

County of Kane
July 1, 2016 – June 30, 2017 / July 1, 2017 – June 30, 2018 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-four (24) 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

From the Illinois General Assembly, County Codes:

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, material 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.

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.

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. The County of Kane has created a single EEOP for itself and all of its affiliated elected offices. This EEOP contains two sets of statistical analyses. One set analyzes the Total County, i.e., all employees including those in the offices of elected officials, by workforce and utilization. One set that analyzes the workforce of each department

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. Further implementation is dependent upon funding and staffing levels. In 2008, a hiring moratorium (Resolution 08-278) was adopted as a result of the nation’s economic downturn. In 2017, Resolution 17-202 was adopted authorizing a moratorium on personnel hiring and replacement.

From time to time, this narrative is amended to reflect changes in County practices, policies and employee demographics.

County of Kane

Gender and Ethnicity Utilization Analysis: Females and Minorities

2016 – 2018 - In 2016-2017 plan year, the number of County employees was 1300. The percentage of male to female employees remains consistent in 2016-2017: 45.54% males, 54.46% females employed. In 2017-2018 plan year, the number of County employees was 1306. In 2017-2018, the percentage males to females was 46.71% males to 53.29% females. The overall ratio of each ethnic group remains consistent with prior years.

2015 – The number of County employees in 2015 was 1307. The percentage of females and males employed by the County is consistent with past years: 55% females and 45% males. The overall ratio of each ethnic group remains consistent with prior years.

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

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

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.

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.

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%.

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.

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, NonSworn 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.

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.

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.

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.

Objectives to address underutilization

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

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

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

Equal Employment Opportunity Policy of the County of Kane

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

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

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

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

7/2016

DESCRIPTION OF JOB CATEGORIES

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division and fire chief and inspectors, examiners (*bank, hearing, motor vehicle, warehouse*), inspectors (*construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation*), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized postsecondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (*medical, dental, electronic, physical sciences*), police and fire sergeants, inspectors (*production or processing inspectors, testers and weighers*), and kindred workers.

Protective Service Workers (Sworn & Non-Sworn): Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (*except maintenance*), and kindred workers.

Administrative Support (Office/Clerical): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, kindred workers.

Service-Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers, park rangers, (*maintenance*), farm workers (*except managers*), craft apprentices/trainees/helpers, and kindred workers.

PART II. KANE COUNTY - COMMUNITY LABOR STATISTICS

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	35745	19430	570	1655	655	20	0	45	10985	460	1345	480	25	0	75
	100%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
02 - Professionals	43534	15900	635	1640	1550	20	15	35	19875	625	1880	1190	4	0	165
	100%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
03 - Technicians	5504	2100	215	340	235	0	0	0	2030	80	285	140	0	0	79
	100%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
04 - Protective Services: Sworn	3129	1875	245	285	60	0	0	34	350	110	170	0	0	0	0
	100%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	355	185	0	0	0	0	0	0	140	0	30	0	0	0	0
	100%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
06 - Administrative Support	72635	20770	1295	5750	755	45	0	100	30745	2885	9060	965	55	0	210
	100%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
07 - Skilled Craft	23225	13645	405	6960	440	45	0	75	735	125	675	120	0	0	0
	100%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
08 - Service/Maintenance	77250	16765	2465	25680	860	25	15	240	12970	2315	14720	950	40	0	205
	100%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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PART I. COUNTY OF KANE – 2016-2017 KANE COUNTY WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	64	22	3	0	0	0	0	0	29	6	3	1	0	0	0
	100%	34.38%	4.69%	0.00%	0.00%	0.00%	0.00%	0.00%	45.31%	9.38%	4.69%	1.56%	0.00%	0.00%	0.00%
02 - Professionals	465	168	14	17	3	0	0	0	210	22	24	5	0	1	1
	100%	36.13%	3.01%	3.66%	0.65%	0.00%	0.00%	0.00%	45.16%	4.73%	5.16%	1.08%	0.00%	0.22%	0.22%
03 - Technicians	29	18	0	1	1	0	0	0	7	0	0	2	0	0	0
	100%	62.07%	0.00%	3.45%	3.45%	0.00%	0.00%	0.00%	24.14%	0.00%	0.00%	6.90%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	284	190	12	23	5	0	0	1	44	4	5	0	0	0	0
	100%	66.90%	4.23%	8.10%	1.76%	0.00%	0.00%	0.35%	15.49%	1.41%	1.76%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	30	8	2	1	0	0	0	0	15	0	4	0	0	0	0
	100%	26.67%	6.67%	3.33%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%
06 - Administrative Support	359	35	1	9	1	0	0	0	235	5	69	4	0	0	0
	100%	9.75%	0.28%	2.51%	0.28%	0.00%	0.00%	0.00%	65.46%	1.39%	19.22%	1.11%	0.00%	0.00%	0.00%
07 - Skilled Craft	37	34	1	1	0	0	0	1	0	0	0	0	0	0	0
	100%	91.89%	2.70%	2.70%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
08 - Service/Maintenance	32	15	1	4	0	0	0	0	9	0	2	0	0	0	1
	100%	46.88%	3.13%	12.50%	0.00%	0.00%	0.00%	0.00%	28.13%	0.00%	6.25%	0.00%	0.00%	0.00%	3.13%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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PART I. COUNTY OF KANE – 2016-2017 KANE COUNTY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	34.38%	4.69%	0.00%	0.00%	0.00%	0.00%	0.00%	45.31%	9.38%	4.69%	1.56%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-19.83%	3.10%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	14.67%	8.09%	0.94%	0.22%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	36.13%	3.01%	3.66%	0.65%	0.00%	0.00%	0.00%	45.16%	4.73%	5.16%	1.08%	0.00%	0.22%	0.22%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-0.30%	1.56%	-0.10%	-2.91%	-0.05%	-0.03%	-0.08%	-0.37%	3.30%	0.85%	-1.65%	-0.01%	0.22%	-0.16%
TECHNICIANS														
Workforce #%	62.07%	0.00%	3.45%	3.45%	0.00%	0.00%	0.00%	24.14%	0.00%	0.00%	6.90%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	23.94%	-3.90%	-2.72%	-0.82%	0.00%	0.00%	0.00%	-12.72%	-1.45%	-5.17%	4.35%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
Workforce #%	66.90%	4.23%	8.10%	1.76%	0.00%	0.00%	0.35%	15.49%	1.41%	1.76%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	7.34%	-3.56%	-0.95%	-0.15%	0.00%	0.00%	-0.73%	4.37%	-2.09%	-3.64%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	26.67%	6.67%	3.33%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-25.45%	6.67%	3.33%	0.00%	0.00%	0.00%	0.00%	10.56%	0.00%	4.88%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
Workforce #%	9.75%	0.28%	2.51%	0.28%	0.00%	0.00%	0.00%	65.46%	1.39%	19.22%	1.11%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-18.76%	-1.50%	-5.39%	-0.76%	-0.06%	0.00%	-0.14%	23.26%	-2.57%	6.78%	-0.21%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	91.89%	2.70%	2.70%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	33.40%	0.97%	-27.13%	-1.89%	-0.19%	0.00%	2.38%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
Workforce #%	46.88%	3.13%	12.50%	0.00%	0.00%	0.00%	0.00%	28.13%	0.00%	6.25%	0.00%	0.00%	0.00%	3.13%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	25.27%	-0.05%	-20.59%	-1.11%	-0.03%	-0.02%	-0.31%	11.41%	-2.98%	-12.72%	-1.22%	-0.05%	0.00%	2.86%

