0.00	17,952.24	516.36	4,636.54	0.00	1,788.46	3,290.29	75,683.85
BYRUM, SUZANNE M	State's Attorney	Administrative Assistant	35	32,312.81	0.00	6,113.88	516.36	3,483.22	0.00	1,242.80	2,471.93	46,141.00
CABALLERO, VERONICA A	State's Attorney	Receptionist	35	19,628.73	0.00	0.00	516.36	2,116.00	0.00	971.20	1,501.60	24,733.89
CADA, DEANNA L	Court Services/Court Services Administration	Deputy Director	37.5	59,779.90	0.00	17,952.24	516.36	5,960.32	0.00	2,297.46	4,229.70	90,735.98
CAJIC, LEONARD	Sheriff/Adult Corrections	Correctional Officer	40	71,436.28	1,000.00	6,113.88	199.08	0.00	14,495.11	2,608.38	5,346.57	101,199.30
CALHOUN, CHAD P	Sheriff/Court Security	Court Security Officer	40	56,897.59	950.00	17,952.24	516.36	5,471.68	0.00	2,118.46	3,883.00	87,789.33
CAMACHO, ELENA	Health	Terminated	35	2,093.90	0.00	0.00	0.00	0.00	0.00	0.00	160.18	2,254.08
CAMACHO, ROSALVA	State's Attorney	Administrative Assistant	35	28,676.78	0.00	12,285.48	516.36	2,732.61	0.00	1,004.00	1,939.19	47,154.42
CAMARGO, BIANCA	State's Attorney	Assistant States Attorney	35	45,492.19	0.00	6,113.88	199.08	4,904.16	0.00	1,538.46	3,480.16	61,727.93
CAMERON, HEATHER	Circuit Clerk	Deputy Clerk	37.5	40,733.45	0.00	9,592.32	516.36	4,268.87	0.00	1,482.02	3,029.39	59,622.41
CAMERON, KENNETH L	Regional Office of Education	Health Life Safety Coordinator	37.5	48,456.16	0.00	10,238.00	430.40	5,223.54	0.00	1,854.19	3,706.89	69,909.18
CAMERON, PENELOPE L	Development/County Development	Zoning Board	Per Diem \$60.00	420.00	0.00	0.00	0.00	0.00	0.00	60.00	32.13	512.13
CAMPBELL, CRAIG K	Sheriff/Sheriff	Peace Officer Sergeant	40	90,321.13	1,100.00	17,952.24	516.36	0.00	16,786.44	3,310.40	6,191.73	136,178.30
CAMPBELL, RICHARD J	Sheriff/Adult Corrections	Correctional Officer	40	77,089.48	1,000.00	17,952.24	516.36	0.00	15,057.21	2,663.77	5,553.89	119,832.95
CAMPEGGIO, NANCY K	Circuit Clerk	Deputy Clerk	37.5	47,368.80	0.00	17,952.24	516.36	4,622.30	0.00	1,740.00	3,280.26	75,479.96
CAMPEGGIO, THOMAS M	Regional Office of Education	Director of Finance	40	41,459.42	0.00	0.00	0.00	3,105.99	0.00	2,375.80	3,171.64	50,112.85
CAMPOS, JANETH A	Health	Terminated	35	2,347.48	0.00	0.00	0.00	0.00	0.00	0.00	179.58	2,527.06
CAPLAN, DURIN K	Court Services/Juvenile Justice Center	Supervisor JJC	37.5	50,017.80	0.00	4,889.04	199.08	5,391.83	0.00	1,909.31	3,826.36	66,233.42
CAPPARELLI, JAMES C	Circuit Clerk	Deputy Clerk	37.5	39,859.58	0.00	6,113.88	199.08	4,113.47	0.00	1,469.23	2,919.12	54,674.36
CARBONE, MICHAEL J	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	1,120.00	0.00	0.00	0.00	0.00	0.00	80.00	85.68	1,285.68
CARDENAS, MARIA D	Health	Terminated	35	2,002.13	0.00	0.00	0.00	0.00	0.00	0.00	153.16	2,155.29
CARLSON, BARBARA J	Circuit Clerk	Civil Assistant Supervisor	37.5	60,191.88	0.00	9,592.32	0.00	6,339.22	0.00	2,215.38	4,498.65	82,837.45
CARLSTROM, LYNN M	Regional Office of Education	Bookkeeper	37.5	33,245.60	0.00	0.00	0.00	3,583.89	0.00	1,192.30	2,543.29	40,565.08
CARR, JOHN R	Veteran's Commission	Superintendent Veterans Asst	35	73,059.80	0.00	17,952.24	0.00	7,875.77	0.00	2,807.82	5,589.08	107,284.71
CARTER, DANIEL R	State's Attorney	Assistant States Attorney	35	55,499.92	0.00	17,952.24	516.36	5,498.79	0.00	2,076.92	3,902.28	85,446.51
CARTER, WAYNE A	Sheriff/Adult Corrections	Correctional Lieutenant	40	97,298.17	1,000.00	13,939.44	516.36	0.00	19,851.80	3,539.69	7,322.36	143,467.82
CASSON, LISA M	Circuit Clerk	Deputy Clerk	37.5	38,246.28	0.00	12,285.48	516.36	3,782.31	0.00	1,393.85	2,684.11	58,908.39
CASTRO, CRISTINA	County Board	Board Member	Elected	24,999.78	0.00	0.00	0.00	2,694.90	0.00	961.53	1,912.49	30,568.70
CASTRO, KELLI D	Circuit Clerk	Program Support	37.5	27,322.75	0.00	13,939.44	516.36	2,775.01	0.00	1,005.00	1,969.25	47,527.81
CATE, MELISSA S	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	37,073.73	0.00	6,113.88	199.08	3,829.87	0.00	1,396.98	2,717.84	51,331.38
CATICH, EDWARD K	Sheriff/Sheriff	Peace Officer	40	75,046.00	1,100.00	16,752.24	516.36	0.00	14,384.51	2,832.62	5,305.74	115,937.47
CAULFIELD, JAMES P	Sheriff/Sheriff	Peace Officer	40	78,296.22	1,100.00	11,685.48	516.36	0.00	16,238.54	3,004.31	5,989.67	116,830.58
CAWVEY, SHERDELL G	Sheriff/Adult Corrections	Correctional Officer	40	85,065.42	1,000.00	13,939.44	516.36	0.00	17,314.67	3,002.25	6,386.55	127,224.69
CHALCRAFT II, MICHAEL T	State's Attorney	Assistant States Attorney	35	19,483.49	0.00	0.00	0.00	2,100.36	0.00	1,538.46	1,490.49	24,612.80
CHAN, DEBORAH M	Circuit Clerk	Administrative Assistant	37.5	37,786.38	0.00	0.00	0.00	4,073.30	0.00	1,355.69	2,890.66	46,106.03
CHAPA, MARIA A	Public Defender	Secretary Receptionist	35	34,816.44	0.00	13,831.92	516.36	3,717.07	0.00	1,206.50	2,637.84	56,726.13
CHARLES, BRINDA	Health	Terminated	35	2,873.95	0.00	0.00	0.00	0.00	0.00	0.00	219.85	3,093.80
CHASSE, LORI J	State's Attorney	Child Advocacy Center Director	35	65,919.88	0.00	0.00	0.00	7,106.06	0.00	2,535.38	5,042.87	80,604.19
CHIDESTER, LORRAINE F	Information Technologies	Deputy Director of Computer Svcs	35	66,576.22	0.00	10,238.00	516.36	6,678.75	0.00	2,549.47	4,739.52	91,298.32
CHIDESTER, STEVE W	Transportation	Highway Maintainer 1	40	44,393.63	0.00	13,319.28	0.00	4,643.81	0.00	1,577.10	3,295.46	67,229.28
CHILDRESS, ERNEST A	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	21,442.00	0.00	0.00	344.32	1,828.62	0.00	626.50	1,623.32	25,864.76
CHILTON, RONALD D	State's Attorney	Investigator	35	45,173.90	0.00	6,113.88	199.08	4,703.08	0.00	1,664.80	3,337.50	61,192.24
CHINN, SHARON A	State's Attorney	Administrative Assistant	35	26,315.01	0.00	13,939.44	516.36	2,588.75	0.00	916.80	1,837.07	46,113.43
CHLOPEK, MONIKA A	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	39,721.36	0.00	6,113.88	199.08	4,115.28	0.00	1,581.42	2,920.39	54,651.41
CHO VALLDEJULI, JULIE K	Court Services/Court Services Administration	Supervisor	37.5	49,680.24	0.00	0.00	0.00	5,355.44	0.00	1,909.31	3,800.53	60,745.52
CHOATE, JILL R	Public Defender	Secretary Receptionist	35	29,006.06	0.00	12,285.48	516.36	2,719.66	0.00	999.20	1,930.05	47,456.81
CHRISTENSON, PATRICK B	Sheriff/Court Security	Court Security Officer	40	28,390.08	950.00	17,952.24	516.36	2,576.47	0.00	1,144.25	1,828.38	53,357.78
CHRISTIAN, NICOLE M M	Circuit Clerk	Deputy Clerk	37.5	27,055.79	0.00	10,630.86	387.36	2,594.17	0.00	1,281.00	1,840.94	43,790.12
CHRISTIANSEN, KATHRYN J	Judiciary and Courts	Executive Secretary	35	64,310.85	0.00	12,285.48	516.36	6,465.68	0.00	2,400.00	4,588.36	90,566.73
CIRA-FITZGERALD, ROSANNE	Court Services/Court Services Administration	Administrative Assistant	37.5	44,923.06	0.00	6,113.88	199.08	4,675.91	0.00	1,693.51	3,318.31	60,923.75
CLARK, JOHN T	Building Management	Maintenance Worker	40	32,083.56	0.00	13,339.44	516.36	3,223.54	0.00	1,247.91	2,287.55	52,698.36
CLARK, PATRICIA A	Human Resource Management	Payroll Manager	35	63,557.75	0.00	12,285.48	516.36	6,345.43	0.00	2,442.31	4,503.05	89,650.38
CLAYTON, JAMES R	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	2,880.00	0.00	0.00	0.00	0.00	0.00	320.00	220.32	3,420.32
CNOTA, REBECCA J	Court Services/Court Services Administration	Comm Restitution Service Officer	37.5	36,347.06	0.00	4,889.04	199.08	3,792.53	0.00	1,396.96	2,691.33	49,316.00
COBB, BRIAN S	Kane Comm	Telecommunicator	40	19,461.39	0.00	3,597.12	193.68	2,052.08	0.00	1,429.80	1,456.28	28,190.35
COERS, TRACI M	Court Services/Court Services Administration	Probation Officer	37.5	38,862.92	0.00	12,769.26	516.36	3,909.46	0.00	1,517.20	2,774.37	60,349.57
COFFINBARGAR, STEVEN W	Transportation	Assistant Dir Transportation	40	92,891.40	0.00	13,939.44	516.36	9,778.61	0.00	3,570.00	6,939.34	127,635.15
COLE, COLLEEN M	Sheriff/Sheriff	Information Specialist	40	40,914.60	0.00	5,011.32	199.08	4,286.59	0.00	1,517.60	3,041.97	54,971.16
COLE, TOYYA M	Court Services/Adult Drug Court	Adult Drug Court PO	37.5	40,648.39	0.00	5,011.32	199.08	4,308.54	0.00	1,562.50	3,057.59	54,787.42
COLLINS, ANDREW A	State's Attorney	Terminated	35	688.50	0.00	0.00	0.00	0.00	0.00	252.00	52.67	993.17
COLLINS, CHRISTOPHER J	Sheriff/Sheriff	Peace Officer Lieutenant	40	97,716.53	1,100.00	17,952.24	516.36	0.00	18,701.78	3,610.73	6,898.20	146,495.84
COLLINS, DIANE L	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	40,212.67	0.00	17,952.24	516.36	4,193.78	0.00	1,455.70	3,076.27	67,407.02
COLLINS, DONNELL	County Board	Board Member	Elected	24,519.02	0.00	13,939.44	516.36	2,472.69	0.00	961.53	1,754.76	44,163.80
COLLINS, KARI L	Supervisors of Assessment	Data Specialist	35	11,668.56	0.00	0.00	0.00	1,257.87	0.00	438.55	892.64	14,257.62
COLLINS, STEVEN W	Sheriff/Sheriff	Peace Officer	40	96,904.90	1,100.00	17,952.24	516.36	0.00	19,166.91	2,957.24	7,069.76	145,667.41
COLLMAN, CHERYL R	Circuit Clerk	Deputy Clerk	37.5	32,059.38	0.00	9,592.32	516.36	3,183.36	0.00	1,152.80	2,259.09	48,763.31
COLTON, LYNDA M	Recorder	Recording Coordinator	35	57,339.19	0.00	17,952.24						

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
COX, HALLE D	Law Library	Director of Law Library	35	58,864.94	0.00	6,113.88	199.08	6,125.07	0.00	2,160.19	4,346.61	77,809.77
COX, JESSICA R	Circuit Clerk	Deputy Clerk	37.5	31,484.80	0.00	13,939.44	516.36	3,223.71	0.00	1,158.80	2,287.65	52,610.76
COYLE, VINCENT M	State's Attorney	Assistant States Attorney	35	43,830.76	0.00	6,113.88	199.08	4,558.30	0.00	1,538.46	3,234.75	59,475.23
COYNE, AMY R	Community Reinvestment	Project Manager	35	66,300.00	0.00	13,781.92	516.36	7,147.14	0.00	2,550.00	5,071.95	95,367.37
CRIMMINS, LORI	State's Attorney	Assistant States Attorney	35	49,910.78	0.00	13,939.44	516.36	5,209.93	0.00	1,769.23	3,697.23	75,042.97
CRISTALLO, LANA M	Circuit Clerk	Deputy Clerk	37.5	34,812.97	0.00	0.00	0.00	3,752.73	0.00	1,278.80	2,663.19	42,507.69
CRODDY, DAVID E	Development/County Development	Building Inspector	35	37,514.23	0.00	4,889.04	199.08	3,967.97	0.00	1,442.30	2,815.87	50,828.49
CRODDY, DEBRA A	County Board	Administrative Officer	35	39,797.92	0.00	6,113.88	199.08	4,123.54	0.00	1,530.10	2,926.24	54,690.76
CROSS, KHARI L	Sheriff/Adult Corrections	Correctional Officer	40	60,576.99	1,000.00	4,889.04	516.36	0.00	12,433.95	2,152.38	4,586.29	86,155.01
CROSS, TANIKA M	Sheriff/Adult Corrections	Correctional Officer	40	71,089.22	1,000.00	17,952.24	516.36	0.00	13,812.72	2,636.08	5,094.86	112,101.48
CULLEN, JOSEPH	State's Attorney	Assistant States Attorney	35	72,616.95	0.00	4,889.04	199.08	7,783.31	0.00	2,423.08	5,523.35	93,434.81
CULLINS, JOSEPH R	Transportation	Highway Maintainer III	40	57,093.32	0.00	13,319.28	0.00	5,908.79	0.00	2,218.20	4,193.16	82,732.75
CULLY, ROBERT W	Building Management	Terminated	40	2,743.94	0.00	0.00	0.00	295.80	0.00	2,743.94	209.91	5,993.59
CULLY, SHERI D	State's Attorney	Terminated	35	896.93	0.00	0.00	0.00	96.69	0.00	896.93	68.62	1,959.17
CUNNINGHAM, JOHN A	County Clerk	Elected Official County Clerk	Elected	99,999.90	0.00	5,514.00	199.08	11,249.26	0.00	3,846.15	7,983.04	128,791.43
CUNNINGHAM, THOMAS A	Circuit Clerk	Information System Professional	37.5	46,314.90	0.00	6,064.00	199.08	4,825.94	0.00	1,704.65	3,424.78	62,533.35
CURTISS, DANIELLE A	State's Attorney	Assistant State's Attorney	35	3,353.85	0.00	0.00	0.00	361.54	0.00	784.62	256.57	4,756.58
CYZEN, KENNETH J	Sheriff/Sheriff	Peace Officer Sergeant	40	90,227.72	1,100.00	13,939.44	516.36	0.00	18,103.15	3,338.09	6,677.38	133,902.14
DAL SANTO, PATRICIA A	Regional Office of Education	Elected Official Regional Supt	Elected	47,770.66	0.00	7,678.50	322.80	0.00	0.00	3,150.15	779.32	59,701.43
DANE, JEANNE	County Clerk	Clerk V	35	39,676.45	0.00	6,113.88	199.08	4,110.38	0.00	1,465.11	2,916.95	54,481.85
DAVID, JOHN E	Building Management	Maintenance Worker	40	35,512.54	0.00	6,113.88	199.08	3,828.35	0.00	1,354.60	2,716.71	49,725.16
DAVIS, JANEL L	Sheriff/Adult Corrections	Correctional Officer	40	52,559.97	1,000.00	6,113.88	199.08	0.00	9,884.76	1,698.76	3,902.54	75,358.99
DAVIS, JANET L	Circuit Clerk	Deputy Clerk	37.5	43,217.03	0.00	13,939.44	516.36	4,405.66	0.00	1,524.84	3,126.46	66,729.79
DAVIS, MICHAEL J	Court Services/Juvenile Justice Center	Supervisor JIC	37.5	56,578.92	0.00	17,952.24	516.36	5,295.90	0.00	2,174.44	3,758.24	86,276.10
DAVIS, NICHOLAS P	Sheriff/Adult Corrections	Correctional Officer	40	62,721.82	1,000.00	13,654.81	408.88	0.00	13,008.52	2,152.38	4,798.22	97,744.63
DAVOUST, MARK J	County Board	Board Member	Elected	24,999.78	0.00	12,285.48	516.36	2,354.36	0.00	961.53	1,670.76	42,788.27
DAY, CHARLES E	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	240.00	0.00	0.00	0.00	0.00	0.00	80.00	18.36	338.36
DAY, DEBORAH A	State's Attorney	Administrative Assistant	35	27,729.53	0.00	9,592.32	516.36	2,867.06	0.00	923.10	2,034.59	43,662.96
DAY, JERRY M	Building Management	Lead Maintenance Worker	40	36,975.50	0.00	12,285.48	516.36	3,986.01	0.00	1,393.30	2,828.62	57,985.27
DE CHRISTOPHER, CHRISTY	State's Attorney	Executive Admin Assistant	35	56,085.33	0.00	4,889.04	199.08	6,045.96	0.00	1,817.30	4,290.53	73,327.24
DE CHRISTOPHER, DANIEL P	Sheriff/Court Security	Terminated	40	9,378.91	0.00	0.00	0.00	1,011.05	0.00	1,464.16	717.48	12,571.60
DE CHRISTOPHER, SUSAN	State's Attorney	Human Resources Assistant	35	38,255.00	0.00	6,113.88	199.08	3,957.22	0.00	1,197.00	2,808.20	52,530.38
DEATON, DANIEL	Sheriff/Adult Corrections	Correctional Officer	40	58,345.72	1,000.00	9,592.32	199.08	0.00	11,909.23	2,319.90	4,392.73	87,758.98
DEITER, LINDA M	State's Attorney	Administrative Assistant	35	37,910.50	0.00	9,592.32	516.36	3,964.59	0.00	1,288.41	2,813.43	56,085.61
DEL TORO, OLGA M	Health	CHS I Clinical Assistant	35	38,965.40	0.00	17,952.24	516.36	3,652.19	0.00	1,448.31	2,591.81	65,126.31
DELGADO, DARREN G	Sheriff/Adult Corrections	Correctional Officer	40	55,791.93	1,000.00	9,592.32	516.36	0.00	11,375.30	2,586.23	4,195.80	85,057.94
DELGADO, MARIA V	KCDEE	Employment & Training Rep	37.5	26,721.23	0.00	13,939.44	516.36	2,710.16	0.00	1,003.81	1,923.22	46,814.22
DELIN, MATTHEW J	Sheriff/Adult Corrections	Corrections Officer	40	48,317.23	500.00	9,199.53	357.84	0.00	9,110.42	1,695.18	3,516.24	72,696.44
DEMETER, BRIAN W	Sheriff/Sheriff	Peace Officer	40	77,327.61	1,100.00	13,339.44	516.36	3,299.53	0.00	15,585.40	5,748.72	116,917.06
DEMPSEY, DEBORAH A	Regional Office of Education	Homeless Student Advocate	37.5	38,228.98	0.00	0.00	199.08	3,848.93	0.00	1,468.65	2,731.43	46,477.07
DES JARDINE, MICHAEL A	Sheriff/Adult Corrections	Correctional Sergeant	40	98,527.27	1,000.00	17,952.24	516.36	0.00	19,503.41	3,885.47	7,193.88	148,578.63
DESHARNAIS, MARCUS H	Sheriff/Adult Corrections	Correctional Officer	40	73,213.04	1,000.00	17,952.24	516.36	0.00	14,253.23	2,614.09	5,257.34	114,806.30
DETTMANN, BRIAN	Circuit Clerk	Deputy Clerk	37.5	27,367.80	0.00	14,646.70	516.36	2,950.33	0.00	1,007.30	2,093.63	48,582.12
DEUHLER, SUSAN J	Sheriff/Sheriff	Peace Officer	40	57,027.24	1,100.00	4,889.04	199.08	0.00	11,827.43	2,105.60	4,362.59	81,510.98
DEW, BARBARA A	Supervisors of Assessment	Data Specialist	35	30,618.05	0.00	12,285.48	516.36	2,960.01	0.00	1,181.68	2,100.55	49,662.13
DIAMOND, WILLIAM	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	16,517.00	0.00	0.00	0.00	0.00	0.00	805.50	1,263.55	18,586.05
DIAZ, NEREIDA	Kane Comm	Telecommunicator	40	74,249.36	0.00	17,952.24	516.36	7,439.60	0.00	2,388.32	5,279.51	107,825.39
DICE, RICHARD B	State's Attorney	Office Services	35	29,602.05	0.00	12,285.48	516.36	2,850.47	0.00	1,000.00	2,022.83	48,277.19
DICKSON, WILLIAM J	Transportation	Impact Fee Program Coordinator	40	60,821.86	0.00	17,952.24	516.36	6,072.56	0.00	2,338.40	4,309.42	92,010.84
DILLER JR, GLENN G	Sheriff/Adult Corrections	Maintenance Supervisor	40	65,530.01	0.00	9,592.32	516.36	6,941.85	0.00	2,399.50	4,926.33	89,906.37
DIRECTO, JOEL G	Sheriff/Adult Corrections	Correctional Officer	40	81,325.54	1,000.00	13,831.92	516.36	0.00	16,281.51	3,027.33	6,005.47	121,988.13
DITTMER, AMY A	Court Services/Juvenile Justice Center	Youth Counselor JIC	37.5	41,145.36	0.00	5,011.32	199.08	4,362.17	0.00	1,581.40	3,095.61	55,394.94
DIVINE, PAMELA A	County Clerk	Terminated	35	52.62	0.00	417.62	0.00	0.00	0.00	0.00	4.02	474.26
DOBBINS, CLAIRE B	Health	Director of Disease Prevention	35	104,368.21	0.00	16,456.22	473.44	10,523.94	0.00	3,763.46	7,468.30	143,053.57
DOMINGUEZ, ALICIA	Sheriff/Adult Corrections	Information Specialist	40	27,496.69	0.00	6,260.83	291.74	2,964.20	0.00	1,048.68	2,103.49	40,165.63
DOMINGUEZ, MARIAELENA E	Health	Terminated	35	2,293.14	0.00	0.00	0.00	0.00	0.00	0.00	175.42	2,468.56
DOMINGUEZ, YVONNE L	Court Services/Court Services Administration	Support Staff	37.5	28,589.77	0.00	0.00	516.36	2,873.57	0.00	1,026.82	2,039.22	35,045.74
DOMINY, SHANNON F	Judiciary and Courts	Senior Law Clerk	35	33,942.33	0.00	4,585.50	149.40	3,658.98	0.00	1,615.40	2,596.58	46,548.19
DONAHUE, MICHAEL J	County Board	Board Member	Elected	24,999.78	0.00	0.00	0.00	0.00	0.00	961.53	1,912.49	27,873.80
DOOLITTLE, SHELLEY J	Recorder	Recording Assistant	35	40,497.60	0.00	4,889.04	199.08	4,320.67	0.00	1,557.00	3,066.22	54,529.61
DORADO JR, LEOPOLDO	County Clerk	Clerk V	35	27,587.66	0.00	4,889.04	199.08	2,973.95	0.00	1,019.20	2,110.45	38,779.38
DORAN, BEV A	Supervisors of Assessment	Production Manager	35	53,525.42	0.00	6,113.88	199.08	5,603.37	0.00	2,058.67	3,976.40	71,476.82
DORANZO, BRIAN J	Court Services/Court Services Administration	Probation Officer	37.5	42,850.70	0.00	0.00	0.00	4,619.31	0.00	1,579.06	3,278.08	52,327.15
DORTMUND-MADISON, DEBORAH A	Emergency Management Services	Administrative Assistant	35	29,271.64	0.00	6,113.88	516.36	2,834.03	0.00	1,142.62	2,011.20	41,889.73
DOUGLAS, ANN E	Court Services/Diagnostic Center	Administrative Assistant	37.5	33,571.00	0.00	0.00	0.00	3,618.86	0.00	1,290.20	2,568.18	41,048.24
DOUGLAS, DEVONDA R	Building Management	Janitor I	40	30,898.23	0.00	4,889.04	199.08	3,251.72	0.00	1,131.39	2,307.52	42,676.98
DOUGLAS, JUSTIN E	Sheriff/Sheriff	Peace Officer	40	58,929.54	1,100.00	13,831.92	516.36	0.00	11,192.51	2,564.72	4,292.18	92,427.23
DOYEN, KATHLEEN R	State's Attorney	Assistant States Attorney	35	43,046.13	0.00	5,011.32	199.08	4,567.08	0.00	1,538.46	3,241.02	57,603.09
DRAVILLAS, ALEX J	Judiciary and Courts	Terminated	35	9,686.40	0.00	1,528.50	49.80	1,044.19	0.00	1,326.90	741.01	14,376.80
DREWS, PATRICK	Court Services/Juvenile Justice Center	Youth Counselor JIC	37.5	36,342.84	0.00	4,889.04	199.08	3,872.98	0.00	1,396.99	2,748.39	49,449.32
DREWS, RHEA A	Court Services/Juvenile Justice Center	Youth Counselor JIC	37.5	36,814.36	0.00	4,889.04	199.08	3,968.65	0.00	1,397.00	2,816.30	50,084.43
DUCAV, CHRIS V	Sheriff/Adult Corrections	Correctional Sergeant	40	88,257.30	1,000.00	13,816.43	537.88	0.00	18,434.21	2,975.72	6,799.50	131,821.04
DUDA, KIMBERLY A	Sheriff/Court Security	Court Security Officer	40	35,883.99	950.00	17,952.24	516.36	3,224.15	0.00	1,446.81	2,288.00	62,261.55
DUET, JANET L	State's Attorney	Administrative Assistant	35	25,731.63	0.00	0.00	0.00	2,773.88	0.00	932.10	1,968.47	31,406.08
DUFFY, CASSANDRA A	Circuit Clerk	Deputy Clerk	37.5	28,851.11	0.00</							

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
ELVIN, DOUGLAS L	Building Management	Printshop Mailroom Worker	40	26,446.80	0.00	0.00	0.00	2,850.94	0.00	1,016.80	2,023.18	32,337.72
ELY, PAMELA J	State's Attorney	Investigator	35	58,243.00	0.00	0.00	0.00	6,278.60	0.00	2,145.10	4,455.59	71,122.29
EMERSON, JOHN R	County Clerk	Clerk V	35	36,429.39	0.00	13,831.92	516.36	3,622.73	0.00	1,365.70	2,570.92	58,337.02
ENGER, SUSAN E	State's Attorney	Administrative Assistant	35	28,349.13	0.00	0.00	0.00	3,056.07	0.00	1,010.40	2,168.71	34,584.31
ENGERMAN, AMY P	State's Attorney	Assistant States Attorney	35	73,691.34	0.00	17,952.24	516.36	7,459.96	0.00	2,462.78	5,293.92	107,376.60
ENGERMAN, WILLIAM G	State's Attorney	Assistant States Attorney	35	82,861.49	0.00	0.00	0.00	8,932.42	0.00	2,692.30	6,338.90	100,825.11
ENGH, KAREN	Coroner	Deputy Coroner	35	58,042.50	0.00	6,113.88	199.08	6,256.99	0.00	2,380.00	4,440.26	77,432.71
ENGLISH, KIMBERLY	Circuit Clerk	Terminated	37.5	2,300.00	0.00	1,061.62	43.04	247.94	0.00	1,000.00	175.95	4,828.55
EPPARD, BEVERLY A	Court Services/Juvenile Justice Center	Cook JJC	40	6,525.89	0.00	814.84	33.20	703.49	0.00	388.99	499.24	8,965.65
ERICKSON, GARY R	Information Technologies	Operations Director	40	96,771.83	0.00	12,285.48	199.08	10,113.97	0.00	3,713.56	7,177.33	130,261.25
ERICKSON, TRACY A	County Clerk	Clerk V	35	32,881.34	0.00	0.00	199.08	3,531.31	0.00	1,231.30	2,505.94	40,348.97
ERICSON, SUSAN M	County Clerk	Director Tax Extend Vital Record	35	75,328.75	0.00	12,285.48	516.36	8,120.42	0.00	2,692.31	5,762.65	104,705.97
ERWIN, BRIAN R	State's Attorney	Assistant States Attorney	35	17,915.41	0.00	1,629.68	66.40	1,931.27	0.00	1,692.31	1,370.53	24,605.60
ESCOBAR, JOANNA	State's Attorney	Administrative Assistant	35	23,709.94	0.00	9,592.32	516.36	2,433.82	0.00	902.32	1,727.09	38,881.85
ESPARZA, JUANITA	Health	Terminated	35	2,873.95	0.00	0.00	0.00	0.00	0.00	0.00	219.85	3,093.80
ESPARZA-VIVEROS, ELIA	Supervisors of Assessment	Data Specialist	35	1,929.62	0.00	0.00	0.00	208.01	0.00	877.10	147.62	3,162.35
ESQUIVEL, RAYMOND C	County Clerk	Supervisor	35	47,959.27	0.00	8,992.32	516.36	5,170.09	0.00	1,762.40	3,668.88	68,069.32
ESSIG, JAMES E	Circuit Clerk	Deputy Clerk	37.5	46,838.10	0.00	4,889.04	199.08	5,004.26	0.00	1,769.00	3,551.27	62,250.75
ESSIG, JOHN M	Circuit Clerk	Deputy Clerk	37.5	48,882.60	0.00	4,889.04	199.08	5,224.65	0.00	1,803.80	3,707.67	64,706.84
EVERHART, JUDITH A	County Clerk	Clerk V	35	39,215.22	0.00	5,514.00	199.08	3,996.01	0.00	1,453.90	2,835.76	53,213.97
FABRIZIUS, PAMELA	Circuit Clerk	Deputy Clerk	37.5	3,974.99	0.00	509.50	16.60	414.62	0.00	246.67	294.23	5,456.61
FAGENHOLZ, SHARON LYNN	Court Services/Court Services Administration	Probation Officer	37.5	28,629.48	0.00	4,076.00	132.80	2,975.15	0.00	1,517.20	2,111.28	39,441.91
FAHNESTOCK, ROGER A	Information Technologies	Executive Director	40	133,118.02	0.00	17,952.24	516.36	13,710.91	0.00	5,108.77	8,670.43	179,076.73
FAHNESTOCK, SUZANNE A	County Clerk	Director of Elections	35	52,866.10	0.00	0.00	0.00	5,698.96	0.00	1,304.64	4,044.26	63,913.96
FAHNESTOCK, TRACIE N	Public Defender	Chief Investigator	35	56,999.84	0.00	17,952.24	516.36	5,495.07	0.00	2,153.84	3,899.61	87,016.96
FAKRODDIN, ZAHIDA K	County Clerk	Accountant	35	54,579.50	0.00	0.00	0.00	5,883.58	0.00	1,961.54	4,175.33	66,599.95
FALKNER, WALLACE D	Sheriff/Court Security	Court Security Lieutenant	40	62,645.79	950.00	12,285.48	516.36	6,753.11	0.00	2,315.07	4,792.40	90,258.21
FARA, ELOISE	State's Attorney	Finance	35	40,724.10	0.00	6,113.88	199.08	4,223.31	0.00	1,393.70	2,997.09	55,651.16
FARCAS, RUE A	Court Services/Court Services Administration	Probation Officer	37.5	7,659.20	0.00	611.13	24.90	825.66	0.00	1,499.10	585.93	11,205.92
FARROW, CELIA G	Health	Terminated	35	2,873.95	0.00	0.00	0.00	0.00	0.00	0.00	219.85	3,093.80
FEARDAY, JENNIFER A	Health	CHS III Emergency Response Coord	35	45,644.94	0.00	14,664.70	516.48	4,520.18	0.00	1,703.80	3,207.71	70,239.81
FECHNER, LINDA M	Aurora Election Commission	Executive Director	35	55,500.01	0.00	13,939.44	516.36	5,650.83	0.00	2,130.77	4,010.06	81,747.47
FEDER, RHONDA L	Health	Terminated	35	3,094.92	0.00	0.00	0.00	0.00	0.00	0.00	236.77	3,331.69
FEELY, NANCY L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	23,024.00	0.00	17,952.24	516.36	1,997.98	0.00	895.00	1,417.88	45,803.46
FEIZA, AARON J	Sheriff/Sheriff	Peace Officer	40	91,522.06	1,100.00	13,939.44	516.36	0.00	18,653.80	3,641.49	6,880.50	136,253.65
FEIZA, DEREK J	Sheriff/Court Security	Court Security Officer	40	30,496.79	950.00	17,952.24	516.36	2,803.60	0.00	1,111.87	1,989.54	55,820.40
FELICIANO, OSCAR	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	28,546.02	0.00	9,873.77	365.84	2,956.52	0.00	1,517.19	2,098.10	45,357.44
FELKINS, JEANNETTE R	Health	Terminated	35	3,183.07	0.00	0.00	0.00	0.00	0.00	0.00	243.50	3,426.57
FELTES, BARBARA A	County Clerk	Clerk I	Seasonal \$13.00	10,481.25	0.00	0.00	0.00	1,129.92	0.00	91.00	801.82	12,503.99
FERNOW, LYNDA A	Recorder	Chief Deputy	35	68,279.34	0.00	6,113.88	199.08	7,302.70	0.00	2,624.11	5,182.32	89,701.43
FERRISS, DIANE L	Health	Clinical Supervisor	35	55,128.66	0.00	6,113.88	199.08	5,776.12	0.00	2,227.83	4,099.04	73,544.61
FETZER, MARGARET R	Regional Office of Education	Director of Finance	24	20,995.40	0.00	0.00	0.00	2,263.34	0.00	996.92	1,606.14	25,861.80
FIENE, JENNIFER A	Supervisors of Assessment	Network Specialist III	35	60,286.51	0.00	9,592.32	199.08	6,399.28	0.00	2,303.90	4,541.20	83,322.29
FIGUEROA, IRMA I	Health	Terminated	35	2,901.72	0.00	0.00	0.00	0.00	0.00	0.00	221.98	3,123.70
FIGUEROA, SOL DAMARIS	Health	CHS I Clinical Assistant	35	38,843.97	0.00	13,939.44	516.36	4,016.89	0.00	1,439.20	2,850.61	61,606.47
FILES, HEIDI M	Transportation	Deputy Chief of Staff	35	68,909.36	0.00	0.00	0.00	7,428.46	0.00	2,650.36	5,271.57	84,259.75
FINSTROM, LENNART P	Supervisors of Assessment	CAD Specialist	35	46,184.98	0.00	13,939.44	516.36	4,808.24	0.00	1,766.20	3,412.21	70,627.43
FISHER, ERIC S	Sheriff/Sheriff	Peace Officer Sergeant	40	87,429.77	1,100.00	0.00	516.36	0.00	18,063.83	3,332.55	6,662.88	117,105.39
FISHER, LINDA A	Sheriff/Court Security	Court Security Officer	40	34,106.26	950.00	5,011.32	199.08	3,603.36	0.00	1,193.10	2,557.12	47,620.24
FISK, ELIZABETH S	Court Services/Court Services Administration	Probation Officer	37.5	37,870.49	0.00	4,889.04	199.08	4,082.47	0.00	1,455.72	2,897.09	51,393.89
FITZPATRICK, MATTHEW	Building Management	Maintenance Worker	40	36,013.44	0.00	4,889.04	199.08	3,837.38	0.00	1,384.60	2,723.18	49,046.72
FLANNERY, MICHAEL C	Sheriff/Sheriff	Peace Officer	40	78,133.79	1,100.00	17,952.24	516.36	0.00	14,899.64	3,881.66	5,495.78	121,979.47
FLETCHER, CHRISTOPHER R	Public Defender	Assistant Public Defender	35	44,538.35	0.00	5,514.00	199.08	4,801.18	0.00	1,653.84	3,407.19	60,113.64
FLETCHER, LLOYD	Sheriff/Court Security	Court Security Director	40	66,105.41	950.00	0.00	0.00	7,126.24	0.00	2,442.92	5,057.07	81,681.64
FLETCHER, MERSENE	Circuit Clerk	Deputy Clerk	37.5	44,119.35	0.00	13,939.44	516.36	4,549.51	0.00	1,627.08	3,228.57	67,980.31
FLINN, KELLEY V	State's Attorney	Assistant States Attorney	35	28,868.45	0.00	4,076.00	132.80	2,983.64	0.00	700.00	2,117.32	38,878.21
FLOWERS, GREGORY M	Sheriff/Adult Corrections	Correctional Lieutenant	40	96,081.79	1,000.00	17,952.24	516.36	0.00	18,895.97	3,550.77	6,969.80	144,966.93
FLOWERS, SCOTT A	Sheriff/Adult Corrections	Correctional Sergeant	40	94,630.52	1,000.00	13,939.44	516.36	0.00	19,298.46	4,202.46	7,118.29	140,705.53
FLOWERS, TIMOTHY W	Sheriff/Sheriff	Peace Officer	40	82,501.47	1,100.00	13,831.92	516.36	0.00	16,525.40	3,455.85	6,095.43	124,026.43
FLURY, JUDY J	Treasurer/Collector	Treasurer/Cashier	Seasonal \$12.00	7,180.00	0.00	0.00	0.00	0.00	0.00	88.00	549.27	7,817.27
FOKAKIS, KENDRA R	Judiciary and Courts	Law Clerk	35	6,431.33	0.00	1,199.04	64.56	678.02	0.00	1,326.90	481.16	10,181.01
FORBES, JACQUELINE L	Health	CHS III Health Planner	35	46,545.30	0.00	17,952.24	516.36	5,017.54	0.00	1,715.71	3,560.72	75,307.87
FORD, FLEMING S	State's Attorney	Assistant States Attorney	35	45,492.19	0.00	5,011.32	199.08	4,830.74	0.00	1,538.46	3,428.15	60,499.94
FORD, RONALD	County Board	Board Member	Elected	24,999.78	0.00	13,939.44	516.36	2,524.51	0.00	961.53	1,791.53	44,733.15
FORS, LAURA M	Circuit Clerk	Deputy Clerk	37.5	41,252.15	0.00	0.00	516.36	4,446.98	0.00	1,556.86	3,155.79	50,928.14
FOSEN, CYNTHIA A	Health	CHS II Public Health Nurse	20	31,633.62	0.00	0.00	0.00	3,410.10	0.00	1,180.80	2,419.97	38,644.49
FOSSER, KATHLEEN L	KCDEE	Staff Accountant	37.5	55,999.84	0.00	0.00	0.00	5,959.40	0.00	2,153.84	4,229.03	68,342.11
FOX, BENJAMIN J	Information Technologies	PC Technician	40	5,529.60	0.00	407.42	0.00	593.46	0.00	1,076.92	421.15	8,028.55
FRANKLIN, ANTHONY	Information Technologies	Public Safety Support Manager	40	69,179.96	0.00	12,285.48	516.36	6,814.71	0.00	2,645.16	4,836.10	96,277.77
FRANKS, RICHARD A	Sheriff/Court Security	Court Security Officer	40	34,163.82	950.00	0.00	0.00	3,682.87	0.00	1,367.73	2,613.54	42,777.96
FRANZEN, NICOLE A	Sheriff/Adult Corrections	Information Specialist	40	31,743.17	0.00	4,889.04	199.08	3,377.07	0.00	1,178.83	2,396.51	43,783.70
FRASZ, ANDREW	County Board	Board Member	Elected	24,999.78	0.00	17,952.24	516.36	2,211.08	0.00	961.53	1,569.03	48,210.02
FREELAND, ROBERT A	Transportation	Highway Maintainer III	40	56,658.66	0.00	13,319.28	0.00	5,861.95	0.00	2,113.18	4,159.91	82,112.98
FRIEDRICH, JANET L	Sheriff/Sheriff	Information Specialist	40	32,898.81	0.00	17,952.24	516.36	3,062.47	0.00	1,283.20	2,173.30	57,886.38
FRIEDRICH, JASON T	Sheriff/Sheriff	Peace Officer	40	77,398.95	1,100.00	4,889.04	199.08	0.00	15,966.21	2,816.00	5,889.18	108,258.46
FRYE, LISA	State's Attorney	Administrative Assistant	22	22,631.15</								

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
GARDEA, LETICIA	Health	Terminated	35	2,706.10	0.00	0.00	0.00	0.00	0.00	0.00	207.02	2,913.12
GARDNER, KEITH A	Sheriff/Sheriff	Peace Officer	40	76,392.06	1,100.00	17,952.24	0.00	0.00	14,754.89	3,312.54	5,442.40	118,954.13
GARLITS, THERESA M	Building Management	Janitor I	40	22,502.50	0.00	6,113.88	199.08	2,259.13	0.00	860.60	1,603.14	33,538.33
GARTLAND, JAMIE	Sheriff/Sheriff	Peace Officer	40	75,816.30	1,100.00	13,939.44	516.36	0.00	15,396.44	2,899.08	5,679.00	115,346.62
GARZA, BARBARA J	Information Technologies	Applications Specialist	40	49,702.79	0.00	9,592.32	516.36	5,358.08	0.00	1,903.85	3,802.26	70,875.66
GAST, DAVID D	Sheriff/Sheriff	Peace Officer	40	64,966.98	1,100.00	6,113.88	199.08	0.00	12,967.74	0.00	4,783.18	90,130.86
GATES, DANIEL P	Court Services/Court Services Administration	Probation Officer	37.5	42,199.10	0.00	6,113.88	199.08	4,382.35	0.00	1,634.02	3,109.93	57,638.36
GATS, MARK G	Sheriff/Adult Corrections	Correctional Officer	40	75,787.62	1,000.00	6,113.88	199.08	0.00	15,397.62	2,660.26	5,679.45	106,837.91
GATSKIE, WILLIAM A	Sheriff/Sheriff	Peace Officer	40	87,647.85	1,100.00	13,939.44	516.36	0.00	17,850.28	3,674.40	6,584.11	131,312.44
GEMMER, MARIANNE	Circuit Clerk	Deputy Clerk	37.5	45,555.94	0.00	6,113.88	199.08	4,722.67	0.00	1,676.30	3,351.39	61,619.26
GENGLER, PATRICK J	Sheriff/Sheriff	Peace Officer Lieutenant	40	97,268.05	1,100.00	17,952.24	516.36	0.00	18,899.05	3,594.12	6,970.95	146,300.77
GENSLINGER, RICKY E	Building Management	Manager	40	69,053.17	0.00	12,285.48	516.36	7,103.28	0.00	2,653.85	5,040.84	96,652.98
GENTILCORE, BARBARA A	Recorder	Recording Coordinator	35	52,769.13	0.00	9,592.32	516.36	5,688.42	0.00	2,028.80	4,036.84	74,631.87
GENTRY, BRANDEN W	Sheriff/Sheriff	Peace Officer Sergeant	40	121,251.45	1,100.00	13,831.92	516.36	0.00	23,983.65	3,585.94	8,502.97	172,772.29
GIBBONS, JOHN F	Sheriff/Adult Corrections	Correctional Officer	40	62,760.10	1,000.00	5,011.32	199.08	0.00	12,875.46	2,274.74	4,749.14	88,869.84
GIER, WITTE W	Information Technologies	Desktop Support Specialist	40	26,664.19	0.00	4,074.20	166.00	2,836.95	0.00	1,076.92	2,013.27	36,831.53
GILBERT, LISA M	Coroner	Deputy Coroner	35	54,474.92	0.00	6,113.88	199.08	5,705.68	0.00	1,868.80	4,049.03	72,411.39
GILLAM, REBECCA M	County Board	Board Member	35	480.77	0.00	0.00	0.00	0.00	0.00	480.77	36.78	998.32
GILLES, RUTH E	Court Services/Court Services Administration	Support Staff	37.5	28,771.29	0.00	17,952.24	516.36	2,617.60	0.00	1,026.81	1,857.54	52,741.84
GILLUM, DEVON S	Sheriff/Adult Corrections	Correctional Officer	40	72,525.62	1,000.00	13,939.44	516.36	0.00	14,713.95	2,569.62	5,427.27	110,692.26
GIRMSCHIED, LLEWELLYN E	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	23,229.50	0.00	12,285.48	516.36	2,163.55	0.00	895.00	1,535.33	40,625.22
GLEASON, JODY P	State's Attorney	First Assistant State's Attorney	35	112,043.79	0.00	6,113.88	199.08	11,911.61	0.00	3,730.77	8,428.41	142,427.54
GLENN, KARI M	Regional Office of Education	Comm Youth LDR ROE	37.5	37,883.53	0.00	13,939.44	516.36	3,913.46	0.00	1,455.38	2,777.15	60,485.32
GLOWACZ, SEAN J	Development/County Development	Planner	35	43,033.17	0.00	5,514.00	199.08	4,407.54	0.00	1,653.85	3,127.84	57,935.48
GLYNN, KEVIN M	Judiciary and Courts	Law Clerk	35	9,686.37	0.00	2,047.60	86.08	987.43	0.00	1,326.90	700.72	14,835.10
GODDARD, MABEL	Circuit Clerk	Deputy Clerk	37.5	41,546.70	0.00	9,592.32	516.36	4,356.53	0.00	1,497.49	3,091.60	60,601.00
GOMEZ, FABIOLA	Health	Terminated	35	3,018.85	0.00	0.00	0.00	0.00	0.00	0.00	230.94	3,249.79
GOMEZ, JOSE C	Sheriff/Sheriff	Process Server	40	34,707.60	0.00	17,952.24	516.36	3,257.47	0.00	1,334.40	2,311.67	60,079.74
GONCHER, MATTHEW J	Sheriff/Sheriff	Peace Officer	40	86,853.27	1,100.00	13,939.44	516.36	0.00	17,685.45	3,196.06	6,523.33	129,813.91
GONCHER, RICHARD J	Development/County Development	Building Inspector	35	37,362.77	0.00	5,095.00	174.30	4,027.71	0.00	1,453.80	2,858.25	50,971.83
GONZALES, JOEL	County Clerk	Alternative Language Coordinator	35	43,268.80	0.00	17,952.24	516.36	4,180.46	0.00	1,624.15	2,966.61	70,508.62
GONZALEZ, ANNA R	Health	Terminated	35	2,093.90	0.00	0.00	0.00	0.00	0.00	0.00	160.18	2,254.08
GONZALEZ, JUANITA	Health	CHS I Clinical Assistant	35	37,830.22	0.00	9,592.32	516.36	3,955.94	0.00	1,487.02	2,807.29	56,189.15
GONZALEZ, TERESA	Kane Comm	Telecommunicator	40	65,769.18	0.00	13,939.44	516.36	6,919.49	0.00	2,397.13	4,910.40	94,452.00
GOODWICK, JULIE J	Court Services/Court Services Administration	Supervisor	37.5	57,056.21	0.00	4,889.04	199.08	6,085.20	0.00	2,150.63	4,318.27	74,698.43
GORDON, KATHRYN	Circuit Clerk	Deputy Clerk	37.5	31,537.89	0.00	13,939.44	516.36	3,229.35	0.00	1,156.50	2,291.70	52,671.24
GOULD, ELDON	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	80.00	0.00	0.00	0.00	0.00	0.00	80.00	6.12	166.12
GRANT, ROBERT D	Sheriff/Court Security	Court Security Officer	40	27,283.20	475.00	0.00	0.00	2,941.02	0.00	1,048.00	2,087.17	33,834.39
GRATTON, CATHERINE M	Supervisors of Assessment	Data Specialist	35	32,796.75	0.00	4,889.04	199.08	3,490.58	0.00	1,258.02	2,477.11	45,110.58
GREEN, CATREL A	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,328.31	0.00	4,889.04	199.08	3,916.27	0.00	1,397.00	2,779.12	49,508.82
GREENE, TERESA L	Circuit Clerk	Deputy Clerk	37.5	34,820.98	0.00	0.00	0.00	3,474.87	0.00	1,278.00	2,465.94	42,039.79
GREEVER, KAREN SUE	County Clerk	Supervisor	35	55,604.91	0.00	5,011.32	199.08	5,920.87	0.00	2,091.25	4,201.77	73,029.20
GREGG, COREY M	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	10,868.09	0.00	0.00	0.00	1,171.60	0.00	985.39	831.41	13,856.49
GREGORY, DONALD G	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	24,035.00	0.00	12,285.48	516.36	2,250.40	0.00	895.00	1,596.95	41,579.19
GRENDA, RICHARD A	Regional Office of Education	JJC Teacher	35	44,771.61	0.00	17,352.24	516.36	4,277.64	0.00	1,720.00	3,035.66	71,673.51
GRIMES, WILLIAM J	Sheriff/Sheriff	Peace Officer Sergeant	40	89,128.30	1,100.00	4,889.04	0.00	0.00	18,424.51	3,626.32	6,795.95	123,964.12
GROBE, JENNIFER M	Community Reinvestment	Community Development Planner	35	50,000.08	0.00	4,889.04	199.08	5,345.19	0.00	1,923.08	3,793.17	66,149.64
GROMMES, RONALD	Sheriff/Sheriff	Peace Officer Lieutenant	40	102,556.91	1,100.00	12,285.48	516.36	0.00	20,614.89	3,666.12	7,603.88	148,343.64
GROUT, REBECCA L	Court Services/Court Services Administration	Probation Officer	18.75	25,876.83	0.00	13,939.44	516.36	2,619.06	0.00	824.33	1,858.63	45,634.65
GUDDENDORF, JOHN J	Transportation	Senior Construction Engineer	40	76,864.01	0.00	6,113.88	0.00	8,132.57	0.00	2,772.00	5,771.27	99,653.73
GUDENSCHWAGER, LISA	Circuit Clerk	Deputy Clerk	37.5	27,694.41	0.00	13,939.44	516.36	2,815.04	0.00	1,012.15	1,997.67	47,975.07
GUERRERO, ISSAC J	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,765.76	0.00	12,415.04	410.72	3,699.09	0.00	1,397.00	2,625.04	57,312.65
GULANCZYK, GREG	Sheriff/Adult Corrections	Correctional Officer	40	65,352.34	1,000.00	13,939.44	516.36	0.00	13,554.05	2,166.42	4,999.46	101,528.07