PART I. COUNTY OF KANE – 2017-2018 KANE COUNTY WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	64	24	2	0	0	0	0	0	28	6	3	1	0	0	0
	100%	37.50%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	43.75%	9.38%	4.69%	1.56%	0.00%	0.00%	0.00%
02 - Professionals	482	169	15	23	2	0	0	0	215	20	30	5	0	1	2
	100%	35.06%	3.11%	4.77%	0.41%	0.00%	0.00%	0.00%	44.61%	4.15%	6.22%	1.04%	0.00%	0.21%	0.41%
03 - Technicians	26	16	0	1	1	0	0	0	6	0	0	2	0	0	0
	100%	61.54%	0.00%	3.85%	3.85%	0.00%	0.00%	0.00%	23.08%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	287	190	12	26	5	0	0	2	42	4	6	0	0	0	0
	100%	66.20%	4.18%	9.06%	1.74%	0.00%	0.00%	0.70%	14.63%	1.39%	2.09%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	31	10	3	1	0	0	0	0	13	0	4	0	0	0	0
	100%	32.26%	9.68%	3.23%	0.00%	0.00%	0.00%	0.00%	41.94%	0.00%	12.90%	0.00%	0.00%	0.00%	0.00%
06 - Administrative Support	346	36	1	9	1	0	0	1	217	7	71	3	0	0	0
	100%	10.40%	0.29%	2.60%	0.29%	0.00%	0.00%	0.29%	62.72%	2.02%	20.52%	0.87%	0.00%	0.00%	0.00%
07 - Skilled Craft	38	35	1	1	0	0	0	1	0	0	0	0	0	0	0
	100%	92.11%	2.63%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
08 - Service/Maintenance	32	15	1	6	0	0	0	0	6	0	3	0	0	0	1
	100%	46.88%	3.13%	18.75%	0.00%	0.00%	0.00%	0.00%	18.75%	0.00%	9.38%	0.00%	0.00%	0.00%	3.13%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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PART I. COUNTY OF KANE – 2017-2018 KANE COUNTY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	37.50%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	43.75%	9.38%	4.69%	1.56%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-16.71%	1.53%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	13.10%	8.09%	0.94%	0.22%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	35.06%	3.11%	4.77%	0.41%	0.00%	0.00%	0.00%	44.61%	4.15%	6.22%	1.04%	0.00%	0.21%	0.41%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-1.36%	1.66%	1.01%	-3.14%	-0.05%	-0.03%	-0.08%	-0.93%	2.72%	1.92%	-1.69%	-0.01%	0.21%	0.04%
TECHNICIANS														
Workforce #%	61.54%	0.00%	3.85%	3.85%	0.00%	0.00%	0.00%	23.08%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	23.41%	-3.90%	-2.33%	-0.42%	0.00%	0.00%	0.00%	-13.78%	-1.45%	-5.17%	5.15%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
Workforce #%	66.20%	4.18%	9.06%	1.74%	0.00%	0.00%	0.70%	14.63%	1.39%	2.09%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	6.64%	-3.60%	0.01%	-0.16%	0.00%	0.00%	-0.38%	3.52%	-2.10%	-3.31%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	32.26%	9.68%	3.23%	0.00%	0.00%	0.00%	0.00%	41.94%	0.00%	12.90%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-19.85%	9.68%	3.23%	0.00%	0.00%	0.00%	0.00%	2.50%	0.00%	4.45%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
Workforce #%	10.40%	0.29%	2.60%	0.29%	0.00%	0.00%	0.29%	62.72%	2.02%	20.52%	0.87%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-18.10%	-1.49%	-5.29%	-0.75%	-0.06%	0.00%	0.15%	20.52%	-1.94%	8.08%	-0.46%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	92.11%	2.63%	2.63%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	33.62%	0.90%	-27.20%	-1.89%	-0.19%	0.00%	2.31%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
Workforce #%	46.88%	3.13%	18.75%	0.00%	0.00%	0.00%	0.00%	18.75%	0.00%	9.38%	0.00%	0.00%	0.00%	3.13%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	25.27%	-0.05%	-14.34%	-1.11%	-0.03%	-0.02%	-0.31%	2.04%	-2.98%	-9.60%	-1.22%	-0.05%	0.00%	2.86%

2016-2017 EEOP Animal Control Statement

1. Address hiring practices

In 2016 to 2017 Kane county Animal Control did not have testing for our applicants that apply for jobs to this facility. Instead they were asked a series of questions related to the area of our field in which they applied. All applicants in each job category were asked the same set of questions and graded on the answers they provided to each question.

2. Promotions

Kane County Animal Control will promote internally whenever possible. We like to reward hard workers that understand our facility and help to strength our mission. In November of 2016 we promoted Maria Saenz (1-Female, 1-Latino or Hispanic) from Warden (Protective services: non-sworn) To Shelter Operations and Program Manager (Protective services: non-sworn).

3. Transfers

We have 0 transfers from this department.

4. Record of disciplinary actions

In 2017 Kane County Animal Control disciplined 2 employees. Shannon Mulvaney (1-Female, 1-White) was terminated due to job performance issues and Olivia Abbate (1-Female, 1-White) was also terminated due to job performance issues.

5. The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer for each year period and the number in each job category by race, sex, and national origin who were promoted or transferred.

In 2017 Kane County Animal Control promoted 2 employees. Maria Saenz (1-Female, 1- Latino or Hispanic) applied and was promoted from Warden to Shelter Operations and Program Manager. Samantha Klecz (1-Female, 1-White) applied and was promoted from Kennel Assistant (Service/Maintenance) to Administrative Assistant (Administrative Support).

6. A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c).

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.

- 7. Please provide a list of publications and/or websites that job openings can be posted to or published in to assist in recruitment efforts for your office/department. These may include professional publications, trade magazines, newsletters, etc.**

We post available jobs on the county website and <http://www.animalsheltering.org/jobs>.

Ethnic Detail for Animal Control Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20160070	ABBATE, OLIVIA R	F	White	08	Service/Maintenance	07/09/2016	01/27/2017
FT	20050146	CAMPBELL, MICHELE L	F	White	06	Administrative Support	01/06/2014	12/02/2016
FT	20160108	COOK, CODI J	M	White	05	Protective Services: Non Sworn	10/24/2016	05/29/2018
FT	19740004	ELLBERG, LYNNE A	F	White	06	Administrative Support	05/13/1974	
PT	20170677	ELLIOTT, KATHRYN C	F	White	08	Service/Maintenance	05/01/2017	05/13/2017
PT	20160105	FLOWERS, DANIELLE T	F	Two or More Races	08	Service/Maintenance	10/20/2016	05/07/2017
FT	20090056	HOFFMAN, JANET	F	White	05	Protective Services: Non Sworn	09/21/2009	08/08/2016
FT	20170001	HOWEN, MONICA L	F	White	05	Protective Services: Non Sworn	01/03/2017	03/29/2018
FT	20150046	KLECZ, SAMANTHA J	F	White	06	Administrative Support	05/18/2015	11/03/2016
FT	20160063	LOOMIS, JESSICA M	F	White	08	Service/Maintenance	06/21/2016	09/20/2018
PT	20140083	MANNION, KARI E	F	White	08	Service/Maintenance	06/28/2014	07/31/2016
FT	20160179	MESZAROS, RITA E	F	Hispanic or Latino	06	Administrative Support	12/19/2016	
FT	20150028	METZEL, TECLA L	F	White	06	Administrative Support	03/30/2015	
FT	20140091	MORGAN, BRENDAN E	M	White	08	Service/Maintenance	08/02/2014	
FT	20130125	MULVANEY, SHANNON M	F	White	05	Protective Services: Non Sworn	10/14/2013	10/06/2016
PT	20170684	PRONENKO, KATRINA S	F	White	08	Service/Maintenance	05/22/2017	10/21/2017
FT	20140094	SAENZ, MARIA J	F	Hispanic or Latino	05	Protective Services: Non Sworn	08/11/2014	
FT	20160178	SCHWER, CASSANDRA A	F	White	06	Administrative Support	12/19/2016	
PT	20160057	SORENSEN, SAMANTHA A	F	White	08	Service/Maintenance	05/28/2016	04/29/2017
FT	20000199	VARETONI, CAROLE L	F	White	05	Protective Services: Non Sworn	09/08/2000	
FT	20140102	YOUNGSTEADT, BRETT J	M	White	02	Professionals	09/02/2014	

PART I. COUNTY OF KANE – 2016-2017 ANIMAL CONTROL UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	63.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN Workforce #%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-35.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	27.23%	0.00%	8.22%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	41.13%	-3.96%	4.23%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE Workforce #%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	-9.11%	-3.18%	-33.09%	-1.11%	-0.03%	-0.02%	-0.31%	58.29%	-2.98%	-18.97%	-1.22%	-0.05%	0.00%	12.24%

PART I. COUNTY OF KANE – 2016-2017 ANIMAL CONTROL WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Animal Control does not have employees in this job category.														
02 - Professionals	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Animal Control does not have employees in this job category.														
04 - Protective Services: Sworn	Animal Control does not have employees in this job category.														
05 - Protective Services: Non Sworn	6 100%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 66.67%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	6 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 83.33%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Animal Control does not have employees in this job category.														
08 - Service/Maintenance	8 100%	1 12.50%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6 75.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 12.50%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

2017-2018 EEOP Animal Control Statement

1. Address hiring practices

In 2017 to 2018 Kane county Animal Control did not have testing for our applicants that apply for jobs to this facility. Instead they were asked a series of questions related to the area of our field in which they applied. All applicants in each job category were asked the same set of questions and graded on the answers they provided to each question.

2. Promotions

Kane County Animal Control will promote internally whenever possible. We like to reward hard workers that understand our facility and help to strength our mission. In November of 2017 we promoted 0 employees.

3. Transfers

We have 0 transfers from this department.

4. Record of disciplinary actions

In 2018 Kane County Animal Control disciplined 0 employees.

5. The number of employees in each job category by race, sex, and national origin who made application for promotion or transfer for each year period and the number in each job category by race, sex, and national origin who were promoted or transferred.

N/A

6. A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c).

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

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

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Ethnic Detail for Animal Control Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20180202	CARBAUGH, STEVEN H	M	White	05	Protective Services: Non Sworn	06/07/2018	
FT	20160108	COOK, CODI J	M	White	05	Protective Services: Non Sworn	10/24/2016	05/29/2018
PT	20180023	CORTEZ, SARAH C	F	Hispanic or Latino	08	Service/Maintenance	02/23/2018	08/05/2018
FT	19740004	ELLBERG, LYNNE A	F	White	06	Administrative Support	05/13/1974	
PT	20160105	FLOWERS, DANIELLE T	F	Two or More Races	08	Service/Maintenance	11/05/2017	11/27/2017
FT	20170001	HOWEN, MONICA L	F	White	05	Protective Services: Non Sworn	01/03/2017	03/29/2018
FT	20160063	LOOMIS, JESSICA M	F	White	08	Service/Maintenance	06/21/2016	09/20/2018
FT	20160179	MESZAROS, RITA E	F	Hispanic or Latino	06	Administrative Support	12/19/2016	
FT	20150028	METZEL, TECLA L	F	White	06	Administrative Support	03/30/2015	
FT	20140091	MORGAN, BRENDAN E	M	White	08	Service/Maintenance	08/02/2014	
PT	20170684	PRONENKO, KATRINA S	F	White	08	Service/Maintenance	05/22/2017	10/21/2017
FT	20140094	SAENZ, MARIA J	F	Hispanic or Latino	05	Protective Services: Non Sworn	08/11/2014	
FT	20160178	SCHWER, CASSANDRA A	F	White	06	Administrative Support	12/19/2016	
FT	20000199	VARETONI, CAROLE L	F	White	05	Protective Services: Non Sworn	09/08/2000	
FT	20140102	YOUNGSTEADT, BRETT J	M	White	02	Professionals	09/02/2014	