GULLANG, JENNIFER A	Court Services/Court Services Administration	Probation Officer	37.5	40,254.89	0.00	4,889.04	199.08	4,339.48	0.00	1,499.10	3,079.50	54,261.09
GUTIERREZ, ALICIA	KCDEE	Employment & Training Rep	37.5	33,937.80	0.00	9,592.32	516.36	3,329.52	0.00	742.77	2,362.83	50,481.60
GWILLIM, ERIC C	Information Technologies	PC Technician	35	44,068.58	0.00	6,113.88	199.08	4,583.94	0.00	1,688.07	3,252.94	59,906.49
HACKMAN, CECELIA M	Circuit Clerk	Information System Professional	37.5	57,650.06	0.00	6,113.88	199.08	5,998.42	0.00	2,121.81	4,256.77	76,340.02
HAGEMANN, LINDA	State's Attorney	Law Enforcement Coordinator	35	39,835.54	0.00	6,113.88	199.08	4,127.59	0.00	1,397.80	2,929.11	54,603.00
HAIMANN, JOSEPH	County Board	Board Member	35	480.77	0.00	0.00	0.00	51.83	0.00	480.77	36.78	1,050.15
HAIN, RONALD C	Sheriff/Sheriff	Peace Officer	40	78,638.93	1,100.00	17,952.24	516.36	0.00	15,378.54	3,200.07	5,672.41	122,458.55
HAINES, LINDA K	Transportation	Senior Administrative Officer II	40	59,885.40	0.00	6,113.88	516.36	6,375.52	0.00	2,302.40	4,524.37	79,717.93
HAJEK, SCOTT R	Development/Water Resources	Senior Engineer	35	69,653.46	0.00	17,952.24	516.36	6,895.18	0.00	2,676.92	4,893.22	102,587.38
HALBESMA, MICHELLE K	State's Attorney	Second Chance Director	35	47,972.12	0.00	13,939.44	516.36	5,000.92	0.00	1,661.54	3,548.92	72,639.30
HALEY, TIMOTHY J	County Board	Board Member	Elected	24,519.02	0.00	0.00	0.00	2,643.08	0.00	961.53	1,875.71	29,999.34
HALL, KATHLEEN A	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	3,120.00	0.00	0.00	0.00	0.00	0.00	400.00	238.68	3,758.68
HALSEY, JANET	State's Attorney	Administrative Assistant	35	36,042.47	0.00	4,889.04	199.08	3,840.51	0.00	1,294.60	2,725.40	48,991.10
HAMBLEN, DENISE E	Sheriff/Sheriff	Information Specialist	40	26,676.00	0.00	6,113.88	199.08	2,708.90	0.00	1,025.60	1,922.41	38,645.87
HAMMER, GRETCHEN E	Supervisors of Assessment	Data Specialist	35	1,669.62	0.00	0.00	0.00	179.99	0.00	789.39	127.73	2,766.73
HANCZAR, MARISA A	Sheriff/Adult Corrections	Correctional Officer	40	63,172.46	1,000.00	0.00	0.00	0.00	13,102.00	2,315.43	4,832.69	84,422.58
HANSEN II, JAMES W	Finance	Asst Director of Purchasing	35	75,000.12	0.00	0.00	0.00	8,084.96	0.00	2,884.62	5,737.51	91,707.21
HANSON, DONALD D	Sheriff/Adult Corrections	Correctional Officer	40	70,806.47	1,000.00	13,939.44	516.36	0.00	13,881.67	2,625.00	5,120.32	107,889.26
HANSON, GINA R	Circuit Clerk	Deputy Clerk	37.5	13,149.95	0.00	2,037.10	83.00	1,398.88	0.00	1,019.99	992.70	18,681.62
HANSON, PATRICIA A	Information Technologies	Scanning Specialist	35	25,025.05	0.00	6,113.88	199.08	2,530.97	0.00	962.50	1,796.11	36,627.59
HARAHAN, JOHN F	County Auditor	Deputy Auditor	35	63,430.77	0.00	17,952.24	0.00	6,389.73	0.00	2,437.77	4,534.49	94,745.00
HARBAUGH, TIMOTHY A	Environmental Management	Executive Director	35	121,399.98	0.00	13,939.44						

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
HAUSER, CORY N	Transportation	Highway Maintainer III	40	59,677.36	0.00	13,319.28	0.00	6,187.35	0.00	2,237.30	4,390.84	85,812.13
HAWKINS, BRITT	Public Defender	Assistant Public Defender	17.5	39,439.16	0.00	17,952.24	516.36	3,767.55	0.00	1,497.66	2,673.64	65,846.61
HAWKINS, ROBERT L	Regional Office of Education	PBIS Coordinator	19.9	54,916.41	0.00	4,796.16	258.24	5,751.11	0.00	2,709.88	4,081.24	72,513.04
HAYES, PAUL V	Sheriff/Court Security	Court Security Officer	40	32,220.73	950.00	12,285.48	516.36	3,132.80	0.00	1,239.26	2,223.16	52,567.79
HAYES, PHILIP L	Sheriff/Adult Corrections	Correctional Officer	40	73,141.96	1,000.00	13,939.44	516.36	0.00	14,841.75	2,608.38	5,474.41	111,522.30
HEATH, JULIE O	Court Services/Juvenile Justice Center	Terminated	37.5	15,401.79	0.00	2,223.24	86.08	1,621.12	0.00	1,909.31	1,150.42	22,391.96
HEATH, KRISTI K	State's Attorney	Administrative Assistant	35	25,694.59	0.00	13,939.44	516.36	2,599.43	0.00	884.60	1,844.69	45,479.11
HEATHCOAT, LEE A	Court Services/Court Services Administration	Probation Officer	37.5	41,229.98	0.00	6,113.88	516.36	4,444.54	0.00	1,581.40	3,154.09	57,040.25
HEATON, THERESA M	Health	Director of Health Promotion	35	103,914.51	0.00	12,285.48	516.36	10,731.98	0.00	3,993.64	7,615.93	139,057.90
HEINZ, BRET M	Sheriff/Adult Corrections	Correctional Officer	40	63,720.23	1,000.00	17,952.24	516.36	0.00	12,284.45	2,366.44	4,531.13	102,370.85
HELGESON, LEANNE K	Regional Office of Education	Secretary	22	18,204.75	0.00	0.00	0.00	1,962.47	0.00	763.44	1,392.66	22,323.32
HELLER, KATIE A	Sheriff/Adult Corrections	Correctional Officer	40	72,096.19	1,000.00	17,952.24	516.36	0.00	13,961.53	2,586.23	5,149.77	113,262.32
HELLER, KIMBERLY A	Circuit Clerk	Deputy Clerk	37.5	25,037.22	0.00	1,496.02	43.04	2,658.66	0.00	1,177.36	1,886.72	32,299.02
HENRIKSON, ALICE L	State's Attorney	Assistant States Attorney	35	45,256.90	0.00	14,960.20	430.40	4,239.57	0.00	1,745.77	3,008.57	69,641.41
HENRY, JAMES M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	20,620.00	0.00	0.00	0.00	2,222.83	0.00	855.50	1,577.43	25,275.76
HERNANDEZ, JESSE S	KCDEE	Employment & Training Rep	37.5	28,651.78	0.00	4,889.04	199.08	3,088.64	0.00	1,107.90	2,191.86	40,128.30
HERRERA, ANGELICA I	Development/County Development	Administrative Officer	35	23,122.67	0.00	12,309.27	516.36	2,340.25	0.00	950.77	1,660.77	40,900.09
HERRERA, MARIA E	Treasurer/Collector	Collections Manager	35	48,785.27	0.00	4,889.04	199.08	5,214.23	0.00	1,836.23	3,700.23	64,624.08
HERRMANN, DAVID M	Transportation	Mechanic III	40	62,205.84	0.00	13,319.28	0.00	6,459.95	0.00	2,310.82	4,584.27	88,880.16
HERRMANN, NICOLE C	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,724.56	0.00	4,889.04	199.08	3,958.94	0.00	1,369.05	2,809.43	49,950.10
HERWALDT, MARY M	County Auditor	Administrative Officer III	35	12,178.46	0.00	3,583.30	150.64	1,159.57	0.00	238.56	822.89	18,133.42
HERWICK, KARIN M	Circuit Clerk	Chief Deputy Clerk	37.5	83,599.92	0.00	17,952.24	516.36	8,527.97	0.00	3,076.92	6,051.93	119,725.34
HESSLER, LORI	Circuit Clerk	Deputy Clerk	37.5	4,003.33	0.00	611.13	24.90	427.82	0.00	500.00	303.61	5,870.79
HESTER, NANCY L	State's Attorney	Administrative Assistant	35	36,614.39	0.00	12,285.48	516.36	3,606.41	0.00	1,306.80	2,559.27	56,888.71
HEWITT, CHRISTOPHER R	Sheriff/Adult Corrections	Correctional Officer	40	71,101.19	1,000.00	6,113.88	199.08	0.00	14,425.69	2,682.24	5,320.93	100,843.01
HEYOB, ELIZABETH A	Recorder	Recording Assistant	35	31,909.05	0.00	9,592.32	516.36	3,317.67	0.00	1,226.80	2,354.32	48,916.52
HICKEY, JOHN V	Sheriff/Adult Corrections	Correctional Officer Lieutenant	40	96,639.80	1,000.00	17,952.24	516.36	0.00	19,079.74	3,534.15	7,037.64	145,759.93
HICKS, MICHELLE D	Health	CHS III Initiative Coordinator	35	35,735.35	0.00	0.00	0.00	3,852.29	0.00	1,930.60	2,733.75	44,251.99
HILL, JANICE	Development/County Development	Executive Planner	35	65,450.18	0.00	6,113.88	199.08	6,624.79	0.00	2,515.38	4,701.20	85,604.51
HILL, LATANYA	Court Services/Court Services Administration	Supervisor	37.5	50,653.98	0.00	0.00	0.00	5,460.41	0.00	1,909.31	3,875.03	61,898.73
HILLIARD, RONALD T	Sheriff/Adult Corrections	Correctional Officer	40	70,684.11	1,000.00	0.00	516.36	0.00	14,590.73	2,619.44	5,381.84	94,792.48
HILLIER, LYNETTE	Animal Control	Office Assistant	35	31,553.35	0.00	0.00	0.00	3,401.43	0.00	1,183.70	2,413.83	38,552.31
HINKLE, JAMES	Building Management	Chief Building Engineer	40	54,020.21	0.00	9,592.32	516.36	5,701.23	0.00	2,076.90	4,045.83	75,952.85
HLADILEK, CORIN M	Court Services/Court Services Administration	Terminated	37.5	207.33	0.00	0.00	0.00	0.00	0.00	207.33	15.86	430.52
HOFF, CHRISTOPHER R	Health	Asst Dir Comm Health Resources	35	56,377.01	0.00	9,581.16	516.36	6,077.49	0.00	2,166.68	4,312.84	79,031.54
HOFF, SARAH I	Court Services/Court Services Administration	Probation Officer	37.5	42,890.42	0.00	4,889.04	516.36	4,623.62	0.00	1,648.68	3,281.12	57,849.24
HOFFMAN, JANET	Animal Control	Warden	40	41,815.69	0.00	4,889.04	199.08	4,507.73	0.00	1,216.75	3,198.90	55,827.19
HOFFMAN, JOHN P	Sheriff/Adult Corrections	Correctional Officer	40	78,618.73	1,000.00	17,952.24	516.36	0.00	15,374.37	3,083.74	5,670.87	122,216.31
HOFFMAN, TERENCE L	Sheriff/Sheriff	Peace Officer	40	85,282.80	1,100.00	17,952.24	516.36	0.00	16,756.50	3,204.43	6,180.67	130,993.00
HOLA, MAUREEN	Recorder	Research Assistant	35	38,044.80	0.00	13,939.44	516.36	3,930.86	0.00	1,462.70	2,789.49	60,683.65
HOLCOMB, PAUL L	Transportation	Chief of Design	40	90,285.90	0.00	17,952.24	516.48	9,732.94	0.00	3,471.20	6,906.88	128,865.64
HOLDEN, JAMES L	Kane Comm	Telecommunicator	40	69,772.54	0.00	12,285.48	516.36	7,180.85	0.00	2,764.87	5,095.87	97,615.97
HOLLINGSWORTH, SERETHA	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	42,028.03	0.00	9,592.32	199.08	4,079.47	0.00	1,648.70	2,895.04	60,442.64
HOLLOWAY, DANIEL D	Sheriff/Adult Corrections	Correctional Officer	40	79,590.22	1,000.00	6,113.88	199.08	0.00	16,186.29	2,713.97	5,970.34	111,773.78
HOLT, ADAM R	Kane Comm	Telecommunicator	40	58,847.33	0.00	6,113.88	199.08	6,312.56	0.00	2,983.41	4,479.69	78,935.95
HOMAN, DIANE M	County Clerk	Clerk VI	35	44,185.58	0.00	12,285.48	516.36	4,398.21	0.00	1,612.80	3,121.21	66,119.64
HOPP, GARY P	Treasurer/Collector	Clerk	35	23,988.57	0.00	0.00	0.00	2,586.00	0.00	897.80	1,835.12	29,307.49
HORAN, KATHRYN E	Sheriff/Sheriff	Information Specialist	40	26,339.37	0.00	7,993.60	430.40	2,737.59	0.00	1,925.60	1,942.68	41,369.24
HOSCHEIT, JOHN J	County Board	Board Member	Elected	24,999.78	0.00	0.00	0.00	2,694.90	0.00	961.53	1,912.49	30,568.70
HOUGH, WILLIAM R	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	2,800.00	0.00	0.00	0.00	0.00	0.00	80.00	214.20	3,094.20
HOWES, BRIAN W	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	38,299.25	0.00	4,889.04	516.36	4,030.04	0.00	1,397.00	2,859.92	51,991.61
HOXIE, JOAN C	State's Attorney	Assistant States Attorney	35	21,488.16	0.00	3,821.25	322.80	2,316.43	0.00	1,882.57	1,643.85	31,475.06
HOYE, MARY ANNE	Development/County Development	Administrative Officer	35	34,346.40	0.00	13,939.44	516.36	3,532.02	0.00	1,320.00	2,506.55	56,160.77
HOYT, TREVOR L	Sheriff/Sheriff	Peace Officer	40	41,329.13	0.00	13,464.18	387.36	0.00	7,867.68	1,137.00	2,904.06	67,089.41
HUBBS, DONNA	Circuit Clerk	Deputy Clerk	37.5	28,915.60	0.00	13,939.44	516.36	2,946.65	0.00	1,065.24	2,091.10	49,474.39
HUBER, ROBIN M	Supervisors of Assessment	Purchasing Payroll Assistant	35	43,990.95	0.00	17,952.24	516.36	4,258.20	0.00	1,690.62	3,021.85	71,430.22
HUGHES, KELLY M	Sheriff/Adult Corrections	Correctional Officer	40	71,967.41	1,000.00	0.00	0.00	0.00	14,925.98	2,569.62	5,505.51	95,968.52
HUGHES, MARY ELLEN	State's Attorney	Paralegal	35	32,961.43	0.00	12,285.48	516.36	3,005.72	0.00	1,173.50	2,132.94	52,075.43
HUGHES, RANDY A	Sheriff/Adult Corrections	Correctional Officer	40	81,234.10	1,000.00	17,952.24	516.36	0.00	15,916.75	2,665.62	5,870.94	125,156.01
HULL, DENEEN S	Circuit Clerk	Deputy Clerk	37.5	33,451.76	0.00	6,113.88	516.36	3,416.82	0.00	1,233.21	2,424.74	47,156.77
HUMM, MATTHEW A	Sheriff/Sheriff	Peace Officer	40	93,033.70	1,100.00	13,831.92	516.36	0.00	18,709.75	4,259.14	6,901.15	138,352.02
HUNGER, COREY J	Sheriff/Adult Corrections	Commander	40	113,913.52	1,000.00	13,939.44	516.36	0.00	23,297.74	4,126.31	8,455.02	165,248.39
HUNOLD, BRAD J	Transportation	Project Manager	40	49,684.70	0.00	4,889.04	199.08	5,311.18	0.00	1,874.10	3,769.03	65,727.13
HUNT, JUSTIN J	Sheriff/Adult Corrections	Correctional Officer	40	8,345.40	0.00	799.36	43.04	0.00	1,711.23	1,662.40	631.20	13,192.63
HUNT, TERRY D	County Auditor	Elected Official Auditor	Elected	1,696.42	0.00	1,023.80	43.04	154.49	0.00	1,696.42	109.63	4,723.80
HURLBUT, CATHERINE	County Board	Board Member	Elected	24,519.02	0.00	17,952.24	516.36	2,159.26	0.00	961.53	1,532.25	47,640.66
HURLEY, ERIN M	Regional Office of Education	Comm Youth LDR ROE	37.5	38,683.53	0.00	17,952.24	516.36	3,686.03	0.00	1,455.38	2,615.83	64,909.37
HUSTON, MICHAEL E	Sheriff/Adult Corrections	Correctional Sergeant	40	85,897.33	1,000.00	13,939.44	516.36	0.00	17,487.19	3,745.90	6,450.20	129,036.42
HUTCHINS, LINDSAY S	KCDEE	Employment & Training Rep	37.5	26,721.19	0.00	12,285.48	0.00	2,467.27	0.00	1,003.80	1,750.83	44,228.57
IBARRA RODRIGUEZ, PEDRO U	Building Management	Janitor I	40	22,221.56	0.00	4,889.04	199.08	2,395.41	0.00	837.60	1,699.95	32,242.64
IBARRA, MARIA M	Recorder	Receptionist	35	29,981.94	0.00	13,939.44	516.36	2,925.60	0.00	1,201.20	2,076.19	50,640.73
INGRAM, BRUCE O	Transportation	Highway Maintainer III	40	54,562.76	0.00	13,319.28	0.00	5,635.98	0.00	2,036.80	3,999.58	79,554.40
ISAACSON, MICHAEL A	Health	Asst Director Community Health	35	92,771.18	0.00	13,939.44	516.36	9,571.68	0.00	3,565.38	6,792.45	127,156.49
JACKSON, JESSICA E	Circuit Clerk	Deputy Clerk	37.5	28,609.50	0.00	13,939.44	516.36	3,084.11	0.00	1,050.00	2,188.63	49,388.04
JACKSON, KEVIN D</												

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
JOHANNESSEN, ASHLEIGH N	Sheriff/Sheriff	Information Specialist	40	34,756.56	0.00	12,285.48	199.08	3,428.70	0.00	1,109.60	2,433.16	54,212.58
JOHNSON GREITER, LORI A	Circuit Clerk	Accounting Supervisor	37.5	58,011.12	0.00	814.84	199.20	6,161.78	0.00	2,135.12	4,372.74	71,694.80
JOHNSON, ALAN R	Sheriff/Adult Corrections	Correctional Officer	40	74,811.13	1,000.00	4,889.04	516.36	0.00	15,287.53	2,669.31	5,662.53	104,835.90
JOHNSON, AMY R	Sheriff/Sheriff	Peace Officer	40	75,230.41	1,100.00	0.00	0.00	0.00	15,602.76	2,849.23	5,755.13	100,537.53
JOHNSON, DARNAS E	Court Services/Court Services Administration	Probation Officer	37.5	31,483.42	0.00	0.00	0.00	3,393.94	0.00	679.87	2,408.48	37,965.71
JOHNSON, DOUGLAS E	Regional Office of Education	Terminated	Elected	2,000.00	0.00	0.00	0.00	0.00	0.00	2,000.00	29.00	4,029.00
JOHNSON, JOHN H	Sheriff/Adult Corrections	Correctional Officer	40	70,668.00	1,000.00	11,085.60	516.36	0.00	13,644.59	2,586.23	5,032.81	104,533.59
JOHNSON, JOHNNIE L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	22,871.50	0.00	0.00	0.00	2,375.53	0.00	895.00	1,685.84	27,827.87
JOHNSON, JOHNNY L	Sheriff/Adult Corrections	Correctional Officer	40	70,471.53	1,000.00	13,939.44	516.36	0.00	14,287.90	2,630.77	5,270.12	108,116.12
JOHNSON, KACEE L	Court Services/Court Services Administration	Probation Officer	37.5	36,896.67	0.00	6,113.88	199.08	3,977.49	0.00	1,396.98	2,822.59	51,406.69
JOHNSON, KENNETH E	Sheriff/Sheriff	Peace Officer	40	80,669.54	1,100.00	17,952.24	516.36	0.00	16,730.86	2,888.00	6,171.22	126,028.22
JOHNSON, KRISTIN A	Health	CHS II Environ Hlth Practitioner	35	45,175.77	0.00	0.00	0.00	4,869.95	0.00	1,774.50	3,455.95	55,276.17
JOHNSON, RAYMOND E	Transportation	Traffic Engineering Technician	40	56,313.14	0.00	13,939.44	516.36	5,900.21	0.00	2,030.40	4,187.01	82,886.56
JOHNSON, SANDRA R	Supervisor of Assessment	Data Specialist	35	16,205.72	0.00	3,992.20	83.00	1,670.21	0.00	1,138.45	1,185.26	24,274.84
JOHNSON, TYLER C	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	10,962.74	0.00	814.84	33.20	1,181.80	0.00	698.50	838.65	14,529.73
JON, EUGENE S	Circuit Clerk	Systems Database Administrator	37.5	12,743.95	0.00	1,018.55	41.50	1,364.46	0.00	1,307.07	968.28	17,443.81
JONES, ALICE	Court Services/Juvenile Justice Center	Supervisor JJC	37.5	53,875.45	0.00	6,113.88	199.08	5,641.11	0.00	2,070.54	4,003.17	71,903.23
JONES, ALLISON R	State's Attorney	Administrative Assistant	Seasonal \$9.00	8,533.00	0.00	0.00	0.00	0.00	0.00	211.50	652.78	9,397.28
JONES, DIANE J	Circuit Clerk	Deputy Clerk	37.5	47,828.34	0.00	9,592.32	516.36	5,033.68	0.00	1,764.75	3,572.14	68,307.59
JONES, GERALD A	Supervisors of Assessment	Board of Review Alternate	5	10,627.74	0.00	0.00	215.20	992.75	0.00	753.85	802.40	13,391.94
JONES, NINA	Sheriff/Adult Corrections	Information Specialist	40	28,058.73	0.00	4,889.04	199.08	2,979.86	0.00	1,025.60	2,114.65	39,266.96
JONES, STEVEN W	Sheriff/Sheriff	Peace Officer	40	84,934.71	1,100.00	6,113.88	199.08	0.00	17,294.75	3,238.84	6,379.20	119,260.46
JORDAN, BELVIN A	Regional Office of Education	Service Learning Voc Coordinator	37.5	47,347.53	0.00	12,285.48	199.08	4,785.98	0.00	1,818.96	3,396.37	69,833.40
JOYCE, NICOLE J	Court Services/Court Services Administration	Probation Officer	37.5	27,851.15	0.00	10,273.13	387.36	2,890.72	0.00	1,396.98	2,051.40	44,850.74
JULIEN, ANNETTE	Health	CHS II Public Health Nurse	35	53,662.90	0.00	11,685.48	516.36	5,379.54	0.00	1,947.66	3,817.58	77,009.52
JUNGERS, LINDA S	Circuit Clerk	Deputy Clerk	37.5	41,978.31	0.00	6,113.88	199.08	4,358.54	0.00	1,556.60	3,093.04	57,299.45
JURS-LAUDERDALE, RACHEL	Circuit Clerk	Deputy Clerk	37.5	28,286.80	0.00	0.00	0.00	3,049.31	0.00	1,029.71	2,163.94	34,529.76
KAKACEK, SANDRA L	Regional Office of Education	School Psychologist	37.5	66,407.48	0.00	11,685.60	516.36	0.00	0.00	2,551.19	900.66	82,061.29
KANE, CHERYL K	Health	CHS II Public Health Nurse	28	43,242.39	0.00	0.00	0.00	4,661.50	0.00	1,480.64	3,308.04	52,692.57
KANE, SHAUNA L	Circuit Clerk	Deputy Clerk	37.5	36,878.07	0.00	17,952.24	516.36	3,459.14	0.00	1,318.25	2,454.76	62,578.82
KATZ, ADAM L	State's Attorney	Assistant States Attorney	35	62,449.94	0.00	13,939.44	516.36	6,561.74	0.00	2,507.69	4,656.47	90,631.64
KAUS, KRISTA M	Sheriff/Sheriff	Peace Officer	40	74,996.92	1,100.00	5,011.32	199.08	0.00	15,413.31	2,832.62	5,685.26	105,238.51
KEARNEY, ROBERT M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	19,467.50	0.00	0.00	494.96	2,064.10	0.00	537.00	1,464.83	24,028.39
KEATY, PATRICK M	Sheriff/Adult Corrections	Correctional Lieutenant	40	105,544.27	1,000.00	17,952.24	516.36	0.00	20,336.59	3,534.15	7,501.17	156,384.78
KECK, WILLIAM F	County Auditor	Elected Official Auditor	Elected	86,517.42	0.00	6,113.88	199.08	9,509.26	0.00	3,392.84	6,748.16	112,480.64
KEE, JULIE K	Circuit Clerk	Deputy Clerk	37.5	32,721.89	0.00	6,113.88	199.08	3,306.83	0.00	1,134.38	2,346.68	45,822.74