PART I. COUNTY OF KANE – 2017-2018 ANIMAL CONTROL UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	63.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-12.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.56%	0.00%	11.55%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	32.80%	-3.96%	12.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE														
Workforce #%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%	0.00%	20.00%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	-1.61%	-3.18%	-33.09%	-1.11%	-0.03%	-0.02%	-0.31%	23.29%	-2.98%	1.03%	-1.22%	-0.05%	0.00%	19.74%

PART I. COUNTY OF KANE – 2017-2018 ANIMAL CONTROL WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Animal Control does not have employees in this job category.														
02 - Professionals	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Animal Control does not have employees in this job category.														
04 - Protective Services: Sworn	Animal Control does not have employees in this job category.														
05 - Protective Services: Non Sworn	5 100%	2 40.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 40.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	4 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Animal Control does not have employees in this job category.														
08 - Service/Maintenance	5 100%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 40.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	1 20.00%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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COUNTY OF KANE

Rickey Sparks, MBA, MSC
Executive Director of Building
Management



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F: (630) 232-9188
SparksRickey@co.kane.il.us
www.countyofkane.org

Kane County Building Management EEOP 07/01/2016-06/30/2017

Narrative

- a. Hiring Practices – Follows the employment policies and practices as defined by the Human Resources Department of Kane County.
- b. Promotions – 1 Hispanic
- c. Transfers – None
- d. Disciplinary Actions – None
- e. Made application for transfer or promotion – None
- f. 3 tests given: a questionnaire, a hands on test, a picture test
The test is 45 minutes.
Scoring based on a percentage of correct completed test.
- g. Publications – Kane County website, Newspaper

Ethnic Detail for **Building Management** Employees between **07/01/2016** and **06/30/2017**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040139	BERRIOS, CARLOS A	M	Hispanic or Latino	08	Service/Maintenance	07/07/2004	
FT	20130173	BIGGS, DONALD R	M	White	02	Professionals	12/30/2013	08/20/2018
FT	20110095	BRUSVEEN, DAN A	M	White	08	Service/Maintenance	12/19/2011	
FT	19990083	DOUGLAS, DEVONDA R	F	Hispanic or Latino	08	Service/Maintenance	04/16/1999	05/02/2019
FT	20140153	EARLE, WILLIAM C	M	White	02	Professionals	12/01/2014	
FT	20110023	ELVIN, DOUGLAS L	M	White	06	Administrative Support	02/14/2011	
FT	19950177	GENSLINGER, RICKY E	M	White	08	Service/Maintenance	10/02/1995	05/01/2017
FT	20140142	GIESE, DAVID M	M	White	06	Administrative Support	12/05/2014	
FT	20150037	GRIFFITH, RICHARD J	M	White	02	Professionals	04/20/2015	
FT	20140135	GRIFFITH, RICHARD J Jr	M	White	02	Professionals	11/17/2014	
FT	20110022	IBARRA RODRIGUEZ, PEDRO U	M	Hispanic or Latino	08	Service/Maintenance	02/14/2011	
PT	20170025	JARKA, TONI L	F	White	06	Administrative Support	01/30/2017	
FT	20140110	KAHL, GRANT M	M	White	02	Professionals	08/04/2015	
FT	20130019	KLIMPKE, WILLIAM E	M	White	08	Service/Maintenance	02/25/2013	
FT	20100019	KNORR, IAN-MICHAEL	M	White	08	Service/Maintenance	02/22/2010	12/01/2017
FT	20140144	KREGG, LILLIAN	F	White	06	Administrative Support	12/02/2014	
FT	20060087	MATUSZAK, MICHELE H	F	White	06	Administrative Support	04/24/2006	
FT	20150142	MOORE, ALEXANDER E	M	White	08	Service/Maintenance	12/14/2015	
FT	20150026	NAVARRETE DE ECHEVER, CECILIA	F	Hispanic or Latino	08	Service/Maintenance	03/16/2015	
FT	19890037	NEWBOLDS, MICHAEL E	M	White	08	Service/Maintenance	07/28/1989	
FT	20130023	OLESEN, KEVIN M	M	White	08	Service/Maintenance	03/04/2013	
FT	20170527	PIKOWSKI, JAMES A	M	White	08	Service/Maintenance	03/13/2017	05/11/2017
FT	20160067	RAMIREZ, AUSTIN M	M	Hispanic or Latino	08	Service/Maintenance	07/05/2016	12/14/2018
FT	20060059	REMIYAC, MARY A	F	White	02	Professionals	04/10/2006	01/03/2017
FT	20160021	SHARP, ERIC J	M	White	08	Service/Maintenance	02/16/2016	05/04/2018
FT	20010171	SMALL, STEVE H	M	White	08	Service/Maintenance	08/01/2001	
FT	19970163	SORIA, JUAN	M	Hispanic or Latino	08	Service/Maintenance	08/25/1997	
PT	20150043	STOVER, SUSAN M	F	White	06	Administrative Support	05/11/2015	11/18/2016
FT	19970185	SUMMERS, MICHAEL E	M	White	08	Service/Maintenance	09/16/1997	12/01/2017
FT	20050243	TAYLOR, WALTER H	M	Black	08	Service/Maintenance	11/21/2005	
FT	20140096	THOMAS, TYLER J	M	White	08	Service/Maintenance	08/18/2014	07/14/2017
FT	20160068	ZILLGES, JONATHAN J	M	White	08	Service/Maintenance	07/05/2016	12/28/2018

PART I. COUNTY OF KANE – 2016-2017 BUILDING MANAGEMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	46.91%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-28.87%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	4.82%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	24.47%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE														
Workforce #%	65.00%	5.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	43.39%	1.82%	-13.09%	-1.11%	-0.03%	-0.02%	-0.31%	-16.71%	-2.98%	-8.97%	-1.22%	-0.05%	0.00%	-0.26%

PART I. COUNTY OF KANE – 2016-2017 BUILDING MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Building Management does not have employees in this job category.														
02 - Professionals	6	5	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Building Management does not have employees in this job category.														
04 - Protective Services: Sworn	Building Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Building Management does not have employees in this job category.														
06 - Administrative Support	6	2	0	0	0	0	0	0	4	0	0	0	0	0	0
	100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Building Management does not have employees in this job category.														
08 - Service/Maintenance	20	13	1	4	0	0	0	0	0	0	2	0	0	0	0
	100%	65.00%	5.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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COUNTY OF KANE

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www.countyofkane.org

Kane County Building Management EEOP 07/01/2017-06/30/2018

Narrative

- a. Hiring Practices – Follows the employment policies and practices as defined by the Human Resources Department of Kane County.
- b. Promotions – None
- c. Transfers – None
- d. Disciplinary Actions – 1 white male, (Verbal warning)
- e. Made application for transfer or promotion – None
- f. 3 tests given: a questionnaire, a hands on test, a picture test
The test is 45 minutes.
Scoring based on a percentage of correct completed test.
- g. Publications – Kane County website, Newspaper

Ethnic Detail for **Building Management** Employees between **07/01/2017** and **06/30/2018**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040139	BERRIOS, CARLOS A	M	Hispanic or Latino	08	Service/Maintenance	07/07/2004	
FT	20170754	BERTUCCI, JACOB M	M	White	08	Service/Maintenance	11/06/2017	12/28/2018
FT	20130173	BIGGS, DONALD R	M	White	02	Professionals	12/30/2013	08/20/2018
FT	20170755	BROWN, RYAN C	M	White	08	Service/Maintenance	11/06/2017	
FT	20110095	BRUSVEEN, DAN A	M	White	08	Service/Maintenance	12/19/2011	
FT	19990083	DOUGLAS, DEVONDA R	F	Hispanic or Latino	08	Service/Maintenance	04/16/1999	05/02/2019
FT	20140153	EARLE, WILLIAM C	M	White	02	Professionals	12/01/2014	
FT	20170773	ELIAS, JUAN A	M	Hispanic or Latino	08	Service/Maintenance	12/27/2017	02/09/2018
FT	20110023	ELVIN, DOUGLAS L	M	White	06	Administrative Support	02/14/2011	
FT	20140142	GIESE, DAVID M	M	White	06	Administrative Support	12/05/2014	
FT	20150037	GRIFFITH, RICHARD J	M	White	02	Professionals	04/20/2015	
FT	20140135	GRIFFITH, RICHARD J Jr	M	White	02	Professionals	11/17/2014	
FT	20110022	IBARRA RODRIGUEZ, PEDRO U	M	Hispanic or Latino	08	Service/Maintenance	02/14/2011	
FT	20170025	JARKA, TONI L	F	White	06	Administrative Support	01/30/2017	
FT	20140110	KAHL, GRANT M	M	White	02	Professionals	08/04/2015	
FT	20130019	KLIMPKE, WILLIAM E	M	White	08	Service/Maintenance	02/25/2013	
FT	20100019	KNORR, IAN-MICHAEL	M	White	08	Service/Maintenance	02/22/2010	12/01/2017
FT	20140144	KREGG, LILLIAN	F	White	06	Administrative Support	12/02/2014	
FT	20060087	MATUSZAK, MICHELE H	F	White	06	Administrative Support	04/24/2006	
FT	20150142	MOORE, ALEXANDER E	M	White	08	Service/Maintenance	12/14/2015	
FT	20150026	NAVARRETE DE ECHEVER, CECILIA	F	Hispanic or Latino	08	Service/Maintenance	03/16/2015	
FT	19890037	NEWBOLDS, MICHAEL E	M	White	08	Service/Maintenance	07/28/1989	
FT	20130023	OLESEN, KEVIN M	M	White	08	Service/Maintenance	03/04/2013	
FT	20160067	RAMIREZ, AUSTIN M	M	Hispanic or Latino	08	Service/Maintenance	07/05/2016	12/14/2018
FT	20180173	SCHULTZ, FAITH A	F	White	08	Service/Maintenance	05/02/2018	
FT	20160021	SHARP, ERIC J	M	White	08	Service/Maintenance	02/16/2016	05/04/2018
FT	20010171	SMALL, STEVE H	M	White	08	Service/Maintenance	08/01/2001	
FT	19970163	SORIA, JUAN	M	Hispanic or Latino	08	Service/Maintenance	08/25/1997	
FT	19970185	SUMMERS, MICHAEL E	M	White	08	Service/Maintenance	09/16/1997	12/01/2017
FT	20050243	TAYLOR, WALTER H	M	Black	08	Service/Maintenance	11/21/2005	
FT	20140096	THOMAS, TYLER J	M	White	08	Service/Maintenance	08/18/2014	07/14/2017
FT	20180179	VALERIO, JOSE L	M	Hispanic or Latino	08	Service/Maintenance	05/07/2018	
FT	20160068	ZILLGES, JONATHAN J	M	White	08	Service/Maintenance	07/05/2016	12/28/2018