KEEF, SARAH L	Court Services/Court Services Administration	Probation Officer	37.5	42,890.74	0.00	17,952.24	516.36	4,139.58	0.00	1,648.69	2,937.69	70,085.30
KEELING, GLEN	Development/County Development	Building Inspector	35	40,336.30	0.00	9,592.32	516.36	4,348.35	0.00	1,550.80	3,085.73	59,429.86
KEIFER, STEPHANIE ANN	Circuit Clerk	Family Assistant Supervisor	37.5	33,481.80	0.00	4,889.04	0.00	3,577.85	0.00	1,232.30	2,539.00	45,719.99
KELLEY, MICHELLE F	Sheriff/Adult Corrections	Corrections Officer	40	55,631.16	500.00	3,259.36	132.80	0.00	10,820.89	2,838.98	4,174.90	77,358.09
KEMMERLING, KATHLEEN M	Public Defender	Assistant Public Defender	35	53,999.96	0.00	12,285.48	516.36	5,480.52	0.00	2,038.46	3,889.27	78,210.05
KENYON, MICHAEL J	County Board	Board Member	Elected	24,999.78	0.00	12,285.48	516.36	2,030.91	0.00	961.53	1,441.26	42,235.32
KEOVONGSAK, TIMOTHY S	Finance	Purchasing Buyer	35	36,049.01	0.00	0.00	0.00	3,885.97	0.00	1,386.50	2,757.75	44,079.23
KERELUK, MICHAEL F	Public Defender	Assistant Public Defender	35	40,399.88	0.00	4,889.04	199.08	4,310.29	0.00	1,515.38	3,058.74	54,372.41
KHOLLMAN, CORY S	Sheriff/Adult Corrections	Correctional Officer	40	64,477.17	1,000.00	9,592.32	516.36	0.00	13,137.42	2,652.84	4,845.78	96,221.89
KING, DAVID C	Recorder	Business Manager	35	58,907.41	0.00	6,113.88	199.08	6,183.55	0.00	2,264.79	4,388.11	78,056.82
KING, DONNA L	Supervisors of Assessment	Property Tax Appeal Board Coord	35	42,864.25	0.00	17,952.24	516.36	4,136.82	0.00	1,595.12	2,935.65	70,000.44
KINKADE, TODD K	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,784.18	0.00	4,889.04	199.08	3,920.50	0.00	1,397.00	2,782.14	49,971.94
KISSANE, MELISSA D	Circuit Clerk	Deputy Clerk	37.5	31,484.71	0.00	17,952.24	516.36	2,910.05	0.00	1,158.80	2,065.12	56,087.28
KLAISNER, MARK A	Regional Office of Education	Asst Regional Superintendent	20	4,125.01	0.00	0.00	0.00	0.00	0.00	1,375.01	59.81	5,559.83
KLEIN, JUDY K	Kane Comm	Telecommunicator	40	60,813.07	0.00	6,113.88	199.08	6,555.64	0.00	2,197.36	4,652.20	80,531.23
KLEIN, KIMBERLEY	State's Attorney	Assistant States Attorney	35	23,897.34	0.00	8,976.12	258.24	2,278.12	0.00	1,538.46	1,616.63	38,564.91
KLEVENO, KEVIN W	Sheriff/Sheriff	Peace Officer	40	77,689.95	1,100.00	17,952.24	0.00	0.00	15,250.81	2,937.85	5,625.32	120,556.17
KLEVENO, LINDA	Animal Control	Office Assistant	35	30,040.56	0.00	12,285.48	0.00	2,933.66	0.00	1,165.93	2,081.87	48,507.50
KLIEWER, CHRISTINA M	Court Services/Court Services Administration	Terminated	37.5	4,685.58	0.00	1,161.62	43.04	490.90	0.00	1,517.20	348.37	8,246.71
KLIMCZAK, ANTOINETTE M	County Clerk	Clerk V	35	44,940.04	0.00	4,411.44	199.08	4,706.54	0.00	1,533.70	3,340.00	59,130.80
KLIMOWSKI, JULIE E	State's Attorney	Administrative Assistant	35	31,731.77	0.00	4,889.04	199.08	3,375.82	0.00	1,153.80	2,395.63	43,745.14
KLIMPE, ALICIA L	Court Services/Adult Drug Court	Adult Drug Court PO	20	23,728.71	0.00	0.00	0.00	2,527.05	0.00	769.71	1,793.32	28,818.79
KLING, LAUREL	Court Services/Adult Drug Court	Probation Officer	37.5	38,998.93	0.00	17,952.24	0.00	3,217.08	0.00	1,499.10	2,282.96	63,950.31
KLINICKI, ARTHUR C	Transportation	Permit Engineer	40	92,782.85	0.00	0.00	0.00	10,001.89	0.00	3,567.20	7,097.89	113,449.83
KLOESE, JONATHAN D	Information Technologies	Systems Administrator	35	65,683.20	0.00	13,939.44	516.36	6,910.21	0.00	2,513.19	4,903.82	94,466.22
KMIECIK, BRETT M	Sheriff/Adult Corrections	Correctional Officer	40	72,643.67	1,000.00	11,085.60	516.36	0.00	15,066.27	3,041.79	5,557.24	108,910.93
KNAPP, VIRGINIA L	KCDEE	Pgm and Business Administrator	37.5	53,999.92	0.00	12,285.48	516.36	5,480.60	0.00	2,076.92	3,889.26	78,248.54
KNORR, ANGELA J	Regional Office of Education	Administrative Assistant	37.5	45,889.84	0.00	0.00	0.00	4,947.00	0.00	1,762.96	3,510.57	56,110.37
KNORR, IAN-MICHAEL	Building Management	Maintenance Worker	40	30,874.75	0.00	13,939.44	516.36	3,157.90	0.00	1,153.80	2,240.97	51,883.22
KOBALD JR, RAYMOND C	Sheriff/Adult Corrections	Correctional Officer	40	58,741.61	1,000.00	4,889.04	199.08	0.00	12,096.71	1,996.99	4,461.89	83,385.32
KOESSL, DANIEL E	Regional Office of Education	Comm Youth LDR ROE	37.5	43,529.96	0.00	13,831.92	516.36	4,388.14	0.00	1,672.30	3,114.11	67,052.79
KOFFENBERGER, DEANNA V	Sheriff/Sheriff	Peace Officer	40	30,501.72	0.00	7,492.29	279.76	0.00	6,326.01	1,895.10	2,333.38	48,828.26
KOJZAREK, KURT R	County Board	Board Member	35	480.77	0.00	798.44	43.04	34.59	0.00	480.77	24.55	1,862.16
KOLBERG, JENNIFER M	Court Services/Court Services Administration	Probation Officer	37.5	43,715.00	0.00	13,939.44	516.36	4,542.11	0.00	1,648.70	3,223.25	67,584.86
KOLEK, SANDRA L	Information Technologies	Scanning Specialist	35	37,681.17	0.00	12,285.48	516.36	3,705.39	0.00	1,443.70	2,629.59	58,261.69
KOLLWELTER, JENNIFER L	Court Services/Court Services Administration	Probation Officer	37.5	42,890.77	0.00	12,285.48	516.36	4,283.05	0.00	1,648.70	3,039.42	64,663.78
KOMES, DIANE K	Sheriff/Adult Corrections	Information Specialist	40	30,073.70	0.00	6,113.88	199.08	3,075.20	0.00	1,153.60	2,182.34	42,797.80
KONEN, KATHLEEN M	Merit Commission	Administrative Officer	21	25,452.00	0.00	0.00	0.00	2,743.73	0.00	900.00	1,947.07	31,042.80</

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
KROG, BRUCE	Transportation	Highway Maintainer 1	40	11,716.02	0.00	0.00	0.00	1,262.98	0.00	537.84	896.27	14,413.11
KRUEGER, NICHOLAS J	Information Technologies	GIS Specialist III	35	32,535.08	0.00	5,011.32	199.08	3,433.94	0.00	1,383.92	2,436.93	45,000.27
KRUG, PATRICIA A	Kane Comm	Telecommunicator	40	901.04	0.00	0.00	0.00	97.13	0.00	901.04	68.93	1,968.14
KRUSE, ANNE M	Public Defender	Secretary Receptionist	35	32,564.54	0.00	0.00	516.36	3,510.46	0.00	1,126.10	2,491.19	40,208.65
KRUSE, NATALIE A	Sheriff/Sheriff	Information Specialist	40	32,589.12	0.00	12,285.48	516.36	3,172.58	0.00	1,245.91	2,251.34	52,060.79
KUEHNERT, PAUL L	Health	Executive Director	35	70,244.43	0.00	6,969.72	258.24	7,487.11	0.00	5,050.96	5,313.22	95,323.68
KUHNLOHE, DAWN M	Court Services/Court Services Administration	Probation Officer	37.5	39,469.35	0.00	9,592.32	516.36	4,132.59	0.00	1,517.19	2,932.68	58,160.49
KULLENBERG, JUDITH M	Public Defender	Assistant Public Defender	35	47,499.96	0.00	0.00	0.00	5,120.60	0.00	1,788.46	3,633.75	58,042.77
KUNKEL, BONNIE L	County Board	Board Member	Elected	24,519.02	0.00	4,889.04	199.08	2,591.47	0.00	961.53	1,838.99	34,999.13
KUNSTMAN, DONNA	Court Services/Adult Drug Court	Drug Rehab Court Admin Asst	37.5	35,632.77	0.00	9,592.32	516.36	3,719.01	0.00	1,271.66	2,639.19	53,371.31
KURKJIAN, CATHY L	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	23,408.50	0.00	12,285.48	516.36	2,523.40	0.00	895.00	1,790.75	41,419.49
KUZIA, MARK J	Court Services/Diagnostic Center	Staff Psychologist	37.5	60,607.51	0.00	4,889.04	199.08	6,488.60	0.00	2,225.86	4,604.63	79,014.72
LA BEE, MARY S	Health	Clinical Supervisor	35	26,961.44	0.00	8,228.11	236.72	2,684.62	0.00	1,923.07	1,905.12	41,939.08
LABOUFF, PATRICK F	Regional Office of Education	JJC Teacher	35	60,643.65	0.00	12,285.48	516.36	6,196.73	0.00	2,329.76	4,397.52	86,369.50
LADWIG, GLEN E	Regional Office of Education	Comm Youth LDR ROE	18.75	30,403.48	0.00	0.00	0.00	3,277.44	0.00	1,303.65	2,325.87	37,310.44
LAESCH, JENNIFER A	County Board	Board Member	35	480.77	0.00	417.62	16.60	45.72	0.00	480.77	32.44	1,473.92
LAFLEUR, PAUL S	Transportation	Project Manager	40	73,440.36	0.00	17,952.24	516.36	7,329.39	0.00	2,823.00	5,201.28	107,262.63
LAKE, WILLIAM D	Information Technologies	Director Admin and Computer Svcs	40	88,360.49	0.00	0.00	199.08	9,511.98	0.00	3,393.26	6,750.09	108,214.90
LAMBERT, ANN C	Circuit Clerk	Customer Service Manager	37.5	74,848.06	0.00	17,952.24	516.36	7,421.17	0.00	2,754.81	5,266.47	108,759.11
LAMBERT, SUSAN A	Sheriff/Adult Corrections	Correctional Officer	40	71,661.85	1,000.00	17,952.24	516.36	0.00	13,931.45	2,636.99	5,138.67	112,837.56
LANDBERG, KEITH D	Sheriff/Court Security	Court Security Officer	40	31,076.50	950.00	12,285.48	516.36	3,350.13	0.00	1,193.10	2,377.35	51,748.92
LANG HOMCO, DEBORAH A	State's Attorney	Assistant States Attorney	35	51,921.11	0.00	17,952.24	516.36	4,986.25	0.00	1,692.31	3,538.43	80,606.70
LANG, DONALD J	Sheriff/Adult Corrections	Correctional Officer	40	74,465.49	1,000.00	13,939.44	516.36	0.00	15,116.33	2,641.62	5,575.67	113,254.91
LANG, EDWARD F	Sheriff/Court Security	Court Security Officer	40	33,228.11	950.00	0.00	0.00	3,582.02	0.00	1,278.00	2,541.95	41,580.08
LANGE, PENNY A	Circuit Clerk	Deputy Clerk	37.5	43,104.95	0.00	12,285.48	516.36	4,306.11	0.00	1,579.52	3,055.80	64,848.22
LANZARA, JULIE L	State's Attorney	Paralegal	16	9,991.56	0.00	0.00	0.00	1,077.13	0.00	360.28	764.36	12,193.33
LARRY, BRADLEY J	Sheriff/Adult Corrections	Correctional Officer	40	60,516.08	1,000.00	13,939.44	516.36	0.00	12,551.07	2,295.65	4,629.48	95,448.08
LARSON, JOANNE	Circuit Clerk	Deputy Clerk	37.5	31,394.76	0.00	6,113.88	516.36	3,195.09	0.00	1,158.75	2,267.39	44,646.23
LARSON, KRISTA M	Court Services/Court Services Administration	Probation Officer	37.5	37,041.10	0.00	4,889.04	199.08	3,948.19	0.00	1,396.98	2,801.80	50,276.19
LASKY, CHARLES A	Information Technologies	Computer Services & Support Manager	40	15,629.57	0.00	2,904.05	107.60	1,649.38	0.00	634.61	1,170.46	22,095.67
LAUGHLIN, LARRY	Circuit Clerk	Security Officer	20	8,670.16	0.00	0.00	0.00	830.33	0.00	1,245.68	663.27	11,409.44
LAURIA, JOSEPH C	Sheriff/Adult Corrections	Correctional Officer	40	62,439.84	1,000.00	8,992.32	516.36	0.00	12,590.44	2,290.75	4,644.02	92,473.73
LAURILA, SUSAN M	Health	Terminated	35	2,945.19	0.00	0.00	0.00	0.00	0.00	0.00	225.31	3,170.50
LAUZEN, CHRISTOPHER J	County Board	Elected Official County Bd Chair	Elected	2,025.53	0.00	0.00	0.00	0.00	0.00	2,025.53	154.95	4,206.01
LAVIGNE, JASON R	Sheriff/Adult Corrections	Correctional Officer	40	61,773.42	1,000.00	13,939.44	516.36	0.00	12,483.86	2,147.86	4,604.72	96,465.66
LAWRENCE, CHARLES A	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	7,455.50	0.00	0.00	0.00	0.00	0.00	626.50	570.34	8,652.34
LAWRENCE, MONICA	Circuit Clerk	Chief Information Officer	37.5	83,599.92	0.00	17,952.24	516.36	8,527.97	0.00	3,076.92	6,051.93	119,725.34
LAWRENCE, STEPHEN C	Sheriff/Adult Corrections	Correctional Officer	40	72,941.47	1,000.00	16,752.24	516.36	0.00	13,947.96	2,663.77	5,144.75	112,966.55
LAWSON, KATHERINE	Regional Office of Education	Certification Specialist	37.5	52,482.61	0.00	5,995.20	322.80	2,670.63	0.00	1,346.15	1,895.21	37,712.60
LEBO, KURT D	Transportation	Chief of Information Technology	35	80,547.77	0.00	17,952.24	516.36	8,618.38	0.00	3,096.80	6,116.00	116,847.55
LECLERE, SHIRLEY	Regional Office of Education	Director Professional Developmen	37.5	79,134.74	0.00	5,514.00	199.08	8,462.49	0.00	2,949.19	6,005.43	102,264.93
LEDER, JACQUELINE J	Public Defender	Assistant Public Defender	35	49,999.86	0.00	13,831.92	516.36	5,085.67	0.00	1,884.61	3,609.06	74,927.48
LEDERMAN, CYNTHIA A	Court Services/Court Services Administration	Probation Officer	18.75	22,931.77	0.00	13,939.44	516.36	2,301.62	0.00	824.33	1,633.34	42,146.86
LEE, SALLY L	Public Defender	Office Manager	35	53,499.98	0.00	6,113.88	199.08	5,533.95	0.00	2,019.23	3,927.17	71,293.29
LEETCH, SARA A	Court Services/Court Services Administration	Probation Officer	37.5	32,989.71	0.00	8,808.44	238.86	3,556.29	0.00	1,396.98	2,523.71	49,513.99
LEMONS, MICHELLE K	Kane Comm	Telecommunicator	40	63,062.82	0.00	17,952.24	516.36	6,314.26	0.00	1,215.51	4,480.84	93,542.03
LESLIE, LORRAINE	Regional Office of Education	Administrative Assistant	37.5	36,745.25	0.00	9,592.32	516.36	3,838.86	0.00	1,411.65	2,724.29	54,828.73
LETSINGER, DANIELLE D	Sheriff/Adult Corrections	Information Specialist	40	24,415.78	0.00	4,889.04	199.08	2,590.87	0.00	1,025.60	1,838.60	34,958.97
LEWIS, BRIAN T	Sheriff/Sheriff	Peace Officer	40	76,960.96	1,100.00	13,939.44	516.36	0.00	15,633.85	2,957.24	5,766.57	116,874.42
LEWIS, CIELITA S	Health	Terminated	35	12,931.38	0.00	1,222.26	49.80	1,390.25	0.00	1,376.20	986.58	17,956.47
LEWIS, JAMES C	Sheriff/Adult Corrections	Correctional Lieutenant	40	95,744.08	1,000.00	13,831.92	516.36	0.00	19,271.98	3,539.69	7,108.49	141,012.52
LEWIS, PHILIP H	County Board	Board Member	Elected	24,999.78	0.00	12,285.48	516.36	2,354.36	0.00	961.53	1,670.76	42,788.27
LILLY, DIANE L	Judiciary and Courts	Paralegal	35	42,515.17	0.00	11,085.60	516.36	4,054.72	0.00	1,278.80	2,877.49	62,328.14
LINDER, WILLIAM M	Kane Comm	Telecommunicator	40	73,632.63	0.00	13,939.44	516.36	7,767.18	0.00	3,022.91	5,511.95	104,390.47
LINDGREN, HOLLIE L	County Board	Board Member	Elected	24,519.02	0.00	13,939.44	516.36	2,472.69	0.00	961.53	1,754.76	44,163.80
LINDSAY, JEREMY	Transportation	Inventory Manager	40	55,995.58	0.00	13,319.28	0.00	5,790.45	0.00	2,036.80	4,109.19	81,251.30
LINDSEY, SHARI S	Judiciary and Courts	Law Clerk	35	6,829.40	0.00	551.43	64.56	716.15	0.00	1,326.90	508.21	9,996.65
LINDSEY, SUZANNA M	Judiciary and Courts	Administrative Assistant	35	32,299.72	0.00	14,212.19	408.88	3,481.92	0.00	673.05	2,470.93	53,546.69
LINGK, ERICKA A	Court Services/Diagnostic Center	Psychology Intern	37.5	11,326.85	0.00	2,859.36	132.80	1,147.99	0.00	596.15	814.66	16,877.81
LINKHOKER, LINDSEY S	Court Services/Court Services Administration	Probation Officer	37.5	39,111.39	0.00	5,011.32	199.08	4,142.95	0.00	1,499.10	2,940.02	52,903.86
LISNER, KELLY A	Circuit Clerk	Deputy Clerk	37.5	31,584.96	0.00	0.00	0.00	3,404.88	0.00	1,186.17	2,416.25	38,592.26
LISSON, DIANE M	Circuit Clerk	Civil Supervisor	37.5	54,236.94	0.00	6,113.88	199.08	5,630.77	0.00	1,996.19	3,995.84	72,172.70
LISSON, SARAH M	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	17,752.78	0.00	1,833.39	74.70	1,896.92	0.00	698.50	1,346.14	23,602.43
LLOYD, TIMOTHY F	Public Defender	Assistant Public Defender	35	44,499.82	0.00	4,289.04	199.08	4,687.51	0.00	1,673.07	3,326.49	58,675.01
LOCHBAUM, JOHN R	Development/Mill Creek Special Service Area	Program Manager	35	45,034.38	0.00	13,939.44	516.36	4,684.19	0.00	1,730.76	3,324.18	69,229.31
LOOMIS, SHAWN M	Sheriff/Adult Corrections	Correctional Officer	40	72,464.19	1,000.00	13,939.44	516.36	0.00	14,701.14	2,647.32	5,422.57	110,691.02
LOPEZ, BEVERLY	Health	Department Support Associate	35	49,724.22	0.00	919.00	199.08	5,310.59	0.00	1,911.00	3,768.64	61,832.53
LOPEZ, ELENA	Health	Terminated	35	6,274.64	0.00	407.42	16.60	672.65	0.00	1,339.10	477.36	9,187.77
LOPEZ, SAMUEL D	Transportation	Highway Maintainer II	40	53,250.27	0.00	13,319.28	0.00	5,494.55	0.00	2,012.00	3,899.17	77,975.27
LOPEZ, SONIA M	Coroner	Office Manager	35	45,377.50	0.00	12,285.48	516.36	4,389.39	0.00	1,750.00	3,114.90	67,433.63
LOREK, DONALD E	Public Defender	Assistant Public Defender	20	56,416.31	0.00	3,057.00	99.60	5,373.65	0.00	2,865.38	4,256.69	72,068.63
LORENZO, CYNTHIA A	Law Library	Library Technical Assistant	35	11,428.15	0.00	0.00	0.00	96.89	0.00	414.20	874.26	12,813.50
LUBARSKI, JILL M	Court Services/Court Services Administration	Probation Officer	37.5	12,232.64	0.00	1,018.55	41.50	1,309.31	0.00	749.55	929.17	16,280.72
LUCANIA, TANYA R	Sheriff/Adult Corrections	Correctional Officer	40	52,176.35	1,000.00	6,113.88	0.00	0.00	10,149.03	1,698.76	3,882.67	75,020.69
LUISI, CAROL J	State's Attorney	Administrative Assistant	35	26,052.38	0.00	6,113.88	199.08	2,641.74				

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
MADZIAREK, MICHAEL E	Supervisors of Assessment	Board of Review Member	Per Diem \$80.00	12,679.92	0.00	2,037.10	0.00	1,021.76	0.00	560.00	945.39	17,244.17
MAGANA, BRAULIO P	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	3,519.77	0.00	0.00	0.00	379.43	0.00	700.75	269.27	4,869.22
MAGANA, JUAN J	Health	CHS II Environ Hlth Practitioner	35	7,785.00	0.00	1,742.43	64.56	839.22	0.00	1,297.50	595.55	12,324.26
MAHONEY, NEIL T	Judiciary and Courts	Senior Law Clerk	35	29,097.62	0.00	3,463.07	141.10	3,104.95	0.00	265.38	2,203.41	38,275.53
MAKSINSKI, JOHN B	Sheriff/Court Security	Court Security Officer	40	22,126.48	475.00	3,566.50	116.20	2,288.01	0.00	1,192.81	1,623.66	31,388.66
MALONE, MARIANNE Y	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	6,736.50	0.00	0.00	0.00	0.00	0.00	268.50	515.34	7,520.34
MANAK, BETSY L	Circuit Clerk	Deputy Clerk	37.5	19,953.62	0.00	4,889.04	199.08	2,106.13	0.00	686.76	1,494.61	29,329.24
MANCILLA, JUAN J	Sheriff/Sheriff	Peace Officer	40	83,224.59	1,100.00	13,939.44	516.36	0.00	17,260.75	3,252.68	6,366.68	125,660.50
MANN, BRYAN W	Sheriff/Adult Corrections	Correctional Officer	40	74,155.90	1,000.00	17,952.24	516.36	0.00	15,379.93	2,743.61	5,672.93	117,420.97
MARACH, CAITLIN A	County Clerk	Clerk V	35	9,152.11	0.00	1,222.26	49.80	986.60	0.00	423.10	700.14	12,534.01
MARCHANT, ZEINA	Judiciary and Courts	Director of Info Technology	35	36,361.39	0.00	0.00	0.00	3,919.81	0.00	2,230.76	2,781.65	45,293.61
MARCRUM, GREGORY A	Sheriff/Adult Corrections	Correctional Officer	40	73,537.45	1,000.00	6,113.88	199.08	0.00	14,930.98	2,641.62	5,507.31	103,930.32
MARCRUM, LARRY S	Sheriff/Adult Corrections	Correctional Officer	40	77,061.39	1,000.00	13,939.44	516.36	0.00	15,654.61	2,658.23	5,774.25	116,604.28
MARCYNIUK, TONYA J	Circuit Clerk	Deputy Clerk	37.5	29,719.47	0.00	13,939.44	516.36	3,203.79	0.00	1,158.80	2,273.54	50,811.40
MARION, RICHARD R	Building Management	Maintenance Worker	40	62,251.91	0.00	5,514.00	199.08	6,479.45	0.00	2,271.40	4,598.07	81,313.91
MARISHTA, ALKETA L	Health	Asst Dir Communicable Disease	35	68,305.00	0.00	13,939.44	516.36	7,192.89	0.00	2,750.00	5,104.39	97,808.08
MARQUEZ, JUAN A	Sheriff/Sheriff	Deputy	40	74,927.27	1,100.00	13,939.44	516.36	0.00	14,900.93	3,053.60	5,496.24	113,933.84
MARSH, JENNIFER S	Kane Comm	Telecommunicator	40	47,958.29	0.00	0.00	0.00	5,169.93	0.00	1,776.88	3,668.81	58,573.91
MARSZALEK ROBERG, NINA E	Human Resource Management	Payroll Clerk	35	28,028.28	0.00	12,285.48	516.36	2,635.07	0.00	1,076.90	1,869.98	46,412.07