PART I. COUNTY OF KANE – 2017-2018 BUILDING MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Building Management does not have employees in this job category.														
02 - Professionals	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Building Management does not have employees in this job category.														
04 - Protective Services: Sworn	Building Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Building Management does not have employees in this job category.														
06 - Administrative Support	5	2	0	0	0	0	0	0	3	0	0	0	0	0	0
	100%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Building Management does not have employees in this job category.														
08 - Service/Maintenance	23	13	1	6	0	0	0	0	1	0	2	0	0	0	0
	100%	56.52%	4.35%	26.09%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	8.70%	0.00%	0.00%	0.00%	0.00%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Office of the Kane County Circuit Court Clerk

Thomas M. Hartwell, Clerk
540 S. Randall Rd., St. Charles, IL 60174
Telephone (630) 232-3413
www.cic.co.kane.il.us

July 24, 2019

To: Sylvia Wetzel
Susan Brown

From: Karin Herwick- Circuit Clerk Chief Deputy/COO/IPMA-HR-CP

RE: EEOP Reports Office of Circuit Clerk Thomas M. Hartwell

Attached you will find the reporting EEOP information for the Circuit Clerk's Office for the reporting period of July 1, 2016 thru June 30, 2017. Please contact me at 630.232.3434 or herwickkarin@co.kane.il.us if you have questions.

Thank you

Circuit Clerk's Office -- Record of disciplinary actions -- July 1, 2016 thru June 30, 2017.
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	1	1	0	0	0	0
Work performance/Job Duties	Written Warning	1	1	0	0	0	0
Work performance/Job Duties	Suspension 3 Days	0	0	0	0	0	0
Work performance/Job Duties	Termination	0	0	0	0	0	0
Attendance	Verbal Written Warning	1	1	0	0	0	0
Attendance	Written Warning	0	0	0	0	0	0
Attendance	Suspension 3 Days	0	0	0	0	0	0
Attendance	Termination	0	0	0	0	0	0

Female

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
Work performance/Job Duties	Verbal Written Warning			0	0	0	0
Work performance/Job Duties	Written Warning	1	1	0	0	0	0
Attendance	Verbal Written Warning	1	1	0	0	0	0
Attendance	Written Warning	0	0	0	0	0	0
Attendance	Suspension 3 Days	0	0	0	0	0	0
Attendance	Termination	0	0	0	0	0	0

Circuit Clerk's Office – Promotions and Transfers – July 1, 2016 thru June 30, 2017. 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
Promotion 1	0	0	0	0	0	0
Promotion 2	0	0	0	0	0	0
Promotion 3	0	0	0	0	0	0
Transfer 1 Workforce reduction in a team. Employee transferred to another team.	1	1	0	0	0	0
Transfer 2	0	0	0	0	0	0
Transfer 3	0	0	0	0	0	0
Transfer 4	0	0	0	0	0	0
Transfer 5	0	0	0	0	0	0

Female

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Promotion 1	3	2	0	1	0	0
Promotion 2	0	0	0	0	0	0
Promotion 3	0	0	0	0	0	0
Transfer 1 Workforce reduction in a team. Employee transferred to another team.	1	1	0	0	0	0
Transfer 2	0	0	0	0	0	0
Transfer 3	0	0	0	0	0	0
Transfer 4	0	0	0	0	0	0
Transfer 5	0	0	0	0	0	0

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

Circuit Clerk's Office – Narrative statement – Office existing employment policies and practices – July 1, 2016 thru June 30, 2017.

The majority of the employees employed at the Kane County Circuit Clerk's Office fall into the category of Administrative Support. The main responsibility is to perform record keeping responsibilities for the office and courts. The official record is in a period of transition from manual to electronic where we still perform basic clerical work such as filing of documents into file folders as well as data entry of all documents filed on a case management system to create the electronic records. There is a high volume work load supporting the various Kane County Courts and deputy clerks perform work ranging from data entry, filing of records, scanning, and working with the public in person, on phones, via email, working with court personnel in court rooms, processing payments and many other clerical responsibilities.

When hiring for these positions the following tests are administered to all applicants:

1. 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.
2. Addition and subtraction tests are also administered. No calculator is used for these two tests. There is an allowance of 2 minutes to complete each the addition and subtraction and then an additional minute to answer a problem solving question. Test takes a total of (5) five minutes for the applicant to take. Errors represent the potential issues in handling money where change may need to be made or for calculating amounts for assessments and distributions which must be inputted from documents into the case management system. This test is provided by math.about.com.
3. A typing test is given to all applicants. It consists of a one (1) minute test to test for both accuracy and also number of words per minute since there is a high volume of data entry performed. This is found online at typingtest.com.
4. 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.
5. Applicants all go thru a background check. The purpose of the background check is to ensure that the applicant doesn't have any disqualifying criminal records and have a satisfactorily drivers record since a vehicle is necessary to drive to the various job assignments.

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

Circuit Clerk's Office - Utilization Analysis Narrative and Goals Objectives to Achieve – July 1, 2016 thru June 30, 2017.

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

In the Official/Administrators/Executive category, the results indicate underutilization in white males, which is listed as -54.21% and in the Professional area listed as -36.43%. 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 Administrative Support category the underutilization of males is -15.78%. Most clerical applicants are woman. However, this has stayed close to level with last year's report in the Office/Clerical area.

The Circuit Clerk's Office is located on a very busy highway and the flow of applications being handed in from applicants remains adequate at times. Additional applications when needed are obtained from the County's H.R. Dept. Also many employees do bring in applications from people that they know when there are available openings at the office.

The following will be used by the Circuit Clerk's Human Resource Manager to help address underutilization.

- ** Obtain additional applications from the County's H.R. Dept. when needed.
- ** Post 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.
- ** Continue to post that the Circuit Clerk is an Equal Opportunity Employer.

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

Ethnic Detail for Circuit Clerk Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040071	ADAMS, MARY L	F	White	06	Administrative Support	04/16/2004	
FT	19950122	ALLEN, CANDY K	F	White	02	Professionals	08/01/1995	
FT	20140026	ARTZ, RICHARD J	M	White	06	Administrative Support	03/11/2014	
FT	20040148	BANKS, PEGGY J	F	White	06	Administrative Support	08/02/2004	
FT	20070186	BART, RUTH	F	White	06	Administrative Support	10/16/2007	
FT	20150115	BARTEN, KAITLYN M	F	White	06	Administrative Support	10/05/2015	03/29/2019
FT	20000090	BEGALKA, BARBARA A	F	White	06	Administrative Support	06/01/2000	
FT	20140116	BERKELEY, BRIAN L	M	White	06	Administrative Support	09/22/2014	11/10/2016
FT	19970159	BOLAND, LYNN MARIE	F	White	06	Administrative Support	08/19/1997	
FT	19950202	BOMMELMAN, CURT A	M	White	06	Administrative Support	11/13/1995	
FT	20120116	BORUNDA-AGUILAR, LIZBETH	F	Hispanic or Latino	06	Administrative Support	12/27/2012	
FT	20060055	BOYNTON, JILL S	F	White	06	Administrative Support	03/16/2006	
FT	20160101	BOYNTON, TAYLOR J	M	White	06	Administrative Support	10/11/2016	12/06/2017
FT	20140103	BRIGGS, AMANDA E	F	White	06	Administrative Support	09/08/2014	
FT	20150047	BRIGHT, JORDAN A	M	Black	06	Administrative Support	06/01/2015	
FT	19980158	BROOKS, DEANNA M	F	White	06	Administrative Support	08/17/1998	
FT	20160095	BRYSEWICZ, KATHLEEN J	F	White	06	Administrative Support	09/28/2016	04/27/2018
FT	20170550	BUENROSTRO, JULIAN	M	Hispanic or Latino	06	Administrative Support	04/03/2017	
FT	20080035	BURGESS, ALYSSA	F	White	06	Administrative Support	02/19/2008	05/05/2017
FT	19990282	CAMERON, HEATHER	F	White	06	Administrative Support	12/01/1999	
FT	19910060	CAMPEGGIO, NANCY K	F	White	06	Administrative Support	11/04/1991	
FT	20160001	CANTRALL, MICHELLE M	F	White	06	Administrative Support	01/04/2016	
FT	20000172	CAPPARELLI, JAMES C	M	Hispanic or Latino	06	Administrative Support	08/16/2000	
FT	20010221	CASSON, LISA M	F	White	06	Administrative Support	09/17/2001	
FT	20170034	CHABOWSKI, STACI	F	White	06	Administrative Support	02/21/2017	02/22/2017
FT	20060088	CHAN, DEBORAH M	F	White	06	Administrative Support	05/01/2006	
FT	20160096	CHAPA, ELISA E	F	Hispanic or Latino	06	Administrative Support	10/11/2016	
FT	20140117	CINTA, SYLVIA	F	Hispanic or Latino	06	Administrative Support	09/22/2014	01/11/2017
FT	19990194	CONWAY, JOANNE	F	White	06	Administrative Support	09/01/1999	
FT	20080085	CREIGHTON, AIMEE M	F	White	06	Administrative Support	06/09/2008	
FT	20040019	CRISTALLO, LANA M	F	White	06	Administrative Support	01/26/2004	
FT	20000025	DAVIS, JANET L	F	Black	06	Administrative Support	03/01/2000	
FT	20100015	DETTMANN, BRIAN	M	White	06	Administrative Support	02/22/2010	
FT	20160100	DOWD, SARAH	F	White	06	Administrative Support	10/11/2016	02/07/2017
FT	20100010	DUFFY, CASSANDRA A	F	White	06	Administrative Support	02/01/2010	05/16/2017
FT	20060194	DUNNE, CHERYL R	F	White	06	Administrative Support	11/06/2006	
FT	19810018	ESSIG, JAMES E	M	White	06	Administrative Support	11/05/1981	