MARSZALEK, PETER J	Judiciary and Courts	Judicial Technologies Info Manager	35	44,764.05	0.00	9,581.16	516.36	4,618.87	0.00	1,586.20	3,277.72	64,344.36
MARTI, MARIA N	State's Attorney	Administrative Assistant	35	17,550.57	0.00	0.00	344.32	1,891.96	0.00	884.60	1,342.62	22,014.07
MARTIN, CYNTHIA L	Transportation	GIS Coordinator	40	58,475.71	0.00	6,113.88	199.08	6,137.00	0.00	2,248.20	4,355.08	77,528.95
MARTIN, KATHRYN S	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	9,596.58	0.00	764.25	24.90	1,034.53	0.00	698.50	719.35	12,838.11
MARTIN, TIMOTHY E	State's Attorney	Investigator	35	63,796.34	0.00	6,113.88	199.08	6,877.27	0.00	2,370.80	4,880.42	84,237.79
MARTINEZ, JONATHAN J	Court Services/Court Services Administration	Probation Officer	37.5	36,706.01	0.00	4,889.04	199.08	3,957.00	0.00	1,396.99	2,808.01	49,956.13
MARWAHA, INDERPAL	Recorder	Recording Assistant	35	45,408.24	0.00	9,592.32	516.36	4,772.71	0.00	1,745.80	3,387.01	65,422.44
MATA, CARLOS	Treasurer/Collector	Financial Operations Admin	35	36,953.28	0.00	13,939.44	516.36	3,813.08	0.00	1,394.31	2,705.98	59,322.45
MATA, MELBA V	Animal Control	Office Assistant	35	24,223.56	0.00	4,889.04	0.00	2,611.28	0.00	943.28	1,853.10	34,520.26
MATHENY, RESHELLE L	Court Services/Court Services Administration	Probation Officer	37.5	39,318.09	0.00	13,939.44	516.36	4,068.01	0.00	1,517.19	2,886.89	62,245.98
MATHIEU, CHESTER	Transportation	Shop Tech 1	40	61,648.46	0.00	13,319.28	0.00	6,399.84	0.00	2,160.80	4,541.63	88,070.01
MATTHEWS, OTIS B	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	23,163.50	0.00	0.00	0.00	2,496.98	0.00	895.00	1,772.01	28,327.49
MATTOZZI, DEBORAH A	County Clerk	Administrative Assistant	35	1,938.45	0.00	0.00	0.00	208.96	0.00	726.92	148.29	3,022.62
MATUSKA, MEGAN L	State's Attorney	Assistant States Attorney	35	45,492.19	0.00	4,889.04	199.08	4,859.29	0.00	1,538.46	3,448.31	60,426.37
MATUSZAK, MICHELE H	Building Management	Administrative Officer II	40	38,666.48	0.00	6,113.88	0.00	4,014.95	0.00	1,307.70	2,849.17	52,952.18
MAULE, AIMEE	Circuit Clerk	Deputy Clerk	37.5	30,551.00	0.00	17,952.24	516.36	2,809.46	0.00	1,125.00	1,993.69	54,947.75
MAURER, STACEY L	Court Services/Court Services Administration	Probation Officer	37.5	40,786.85	0.00	6,113.88	199.08	4,230.11	0.00	1,562.50	3,001.90	55,894.32
MAVIGLIANO, KIMBERLY A	State's Attorney	Paralegal	35	35,049.38	0.00	13,939.44	516.36	3,608.00	0.00	1,235.50	2,560.33	56,909.01
MAVIGLIANO, PATRICIA M	Court Services/Court Services Administration	Support Staff	37.5	28,771.33	0.00	4,889.04	199.08	3,056.59	0.00	1,026.80	2,169.16	40,112.00
MAYEN, LUZ R	Health	Terminated	35	2,492.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,683.05
MAYES, WILLIE M	Sheriff/Sheriff	Peace Officer Sergeant	40	88,855.66	1,100.00	13,939.44	516.36	0.00	17,673.43	3,412.87	6,518.85	132,016.61
MAZZA, JEFFREY S	Court Services/Court Services Administration	Senior Probation Officer	37.5	43,917.97	0.00	13,939.44	516.36	4,563.93	0.00	1,675.06	3,238.78	67,851.54
MCCABE, LINDSAY R	Kane Comm	Telecommunicator	40	34,926.85	0.00	7,166.60	301.28	3,765.13	0.00	2,136.04	2,671.90	50,967.80
MCCADAM, KATHLEEN S	State's Attorney	Domestic Violence Advocate	35	22,391.95	0.00	0.00	0.00	2,413.82	0.00	846.20	1,712.98	27,364.95
MCCARTY, BRIAN J	Sheriff/Sheriff	Peace Officer Sergeant	40	91,442.04	1,100.00	3,484.86	129.12	0.00	18,883.15	3,690.60	6,965.08	125,694.85
MCCLANAHAN, NICOLE G	Sheriff/Adult Corrections	Correctional Officer	40	62,535.69	1,000.00	17,952.24	516.36	0.00	12,969.91	2,138.60	4,783.98	101,896.78
MCCONNAUGHAY, KAREN	County Board	Elected Official County Bd Chair	Elected	103,302.28	0.00	12,285.48	516.36	10,795.33	0.00	4,051.07	7,660.90	138,611.42
MCCOY, MICHAEL	Aurora Election Commission	Commissioner Aurora Elec Comm	35	3,669.90	0.00	0.00	0.00	0.00	0.00	141.15	280.74	4,091.79
MCCRIVEN, SHEILA	Human Resource Management	Executive Director	35	119,229.59	0.00	12,285.48	516.36	12,222.86	0.00	4,582.23	8,470.27	157,306.79
MCDONNELL, TRACY E R	KCDEE	Executive Director Workforce Bd	37.5	71,999.98	0.00	13,939.44	516.36	7,397.21	0.00	2,769.23	5,249.36	101,871.58
MCDONOUGH, ROBERT M	Sheriff/Adult Corrections	Terminated	40	2,400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,583.60
MCGILL, RYNE E	Sheriff/Adult Corrections	Correctional Officer	40	64,442.37	1,000.00	4,289.04	199.08	0.00	13,154.55	2,271.02	4,852.10	90,208.16
MCGOWAN, MARCUS D	Court Services/Juvenile Justice Center	Senior Youth Counselor JJC	37.5	43,073.26	0.00	4,889.04	199.08	4,612.13	0.00	1,563.36	3,272.98	57,609.85
MCGRATH, ELLYN M	County Board	Administrative Officer	35	38,937.20	0.00	9,592.32	516.36	3,988.97	0.00	1,497.00	2,830.78	57,362.63
MCGRAW, KEITH B	Transportation	Construction Technician	40	55,635.42	0.00	13,939.44	516.36	5,997.41	0.00	2,139.00	4,256.11	82,483.74
MCGUIRE, REAGAN M	State's Attorney	Assistant States Attorney	35	60,500.02	0.00	6,113.88	199.08	6,355.19	0.00	2,230.77	4,509.95	79,908.89
MCINTOSH, CHRISTINA	KCDEE	Employment & Training Rep	37.5	22,173.45	0.00	3,666.78	149.40	2,245.21	0.00	1,003.80	1,634.08	30,872.72
MCKANNA, SCOTT A	Sheriff/Adult Corrections	Correctional Officer	40	75,122.65	1,000.00	13,939.44	516.36	0.00	15,252.52	2,586.23	5,625.93	114,043.13
MCKAY, JONATHAN M	State's Attorney	Assistant States Attorney	35	50,827.65	0.00	4,889.04	199.08	5,434.36	0.00	1,692.31	3,856.46	66,898.90
MCKINNESS, BRANDON S	Sheriff/Sheriff	Peace Officer	40	75,127.92	1,100.00	13,939.44	516.36	0.00	15,253.65	3,234.22	5,626.34	114,797.93
MCKINNESS, RANDIE S	Sheriff/Adult Corrections	Correctional Officer	40	77,077.84	1,000.00	12,285.48	516.36	0.00	15,330.64	2,625.00	5,654.73	114,490.05
MCKINNEY, SANDRA S	Sheriff/Sheriff	Information Specialist	40	23,460.80	0.00	6,113.88	516.36	2,339.82	0.00	900.80	1,660.43	34,992.09
MCLEOD, KIMBERLY A	County Board	Administrative Officer	35	16,276.87	0.00	3,055.65	124.50	1,692.30	0.00	920.30	1,200.94	23,270.56
MCMAHON, JOSEPH H	State's Attorney	Elected Official States Attorney	Elected	166,507.90	0.00	0.00	0.00	17,949.62	0.00	6,404.15	9,240.56	200,102.23
MCMILLAN, MEGAN	Court Services/Diagnostic Center	Intern	37.5	11,378.52	0.00	3,676.00	0.00	1,226.70	0.00	596.15	870.46	17,747.83
MCMURRAY, LINDA	Supervisor of Assessment	Board of Review Alternate	Per Diem \$80.00	880.00	0.00	0.00	0.00	0.00	0.00	160.00	67.32	1,107.32
MCNUTT, SAMUAL A	Sheriff/Court Security	Court Security Officer	40	6,307.32	0.00	0.00	0.00	679.92	0.00	884.16	482.51	8,353.91
MCPEEK, KIRSTEN J	Court Services/Court Services Administration	Probation Officer	37.5	37,433.53	0.00	17,952.24	516.36	3,551.39	0.00	1,455.71	2,520.21	63,429.44
MCSHANE, GRISELDA M	Judiciary and Courts	Case Scheduler	35	27,483.58	0.00	0.00	0.00	2,962.76	0.00	973.40	2,102.49	33,522.23
MEAD, VICTOR L	Health	CHS II Environ Hlth Practitioner	35	55,674.94	0.00	13,939.44	516.36	5,831.37	0.00	2,021.60	4,138.18	82,121.89
MECHOWSKI, AMANDA B	Kane Comm	Clerical	Seasonal \$20.00	16,837.03	0.00	1,023.80	16.60	569.18	0.00	1,867.81	1,269.22	21,583.64
MEERS, ZACHARY N	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	35,003.26	0.00	3,071.40	129.12	3,688.23	0.00	1,397.00	2,617.31	45,906.32
MEETERS, STEVEN D	Sheriff/Court Security	Court Security Officer	40	36,725.54	950.00	17,952.24	0.00	3,855.32	0.00	1,465.19	2,735.92	63,684.21
MELZE, SHERRY L	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	4,400.00	0.00	0.00	0.00	0.00	0.00	400.00	336.60	5,136.60
MELZER, BRADLEY D	State's Attorney	Assistant State's Attorney	35	3,353.85	0.00	0.00	0.00	361.54	0.00	784.62	256.57	4,756.58
MENDEZ, ROSIO	Court Services/Court Services Administration	Probation Officer	37.5									

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
MILLER, LENORA	Health	Kane Kares Program Nurse	35	47,165.69	0.00	4,889.04	199.08	4,910.21	0.00	1,782.20	3,484.53	62,430.75
MILLER, PHILIP W	Sheriff/Adult Corrections	Correctional Officer	40	74,671.60	1,000.00	5,514.00	199.08	0.00	15,041.74	2,271.02	5,548.17	104,245.61
MILLET, YVETTE M	Health	CHS I Clinical Assistant	35	40,941.04	0.00	13,939.44	516.36	4,242.96	0.00	1,527.40	3,011.04	64,178.24
MILNER, ERIK A	Sheriff/Adult Corrections	Correctional Officer	40	60,406.38	1,000.00	4,889.04	199.08	0.00	12,442.00	1,996.99	4,589.25	85,522.74
MITCHELL, CARRIE L	Recorder	Recording Assistant	35	31,909.03	0.00	9,592.32	516.36	3,317.67	0.00	1,226.79	2,354.31	48,916.48
MITCHELL, JAMES C	County Board	Board Member	Elected	24,519.02	0.00	0.00	0.00	0.00	0.00	961.53	1,875.71	27,356.26
MITCHELL, JANE E	County Clerk	Clerk VI	35	41,266.15	0.00	9,581.16	516.36	4,241.79	0.00	1,541.40	3,010.13	60,156.99
MOGA, ROBERT R	Development/County Development	Zoning Board	Per Diem \$60.00	360.00	0.00	0.00	0.00	0.00	0.00	60.00	27.54	447.54
MOLINA, MYRNA	County Board	Board Member	Elected	24,999.78	0.00	12,285.48	516.36	2,354.36	0.00	961.53	1,670.76	42,788.27
MOLINA, NYDIA	State's Attorney	Assistant States Attorney	35	58,076.89	0.00	9,592.32	516.36	6,086.73	0.00	1,923.08	4,319.44	80,514.82
MOLNAR, NEAL O	Health	CHS II Environ Hlth Practitioner	35	41,621.89	0.00	9,592.32	516.36	4,486.78	0.00	1,504.30	3,184.08	60,905.73
MONACO, PAMELA M	State's Attorney	Assistant States Attorney	35	83,663.93	0.00	6,113.88	199.08	8,852.34	0.00	2,899.93	6,281.98	108,011.14
MONAGHAN, RYAN J	Sheriff/Sheriff	Peace Officer	40	36,846.76	0.00	3,055.65	124.50	0.00	7,410.58	947.55	2,783.27	51,168.31
MONNETT, ELIZABETH	Circuit Clerk	Deputy Clerk	37.5	31,863.14	0.00	12,285.48	516.36	3,094.20	0.00	1,193.54	2,195.80	51,148.52
MONTALBANO, THOMAS P	Sheriff/Court Security	Terminated	40	2,382.45	0.00	0.00	0.00	254.31	0.00	2,382.45	180.47	5,199.68
MONTAVON, STEVEN D	Sheriff/Adult Corrections	Correctional Sergeant	40	90,467.64	1,000.00	13,939.44	516.36	0.00	18,435.11	3,856.51	6,799.83	135,014.89
MONTOYA, NEOMI	State's Attorney	Receptionist 2nd Chance	35	24,622.29	0.00	9,592.32	516.36	2,532.08	0.00	884.60	1,796.89	39,944.54
MOON, MARY M	State's Attorney	Administrative Assistant	25	23,254.38	0.00	0.00	0.00	2,393.45	0.00	655.71	1,778.96	28,082.50
MOORE, MARI M	Judiciary and Courts	Jury Commissioner	35	43,911.95	0.00	6,113.88	199.08	4,372.89	0.00	1,641.70	3,103.26	59,342.76
MOORMAN, ANTHONY D	Court Services/Juvenile Justice Center	Youth Counselor	37.5	11,390.04	0.00	1,018.55	41.50	1,227.85	0.00	985.39	871.34	15,534.67
MORA, ESMERALDA	Development/Water Resources	Administrative Officer	35	43,112.04	0.00	4,889.04	199.08	4,602.65	0.00	1,511.54	3,266.23	57,580.58
MORALES, ANNA M	Health	Terminated	35	2,093.90	0.00	0.00	0.00	0.00	0.00	0.00	160.18	2,254.08
MORAVEC, NATHAN M	Sheriff/Sheriff	Peace Officer	40	85,306.48	1,100.00	17,952.24	516.36	0.00	16,761.48	2,901.86	6,182.48	130,720.90
MOREFIELD, JAMES H	County Clerk	Clerk VI	35	51,284.57	0.00	13,939.44	516.36	5,293.34	0.00	1,634.15	3,756.42	76,424.28
MORENO, VERONICA A	Health	Terminated	35	3,253.10	0.00	0.00	0.00	0.00	0.00	0.00	248.86	3,501.96
MORRELL, CHARLES J	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	41,134.79	0.00	13,939.44	0.00	4,434.22	0.00	1,581.40	3,146.81	64,236.66
MORRIS, ELEANOR B	Regional Office of Education	Administrative Assistant	37.5	39,765.78	0.00	6,113.88	0.00	4,133.52	0.00	1,527.69	2,933.26	54,474.13
MORRIS, HOLLIE E	Coroner	Administrative Assistant	35	29,147.39	0.00	12,285.48	516.36	2,801.40	0.00	1,113.70	1,988.05	47,852.38
MORRIS, PHILLIP C	Regional Office of Education	Director of Technologies	37.5	82,094.46	0.00	9,592.32	516.36	8,543.93	0.00	3,153.84	6,063.14	109,964.05
MORRISON, GARRY J	Sheriff/Adult Corrections	Correctional Officer	40	69,645.78	1,000.00	17,952.24	516.36	0.00	12,785.40	2,569.62	4,715.91	109,185.31
MOSHIER, CAROL A	Health	Terminated	35	12,701.88	0.00	0.00	49.80	1,333.02	0.00	1,836.10	945.99	16,866.79
MOSSER, JAMIE L	State's Attorney	Assistant States Attorney	35	67,492.31	0.00	13,831.92	516.36	6,889.08	0.00	2,307.69	4,888.84	95,926.20
MOSSMAN, MARK G	County Clerk	Chief Deputy Clerk	35	74,773.06	0.00	8,711.61	365.84	8,060.59	0.00	3,461.58	5,720.14	101,092.82
MOWERS, JAMES R	Transportation	Tech I	40	61,180.05	0.00	13,319.28	0.00	6,324.98	0.00	2,160.80	4,488.54	87,473.65
MOWERS, LUCAS J	Transportation	Tech I	40	63,428.40	0.00	13,319.28	0.00	6,591.78	0.00	2,160.81	4,677.80	90,178.07
MUDGETT, JAMES C	Judiciary and Courts	Paralegal	35	10,017.10	0.00	17,952.24	516.36	2,751.79	0.00	1,115.40	1,952.85	54,305.74
MUELLER, DONNA J	Information Technologies	Accounting Assistant	35	34,102.59	0.00	17,952.24	516.36	2,972.47	0.00	1,310.63	2,109.33	58,963.62
MUELLER, MATTHEW J	Information Technologies	Terminated	20	221.00	0.00	0.00	0.00	0.00	0.00	0.00	16.90	237.90
MULDER, ERIN L	Sheriff/Adult Corrections	Information Specialist	40	25,322.55	0.00	4,289.04	199.08	2,620.26	0.00	1,060.11	1,859.43	35,350.47
MULLINS, MICHAEL D	Information Technologies	CAD Specialist II	35	17,146.90	0.00	2,547.50	83.00	1,778.94	0.00	634.60	1,262.45	23,453.39
MUNOZ JR, JOSE M	Judiciary and Courts	Law Clerk	35	30,017.10	0.00	6,113.88	199.08	3,069.06	0.00	1,115.40	2,178.00	42,692.52
MUNOZ, JASMINE	State's Attorney	Administrative Assistant	35	442.30	0.00	0.00	0.00	47.68	0.00	442.30	33.83	966.11
MURILLO, ROCIO	Court Services/Court Services Administration	Probation Officer	37.5	30,754.65	0.00	3,758.58	149.40	3,260.34	0.00	1,397.00	2,313.72	41,633.69
MURPHY, JOANNA	Kane Comm	Telecommunicator	40	49,545.06	0.00	0.00	516.36	5,340.97	0.00	1,803.10	3,790.19	60,995.68
MURPHY, KATHRYN A	Court Services/Diagnostic Center	Psychology Intern	37.5	4,113.43	0.00	814.84	33.20	435.94	0.00	536.53	309.37	6,243.31
MURPHY, NANCY O	Health	CHS II Public Health Nurse	35	55,476.93	0.00	12,285.48	516.36	5,761.09	0.00	2,066.40	4,088.31	80,194.57
MURRAY, KEVIN M	Court Services/Court Services Administration	Probation Officer	37.5	29,916.52	0.00	10,454.58	387.36	3,097.11	0.00	558.80	2,197.89	46,612.26
NAGY, ANNESSA D	Regional Office of Education	Comm Youth LDR ROE	37.5	32,661.38	0.00	4,889.04	199.08	3,320.67	0.00	1,254.76	2,356.59	44,681.52
NALLY, JAMES P	Sheriff/Adult Corrections	Correctional Officer	40	77,416.00	1,000.00	13,939.44	516.36	0.00	15,728.16	2,613.92	5,801.38	117,015.26
NASH, MADONNA K	Health	Terminated	35	2,805.12	0.00	0.00	0.00	0.00	0.00	0.00	214.59	3,019.71
NAUGHTON, DOUGLAS J	Judiciary and Courts	Executive Director Judiciary	35	114,728.26	0.00	17,952.24	516.36	11,739.79	0.00	4,282.70	8,331.13	157,550.48
NAUS, TERRENCE J	Court Services/Diagnostic Center	Psychology Intern	37.5	4,113.43	0.00	814.84	33.20	435.94	0.00	536.53	309.37	6,243.31
NEITZEL, PAUL L	Information Technologies	Systems Administrator	35	67,802.91	0.00	12,285.48	516.36	6,968.50	0.00	2,605.80	4,945.19	95,124.24
NELMS, SHIRLEY A	Sheriff/Court Security	Court Security Officer	40	35,336.01	950.00	4,889.04	199.08	3,764.36	0.00	1,400.31	2,671.36	49,210.16
NELSON, CHRISTOPHER K	State's Attorney	Public Information Officer	35	39,993.80	0.00	17,952.24	516.36	3,633.21	0.00	1,230.77	2,578.37	65,904.75
NELSON, DARLENE M	Sheriff/Sheriff	Information Specialist	40	39,472.80	0.00	5,011.32	199.08	4,108.13	0.00	1,517.60	2,915.27	53,224.20
NELSON, IRA D	Court Services/Court Services Administration	Probation Officer	37.5	53,936.61	0.00	9,592.32	516.36	5,692.10	0.00	2,034.19	4,039.42	75,811.00
NELSON, MARK A	Sheriff/Adult Corrections	Correctional Officer	40	72,158.31	1,000.00	6,113.88	199.08	0.00	14,644.87	2,632.39	5,401.81	102,150.34
NELSON, MATTHEW C	County Clerk	Clerk V	35	32,171.66	0.00	5,011.32	199.08	3,394.82	0.00	1,192.80	2,409.13	44,378.81
NELSON, PATRICIA A	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	22,871.50	0.00	0.00	516.36	2,429.56	0.00	805.50	1,724.17	28,347.09
NEPERMANN, JOHN	Supervisors of Assessment	Board of Review Alternate	Per Diem \$80.00	80.00	0.00	0.00	0.00	0.00	0.00	80.00	6.12	166.12
NEUENKIRCHEN, DAVIS E	Information Technologies	Applications Director	40	97,058.90	0.00	17,952.24	516.36	9,869.95	0.00	3,719.02	7,004.25	136,120.72
NEVAREZ, IVETTE	Court Services/Court Services Administration	Probation Officer	37.5	36,342.36	0.00	4,889.04	199.08	3,872.82	0.00	1,397.00	2,748.35	49,448.65
NEWBOLDS, MICHAEL E	Building Management	Maintenance Worker	40	37,225.50	0.00	12,285.48	516.36	3,672.28	0.00	1,431.20	2,606.02	57,736.84
NICHOLS SMITH, GILLIAN D	Public Defender	Assistant Public Defender	35	42,499.90	0.00	4,889.04	199.08	4,536.52	0.00	1,596.15	3,219.39	56,940.08
NICOSKI, THOMAS S	Information Technologies	Director Chief GIS Technologies	35	92,672.83	0.00	12,285.48	516.36	9,649.57	0.00	3,561.60	6,847.75	125,533.59
NIELSEN, LOUIS A	Judiciary and Courts	Chief Bailiff Civil	Per Diem \$104.50	26,263.00	0.00	0.00	0.00	2,831.14	0.00	1,045.00	2,009.12	32,148.26
NIERMANN, MICHELE L	State's Attorney	Assistant States Attorney	35	81,698.61	0.00	17,952.24	516.36	8,270.54	0.00	2,693.85	5,869.12	117,000.72
NIKA, KURT E	Transportation	Chief of Permitting	40	81,548.12	0.00	13,831.92	516.36	8,486.65	0.00	3,133.00	6,022.50	113,538.55
NOGAJEWSKI, MARY C	Development/County Development	Administrative Officer	35	32,725.09	0.00	12,285.48	516.36	3,527.79	0.00	1,257.69	2,503.47	52,815.88
NOREN, CODY J	Court Services/Court Services Administration	Probation Officer	37.5	24,642.82	0.00	5,995.20	0.00	2,602.59	0.00	698.50	1,846.91	35,786.02
NORRIS, RUSSEL H	Sheriff/Adult Corrections	Correctional Sergeant	40	87,317.96	1,000.00	17,952.24	516.36	0.00	17,178.61	3,846.84	6,336.36	134,148.37
NORRIS, SUZANNE T	State's Attorney	Training Supervisor	35	44,419.45	0.00	9,592.32	516.36	4,666.20	0.00	1,617.50	3,311.36	64,123.19
NOTTE, ILONA L	Judiciary and Courts	Court Bailiff	5	5,892.00	0.00	1,199.04	0.00	541.74	0.00	150.00	384.46	8,167.24
NOVAK, JENNIFER L	Court Services/Court Services Administration	Probation Officer	37.5	30,670.70	0.00	3,758.58	149.40	3,251.32	0.00	1,397.00	2,307.30	41,5

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
ONWUTA, UCHENNA S	Health	CHS III Epidemiologist	35	76,537.74	0.00	17,952.24	516.36	7,766.71	0.00	2,853.90	5,511.68	111,138.63
ORLAND, KELLY M	State's Attorney	Assistant States Attorney	35	77,407.96	0.00	4,889.04	199.08	8,299.69	0.00	2,800.00	5,889.86	99,485.63
ORLANDO, SANDRA A	Supervisors of Assessment	Administrative Officer III	35	47,237.41	0.00	4,889.04	199.08	5,047.34	0.00	1,808.72	3,581.82	62,763.41
OROZCO, KATHLEEN A	Circuit Clerk	Deputy Clerk	37.5	47,578.53	0.00	12,285.48	516.36	4,788.35	0.00	1,747.32	3,398.03	70,314.07
ORR, JOSHUA G	Circuit Clerk	Solutions Architect	37.5	66,266.77	0.00	14,960.20	430.40	6,696.36	0.00	2,766.88	4,752.04	95,872.65
OSBORN, JOSHUA M	Court Services/Adult Drug Court	Probation Officer	37.5	38,998.92	0.00	6,113.88	0.00	4,050.66	0.00	1,499.10	2,874.60	53,537.16
OSBORN, KATHIE J	Judiciary and Courts	Scheduler	35	7,908.19	0.00	1,528.50	0.00	852.49	0.00	268.50	604.98	11,162.66
OSMANI, PERPARIM	Sheriff/Adult Corrections	Correctional Officer	40	90,016.51	1,000.00	13,939.44	516.36	0.00	18,341.55	3,629.63	6,765.31	134,208.80
O'TOOLE, KATHERINE E	Health	Terminated	35	3,094.92	0.00	0.00	0.00	0.00	0.00	0.00	236.77	3,331.69
PACHECO, JANET	Public Defender	Secretary Receptionist	35	35,550.11	0.00	13,231.92	516.36	3,330.16	0.00	1,232.70	2,363.21	56,224.46
PACK, CATHERINE A	Sheriff/Adult Corrections	Information Specialist	40	3,722.40	0.00	407.42	16.60	397.52	0.00	337.60	282.11	5,163.65
PAHLAVAN, NEGIN	Court Services/Diagnostic Center	Psychology Intern	37.5	4,113.43	0.00	814.84	33.20	435.94	0.00	536.53	309.37	6,243.31
PALM, SHELLEY L	Circuit Clerk	Deputy Clerk	37.5	45,706.40	0.00	0.00	0.00	4,927.17	0.00	1,653.04	3,496.54	55,783.15
PANKE, LARA A	Judiciary and Courts	Case Scheduler	35	22,405.58	0.00	15,708.21	451.92	1,810.70	0.00	973.40	1,284.97	42,634.78
PARIS, JANINE A	Health	Terminated	35	2,873.95	0.00	0.00	0.00	0.00	0.00	0.00	219.85	3,093.80
PARKER, DEBORAH A	Sheriff/Sheriff	Information Specialist	40	23,430.40	0.00	17,952.24	516.36	2,041.84	0.00	900.80	1,448.96	46,290.60
PARKER, MICHAEL	Public Defender	Assistant Public Defender	35	42,499.90	0.00	13,939.44	516.36	4,411.00	0.00	1,596.15	3,130.29	66,093.14
PATE, DONALD	Circuit Clerk	Security Officer	18.75	34,692.27	0.00	0.00	0.00	3,739.85	0.00	1,230.80	2,653.96	42,316.88
PATRICOSKI, AMANDA K	State's Attorney	Case Manager	35	27,026.48	0.00	4,889.04	199.08	2,868.59	0.00	961.50	2,035.68	37,980.37
PATTELLI, CHERYL R	Finance	Executive Director	35	95,452.98	0.00	10,472.14	301.28	9,518.76	0.00	4,853.46	6,755.00	127,353.62
PATTERSON, MALINDA K	Circuit Clerk	Deputy Clerk	37.5	42,867.13	0.00	12,285.48	516.36	4,280.45	0.00	1,618.92	3,037.61	64,605.95
PATTON, BRENDA L	State's Attorney	Administrative Assistant	35	25,194.57	0.00	6,113.88	199.08	2,549.24	0.00	884.60	1,809.08	36,750.45
PEARSON, JACK W	Sheriff/Court Security	Court Security Officer	40	4,916.61	0.00	0.00	64.56	525.51	0.00	987.01	372.94	6,866.63
PEARSON, JESSICA	Circuit Clerk	Deputy Clerk	37.5	30,528.53	0.00	12,285.48	516.36	2,950.36	0.00	1,108.51	2,093.71	49,482.95
PECCARELLI, BETH E	Public Defender	First Assistant Public Defender	35	104,000.04	0.00	17,952.24	516.36	10,727.28	0.00	3,961.54	7,612.54	144,770.00
PECCARELLI, DAGAN J	Public Defender	Law Intern	20	1,953.00	0.00	0.00	0.00	0.00	0.00	283.50	149.41	2,385.91
PEDERSEN, BRITTANY M	Public Defender	Assistant Public Defender	35	26,602.36	0.00	2,923.34	116.20	2,824.97	0.00	1,596.15	2,004.74	36,067.76
PEEL, BEVERLY A	Health	CHS II Environ Hlth Practitioner	35	49,714.48	0.00	11,261.80	473.44	5,046.98	0.00	1,743.74	3,581.56	71,822.00
PEELER, CHRISTOPHER T	Sheriff/Sheriff	Peace Officer Sergeant	40	95,667.60	1,100.00	17,952.24	516.36	0.00	18,910.31	3,407.33	6,975.11	144,528.95
PEISERT, GARY E	Court Services/Court Services Administration	Probation Officer	37.5	8,271.93	0.00	1,742.43	0.00	891.70	0.00	749.55	632.80	12,288.41
PEPICH, BENJAMIN J	Sheriff/Court Security	Court Security Officer	40	16,519.18	475.00	2,037.10	83.00	1,762.04	0.00	1,181.31	1,250.44	23,308.07
PEREZ, GABRIEL P	Sheriff/Court Security	Court Security Officer	40	16,741.00	0.00	2,648.23	107.90	1,729.91	0.00	491.20	1,227.63	22,945.87
PEREZ, PATRICK B	Sheriff/Sheriff	Elected Official County Sheriff	Elected	124,750.08	1,100.00	12,285.48	516.36	0.00	27,038.34	4,798.08	8,716.54	179,204.88
PERKINS, JENNIFER	Circuit Clerk	Deputy Clerk	37.5	31,484.74	0.00	17,952.24	516.36	2,910.05	0.00	1,158.78	2,065.12	56,087.29
PERRY, LILLIAN	Aurora Election Commission	Commissioner Aurora Elec Comm	35	3,669.90	0.00	0.00	0.00	0.00	0.00	141.15	280.74	4,091.79
PETERSON, JENNIFER L	Human Resource Management	Senior Payroll Specialist	35	49,846.22	0.00	13,939.44	516.36	5,203.08	0.00	1,923.08	3,692.29	75,120.47
PETERSON, MATTHEW A	Court Services/Court Services Administration	Supervisor	37.5	49,874.99	0.00	4,889.04	199.08	5,331.57	0.00	1,909.31	3,783.59	65,987.58
PETOSKEY, PAMELA J	Information Technologies	GIS Specialist II	35	25,773.39	0.00	6,113.88	199.08	2,611.61	0.00	990.90	1,853.36	37,542.22
PETTIGREW, JANET A	Transportation	Right of Way Coordinator	40	47,354.72	0.00	4,595.00	166.00	5,104.81	0.00	2,013.00	3,622.63	62,856.16
PHILIPS, MARY M	Transportation	Asst Impact Fee Pgm Coordinator	40	37,843.50	0.00	4,889.04	199.08	4,079.42	0.00	1,454.40	2,895.03	51,360.47
PHILIPS, ROBERT D	Building Management	Printshop Mailroom Worker	40	32,611.41	0.00	4,889.04	199.08	3,515.51	0.00	1,253.80	2,494.78	44,963.62
PHILLIPS, DEBORAH A	Information Technologies	Scanning Specialist	35	44,914.56	0.00	12,285.48	516.36	4,501.14	0.00	1,758.40	3,194.23	67,170.17
PICKENS, MOLLY L	Court Services/Court Services Administration	Probation Officer	37.5	6,167.61	0.00	509.50	16.60	664.87	0.00	558.78	471.82	8,389.18
PICKERING, JOHNATHAN	Circuit Clerk	Deputy Clerk	37.5	4,073.30	0.00	509.50	16.60	425.21	0.00	1,003.33	301.74	6,329.68
PIEDRA, MARISOL	State's Attorney	Administrative Assistant	35	22,394.43	0.00	0.00	0.00	2,414.11	0.00	865.40	1,713.17	27,387.11
PIERRAKEAS, BARBARA L	Court Services/Court Services Administration	Administrative Assistant	37.5	34,955.26	0.00	12,285.48	516.36	3,427.51	0.00	1,343.40	2,432.35	54,960.36
PILIPUF, RONALD J	Sheriff/Court Security	Court Security Officer	40	35,211.21	950.00	0.00	0.00	3,795.78	0.00	1,453.00	2,693.66	44,103.65
PINA, MARI E	Health	Clinical Supervisor	35	53,931.13	0.00	0.00	516.36	5,777.90	0.00	2,072.68	4,100.24	66,398.31
PINEDA, MARY K	KCDEE	Fiscal Director	37.5	70,695.36	0.00	17,952.24	516.48	7,620.94	0.00	2,634.61	5,408.19	104,827.82
PINNAU, MARTIN U	Regional Office of Education	GIS Mapping Coordinator	37.5	38,547.30	0.00	4,889.04	0.00	4,155.43	0.00	1,480.88	2,948.87	52,021.52
PINTACURA, SALVATORE T	Information Technologies	CAD Specialist	35	40,605.68	0.00	9,581.16	516.36	4,170.49	0.00	1,588.20	2,959.60	59,421.41
PLACEK, STEVEN T	KCDEE	Performance Manager	37.5	59,410.00	0.00	13,939.44	516.36	6,233.93	0.00	2,285.00	4,423.92	86,808.65
PLEITT, RICHARD M	Sheriff/Adult Corrections	Correctional Officer	40	90,749.00	1,000.00	17,952.24	516.36	0.00	17,890.22	3,094.50	6,598.84	137,801.16
POE, CHARLES M	Sheriff/Court Security	Court Security Officer	40	31,852.68	950.00	12,285.48	516.36	3,093.17	0.00	1,234.60	2,195.01	52,127.30
POE, MARTHA L	Sheriff/Sheriff	Accounts Payable Administrator	40	57,942.50	0.00	8,024.56	0.00	6,178.18	0.00	2,046.72	4,384.33	78,576.29
POGORZELSKI, EDWARD A	Sheriff/Sheriff	Peace Officer	40	84,637.48	1,100.00	5,514.00	199.08	0.00	17,108.67	3,299.94	6,310.56	118,169.73
POHLMAN, JULIE E	State's Attorney	Case Manager	35	33,354.32	0.00	17,952.24	516.36	3,111.52	0.00	1,219.40	2,208.15	58,361.99
POLITTE, KELLI M	Public Defender	Public Defender	35	150,849.96	0.00	17,952.24	516.36	15,777.55	0.00	5,763.46	8,948.42	199,807.99
POLLOCK, BRIAN	County Board	County Board Member	35	480.77	0.00	509.50	16.60	37.93	0.00	480.77	26.92	1,552.49
POMPA, KIM D	Information Technologies	Web Developer	35	42,918.16	0.00	0.00	516.36	4,590.63	0.00	1,649.43	3,257.75	52,932.33
POMPA, LINDSAY N	Information Technologies	Operations Specialist	35	33,130.29	0.00	13,939.44	516.36	3,401.13	0.00	1,267.69	2,413.52	54,668.43
POMPA, ROSS S	Building Management	Maintenance Worker	40	53,273.88	0.00	9,592.32	0.00	5,656.63	0.00	1,776.50	4,014.23	74,313.56
POORE, KEVIN D	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,621.94	0.00	4,889.04	199.08	3,903.03	0.00	1,397.00	2,769.73	49,779.82
POSADA VELASCO, ADRIANA	Health	CHS II Surveillance Practitioner	35	38,076.31	0.00	4,889.04	199.08	3,951.87	0.00	1,417.50	2,804.49	51,338.29
QUINN, HOLLY A	Sheriff/Court Security	Court Security Officer	40	35,016.71	950.00	6,113.88	0.00	3,621.49	0.00	1,346.79	2,569.96	49,618.83
QUIRIN, DEBRA ANN	Circuit Clerk	Deputy Clerk	37.5	40,488.53	0.00	9,592.32	516.36	4,242.45	0.00	1,481.29	3,010.65	59,331.60
RADMAN, EDWARD M	Information Technologies	Network Administrator	40	48,999.89	0.00	17,952.24	516.36	4,798.26	0.00	1,877.59	3,405.03	77,549.37
RAMM, CHARLES P	Transportation	Highway Maintainer III	40	57,802.99	0.00	13,319.28	0.00	5,985.29	0.00	2,036.80	4,247.45	83,391.81
RANDALL, DWIGHT C	Sheriff/Sheriff	Peace Officer Lieutenant	40	99,045.87	1,100.00	9,592.32	516.36	0.00	20,542.03	3,666.12	7,577.01	142,039.71
RAY, LEANNE	State's Attorney	Administrative Assistant	35	14,370.45	0.00	2,851.94	0.00	1,530.80	0.00	903.80	1,086.30	20,743.29
RAY, ORLANDO T	Sheriff/Sheriff	Process Server	40	37,540.48	0.00	13,939.44	516.36	4,046.94	0.00	1,443.20	2,871.85	60,358.27
REAL, LESLI	State's Attorney	Domestic Violence Advocate	35	23,249.61	0.00	4,889.04	199.08	2,461.44	0.00	884.60	1,746.75	33,430.52
RECKINGER, DEBRA L	Sheriff/Sheriff	Information Specialist	40	25,089.33	0.00	11,685.60	516.36	2,704.62	0.00	961.60	1,919.34	42,876.85
REED, JILL A	Information Technologies	Copy Specialist	40	33,915.90	0.00	6,113.88	199.08	3,489.34	0.00	1,292.31	2,476.27	47,486.78
REGAN, GERALD D	Development/County Development	Zoning Board	Per Diem \$60.00	420.00	0.00	0.00	0.00	0.00	0.00	60.00	32.13	512.13

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
RICHARDSON JONES, DONNIE M	Supervisors of Assessment	Data Specialist	35	29,294.06	0.00	4,889.04	199.08	3,112.99	0.00	1,123.80	2,209.15	40,828.12
RICKERT, DAVID J	Treasurer/Collector	Elected Official Treasurer	Elected	99,999.90	0.00	13,939.44	516.36	11,279.23	0.00	3,846.15	8,004.27	137,585.35
RICKERT, THOMAS B	Transportation	Deputy Director Pgm Admin Srvs	40	108,097.48	0.00	17,952.24	516.36	10,897.30	0.00	4,154.40	7,733.21	149,350.99
RIEDL, GEORGE	Sheriff/Adult Corrections	Correctional Officer	40	72,830.97	1,000.00	17,952.24	516.36	0.00	14,112.13	2,671.47	5,205.31	114,288.48
RIOS, CAROLINA G	Health	Terminated	35	2,566.03	0.00	0.00	0.00	0.00	0.00	0.00	196.30	2,762.33
RIOS, THERESA M	Kane Comm	Telecommunicator	40	62,614.58	0.00	13,939.44	516.36	6,579.50	0.00	2,160.00	4,669.07	90,478.95
RISSINGER, VICKI J	Regional Office of Education	Administrative Assistant	37.5	40,284.71	0.00	5,011.32	199.08	4,269.38	0.00	1,559.61	3,029.77	54,353.87
RITTER, DIANE K	Health	Terminated	35	2,552.75	0.00	0.00	0.00	0.00	0.00	0.00	195.28	2,748.03
RIVERA, AVA K	Transportation	Senior Accountant III	40	66,106.94	0.00	11,314.58	437.16	7,126.22	0.00	2,541.60	5,057.18	92,583.68
RIVERA, SERGIO	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,526.99	0.00	10,497.97	516.36	3,805.27	0.00	1,397.00	2,700.46	55,444.05
RIVERA, VICTOR L	Court Services/Juvenile Justice Center	Supervisor JJC	37.5	58,328.59	0.00	13,939.44	516.36	6,117.48	0.00	2,198.59	4,341.19	85,441.65
ROBERTS, DAWN M	Sheriff/Sheriff	Peace Officer	40	76,443.24	1,100.00	0.00	516.36	0.00	15,785.23	2,904.62	5,822.42	102,571.87
ROBINSON, EVERETT D	Sheriff/Adult Corrections	Correctional Officer	40	71,885.32	1,000.00	9,592.32	516.36	0.00	14,455.42	2,630.54	5,331.94	105,411.90
ROBINSON, NICOLE M	Court Services/Court Services Administration	Probation Officer	37.5	31,895.96	0.00	6,113.88	199.08	3,271.73	0.00	1,134.40	2,321.74	44,936.79
ROBINSON, RENATA	KCDEE	Director of Workforce Operations	37.5	82,202.12	0.00	17,952.24	516.36	8,377.50	0.00	3,161.62	5,945.00	118,154.84
ROBLEDO, MARIA	Health	Terminated	35	2,002.13	0.00	0.00	0.00	0.00	0.00	0.00	153.16	2,155.29
ROBLES, MICHELLE A	Kane Comm	Telecommunicator	40	56,545.77	0.00	9,592.32	516.36	5,973.42	0.00	2,752.68	4,239.03	79,619.58
ROBOTHAM, SHERRIE J	State's Attorney	Administrative Assistant	35	37,659.46	0.00	12,285.48	516.36	3,719.01	0.00	1,317.40	2,639.22	58,136.93
RODRIGUEZ, ERICA	Health	Terminated	35	2,403.02	0.00	0.00	0.00	0.00	0.00	0.00	183.83	2,586.85
RODRIGUEZ, SALVADOR	Sheriff/Sheriff	Peace Officer	40	91,371.17	1,100.00	13,939.44	516.36	0.00	18,480.39	3,602.48	6,816.55	135,826.39
RODRIGUEZ, YOLANDA A	Sheriff/Adult Corrections	Correctional Officer	40	70,684.11	1,000.00	6,113.88	199.08	0.00	14,339.16	2,619.46	5,289.04	100,244.73
ROEHR, MICHAEL D	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,475.58	0.00	4,889.04	199.08	3,887.23	0.00	1,397.00	2,758.54	49,606.47
ROGALLA, BRITTANY L	Public Defender	Clerk - Summer	20	1,779.75	0.00	0.00	0.00	0.00	0.00	369.00	136.15	2,284.90
ROGALLA, VANESSA R	Public Defender	Investigator	35	33,945.49	0.00	13,939.44	516.36	3,281.88	0.00	1,076.90	2,329.01	55,089.08
ROGAWSKI, RONALD P	Sheriff/Sheriff	Process Server	40	34,710.24	0.00	17,952.24	0.00	3,293.74	0.00	1,334.40	2,337.37	59,627.99
ROGERS, BENJAMIN P	Court Services/Court Services Administration	Terminated	37.5	3,501.86	0.00	407.42	43.04	371.88	0.00	1,397.00	263.90	5,985.10
ROGERS, KELLY L	Circuit Clerk	Deputy Clerk	37.5	40,816.48	0.00	9,592.32	199.08	4,300.37	0.00	1,479.44	3,051.75	59,439.44
ROHLEDER, MEGAN M	Court Services/Court Services Administration	Probation Officer	37.5	41,140.56	0.00	12,285.48	516.36	4,434.95	0.00	1,581.40	3,147.25	63,106.00
ROMAN, MICHAEL A	Court Services/Adult Drug Court	Probation Officer	37.5	41,588.09	0.00	16,752.24	516.36	3,935.76	0.00	0.00	2,792.97	65,585.42
ROMAN, TERESA	Health	CHS I Support Associate	35	42,831.96	0.00	13,939.44	516.36	4,446.88	0.00	1,598.80	3,155.70	66,489.14
ROMANOW, JEFFREY P	Circuit Clerk	Deputy Clerk	37.5	31,376.56	0.00	13,939.44	516.36	3,212.03	0.00	1,158.80	2,279.36	52,482.55
ROMERO, CARLOS	KCDEE	Employment & Training Rep	37.5	25,795.75	0.00	13,939.44	516.36	2,610.40	0.00	1,003.81	1,852.42	45,718.18
ROMITO, AUDREY M	State's Attorney	Administrative Assistant	35	25,487.08	0.00	4,889.04	199.08	2,702.63	0.00	863.10	1,917.92	36,058.85
ROSA, RAMON L	Court Services/Court Services Administration	Probation Officer	37.5	36,342.48	0.00	5,011.32	199.08	3,844.42	0.00	1,397.00	2,728.20	49,522.50
ROSARIO, NEREIDA	Health	Terminated	35	2,434.42	0.00	0.00	0.00	0.00	0.00	0.00	186.23	2,620.65
ROSEBUSH, THOMAS F	Sheriff/Sheriff	Peace Officer Sergeant	40	96,377.54	1,100.00	13,939.44	516.36	0.00	19,988.66	3,950.30	7,372.88	143,245.18
ROSSMAN, CHRISTOPHER M	Finance	Director of Purchasing	35	92,700.14	0.00	17,952.24	516.36	9,347.29	0.00	3,565.39	6,633.35	130,714.77
ROTHMEYER, JACOB M	Health	CHS II Environ Hlth Practitioner	35	14,498.32	0.00	2,547.50	83.00	1,485.01	0.00	1,297.80	1,053.84	20,965.47
ROUSH, GARY	Transportation	Tech I	40	62,434.70	0.00	13,319.28	0.00	6,484.65	0.00	2,393.76	4,601.78	89,234.17
ROUT, VALERIE J	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,520.96	0.00	4,889.04	199.08	3,937.03	0.00	1,397.00	2,793.85	49,736.96
RUBIO, SONIA	Sheriff/Sheriff	Information Specialist	40	27,276.08	0.00	13,939.44	516.36	2,940.42	0.00	1,048.68	2,086.62	47,807.60
RUCHAJ, CHRISTOPHER M	Sheriff/Sheriff	Peace Officer	40	86,660.14	1,100.00	17,952.24	516.36	0.00	17,042.17	2,893.54	6,286.04	132,450.49
RUCHTI, JAMES A	Transportation	Highway Maintainer 1	40	12,209.05	0.00	0.00	0.00	1,316.13	0.00	1,434.24	933.99	15,893.41
RUDLOFF, KIMBERLY W	Animal Control	Adminstrator	35	27,076.88	0.00	0.00	0.00	2,918.88	0.00	3,384.61	2,071.38	35,451.75
RUDSINSKI, CHARLES H	Court Services/Juvenile Justice Center	Cook JJC	40	25,697.15	0.00	4,074.20	166.00	2,732.73	0.00	929.50	1,939.29	35,538.87
RUIZ, RODRIGO A	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,240.70	0.00	4,481.62	182.60	3,865.65	0.00	1,396.99	2,743.22	48,910.78
RUSSELL, LLOYD R	Coroner	Elected Official County Coroner	Elected	1,696.42	0.00	1,161.62	43.04	0.00	0.00	1,696.42	119.70	4,717.20
RYDER, JOSHUA A	Sheriff/Adult Corrections	Correctional Officer	40	70,353.98	1,000.00	13,939.44	516.36	0.00	14,263.44	2,586.23	5,261.13	107,920.58
RYNDAK, ARLENE M	Health	Asst Dir Public Health Nursing	35	72,114.32	0.00	17,952.24	516.36	7,049.59	0.00	2,903.37	5,002.68	105,538.56
RZEPPA, BROOKE S	Kane Comm	Telecommunicator	40	23,516.28	0.00	0.00	107.90	2,527.85	0.00	1,286.82	1,793.85	29,232.70
SABDO, CHRISTY A	Development/County Development	Senior Planner	35	52,480.25	0.00	13,831.92	516.36	5,304.02	0.00	2,016.92	3,764.01	77,913.48
SAENZ PESINA, EVER	Sheriff/Sheriff	Peace Officer	40	86,549.73	1,100.00	17,952.24	516.36	0.00	17,019.25	3,250.83	6,277.59	132,666.00
SALINAS, RAUL	Sheriff/Sheriff	Peace Officer	40	75,861.55	1,100.00	13,939.44	199.08	0.00	15,449.28	2,849.23	5,698.47	115,097.05
SALISBURY, JOSHUA A	Sheriff/Adult Corrections	Information Specialist	40	30,259.31	0.00	6,113.88	0.00	3,108.65	0.00	1,289.79	2,206.01	42,977.64
SALISBURY, RYAN L	Sheriff/Adult Corrections	Correctional Officer	40	65,491.31	1,000.00	4,289.04	199.08	0.00	13,372.11	2,611.70	4,932.34	91,895.58
SALONEN, NICOLE F	Public Defender	Assistant Public Defender	35	42,499.90	0.00	4,889.04	199.08	4,536.52	0.00	1,596.15	3,219.39	56,940.08
SAMS, GREG A	State's Attorney	Assistant States Attorney	35	83,784.58	0.00	17,952.24	516.36	8,246.14	0.00	2,930.85	5,851.87	119,282.04
SANCHEZ, VIANEY	Health	Terminated	35	2,805.12	0.00	0.00	0.00	0.00	0.00	0.00	214.59	3,019.71
SANDERS, KEVIN C	State's Attorney	Assistant States Attorney	35	9,973.08	0.00	1,528.50	49.80	1,033.42	0.00	700.00	733.36	14,018.16
SANTANA, GLADYS P	State's Attorney	Intern	Seasonal \$10.00	1,000.00	0.00	0.00	0.00	107.80	0.00	140.00	76.50	1,324.30
SARANG, DIVYA K	State's Attorney	Assistant States Attorney	35	72,556.92	0.00	13,939.44	516.36	7,651.23	0.00	2,602.02	5,429.66	102,695.63