FT	19810019	ESSIG, JOHN M	M	White	06	Administrative Support	11/05/1981	
FT	20150104	FENN, HEATHER	F	White	06	Administrative Support	09/14/2015	
FT	20150105	FIGLIOZZI, GABRIELLA M	F	Hispanic or Latino	06	Administrative Support	09/14/2015	
FT	19950108	FLETCHER, MERSENE	F	White	06	Administrative Support	07/03/1995	
FT	20000093	FORS, LAURA M	F	White	06	Administrative Support	06/01/2000	11/07/2017
FT	20150108	FRIEDERS, DANIELLE A	F	White	06	Administrative Support	09/28/2015	01/03/2019
FT	20130162	GAEDTKE, DONALD A	M	White	06	Administrative Support	12/03/2013	
FT	19930068	GEMMER, MARIANNE	F	White	06	Administrative Support	09/01/1993	
FT	20000134	GODDARD, MABEL	F	Hispanic or Latino	06	Administrative Support	07/17/2000	12/08/2017
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	19780014	HACKMAN, CECILIA M	F	White	03	Technicians	10/10/1978	
FT	20160078	HAMES, KAREN E	F	White	06	Administrative Support	09/12/2016	
FT	20120035	HANSON, GINA R	F	White	06	Administrative Support	06/11/2012	
FT	20090065	HASSLER, JOANNE	F	White	06	Administrative Support	10/19/2009	
FT	19910056	HERWICK, KARIN M	F	White	01	Official/Administration	10/07/1991	
FT	20090072	HUBBS, DONNA	F	White	06	Administrative Support	11/02/2009	
FT	20040179	HULL, DENEEN S	F	Black	06	Administrative Support	08/23/2004	
FT	20130044	HYMAN, JOY A	F	White	06	Administrative Support	05/13/2013	
FT	20090057	JACKSON, JESSICA E	F	White	06	Administrative Support	09/28/2009	
FT	20170018	JACKSON, MELINDA M	F	White	06	Administrative Support	01/30/2017	
FT	19780003	JENSEN, TERRY R	F	White	06	Administrative Support	04/03/1978	
FT	19960153	JOHNSON, LORI A	F	White	06	Administrative Support	08/19/1996	
FT	20170623	JORDAN, KATHERINE	F	White	06	Administrative Support	04/17/2017	07/21/2017
FT	19980206	JUNGERS, LINDA S	F	White	06	Administrative Support	10/01/1998	
FT	20170419	KABARA, MARY	F	White	06	Administrative Support	03/06/2017	
FT	20020024	KANE, SHAUNA L	F	White	06	Administrative Support	02/04/2002	
FT	20090067	KEIFER, STEPHANIE ANN	F	White	06	Administrative Support	10/19/2009	12/02/2016
FT	20060056	KISSANE, MELISSA D	F	White	06	Administrative Support	03/16/2006	
FT	20170011	KOSINSKA, KATHERINE	F	White	06	Administrative Support	01/23/2017	
FT	20070061	KOWALSKI, JACQUELINE	F	White	06	Administrative Support	04/16/2007	
FT	20140105	KURTH, ASHLEY E	F	White	06	Administrative Support	09/08/2014	10/13/2017
FT	19810005	LAMBERT, ANN C	F	White	02	Professionals	01/26/1981	
FT	19970105	LANGE, PENNY A	F	White	06	Administrative Support	06/02/1997	
FT	19910030	LAWRENCE, MONICA	F	White	01	Official/Administration	05/06/1991	
FT	19970068	LISNER, KELLY A	F	White	06	Administrative Support	02/19/2008	
FT	19940125	LISSEN, DIANE M	F	White	06	Administrative Support	11/01/1994	12/03/2018
FT	20090068	LYNCH, REBECCA	F	White	06	Administrative Support	10/19/2009	
FT	20160017	MAHER, BRIDGET O	F	White	06	Administrative Support	02/29/2016	02/10/2017
FT	20070202	MCMAHAN, SAMANTHA A	F	White	03	Technicians	11/16/2007	

FT	20010223	MESZAROS, ROSA	F	Hispanic or Latino	06	Administrative Support	09/17/2001	
FT	19936088	MEYER, MICHAEL G	M	White	06	Administrative Support	11/16/2006	
FT	20070108	MONNETT, ELIZABETH	F	White	06	Administrative Support	06/18/2007	
FT	19960213	PALM, SHELLEY L	F	White	06	Administrative Support	11/01/1996	
PT	20070116	PATE, DONALD	M	White	04	Protective Services: Sworn	07/02/2007	
FT	19970193	PATTERSON, MALINDA K	F	White	06	Administrative Support	10/01/1997	
FT	20140019	PAYNE, STACEY L	F	White	06	Administrative Support	02/18/2014	
PT	20140024	PETERS, JOHN R	M	White	04	Protective Services: Sworn	03/10/2014	02/02/2018
FT	20050187	PHILLIPS, LINDSAY M	F	White	06	Administrative Support	01/03/2006	
FT	20120081	PICKERING, JOHNATHAN M	M	White	06	Administrative Support	10/15/2012	
FT	19980097	QUIRIN, DEBRA ANN	F	White	06	Administrative Support	06/08/1998	
FT	20150010	REFORMADO, KATRYNA	F	Asian	06	Administrative Support	02/09/2015	09/21/2016
FT	20010256	REGGIO, ANTHONY M	M	White	06	Administrative Support	11/01/2001	
FT	20150009	RICHERT, AMITY	F	White	06	Administrative Support	02/09/2015	04/27/2018
FT	20000236	ROGERS, KELLY L	F	White	06	Administrative Support	11/14/2000	11/14/2016
FT	20060073	ROMANOW, JEFFREY P	M	White	06	Administrative Support	04/10/2006	
FT	20010050	ROOP, RACHEL L	F	White	06	Administrative Support	03/01/2001	
FT	20100008	SCHILKE, SARAH	F	White	03	Technicians	02/01/2010	
FT	19990270	SCHLIM, NANCY	F	White	06	Administrative Support	11/16/1999	
FT	20130009	SCHOEN, MICHELE	F	White	06	Administrative Support	01/16/2013	04/24/2019
FT	19980186	SHARPNESS, KRISTY L	F	White	06	Administrative Support	09/08/1998	
FT	19880022	SHERRELL, DOUGLAS R	M	White	06	Administrative Support	07/18/1988	
FT	20000061	SIFUENTES, JUAN M	M	Hispanic or Latino	06	Administrative Support	05/01/2000	
FT	20000107	SIFUENTES, MARIA I	F	Hispanic or Latino	06	Administrative Support	06/16/2000	
FT	20030047	SKWAREK, JESSICA A	F	White	06	Administrative Support	04/01/2003	
FT	19970071	SMICK, PAULA S	F	White	06	Administrative Support	04/07/1997	
FT	19950133	SMITH, JANICE	F	White	06	Administrative Support	08/03/1995	
FT	19840012	SMITH, LISA M	F	White	01	Official/Administration	06/11/1984	03/05/2018
FT	20040069	SMITH, WENDY L	F	White	06	Administrative Support	04/12/2004	07/05/2017
FT	19920010	STEGING, LAURA	F	White	02	Professionals	03/03/1992	
FT	20170689	STOREY, JESSICA T	F	White	06	Administrative Support	06/19/2017	07/18/2017
FT	20150120	STRAGGAS, JEFFREY R	M	White	06	Administrative Support	10/19/2015	07/22/2016
FT	19970164	SULLIVAN, LINDA L	F	White	06	Administrative Support	08/25/1997	03/05/2018
FT	20050067	TURNER, STEPHANIE L	F	White	06	Administrative Support	04/01/2005	
FT	20170489	VALDEZ, SAVANNAH L	F	White	06	Administrative Support	03/13/2017	
FT	20140133	VELASQUEZ, CHERYL R	F	Hispanic or Latino	06	Administrative Support	11/03/2014	09/22/2016
FT	19900038	VERMAAT, KATHLEEN M	F	White	01	Official/Administration	08/27/1990	04/04/2018
FT	20170027	VIAIRA BORUNDA, CHRISTIAN	M	Hispanic or Latino	06	Administrative Support	02/14/2017	
FT	20080034	VOIGHT, JILL	F	White	06	Administrative Support	02/19/2008	
FT	19940008	WCISLO, MARY J	F	White	06	Administrative Support	01/18/1994	

FT	20130081	WEBER, DOLORES A	F	White	06	Administrative Support	02/03/2014	08/05/2016
FT	19870013	WENBERG, MARILYN K	F	White	06	Administrative Support	05/18/1987	
FT	19970206	WITUK, PATTY J	F	White	06	Administrative Support	10/16/1997	04/03/2017
FT	19980184	WOLF, KATHLEEN J	F	White	06	Administrative Support	09/08/1998	
FT	20170551	ZEPEDA, CAROLINA	F	Hispanic or Latino	06	Administrative Support	04/03/2017	07/25/2017

PART I. COUNTY OF KANE – 2016-2017 CIRCUIT CLERK UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	-38.13%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	63.14%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	40.44%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	-11.12%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	12.73%	0.91%	3.64%	0.00%	0.00%	0.00%	0.00%	71.82%	1.82%	8.18%	0.91%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-15.78%	-0.87%	-4.26%	-1.04%	-0.06%	0.00%	-0.14%	29.62%	-2.14%	-4.25%	-0.42%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 CIRCUIT CLERK WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
02 - Professionals	3	0	0	0	0	0	0	0	3	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	3	0	0	0	0	0	0	0	3	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Circuit Clerk does not have employees in this job category.														
06 - Administrative Support	110	14	1	4	0	0	0	0	79	2	9	1	0	0	0
	100%	12.73%	0.91%	3.64%	0.00%	0.00%	0.00%	0.00%	71.82%	1.82%	8.18%	0.91%	0.00%	0.00%	0.00%
07 - Skilled Craft	Circuit Clerk does not have employees in this job category.														
08 - Service/Maintenance	Circuit Clerk does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on



Office of the Kane County Circuit Court Clerk

Thomas M. Hartwell, Clerk
540 S. Randall Rd., St. Charles, IL 60174
Telephone (630) 232-3413
www.cic.co.kane.il.us

July 24, 2019

To: Sylvia Wetzel
Susan Brown

From: Karin Herwick- Circuit Clerk Chief Deputy/COO/IPMA-HR-CP

RE: EEOP Reports Office of Circuit Clerk Thomas M. Hartwell

Attached you will find the reporting EEOP information for the Circuit Clerk's Office for the reporting period of July 1, 2017 thru June 30, 2018. Please contact me at 630.232.3434 or herwickkarin@co.kane.il.us if you have questions.

Thank you

Circuit Clerk's Office – Record of disciplinary actions – July 1, 2017 thru June 30, 2018.
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	1	1	0	0	0	0
Work performance/Job Duties	Written Warning	1	1	0	0	0	0
Work performance/Job Duties	Suspension 3 Days	0	0	0	0	0	0
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 3 Days	0	0	0	0	0	0
Attendance	Termination	0	0	0	0	0	0

Female

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
Work performance/Job Duties	Verbal Written Warning	0	0	0	0	0	0
Work performance/Job Duties	Written Warning	1	1	0	0	0	0
Attendance	Verbal Written Warning	1	0	0	1	0	0
Attendance	Written Warning	0	0	0	0	0	0
Attendance	Suspension 3 Days	0	0	0	0	0	0
Attendance	Termination	0	0	0	0	0	0

Circuit Clerk's Office – Promotions and Transfers – July 1, 2017 thru June 30, 2018. 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
Promotion 1	1	0	0	1	0	0
Promotion 2	0	0	0	0	0	0
Promotion 3	0	0	0	0	0	0
Transfer 1 Workforce reduction in a team. Employee transferred to another team.	0	0	0	0	0	0
Transfer 2	0	0	0	0	0	0
Transfer 3	0	0	0	0	0	0
Transfer 4	0	0	0	0	0	0
Transfer 5	0	0	0	0	0	0

Female

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Promotion 1	4	4	0	0	0	0
Promotion 2	0	0	0	0	0	0
Promotion 3	0	0	0	0	0	0
Transfer 1 Workforce reduction in a team. Employee transferred to another team.	1	1	0	0	0	0
Transfer 2	1	1	0	0	0	0
Transfer 3	0	0	0	0	0	0
Transfer 4	0	0	0	0	0	0
Transfer 5	0	0	0	0	0	0

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

Circuit Clerk's Office -- Narrative statement -- Office existing employment policies and practices -- July 1, 2017 thru June 30, 2018.

The majority of the employees employed at the Kane County Circuit Clerk's Office fall into the category of Administrative Support. The main responsibility is to perform record keeping responsibilities for the office and courts. The official record is in a period of transition from manual to electronic where we still perform basic clerical work such as filing of documents into file folders as well as data entry of all documents filed on a case management system to create the electronic records. There is a high volume work load supporting the various Kane County Courts and deputy clerks perform work ranging from data entry, filing of records, scanning, and working with the public in person, on phones, via email, working with court personnel in court rooms, processing payments and many other clerical responsibilities.

When hiring for these positions the following tests are administered to all applicants:

1. 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.
2. Addition and subtraction tests are also administered. No calculator is used for these two tests. There is an allowance of 2 minutes to complete each the addition and subtraction and then an additional minute to answer a problem solving question. Test takes a total of (5) five minutes for the applicant to take. Errors represent the potential issues in handling money where change may need to be made or for calculating amounts for assessments and distributions which must be inputted from documents into the case management system. This test is provided by math.about.com.
3. A typing test is given to all applicants. It consists of a one (1) minute test to test for both accuracy and also number of words per minute since there is a high volume of data entry performed. This is found online at typingtest.com.
4. 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.
5. Applicants all go thru a background check. The purpose of the background check is to ensure that the applicant doesn't have any disqualifying criminal records and have a satisfactorily drivers record since a vehicle is necessary to drive to the various job assignments.

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

Circuit Clerk's Office - Utilization Analysis Narrative and Goals Objectives to Achieve – July 1, 2017 thru June 30, 2018.

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

In the Official/Administrators/Executive category, the results indicate underutilization in white males, which is listed as -54.21% and in the Professional area listed as -36.43%. In both of these areas the employees in these categories have been with the Circuit Clerk's Office for 18 to 20 plus years. Some turnover due to retirements of long term employees has opened up the office for advancement. With the retirement office operations were reviewed and some restructure of positions took place allowing the opportunity for Administrative Support and Professionals positions to promote into.

In the Administrative Support category the underutilization of males is -15.24%. Most clerical applicants are woman. However, this has stayed close to level with last year's report in the Office/Clerical area.

The Circuit Clerk's Office is located on a very busy highway and the flow of applications being handed in from applicants remains adequate at times. Additional applications when needed are obtained from the County's H.R. Dept. Also many employees do bring in applications from people that they know when there are available openings at the office.

The following will be used by the Circuit Clerk's Human Resource Manager to help address underutilization.

- ** Obtain additional applications from the County's H.R. Dept. when needed.
- ** Post all job openings on the county website when needed.
- ** Post all job openings on the Circuit Clerk Office website when needed.
- ** Utilize social media outlets to share job postings.
- ** 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.
- ** Continue to post that the Circuit Clerk is an Equal Opportunity Employer.

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

Ethnic Detail for Circuit Clerk Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040071	ADAMS, MARY L	F	White	06	Administrative Support	04/16/2004	
FT	19950122	ALLEN, CANDY K	F	White	02	Professionals	08/01/1995	
FT	20140026	ARTZ, RICHARD J	M	White	06	Administrative Support	03/11/2014	
FT	20040148	BANKS, PEGGY J	F	White	06	Administrative Support	08/02/2004	
FT	20070186	BART, RUTH	F	White	06	Administrative Support	10/16/2007	
FT	20150115	BARTEN, KAITLYN M	F	White	06	Administrative Support	10/05/2015	03/29/2019
FT	20000090	BEGALKA, BARBARA A	F	White	06	Administrative Support	06/01/2000	
FT	19970159	BOLAND, LYNN MARIE	F	White	06	Administrative Support	08/19/1997	
FT	19950202	BOMMELMAN, CURT A	M	White	06	Administrative Support	11/13/1995	
FT	20060055	BOYNTON, JILL S	F	White	06	Administrative Support	03/16/2006	
FT	20160101	BOYNTON, TAYLOR J	M	White	06	Administrative Support	10/11/2016	12/06/2017
FT	20140103	BRIGGS, AMANDA E	F	White	06	Administrative Support	09/08/2014	
FT	20150047	BRIGHT, JORDAN A	M	Black	06	Administrative Support	06/01/2015	
FT	19980158	BROOKS, DEANNA M	F	White	06	Administrative Support	08/17/1998	
FT	20180064	BROUCH, BARBARA J	F	White	06	Administrative Support	03/26/2018	
FT	20160095	BRYSIEWICZ, KATHLEEN J	F	White	06	Administrative Support	09/28/2016	04/27/2018
FT	20170550	BUENROSTRO, JULIAN	M	Hispanic or Latino	06	Administrative Support	04/03/2017	
FT	19990282	CAMERON, HEATHER	F	White	06	Administrative Support	12/01/1999	
FT	19910060	CAMPEGGIO, NANCY K	F	White	06	Administrative Support	11/04/1991	
FT	20160001	CANTRALL, MICHELLE M	F	White	06	Administrative Support	01/04/2016	
FT	20000172	CAPPARELLI, JAMES C	M	Hispanic or Latino	06	Administrative Support	08/16/2000	
FT	20010221	CASSON, LISA M	F	White	06	Administrative Support	09/17/2001	
FT	20060088	CHAN, DEBORAH M	F	White	03	Technicians	05/01/2006	
FT	20160096	CHAPA, ELISA E	F	Hispanic or Latino	06	Administrative Support	10/11/2016	
FT	19990194	CONWAY, JOANNE	F	White	06	Administrative Support	09/01/1999	
FT	20080085	CREIGHTON, AIMEE M	F	White	06	Administrative Support	06/09/2008	
FT	20040019	CRISTALLO, LANA M	F	White	06	Administrative Support	01/26/2004	
FT	20000025	DAVIS, JANET L	F	Black	06	Administrative Support	03/01/2000	
FT	20100015	DETTMANN, BRIAN	M	White	06	Administrative Support	02/22/2010	
FT	20060194	DUNNE, CHERYL R	F	White	06	Administrative Support	11/06/2006	
FT	19810018	ESSIG, JAMES E	M	White	06	Administrative Support	11/05/1981	
FT	19810019	ESSIG, JOHN M	M	White	06	Administrative Support	11/05/1981	
FT	20150104	FENN, HEATHER	F	White	06	Administrative Support	09/14/2015	
FT	20180180	FERREL, LATIMER	M	Two or More Races	06	Administrative Support	05/21/2018	
FT	19950108	FLETCHER, MERSENE	F	White	06	Administrative Support	07/03/1995	
FT	20000093	FORS, LAURA M	F	White	06	Administrative Support	06/01/2000	11/07/2017
FT	20150108	FRIEDERS, DANIELLE A	F	White	06	Administrative Support	09/28/2015	01/03/2019