SARRO LOWE, LORI	Health	CHS II Surveillance Practitioner	28	57,036.12	0.00	13,939.44	516.36	5,926.35	0.00	2,504.70	4,205.60	84,128.57
SAUER, BRADLEY	Coroner	Coroner	35	26,803.43	0.00	0.00	0.00	0.00	0.00	1,357.13	2,050.46	30,211.02
SAURIOL, STEPHANIE R	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	38,699.07	0.00	4,889.04	199.08	4,126.86	0.00	1,397.00	2,928.63	52,239.68
SAVASTIO, LAUREN R	Public Defender	Assistant Public Defender	35	42,499.90	0.00	4,889.04	199.08	4,536.52	0.00	1,596.15	3,219.39	56,940.08
SAYLOR, EMILY M	Court Services/Court Services Administration	Supervisor	37.5	47,980.96	0.00	17,952.24	516.36	5,172.26	0.00	1,909.31	3,670.54	77,201.67
SCHAIBLY, RAECHEL L	Court Services/Court Services Administration	Probation Officer	37.5	43,108.39	0.00	5,011.32	199.08	4,647.12	0.00	1,674.00	3,297.79	57,937.70
SCHAM, LINDA J	State's Attorney	Paralegal	35	36,234.71	0.00	13,939.44	516.36	3,735.75	0.00	1,280.50	2,651.01	58,357.77
SCHFLOW, DOUGLAS J	County Board	Board Member	35	480.77	0.00	1,396.02	43.04	24.77	0.00	480.77	17.58	2,442.95
SCHELSTREET, JULIE A	County Clerk	Clerk II	21	43,530.01	0.00	0.00	0.00	4,692.52	0.00	999.17	3,330.05	52,551.75
SCHILKE, SARAH	Circuit Clerk	Information System Professional	37.5	35,494.70	0.00	17,952.24	516.36	3,212.88	0.00	1,232.30	2,280.08	60,688.56
SCHIMMEL-YOUNG, JUDY M	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	20,813.00	0.00	17,952.24	516.36	1,759.61	0.00	805.50	1,248.74	43,095.45
SCHINDLBECK, BRENDA J	KCDEE	Employment & Training Rep	37.5	35,207.69	0.00	9,581.16	516.36	3,588.62	0.00	1,322.60	2,546.66	52,763.09
SCHLEICHER, MARY E	Health	CHS II Public Health Nurse	35	49,189.11	0.00	0.00	199.08	5,069.26	0.00	1,836.10	3,597.39	59,890.94
SCHLIM, NANCY	Circuit Clerk	Deputy Clerk	37.5	39,918.13								

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
SCHRAMER, AUSTIN J	Health	CHS II Environ Hlth Practitioner	35	35,062.63	0.00	0.00	0.00	3,779.69	0.00	1,238.58	2,682.29	42,763.19
SCHRAMER, BRYAN E	Transportation	Construction Technician	40	57,900.94	0.00	17,952.24	516.36	5,415.25	0.00	2,115.30	3,842.97	87,743.06
SCHRAMER, MICHAEL J	Transportation	Tech I	40	63,629.74	0.00	13,319.28	0.00	6,613.48	0.00	2,373.50	4,693.20	90,629.20
SCHRAMER, MICHELE M	Transportation	Treasurer/Collector	35	41,256.04	0.00	0.00	0.00	4,447.36	0.00	1,560.15	3,156.08	50,419.63
SCHUCH, PAUL M	Development/Water Resources	Director of Water Resources	35	102,979.09	0.00	12,285.48	516.36	10,760.63	0.00	3,957.69	7,636.17	138,135.42
SCHULENBURG, KEVIN J	Supervisors of Assessment	Board of Review Chairman	35	22,397.96	0.00	17,952.24	516.36	1,930.56	0.00	861.46	1,369.98	45,028.56
SCHULTZ, JACOB L	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	21,780.51	0.00	2,240.81	91.30	2,347.99	0.00	1,397.00	1,666.21	29,523.82
SCHUM, BARBARA A	Transportation	Accountant II	35	39,454.57	0.00	11,085.60	516.36	3,783.24	0.00	1,516.91	2,684.74	59,041.42
SCHURING, PHILLIP P	Sheriff/Sheriff	Peace Officer	40	80,301.04	1,100.00	17,952.24	199.08	0.00	15,719.91	3,131.14	5,798.32	124,201.73
SCHWAB, ANDREW C	Sheriff/Sheriff	Peace Officer	40	9,873.84	0.00	2,244.03	64.56	0.00	1,931.41	379.04	712.41	15,205.29
SCHWER, BOB L	Sheriff/Court Security	Court Security Officer	40	29,344.00	950.00	0.00	0.00	3,163.25	0.00	1,048.00	2,244.82	36,750.07
SCHWERTLEY, SCOTT A	State's Attorney	Assistant States Attorney	35	56,880.03	0.00	13,939.44	516.36	5,314.45	0.00	2,000.00	3,771.38	82,421.66
SCONIERS, LARRY K	Information Technologies	Desktop Support Specialist	40	17,218.56	0.00	5,119.00	215.20	1,714.22	0.00	1,346.15	1,216.50	26,829.63
SCOTT, SAMUEL R	Sheriff/Adult Corrections	Correctional Officer	40	28,921.69	0.00	4,840.25	157.70	1,985.35	1,924.75	392.96	2,118.84	40,341.54
SEARS, GARY H	Regional Office of Education	IT Technician	37.5	52,092.01	0.00	6,113.88	0.00	5,462.09	0.00	2,001.23	3,876.22	69,545.43
SEDOWSKI, JOHN C	State's Attorney	Assistant States Attorney	35	18,384.60	0.00	2,297.50	83.00	1,885.42	0.00	1,538.46	1,338.00	25,526.98
SEGO JR., CARMINE A	Sheriff/Adult Corrections	Correctional Officer	40	66,282.98	1,000.00	4,889.04	199.08	0.00	13,660.76	2,198.54	5,038.81	93,269.21
SEIDELMAN, JAMES A	Sheriff/Sheriff	Peace Officer	40	77,870.92	1,100.00	17,952.24	516.36	0.00	15,219.29	2,893.54	5,613.67	121,166.02
SEIFRID, KATHRYN	Judiciary and Courts	Assistant Court Administrator	35	10,823.05	0.00	0.00	0.00	0.00	0.00	404.23	827.96	12,055.24
SELL, SAMANTHA	Circuit Clerk	Information System Professional	37.5	35,494.89	0.00	9,592.32	516.36	3,704.14	0.00	1,232.31	2,628.64	53,168.66
SENER, SCOTT E	Information Technologies	Public Safety Specialist	40	50,122.42	0.00	0.00	0.00	5,403.26	0.00	1,727.70	3,834.37	61,087.75
SEYLLER, DEBORAH L	Circuit Clerk	Elected Official Circuit Clerk	Elected	89,608.96	0.00	12,285.48	516.36	9,942.49	0.00	3,486.73	7,055.62	122,895.64
SEYLLER, JAY E	Transportation	Field Utility Coordinator	40	56,614.65	0.00	9,954.58	516.36	5,806.22	0.00	2,150.40	4,120.41	79,162.62
SHACKLETON, STEVEN R	Information Technologies	Desktop Support Specialist	40	7,068.04	0.00	764.25	24.90	741.09	0.00	1,153.84	525.91	10,278.03
SHAFF, STEVEN J	Sheriff/Adult Corrections	Correctional Officer	40	63,005.10	1,000.00	4,889.04	199.08	0.00	12,980.91	2,271.02	4,788.05	89,133.20
SHARP, JULIE M	Health	CHS III Health Data Qlty Coord	35	55,621.30	0.00	9,592.32	199.08	5,896.28	0.00	2,076.20	4,184.32	77,569.50
SHARPNESS, KRISTY L	Circuit Clerk	Executive Assistant	37.5	45,744.52	0.00	17,952.24	516.36	4,298.31	0.00	1,846.76	3,050.33	73,408.52
SHAVER, MARIAH K	Public Defender	Assistant Public Defender	35	17,366.10	0.00	0.00	0.00	1,872.09	0.00	1,212.30	1,328.51	21,779.00
SHEEHAN, GORDON T	Sheriff/Court Security	Court Security Officer	40	27,283.20	950.00	12,285.48	516.36	2,600.47	0.00	1,048.00	1,845.44	46,528.95
SHEPPARD, CYNTHIA J	Circuit Clerk	Deputy Clerk	37.5	47,311.25	0.00	12,285.48	516.36	4,715.59	0.00	1,741.50	3,346.37	69,916.55
SHERRELL, DOUGLAS R	Circuit Clerk	Deputy Clerk	37.5	47,581.95	0.00	4,889.04	199.08	5,061.79	0.00	1,764.00	3,592.07	63,087.93
SHERWIN, THOMAS K	County Clerk	Financial Analyst	35	5,620.00	0.00	0.00	0.00	0.00	0.00	710.00	429.93	6,759.93
SHIVE, ROBERT M	Information Technologies	Network Services Director	40	94,699.14	0.00	17,952.24	516.36	9,724.64	0.00	3,628.33	6,901.03	133,421.74
SHULER, DAVID P	Information Technologies	Public Safety Systems Specialist	40	30,899.84	0.00	4,889.04	199.08	3,286.04	0.00	1,153.84	2,331.99	42,759.83
SIENKIEWICZ, ELLEN L	Information Technologies	Applications Developer	35	69,489.01	0.00	9,592.32	516.36	7,214.67	0.00	2,670.60	5,119.81	94,602.77
SIFUENTES, JUAN M	Circuit Clerk	Family Supervisor	37.5	46,121.00	0.00	13,939.44	516.36	4,801.44	0.00	1,697.50	3,407.31	70,483.05
SIFUENTES, MARIA I	Circuit Clerk	Deputy Clerk	37.5	40,511.77	0.00	13,939.44	516.36	4,196.71	0.00	1,469.25	2,978.21	63,611.74
SILVA, MONICA	County Board	Board Member	Elected	24,999.78	0.00	17,952.24	516.36	2,211.08	0.00	961.53	1,569.03	48,210.02
SIMS, STEVEN M	State's Attorney	Assistant States Attorney	35	71,003.96	0.00	17,952.24	516.36	7,170.22	0.00	2,600.00	5,088.35	104,331.13
SIROTKA, GARY M	Transportation	Chief of Finance	40	90,164.76	0.00	17,952.24	516.36	9,235.72	0.00	3,465.21	6,554.14	127,888.43
SIVAK, GARY J	Sheriff/Sheriff	Fleet Manager	40	85,148.30	0.00	17,952.24	516.36	8,695.10	0.00	3,147.80	6,170.38	121,630.18
SKWAREK, JESSICA A	Circuit Clerk	Criminal Assistant Supervisor	37.5	34,319.12	0.00	0.00	0.00	3,699.49	0.00	1,263.12	2,625.42	41,907.15
SLIWA, MARION A	Transportation	Terminated	40	26,375.42	0.00	0.00	0.00	0.00	0.00	2,256.39	1,970.75	30,602.56
SMALL, STEVE H	Building Management	Maintenance Worker	40	32,250.87	0.00	4,889.04	199.08	3,431.78	0.00	1,234.60	2,435.34	44,440.71
SMICK, PAULA S	Circuit Clerk	Deputy Clerk	37.5	42,812.23	0.00	6,113.88	199.08	4,448.45	0.00	1,587.00	3,156.83	58,317.47
SMITH, ANDREW J	Information Technologies	Network Administrator	40	61,560.45	0.00	17,952.24	516.36	6,152.29	0.00	2,353.84	4,365.92	92,901.10
SMITH, ANDREW K	Sheriff/Sheriff	Peace Officer	40	92,715.65	1,100.00	17,952.24	516.36	2,965.54	18,070.54	2,965.54	6,665.38	139,985.71
SMITH, DONALD D	Sheriff/Adult Corrections	Correctional Sergeant	40	96,727.72	1,000.00	14,646.70	516.36	0.00	19,183.27	3,706.25	7,075.79	142,856.09
SMITH, ELIZABETH K	Court Services/Court Services Administration	Terminated	37.5	1,003.61	0.00	0.00	0.00	0.00	0.00	1,003.61	76.77	2,083.99
SMITH, HENRY	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	22,697.50	0.00	11,968.16	344.32	2,124.09	0.00	895.00	1,507.37	39,536.44
SMITH, JANICE	Circuit Clerk	Deputy Clerk	37.5	47,114.91	0.00	0.00	0.00	5,078.98	0.00	1,693.51	3,604.29	57,491.69
SMITH, JUSTIN W	Sheriff/Adult Corrections	Correctional Officer	40	65,888.81	1,000.00	4,289.04	199.08	0.00	13,454.56	2,315.43	4,962.75	92,109.67
SMITH, LISA M	Circuit Clerk	Chief Finance Officer	37.5	83,599.92	0.00	4,889.04	516.36	8,799.16	0.00	3,076.92	6,244.35	107,125.75
SMITH, MARY	Court Services/Court Services Administration	Supervisor	37.5	65,050.00	0.00	0.00	0.00	7,012.39	0.00	2,500.00	4,976.33	79,538.72
SMITH, RENE M	Recorder	Recording Assistant	35	31,909.05	0.00	9,592.32	516.36	3,317.67	0.00	1,226.80	2,354.32	48,916.52
SMITH, ROSE	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	17,054.00	0.00	4,330.75	141.10	1,720.26	0.00	895.00	1,220.83	25,361.94
SMITH, SHIRLEY C	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	23,319.00	0.00	17,952.24	516.36	2,029.72	0.00	895.00	1,440.45	46,152.77
SMITH, THOMAS	County Board	Board Member	Elected	24,999.78	0.00	0.00	0.00	2,694.90	0.00	961.53	1,912.49	30,568.70
SMITH, WENDY L	Circuit Clerk	Deputy Clerk	37.5	34,745.65	0.00	17,952.24	516.36	3,261.64	0.00	1,299.00	2,314.58	60,089.47
SNEEDEN, MARK N	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	3,408.17	0.00	0.00	0.00	367.40	0.00	561.05	260.73	4,597.35
SNOW, AIMEE S	State's Attorney	Assistant States Attorney	35	45,500.06	0.00	4,889.04	199.08	4,860.01	0.00	1,692.31	3,448.90	60,589.40
SNOWDEN, KINNELL J	Health	Finance Manager	35	80,061.46	0.00	17,952.24	516.36	8,069.00	0.00	3,076.92	5,726.16	115,402.14
SNYDER, THOMAS	Judiciary and Courts	Terminated	Per Diem \$89.50	4,206.50	0.00	0.00	0.00	453.45	0.00	895.00	321.79	5,876.74
SODERDAHL, LINDSAY M	Sheriff/Adult Corrections	Information Specialist	40	18,200.74	0.00	4,889.04	199.08	1,961.97	0.00	1,197.39	1,392.36	27,840.58
SODERQUIST, DAVID K	Development/County Development	Plan Examiner Building Inspector	35	49,517.85	0.00	12,285.48	516.36	4,997.49	0.00	1,903.80	3,546.39	72,767.37
SOLORZANO, ANA I	Health	Terminated	35	2,492.38	0.00	0.00	0.00	0.00	0.00	0.00	190.67	2,683.05
SOMMESI, GREGORY D	Transportation	Highway Maintainer 1	40	2,687.20	0.00	0.00	0.00	289.68	0.00	717.12	205.57	3,899.57
SORIA, JUAN	Building Management	Janitor I	40	24,659.74	0.00	13,831.92	516.36	2,658.43	0.00	948.10	1,886.47	44,501.02
SPALIS, IVARS	Regional Office of Education	JJC Teacher	35	52,914.84	0.00	8,992.32	516.36	5,517.29	0.00	2,032.84	3,915.36	73,889.01
SPANGLER, KATHLEEN A	Health	Nurse Case Manager	35	50,606.68	0.00	12,285.48	516.36	5,168.27	0.00	1,782.20	3,687.81	74,046.80
SPARKS, CHRISTOPHER G	Public Defender	Assistant Public Defender	35	41,999.92	0.00	9,592.32	516.36	4,405.39	0.00	1,576.92	3,126.27	61,217.18
SPARKS, ELIZABETH I	Kane Comm	Telecommunicator	40	6,433.60	0.00	1,496.02	43.04	653.20	0.00	514.88	463.55	9,604.29
SPENCE, MARY F	Sheriff/Adult Corrections	Correctional Officer	40	71,944.82	1,000.00	17,952.24	516.36	0.00	13,990.20	2,669.64	5,160.32	113,233.58
ST JULES, THOMAS E	State's Attorney	Assistant States Attorney	35	21,090.49	0.00	2,037.10	83.00	2,273.54	0.00	1,892.31	1,613.42	28,989.86
STADTHER, SHAWNA G	KCDEE	Terminated	37.5	4,726.29	0.00	799.36	43.04	499.32	0.00	1,003.80		

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
STOVER, ROXANNE	Development/County Development	Zoning Board	Per Diem \$60.00	360.00	0.00	0.00	0.00	0.00	0.00	60.00	27.54	447.54
STRIKE, MITZI A	Information Technologies	Technical Coordinator	40	69,162.27	0.00	6,113.88	199.08	7,237.42	0.00	2,652.47	5,136.07	90,501.19
STROSSNER, DEL D	Sheriff/Adult Corrections	Correctional Officer	40	71,580.18	1,000.00	13,939.44	516.36	0.00	14,517.87	2,592.00	5,354.94	109,500.79
STUCKERT, MICHAEL J	Sheriff/Court Security	Court Security Officer	40	27,793.00	475.00	0.00	0.00	2,996.03	0.00	1,192.80	2,126.17	34,583.00
STUTZ, ELIZABETH	Court Services/Court Services Administration	Probation Officer	37.5	50,729.16	0.00	13,939.44	516.36	5,298.21	0.00	1,950.00	3,759.84	76,193.01
SULLIVAN, ASHLEY F	Court Services/Court Services Administration	Probation Officer	37.5	36,342.63	0.00	4,889.04	199.08	3,872.88	0.00	1,397.00	2,748.36	49,448.99
SULLIVAN, LINDA L	Circuit Clerk	Deputy Clerk	37.5	41,463.26	0.00	4,889.04	199.08	4,424.87	0.00	1,513.32	3,140.09	55,629.66
SULLIVAN, ROBERT M	Transportation	Council of Mayors Director	40	61,708.51	0.00	13,939.44	516.36	6,373.89	0.00	2,371.58	4,523.25	89,433.03
SULLIVAN, TIMOTHY	Supervisors of Assessment	Board of Review Member	35	19,599.84	0.00	0.00	0.00	2,112.76	0.00	753.84	1,499.39	23,965.83
SUMMERS, CARRIE B	Court Services/Court Services Administration	Probation Officer	37.5	36,666.25	0.00	6,113.88	199.08	3,785.94	0.00	1,397.00	2,686.67	50,848.82
SUMMERS, MICHAEL E	Building Management	Maintenance Worker	40	38,876.98	0.00	8,381.28	516.36	3,777.15	0.00	1,308.00	2,680.46	55,540.23
SUNDQUIST, KEVIN D	Transportation	Mechanic III	40	58,643.89	0.00	13,319.28	0.00	6,075.95	0.00	2,080.80	4,311.79	84,431.71
SVEC, GEORG W	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	39,064.57	0.00	13,939.44	516.36	4,009.54	0.00	1,455.71	2,845.37	61,830.99
SWAINE, MARY A	Sheriff/Adult Corrections	Correctional Officer	40	74,543.98	1,000.00	12,285.48	516.36	0.00	14,805.08	2,674.85	5,460.89	111,286.64
SWAN, CRAIG E	Judiciary and Courts	Terminated	35	875.86	0.00	0.00	0.00	0.00	0.00	875.86	67.00	1,818.72
SWANSON, ALAN J	Sheriff/Sheriff	Terminated	40	2,278.31	0.00	0.00	0.00	0.00	472.52	2,278.31	174.30	5,203.44
SWANSON, DANIEL P	Sheriff/Adult Corrections	Correctional Lieutenant	40	96,924.86	1,000.00	13,939.44	516.36	0.00	19,774.39	3,550.77	7,293.81	142,999.63
SWANSON, ELIZABETH	Health	CHS II Environ Hlth Practitioner	35	69,897.91	0.00	13,939.44	516.36	7,364.61	0.00	2,561.30	5,226.25	99,505.87
SWEDBERG, KATHY A	Health	CHS II Public Health Nurse	35	46,120.22	0.00	12,285.48	516.36	4,842.35	0.00	1,694.00	3,436.39	68,894.80
SWICK, JAMES A	Sheriff/Adult Corrections	Correctional Officer	40	71,511.55	1,000.00	13,831.92	516.36	0.00	14,246.11	2,641.95	5,254.70	109,002.59
SWIERKOSZ-BRICK-SIERRA, AMY L	Court Services/Juvenile Justice Center	Asst Superintendent JJC	37.5	64,284.04	0.00	13,939.44	516.36	6,759.51	0.00	2,423.07	4,796.78	92,719.20
SYLEJMANI, ARBEN	Health	CHS II Environ Hlth Practitioner	35	7,785.00	0.00	611.13	24.90	833.61	0.00	1,297.50	591.57	11,143.71
SZABO, THOMAS F	Transportation	Traffic Manager	40	63,830.45	0.00	9,596.25	397.50	6,565.04	0.00	2,425.80	4,658.89	87,473.93
SZATROWSKI, MIRIAM H	Public Defender	Terminated	35	13,766.82	0.00	1,252.86	49.80	1,465.74	0.00	1,596.15	1,040.15	19,171.52
SZOPINSKI, SUSANNE E	Judiciary and Courts	Civil Court Admin Assistant	35	32,979.25	0.00	12,285.48	516.36	3,214.60	0.00	1,230.80	2,281.18	52,507.67
TAGUE, AYESHA N	County Clerk	Clerk VI	35	27,656.31	0.00	5,011.32	199.08	2,981.35	0.00	1,019.20	2,115.71	38,982.97
TANT, DOMI L	Sheriff/Adult Corrections	Correctional Officer	40	74,843.31	1,000.00	6,113.88	199.08	0.00	15,201.76	2,663.76	5,607.21	105,629.00
TARQUINIO, LISA	Court Services/Court Services Administration	Probation Officer	37.5	40,631.18	0.00	6,113.88	199.08	4,380.04	0.00	1,396.98	3,108.28	55,829.44
TATMAN, MICHAEL S	Public Defender	Assistant Public Defender	35	46,038.29	0.00	13,831.92	516.36	4,658.60	0.00	1,711.53	3,306.00	70,062.70
TAVIZON, YURIDIANA	County Clerk	Clerk V	35	17,405.51	0.00	5,995.20	322.80	1,799.94	0.00	314.30	1,277.32	27,115.07
TAYLOR, ELLIOT R	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	4,617.00	0.00	0.00	0.00	0.00	0.00	447.50	353.20	5,417.70
TAYLOR, MELISA A	County Board	Board Member	Elected	24,999.78	0.00	17,952.24	516.36	0.00	0.00	961.53	1,477.23	45,907.14
TAYLOR, WALTER H	Building Management	Janitor I	40	29,843.45	0.00	12,285.48	516.36	2,876.50	0.00	1,138.97	2,041.29	48,702.05
TEDDER, ADAM L	Information Technologies	Applications Specialist	40	41,545.61	0.00	6,064.86	278.52	4,414.40	0.00	1,573.84	3,132.66	57,009.89
TERESE, MICHAEL R	Court Services/Court Services Administration	Probation Officer	37.5	46,955.37	0.00	9,592.32	516.36	4,939.56	0.00	1,770.90	3,505.37	67,279.88
TERRY, NANCY A	KCDEE	Employment & Training Rep	37.5	45,695.88	0.00	4,889.04	199.08	4,881.16	0.00	1,716.60	3,463.89	60,845.65
TEWS, AMANDA	Circuit Clerk	Deputy Clerk	37.5	15,073.31	0.00	8,976.12	258.24	1,382.90	0.00	1,047.00	981.37	27,718.94
THAVONG, JULIA E	Community Reinvestment	Preservation Planner	35	45,600.10	0.00	13,939.44	516.36	4,745.20	0.00	1,753.85	3,367.46	69,922.41
THEIS, EMILY F	Sheriff/Adult Corrections	Information Specialist	40	29,002.12	0.00	4,889.04	199.08	3,126.34	0.00	1,094.83	2,218.66	40,530.07
THEIS, MARY LOUISE	County Clerk	Terminated	35	3,920.68	0.00	0.00	0.00	422.65	0.00	2,063.50	299.93	6,706.76
THOMAS, AMY L	Court Services/Court Services Administration	Probation Officer	37.5	40,982.04	0.00	0.00	0.00	4,417.82	0.00	1,581.43	3,135.13	50,116.42
THOMAS, CARRIE A	Court Services/Adult Drug Court	Drug Rehab Court Coordinator	37.5	46,588.28	0.00	13,939.44	516.36	4,851.73	0.00	1,790.48	3,443.06	71,129.35
THOMAS, PRUE C	Sheriff/Adult Corrections	Correctional Officer	40	76,260.38	1,000.00	16,752.24	516.36	0.00	14,636.37	2,914.03	5,398.65	117,478.03
THOMPSON, CRYSTAL M	Sheriff/Sheriff	Information Specialist	40	36,622.00	0.00	5,011.32	199.08	3,874.60	0.00	1,408.00	2,749.58	49,864.58
THOMPSON, DONALD T	Transportation	Highway Maintainer 2	40	52,370.13	0.00	13,319.28	0.00	5,399.64	0.00	1,792.80	3,831.84	76,713.69