FT	20130162	GAEDTKE, DONALD A	M	White	06	Administrative Support	12/03/2013	
FT	19930068	GEMMER, MARIANNE	F	White	06	Administrative Support	09/01/1993	
FT	20000134	GODDARD, MABEL	F	Hispanic or Latino	06	Administrative Support	07/17/2000	12/08/2017
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	19780014	HACKMAN, CECELIA M	F	White	03	Technicians	10/10/1978	
FT	20160078	HAMES, KAREN E	F	White	06	Administrative Support	09/12/2016	
FT	20120035	HANSON, GINA R	F	White	06	Administrative Support	06/11/2012	
FT	20090065	HASSLER, JOANNE	F	White	06	Administrative Support	10/19/2009	
FT	19910056	HERWICK, KARIN M	F	White	01	Official/Administration	10/07/1991	
FT	20170722	HOLT, CODY A	M	White	06	Administrative Support	08/28/2017	
FT	20090072	HUBBS, DONNA	F	White	06	Administrative Support	11/02/2009	
FT	20040179	HULL, DENEEN S	F	Black	06	Administrative Support	08/23/2004	
FT	20130044	HYMAN, JOY A	F	White	06	Administrative Support	05/13/2013	
FT	20090057	JACKSON, JESSICA E	F	White	06	Administrative Support	09/28/2009	
FT	20170018	JACKSON, MELINDA M	F	White	06	Administrative Support	01/30/2017	
FT	19780003	JENSEN, TERRY R	F	White	06	Administrative Support	04/03/1978	
FT	19960153	JOHNSON, LORI A	F	White	02	Professionals	08/19/1996	
FT	20170623	JORDAN, KATHERINE	F	White	06	Administrative Support	04/17/2017	07/21/2017
FT	19980206	JUNGERS, LINDA S	F	White	06	Administrative Support	10/01/1998	
FT	20170419	KABARA, MARY	F	White	06	Administrative Support	03/06/2017	
FT	20020024	KANE, SHAUNA L	F	White	06	Administrative Support	02/04/2002	
FT	20060056	KISSANE, MELISSA D	F	White	06	Administrative Support	03/16/2006	
FT	20170011	KOSINSKA, KATHERINE	F	White	06	Administrative Support	01/23/2017	
FT	20070061	KOWALSKI, JACQUELINE	F	White	06	Administrative Support	04/16/2007	
PT	20180192	KUNCL, ADAM B	M	White	04	Protective Services: Sworn	06/04/2018	
FT	20140105	KURTH, ASHLEY E	F	White	06	Administrative Support	09/08/2014	10/13/2017
FT	20170714	LAHL, SARAH D	F	White	06	Administrative Support	08/14/2017	
FT	19810005	LAMBERT, ANN C	F	White	02	Professionals	01/26/1981	
FT	19970105	LANGE, PENNY A	F	White	06	Administrative Support	06/02/1997	
FT	19910030	LAWRENCE, MONICA	F	White	01	Official/Administration	05/06/1991	
FT	20180022	LIBERIO, NICOLE E	F	White	06	Administrative Support	02/26/2018	07/09/2018
FT	19970068	LISNER, KELLY A	F	White	06	Administrative Support	02/19/2008	
FT	19940125	LISSON, DIANE M	F	White	06	Administrative Support	11/01/1994	12/03/2018
FT	20090068	LYNCH, REBECCA	F	White	06	Administrative Support	10/19/2009	
FT	20070202	MCMAHAN, SAMANTHA A	F	White	03	Technicians	11/16/2007	
FT	20180063	MEEKS, TAMARA K	F	Black	06	Administrative Support	03/26/2018	02/22/2019
FT	20010223	MESZAROS, ROSA	F	Hispanic or Latino	06	Administrative Support	09/17/2001	
FT	19936088	MEYER, MICHAEL G	M	White	06	Administrative Support	11/16/2006	
FT	20070108	MONNETT, ELIZABETH	F	White	06	Administrative Support	06/18/2007	

FT	19960213	PALM, SHELLEY L	F	White	06	Administrative Support	11/01/1996	
PT	20070116	PATE, DONALD	M	White	04	Protective Services: Sworn	07/02/2007	
FT	19970193	PATTERSON, MALINDA K	F	White	06	Administrative Support	10/01/1997	
FT	20140019	PAYNE, STACEY L	F	White	06	Administrative Support	02/18/2014	
PT	20140024	PETERS, JOHN R	M	White	04	Protective Services: Sworn	03/10/2014	02/02/2018
FT	20050187	PHILLIPS, LINDSAY M	F	White	06	Administrative Support	01/03/2006	
FT	20120081	PICKERING, JOHNATHAN M	M	White	06	Administrative Support	10/15/2012	
FT	19980097	QUIRIN, DEBRA ANN	F	White	06	Administrative Support	06/08/1998	
FT	20010256	REGGIO, ANTHONY M	M	White	06	Administrative Support	11/01/2001	
FT	20150009	RICHERT, AMITY	F	White	06	Administrative Support	02/09/2015	04/27/2018
FT	20060073	ROMANOW, JEFFREY P	M	White	06	Administrative Support	04/10/2006	
FT	20010050	ROOP, RACHEL L	F	White	06	Administrative Support	03/01/2001	
FT	20100008	SCHILKE, SARAH	F	White	03	Technicians	02/01/2010	
FT	19990270	SCHLIM, NANCY	F	White	06	Administrative Support	11/16/1999	
FT	20130009	SCHOEN, MICHELE	F	White	06	Administrative Support	01/16/2013	04/24/2019
FT	19980186	SHARPNESS, KRISTY L	F	White	02	Professionals	09/08/1998	
FT	19880022	SHERRELL, DOUGLAS R	M	White	06	Administrative Support	07/18/1988	
FT	20000061	SIFUENTES, JUAN M	M	Hispanic or Latino	02	Professionals	05/01/2000	
FT	20000107	SIFUENTES, MARIA I	F	Hispanic or Latino	06	Administrative Support	06/16/2000	
FT	20030047	SKWAREK, JESSICA A	F	White	06	Administrative Support	04/01/2003	
FT	19970071	SMICK, PAULA S	F	White	06	Administrative Support	04/07/1997	
FT	19950133	SMITH, JANICE	F	White	06	Administrative Support	08/03/1995	
FT	19840012	SMITH, LISA M	F	White	01	Official/Administration	06/11/1984	03/05/2018
FT	20040069	SMITH, WENDY L	F	White	06	Administrative Support	04/12/2004	07/05/2017
FT	19920010	STEGING, LAURA	F	White	02	Professionals	03/03/1992	
FT	20170689	STOREY, JESSICA T	F	White	06	Administrative Support	06/19/2017	07/18/2017
FT	19970164	SULLIVAN, LINDA L	F	White	06	Administrative Support	08/25/1997	03/05/2018
FT	20050067	TURNER, STEPHANIE L	F	White	06	Administrative Support	04/01/2005	
FT	20170723	VALDEZ, CHEYANNE E	F	White	06	Administrative Support	08/28/2017	
FT	20170489	VALDEZ, SAVANNAH L	F	White	06	Administrative Support	03/13/2017	
FT	20180001	VALENCIA CRUZ, MONICA B	F	Hispanic or Latino	06	Administrative Support	01/29/2018	
FT	19900038	VERMAAT, KATHLEEN M	F	White	01	Official/Administration	08/27/1990	04/04/2018
FT	20170027	VIAIRA BORUNDA, CHRISTIAN	M	Hispanic or Latino	06	Administrative Support	02/14/2017	
FT	20080034	VOIGHT, JILL	F	White	06	Administrative Support	02/19/2008	
FT	19940008	WCISLO, MARY J	F	White	06	Administrative Support	01/18/1994	
FT	19870013	WENBERG, MARILYN K	F	White	06	Administrative Support	05/18/1987	
FT	19980184	WOLF, KATHLEEN J	F	White	06	Administrative Support	09/08/1998	
FT	20170551	ZEPEDA, CAROLINA	F	Hispanic or Latino	06	Administrative Support	04/03/2017	07/25/2017