THOMPSON, KELLI L	Information Technologies	Telco Specialist	20	1,370.00	0.00	0.00	0.00	0.00	0.00	540.00	104.81	2,014.81
THOMPSON, RENEE	KCDEE	Administrator	37.5	28,115.36	0.00	2,395.32	129.12	3,030.84	0.00	1,653.84	2,150.82	37,475.30
THORGESEN, DAVID A	Sheriff/Sheriff	Peace Officer	40	77,969.47	1,100.00	16,752.24	516.36	0.00	14,990.88	3,260.99	5,529.40	120,119.34
THUESTAD, RONALD B	Transportation	Highway Maintainer III	40	5,377.28	0.00	13,319.28	0.00	354.29	0.00	0.00	251.43	19,302.28
TIERNEY, PATRICK M	Sheriff/Adult Corrections	Correctional Officer	40	60,592.54	1,000.00	13,939.44	516.36	0.00	12,238.99	2,001.20	4,514.39	94,802.92
TJERINA, SILVIA	Health	CHS I Support Associate	35	38,316.79	0.00	9,592.32	516.36	4,008.32	0.00	1,507.10	2,844.52	56,785.41
TIMM, LINDSEY S	County Clerk	Terminated	35	5,247.30	0.00	0.00	0.00	565.66	0.00	5,247.30	401.42	11,461.68
TIMMERMAN, PAUL S	Sheriff/Adult Corrections	Correctional Officer	40	78,731.92	1,000.00	17,952.24	516.36	0.00	15,397.82	2,569.60	5,679.53	121,847.47
TINDALL, KEVIN W	Sheriff/Sheriff	Peace Officer Sergeant	40	89,906.94	1,100.00	13,939.44	516.36	0.00	18,119.75	3,423.95	6,683.50	133,689.94
TOLLESTRUP, JANINE M	Information Technologies	Applications Developer	35	64,624.57	0.00	0.00	0.00	6,966.59	0.00	2,483.65	4,943.78	79,018.59
TORRES, GEORGE R	Court Services/Court Services Administration	Supervisor	37.5	67,260.22	0.00	17,952.24	516.36	6,766.76	0.00	2,542.42	4,801.94	99,839.94
TOUSIGNANT, MARK A	Sheriff/Adult Corrections	Correctional Officer	40	67,813.63	1,000.00	17,952.24	516.36	0.00	12,884.52	2,295.65	4,752.48	107,214.88
TOWERS, STANLEY	Sheriff/Sheriff	Peace Officer	40	79,592.65	1,100.00	4,889.04	199.08	0.00	16,421.23	2,940.62	6,056.99	111,199.61
TRACY, ALICE C	State's Attorney	Assistant States Attorney	35	83,461.49	0.00	13,477.70	516.36	8,593.16	0.00	2,692.30	6,098.12	114,839.13
TREDUP, JACKIE R	County Board	Board Member	Elected	24,519.02	0.00	0.00	0.00	2,643.08	0.00	961.53	1,875.71	29,999.34
TROOST, DAWN	State's Attorney	Assistant State's Attorney	35	3,353.85	0.00	0.00	0.00	361.54	0.00	784.62	256.57	4,756.58
TROTTIER, THOMAS J	Sheriff/Adult Corrections	Correctional Officer	40	87,172.63	1,000.00	17,952.24	516.36	0.00	17,148.42	3,416.74	6,325.24	133,531.63
TRYBULA, VICTORIA J	Sheriff/Adult Corrections	Correctional Officer	40	70,601.71	1,000.00	9,581.16	516.36	0.00	14,555.35	2,586.23	5,368.81	104,209.62
TRYGAR, MATTHEW J	Sheriff/Adult Corrections	Correctional Officer	40	69,309.53	1,000.00	1,528.50	49.80	0.00	14,294.60	2,569.62	5,272.60	94,024.65
TSANG, ALEXANDRA A	Court Services/Diagnostic Center	Staff Psychologist	18.75	31,430.85	0.00	0.00	0.00	3,388.32	0.00	1,207.95	2,404.46	38,431.58
TUCKER, DALE J	Court Services/Court Services Administration	Probation Officer	37.5	55,372.78	0.00	13,939.44	0.00	5,834.67	0.00	2,034.20	4,140.56	81,321.65
TUCKER, SONYA	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	52,905.34	0.00	0.00	516.36	5,667.29	0.00	2,034.20	4,021.77	65,144.96
TURNER, RACHEL L	Circuit Clerk	Records Supervisor	37.5	44,392.10	0.00	13,939.44	516.36	4,615.10	0.00	1,633.85	3,275.05	68,371.90
TURNER, STEPHANIE L	Circuit Clerk	Criminal Supervisor	37.5	37,348.16	0.00	6,113.88	199.08	3,859.44	0.00	1,263.12	2,738.83	51,522.51
TYLER, WILLIE J	Sheriff/Sheriff	Process Server	40	13,486.75	0.00	13,939.44	516.36	1,363.75	0.00	0.00	967.79	30,274.09
URDANETA, MIGDALIA	Health	Terminated	35	3,202.39	0.00	0.00	0.00	0.00	0.00	0.00	244.98	3,447.37
VALLE, AMY M	Health	Terminated	35	3,253.10	0.00	0.00	0.00	0.00	0.00	0.00	248.86	3,501.96
VALLEJO, JULIE	Regional Office of Education	Assistant Superintendent	37.5	77,323.94	0.00	0.00	516.36	8,299.60	0.00	2,970.57	5,889.79	95,000.26
VAN CLEAVE, THOMAS R	County Board	Board Member	Elected	24,519.02	0.00	0.00	0.00	2,643.08	0.00	961.53	1,875.71	29,999.34
VAN VLERAH, ROGER A	Sheriff/Court Security	Court Security Officer	40	35,033.46	950.00							

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
VERACHTERT, JASON C	Information Technologies	GIS Analyst	35	52,097.23	0.00	0.00	0.00	5,616.12	0.00	2,002.20	3,985.44	63,700.99
VERHAEGHE, JAMES E	Transportation	Tech I	40	61,652.81	0.00	13,319.28	0.00	6,300.69	0.00	2,160.80	4,471.26	87,904.84
VERMAAT, KATHLEEN M	Circuit Clerk	Chief HR Officer	37.5	83,599.92	0.00	12,285.48	516.36	8,671.48	0.00	3,076.92	6,153.66	114,303.82
VERZAL, SHARON L	Health	Environmental Health Supervisor	35	55,353.98	0.00	9,592.32	516.36	5,720.44	0.00	3,269.23	4,059.51	78,511.84
VILLACORTA, AMALIA E	Recorder	Imaging Assistant	35	31,243.20	0.00	0.00	0.00	3,368.03	0.00	1,201.20	2,390.11	38,202.54
VILLELA, SHAWN	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	35,763.41	0.00	5,011.32	199.08	3,855.35	0.00	1,397.00	2,735.90	48,962.06
VIOLA, ARIANNA	Court Services/Court Services Administration	Probation Officer	37.5	23,323.67	0.00	3,057.00	99.60	2,430.92	0.00	749.55	1,725.10	31,385.84
VIRAMONTES, TANIA R	Court Services/Juvenile Justice Center	Support Staff JJC	37.5	27,316.30	0.00	0.00	0.00	2,944.69	0.00	987.30	2,089.70	33,337.99
VISHER, JULIE A	Public Defender	Assistant Public Defender	35	46,500.00	0.00	0.00	0.00	5,012.70	0.00	1,750.00	3,557.25	56,819.95
VIYUOH, DAISY A	Health	CHS II Comm Health Practitioner	35	52,648.93	0.00	13,939.44	516.36	4,912.25	0.00	1,962.10	3,485.96	77,465.04
VOGT, INGRID R	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	37,014.84	0.00	6,113.88	199.08	3,990.19	0.00	1,397.00	2,831.64	51,546.63
VOIGHT, JILL	Circuit Clerk	Deputy Clerk	37.5	32,733.95	0.00	9,592.32	516.36	3,406.53	0.00	1,250.91	2,417.42	49,917.49
VOIRIN, LINDA R	State's Attorney	Victim's Advocate Elder Abuse	13	7,878.82	0.00	0.00	0.00	849.33	0.00	789.12	602.73	10,120.00
VOLKENING, JAMES H	Transportation	Highway Maintainer 3	40	54,518.78	0.00	13,319.28	0.00	5,631.23	0.00	1,948.80	3,996.21	79,414.30
VOLKENING, JOSHUA J	Transportation	Mechanic III	40	60,016.97	0.00	13,319.28	0.00	6,223.98	0.00	2,149.60	4,416.83	86,126.66
VOSS, GARY M	Transportation	Maintenance Supervisor	40	79,486.31	0.00	13,939.44	516.36	8,368.74	0.00	2,840.00	5,938.87	111,089.72
VOSS, NADA	County Clerk	Clerk VI	35	45,972.43	0.00	5,011.32	516.36	4,859.98	0.00	1,417.50	3,448.88	61,226.47
WADE, MARK K	State's Attorney	Assistant States Attorney	35	42,839.94	0.00	11,085.60	516.36	4,148.21	0.00	1,647.69	2,943.72	63,181.52
WAGGONER, ERICA M	Finance	Staff Accountant	35	59,042.18	0.00	17,952.24	516.36	5,880.75	0.00	2,115.38	4,173.27	89,680.18
WAGNER, DAVID E	Merit Commission	Secretary Merit Commission	Per Diem \$85.00	13,685.00	0.00	0.00	0.00	0.00	0.00	510.00	1,046.90	15,241.90
WAGNER, DAVID E	Sheriff/Sheriff	Undersheriff	40	115,897.52	1,100.00	17,952.24	516.36	0.00	23,105.97	4,137.38	8,441.61	171,151.08
WALKER, LATONYA D	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,346.97	0.00	5,011.32	199.08	3,844.87	0.00	1,397.00	2,728.53	49,527.77
WALL, KATHLEEN M	KCDEE	Employment & Training Rep	37.5	39,621.19	0.00	6,113.88	199.08	4,104.40	0.00	1,488.40	2,912.71	54,439.66
WALLACE, DENNY L	Sheriff/Sheriff	Peace Officer	40	79,367.38	1,100.00	4,889.04	199.08	0.00	16,457.46	3,603.57	6,070.36	111,686.89
WALLACE, KOREY A	Sheriff/Sheriff	Peace Officer Sergeant	40	88,695.12	1,100.00	13,939.44	516.36	0.00	18,067.48	3,360.25	6,664.23	132,342.88
WALSH, ASHLEY N	Treasurer/Collector	Cashier	20	1,420.00	0.00	0.00	0.00	0.00	0.00	195.00	108.63	1,723.63
WALSH, JEANNETTE M	Health	CHS II Public Health Nurse	35	55,122.69	0.00	13,939.44	0.00	5,807.69	0.00	2,066.40	4,121.44	81,057.66
WARD, JAMES W	Health	Terminated	21	2,359.79	0.00	0.00	0.00	0.00	0.00	0.00	180.53	2,540.32
WARD, JANICE A	Transportation	Planning and Programming Chief	40	73,197.90	0.00	14,646.70	516.36	7,274.80	0.00	2,813.14	5,162.52	103,611.42
WARD, JEFFREY N	County Clerk	Applications Analyst	20	140.00	0.00	0.00	0.00	15.09	0.00	140.00	10.71	305.80
WARFEL, SUSAN M	Judiciary and Courts	Chief Bailiff Criminal	Per Diem \$104.50	25,740.50	0.00	6,113.88	199.08	2,569.39	0.00	313.50	1,823.40	36,759.75
WARREN, PAUL K	Sheriff/Sheriff	Sergeant	40	81,502.74	1,100.00	13,939.44	516.36	0.00	16,575.77	2,957.24	6,114.02	122,705.57
WASCHER, CHRISTINA L	State's Attorney	Assistant States Attorney	35	54,490.71	0.00	13,939.44	516.36	5,164.74	0.00	1,846.15	3,665.10	79,622.50
WASZKOWIAK, ELIZABETH F	State's Attorney	Assistant States Attorney	31.5	68,354.87	0.00	13,939.44	516.36	6,659.23	0.00	2,298.02	4,725.70	96,493.62
WATROUS, JEROMY S	Transportation	Highway Maintainer III	40	56,530.01	0.00	13,319.28	0.00	5,848.08	0.00	2,227.75	4,150.07	82,075.19
WATSON, JACOB S	Sheriff/Adult Corrections	Correctional Officer	40	76,597.79	1,000.00	13,939.44	516.36	0.00	15,558.49	2,660.26	5,738.78	116,011.12
WCISLO, MARY J	Circuit Clerk	Deputy Clerk	37.5	51,856.67	0.00	7,632.52	199.08	5,496.65	0.00	1,882.59	3,900.67	70,968.18
WEBER, ELMER J	Merit Commission	Vice Chairman Merit Commission	Per Diem \$85.00	10,710.00	0.00	0.00	0.00	0.00	0.00	340.00	819.32	11,869.32
WEBSTER, ALISSA A	Regional Office of Education	JJC Teacher	35	41,422.57	0.00	9,581.16	516.36	4,258.59	0.00	1,591.34	3,022.10	60,392.12
WEBSTER, WILLIAM A	Sheriff/Court Security	Court Security Officer	40	4,322.56	0.00	0.00	43.04	462.97	0.00	392.96	328.55	5,550.08
WEGMAN, SANDY	Recorder	Elected Official County Recorder	Elected	89,506.82	0.00	12,285.48	516.36	10,009.01	0.00	3,442.57	7,102.79	122,863.03
WEIBLER, JENNIFER A	Sheriff/Sheriff	Information Specialist	40	10,139.10	0.00	0.00	0.00	1,092.94	0.00	844.20	775.64	12,851.88
WEIGAND, SCOTT M	Recorder	IT Technician	35	50,308.62	0.00	5,011.32	199.08	5,349.95	0.00	1,954.60	3,796.61	66,620.18
WEILANDT, CELESTE	Coroner	Compliance Manager	35	42,056.10	0.00	13,939.44	516.36	4,363.31	0.00	1,610.00	3,096.35	65,581.56
WEILER, DANIEL H	State's Attorney	Assistant States Attorney	35	9,973.08	0.00	1,222.26	49.80	1,075.09	0.00	700.00	762.94	13,783.17
WEISER, JARED B	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	3,515.60	0.00	0.00	0.00	378.98	0.00	700.75	268.95	4,864.28
WEISS, JILLIAN ANN	Public Defender	Assistant Public Defender	35	42,499.90	0.00	4,889.04	199.08	4,450.35	0.00	1,596.15	3,158.20	56,792.72
WELLS, STEVEN L	Veteran's Commission	Administrative Officer III	35	31,447.13	0.00	13,939.44	516.36	3,128.97	0.00	1,181.50	2,220.50	52,433.90
WELLWERTS, DANIELLE E	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	36,555.25	0.00	6,113.88	199.08	3,773.95	0.00	1,397.00	2,678.18	50,717.34
WENBERG, MARILYN K	Circuit Clerk	Deputy Clerk	37.5	47,537.76	0.00	4,889.04	199.08	5,031.17	0.00	1,741.50	3,570.37	62,968.92
WENNMACHER, STEPHEN W	Merit Commission	Chairman Merit Commission	Per Diem \$85.00	12,325.00	0.00	0.00	0.00	0.00	0.00	510.00	942.86	13,777.86
WERDERICH, WALTER G	Public Defender	Assistant Public Defender	35	49,499.88	0.00	13,939.44	516.36	5,165.75	0.00	1,865.38	3,665.79	74,652.60
WERNER, HANNAH M	Animal Control	Kennel Assistant	40	20,399.85	0.00	4,889.04	0.00	2,199.11	0.00	790.00	1,560.59	29,838.59
WEST, ERIC W	Coroner	Deputy Coroner	35	48,502.20	0.00	6,113.88	199.08	5,061.84	0.00	2,010.00	3,592.12	65,479.12
WESTHOFF, R ALEX	County Clerk	Terminated	20	19,193.86	0.00	0.00	0.00	2,069.09	0.00	1,856.44	1,468.33	24,587.72
WHITE, JORDAN L	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	3,547.92	0.00	0.00	0.00	382.47	0.00	700.75	271.41	4,902.55
WHITE, JOSEPH M	Development/County Development	Zoning Board	Per Diem \$60.00	300.00	0.00	0.00	0.00	0.00	0.00	60.00	22.95	382.95
WHITE, TONI F	State's Attorney	Paralegal	35	32,897.23	0.00	9,592.32	516.36	3,546.32	0.00	1,153.81	2,516.64	50,222.68
WHITFIELD, ANDREW G	State's Attorney	Assistant States Attorney	35	50,827.65	0.00	9,592.32	516.36	5,357.08	0.00	1,692.31	3,801.59	71,787.31
WICKENS, KATHERINE L	Court Services/Court Services Administration	Probation Officer	37.5	49,520.02	0.00	6,113.88	199.08	5,171.63	0.00	1,869.51	3,669.98	66,544.10
WIDLARZ, MICHAEL J	Sheriff/Sheriff	Peace Officer	40	82,011.09	1,100.00	13,939.44	516.36	0.00	16,681.21	3,729.90	6,152.91	124,130.91
WIEGEL, JULIE A	Health	Asst Dir Environmental Health	35	65,050.00	0.00	13,939.44	516.36	6,842.00	0.00	2,500.00	4,855.38	93,703.18
WIGGINS, KELLY R	County Clerk	Clerk V	35	25,809.83	0.00	4,889.04	199.08	2,737.41	0.00	796.32	1,942.61	36,374.29
WILGOSIEWICZ, MICHAEL	Sheriff/Sheriff	Peace Officer	40	82,666.22	1,100.00	4,889.04	199.08	0.00	17,145.00	3,230.83	6,323.97	115,554.14
WILLET, BRENDA	Public Defender	Assistant Public Defender	35	70,999.80	0.00	13,939.44	494.96	7,290.72	0.00	2,692.30	5,173.89	100,591.11
WILLEY, SUSAN C	Judiciary and Courts	Deputy Asst Court Administrator	7	5,155.82	0.00	0.00	0.00	0.00	0.00	192.31	394.42	5,742.55
WILLIAMS, DURRELL E	Sheriff/Adult Corrections	Correctional Officer	40	70,653.50	1,000.00	13,939.44	516.36	0.00	14,325.64	2,625.34	5,284.05	108,344.33
WILLIAMS, HAMILTON M	Court Services/Court Services Administration	Probation Officer	37.5	10,892.94	0.00	3,311.75	107.90	1,174.26	0.00	1,396.99	833.31	17,717.15
WILLIAMS, KEVIN E	Sheriff/Sheriff	Peace Officer Lieutenant	40	97,832.87	1,100.00	12,285.48	516.36	0.00	19,635.27	3,616.27	7,242.49	142,228.74
WILLIAMS, MELISSA D	KCDEE	Employment & Training Rep	37.5	26,606.50	0.00	4,889.04	199.08	2,823.32	0.00	1,003.80	2,003.55	37,525.29
WILLIAMS, PAMELA M	Sheriff/Adult Corrections	Correctional Officer	40	73,171.39	1,000.00	13,939.44	516.36	0.00	15,175.70	2,586.23	5,597.62	111,986.74
WILLIAMSON, ELIZABETH A	State's Attorney	Victim Services Advocate	35	34,271.96	0.00	4,889.04	199.08	3,572.17	0.00	1,129.50	2,534.97	46,596.72
WILSON, OLIVER E	Sheriff/Adult Corrections	Correctional Officer	40	57,481.92	1,000.00	13,831.92	516.36	0.00	11,336.35	2,033.19	4,181.44	90,381.23
WILSON, PATRICIA A	Circuit Clerk	Deputy Clerk	37.5	38,879.92	0.00	0.00	516.36	4,191.29	0.00	1,428.00	2,974.32	47,989.89
WINCKLER, DELLA M	Treasurer/Collector	Chief Deputy Treasurer	35	61,700.09	0.0							

Employee Name	Department	Job Title	Hrs Per Week	Total Earnings	Uniform Allowance	County Portion - Health	County Portion - Dental	County Portion - IMRF	County Portion - SLEP	Workers Comp	County Portion - FICA	Total Compensation
WOODRUFF, LYNNE M	Sheriff/Adult Corrections	Correctional Lieutenant	40	95,937.98	1,000.00	17,952.24	516.36	0.00	19,897.54	3,545.23	7,339.25	146,188.60
WOODS, BRITTANY M	Sheriff/Sheriff	Information Specialist	40	25,011.20	0.00	12,285.48	0.00	2,391.40	0.00	961.60	1,697.13	42,346.81
WOODS, RANDY R	Court Services/Juvenile Justice Center	Youth Counselor JJC	37.5	38,508.30	0.00	9,581.16	199.08	3,967.00	0.00	1,397.00	2,815.16	56,467.70
WOODS, WILLIAM R	Sheriff/Adult Corrections	Information Specialist	40	39,959.75	0.00	6,113.88	199.08	4,090.88	0.00	1,463.20	2,903.09	54,729.88
WOOLLARD, ALEXIS E	Health	Terminated	35	2,805.12	0.00	0.00	0.00	0.00	0.00	0.00	214.59	3,019.71
WOOTEN, JUNE C	Health	CHS Comm Health Practitioner	35	64,660.35	0.00	13,230.04	516.36	6,366.06	0.00	2,413.60	4,517.63	91,704.04
WRIGHT, BRIAN K	Public Defender	Assistant Public Defender	35	25,992.36	0.00	2,851.94	116.20	2,775.77	0.00	1,576.92	1,969.84	35,283.03
WRIGHT, DAVID W	Kane Comm	Telecommunicator	40	56,936.29	0.00	13,939.44	516.36	6,137.76	0.00	2,352.49	4,355.63	84,237.97
YAGEL, JOSEPH C	Regional Office of Education	Director of Finance	40	12,150.00	0.00	0.00	0.00	0.00	0.00	2,700.00	929.48	15,779.48
YAPEJIAN, MARY	KCDEE	Contracts Coordinator	37.5	33,178.60	0.00	6,113.88	199.08	3,460.16	0.00	1,276.10	2,455.54	46,683.36
YEAGER, SHAWN	Court Services/Court Services Administration	Terminated	37.5	7,787.79	0.00	2,323.24	86.08	839.51	0.00	1,499.10	595.76	13,131.48
YEHNERT, MARIAN JOY	Transportation	Chief of Land Acquisition	40	68,521.52	0.00	17,952.24	516.36	6,902.67	0.00	2,506.00	4,898.43	101,297.22
YETTER, JULIA	Public Defender	Assistant Public Defender	35	53,499.98	0.00	17,952.24	516.36	4,744.36	0.00	2,019.23	3,366.79	82,098.96
YOON, EUN K	Public Defender	Assistant Public Defender	35	47,499.96	0.00	17,952.24	516.36	4,421.02	0.00	1,788.46	3,137.29	75,315.33
ZAESKE, MARY JO	Judiciary and Courts	Court Bailiff	Per Diem \$89.50	20,992.00	0.00	6,113.88	516.36	2,262.90	0.00	895.00	1,605.88	32,386.02
ZAHAROPOULOS, DIMOS G	Transportation	Construction Manager	40	41,683.25	0.00	3,666.78	149.40	4,493.54	0.00	1,952.00	3,188.77	55,133.74
ZAKOSEK, JOHN	Information Technologies	Systems Administrator	35	64,474.95	0.00	12,285.48	516.36	6,609.80	0.00	2,464.86	4,690.61	91,042.06
ZAKOSEK, MICHAEL D	Transportation	Senior Project Manager	40	74,018.00	0.00	12,285.48	199.08	7,531.72	0.00	2,845.21	5,344.86	102,224.35
ZAMUDIO, MARIA E	State's Attorney	Victim Services Advocate	35	24,458.95	0.00	0.00	0.00	2,636.71	0.00	884.60	1,871.10	29,851.36
ZAWACKI, JEANNETTE M	Health	CHS Public Health Nurse	35	50,475.00	0.00	12,285.48	516.36	5,333.38	0.00	1,855.78	3,784.84	74,250.84
ZBINDEN, JOSHUA T	Regional Office of Education	JJC Teacher	35	40,606.80	0.00	4,889.04	199.08	4,332.60	0.00	1,560.00	3,074.57	54,662.09
ZENTMYER, BRAD	Sheriff/Sheriff	Peace Officer	40	81,574.24	1,100.00	13,831.92	516.36	0.00	16,333.10	3,266.53	6,024.50	122,646.65
ZILLER, CHASE M	Transportation	Highway Maintainer 3	40	57,548.94	0.00	13,319.28	0.00	5,957.94	0.00	2,012.00	4,228.02	83,066.18
ZILLGES, LAURA A	Sheriff/Adult Corrections	Correctional Officer	40	71,979.24	1,000.00	17,952.24	516.36	0.00	13,734.70	2,979.87	5,066.10	113,228.51
ZINKE, KIMBERLY J	Sheriff/Sheriff	Peace Officer	40	62,936.64	1,100.00	0.00	0.00	0.00	12,861.04	2,816.00	4,743.81	84,457.49
ZOLLERS, BRITTANY	State's Attorney	Paralegal	35	31,891.20	0.00	4,889.04	199.08	3,393.01	0.00	1,134.60	2,407.84	43,914.77
ZOLOTO, LYDIA N	Court Services/Juvenile Justice Center	Supervisor JJC	37.5	43,763.35	0.00	6,113.88	199.08	4,717.67	0.00	1,397.00	3,347.90	59,538.88
ZWART, JUDITH M	Health	CHS Public Health Nurse	35	57,978.74	0.00	10,679.10	516.36	6,115.82	0.00	2,022.30	4,340.09	81,652.41
ZWEMKE, GAIL	State's Attorney	Terminated	35	1,487.28	0.00	0.00	0.00	160.33	0.00	1,487.28	113.78	3,248.67