PART I. COUNTY OF KANE – 2017-2018 CIRCUIT CLERK UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	12.91%	-3.55%	-0.05%	-0.03%	-0.08%	37.80%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	-38.13%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	63.14%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	40.44%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	-11.12%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	13.27%	1.02%	3.06%	0.00%	0.00%	0.00%	1.02%	72.45%	3.06%	6.12%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-15.24%	-0.76%	-4.83%	-1.04%	-0.06%	0.00%	0.88%	30.25%	-0.90%	-6.31%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 CIRCUIT CLERK WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
02 - Professionals	6	0	0	1	0	0	0	0	5	0	0	0	0	0	0
	100%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Circuit Clerk does not have employees in this job category.														
06 - Administrative Support	98	13	1	3	0	0	0	1	71	3	6	0	0	0	0
	100%	13.27%	1.02%	3.06%	0.00%	0.00%	0.00%	1.02%	72.45%	3.06%	6.12%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Circuit Clerk does not have employees in this job category.														
08 - Service/Maintenance	Circuit Clerk does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY OFFICE OF COMMUNITY REINVESTMENT
Community Development Division
Equal Opportunity Plan Executive Narrative
July 1, 2016 - June 30, 2017

Utilization Analysis Narrative

An analysis of the Kane County Office of Community Reinvestment Community Development Division 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 (-30.6%) Black females (-1.3%) Hispanic females (-3.7%) and Asian females (-1.3%). White males (45.8%) represent the largest utilized group of employees in this category.
- In the *Professional* classification under-utilization occurs in the following categories; Minority Males (Black -1.5%; Hispanic -3.8%; Asian -3.6%). The analysis shows that minority females are poorly utilized Black females (-1.4%) Hispanic females (-4.3%) and Asian females (-2.7%) in this job classification. White females (4.5%) represent the largest utilized group of employees in this category.

The Community Development Division 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 Community Development Division 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 Community Development Division utilizes the employment practices and policies described within the Kane County Personnel Policy Handbook.

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

Ethnic Detail for Community Reinvestment Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20100028	BECK, JOSHUA	M	White	02	Professionals	04/05/2010	
FT	19990139	BERGER, SCOTT W	M	White	01	Official/Administration	07/16/1999	
FT	20140016	DALL, CHRISTOPHER S	M	White	02	Professionals	02/03/2014	
FT	20150056	GLASSFORD, TRACEY L	F	White	02	Professionals	06/08/2015	
FT	20010189	THAVONG, JULIA E	F	White	02	Professionals	08/16/2001	
PT	20160075	TREVE, MICHAEL R	M	White	02	Professionals	08/23/2016	
FT	20160066	ZILLY, KAREN E	F	White	02	Professionals	07/11/2016	

PART I. COUNTY OF KANE – 2016-2017 COMMUNITY REINVESTMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	13.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	4.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COMMUNITY REINVESTMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	6 100%	3 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Community Reinvestment does not have employees in this job category.														
04 - Protective Services: Sworn	Community Reinvestment does not have employees in this job category.														
05 - Protective Services: Non Sworn	Community Reinvestment does not have employees in this job category.														
06 - Administrative Support	Community Reinvestment does not have employees in this job category.														
07 - Skilled Craft	Community Reinvestment does not have employees in this job category.														
08 - Service/Maintenance	Community Reinvestment does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY OFFICE OF COMMUNITY REINVESTMENT
Community Development Division
Equal Opportunity Plan Executive Narrative
July 1, 2017 - June 30, 2018

Utilization Analysis Narrative

An analysis of the Kane County Office of Community Reinvestment Community Development Division 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 (-30.6%) Black females (-1.3%) Hispanic females (-3.7%) and Asian females (-1.3%). White males (45.8%) represent the largest utilized group of employees in this category.
- In the *Professional* classification under-utilization occurs in the following categories; Minority Males (Black -1.5%; Hispanic -3.8%; Asian -3.6%). The analysis shows that minority females are poorly utilized Black females (-1.4%) Hispanic females (-4.3%) and Asian females (-2.7%) in this job classification. White females (11.6%) represent the largest utilized group of employees in this category.

The Community Development Division 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 Community Development Division 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 Community Development Division utilizes the employment practices and policies described within the Kane County Personnel Policy Handbook.

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

Ethnic Detail for Community Reinvestment Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20100028	BECK, JOSHUA	M	White	02	Professionals	04/05/2010	
FT	19990139	BERGER, SCOTT W	M	White	01	Official/Administration	07/16/1999	
FT	20140016	DALL, CHRISTOPHER S	M	White	02	Professionals	02/03/2014	
FT	20150056	GLASSFORD, TRACEY L	F	White	02	Professionals	06/08/2015	
FT	20170767	SCHERKENBACH, LAURA B	F	White	02	Professionals	12/11/2017	05/31/2018
FT	20010189	THAVONG, JULIA E	F	White	02	Professionals	08/16/2001	
PT	20160075	TREVE, MICHAEL R	M	White	02	Professionals	08/23/2016	
FT	20160066	ZILLY, KAREN E	F	White	02	Professionals	07/11/2016	

PART I. COUNTY OF KANE – 2017-2018 COMMUNITY REINVESTMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	6.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	11.61%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COMMUNITY REINVESTMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	7 100%	3 42.86%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 57.14%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Community Reinvestment does not have employees in this job category.														
04 - Protective Services: Sworn	Community Reinvestment does not have employees in this job category.														
05 - Protective Services: Non Sworn	Community Reinvestment does not have employees in this job category.														
06 - Administrative Support	Community Reinvestment does not have employees in this job category.														
07 - Skilled Craft	Community Reinvestment does not have employees in this job category.														
08 - Service/Maintenance	Community Reinvestment does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Kane County Coroner

2016-EEOP

Period covering July 1, 2016 through June 30 2017

Utilization Analysis Narrative:

Currently there are no available positions at the Coroner's office. When applications are received they are all reviewed, regardless of gender.

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

Objectives:

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

Disciplinary Action:

N/A

Promotions or Transfers:

N/A

Employment Policies & Practices:

All applicants are requested to submit their resumes (in writing) to the Coroner, the resumes are then reviewed at the time of receipt. If an opening exists, the job description is thoroughly discussed with the applicant for the specific position desired. If the applicant is considered, they are then contacted and asked to complete a background check through the Kane County Sheriff's office and the new hire packet along with the appropriate paperwork is submitted to Human Resources Department.

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

All potential applicants come through professional referrals based on qualifications.

Ethnic Detail for Coroner Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040072	BURLACK, HOLLIE E	F	White	06	Administrative Support	04/16/2004	
FT	20140023	HAYDEN, DERICK R	M	Two or More Races	04	Protective Services: Sworn	02/24/2014	
FT	20070125	HEROUT, KAREN	F	White	04	Protective Services: Sworn	07/09/2007	
FT	20050026	KRIEGHBAUM, LISA M	F	White	04	Protective Services: Sworn	01/31/2005	
FT	20150036	LAKER, STEVEN P	M	White	04	Protective Services: Sworn	03/30/2015	
FT	19990065	RENWICK, ANNA MAE	F	White	04	Protective Services: Sworn	03/15/1999	12/04/2017
FT	19990281	RICHARDSON CARRERA, LOREN C	F	Black	04	Protective Services: Sworn	12/01/1999	

PART I. COUNTY OF KANE – 2016-2017 CORONER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS No Employees for This Category														
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN Workforce #%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	50.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-42.89%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	15.59%	38.88%	13.17%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 CORONER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Coroner does not have employees in this job category.														
02 - Professionals	Coroner does not have employees in this job category.														
03 - Technicians	Coroner does not have employees in this job category.														
04 - Protective Services: Sworn	6	1	0	0	0	0	0	1	3	1	0	0	0	0	0
	100%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	50.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Coroner does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Coroner does not have employees in this job category.														
08 - Service/Maintenance	Coroner does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Kane County Coroner

2017-EEOP

Period covering July 1, 2017 through June 30 2018

Utilization Analysis Narrative:

Currently there are no available positions at the Coroner's office. When applications are received they are all reviewed, regardless of gender.

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

Objectives:

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

Disciplinary Action:

F/W – Received a written warning 3/19/2018

Promotions or Transfers:

On December 4, 2017 – an employee (Deputy Coroner – Female – White) Retired

Employment Policies & Practices:

All applicants are requested to submit their resumes (in writing) to the Coroner, the resumes are then reviewed at the time of receipt. If an opening exists, the job description is thoroughly discussed with the applicant for the specific position desired. If the applicant is considered, they are then contacted and asked to complete a background check through the Kane County Sheriff's office and the new hire packet along with the appropriate paperwork is submitted to Human Resources Department.

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

All potential applicants come through professional referrals based on qualifications.

Ethnic Detail for Coroner Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160167	ALLISON, GABRIELA	F	Hispanic or Latino	04	Protective Services: Sworn	12/08/2016	
FT	20180057	BRADSHAW, CURT A	M	White	04	Protective Services: Sworn	03/12/2018	04/08/2019
FT	20040072	BURLACK, HOLLIE E	F	White	06	Administrative Support	04/16/2004	
FT	20140023	HAYDEN, DERICK R	M	Two or More Races	04	Protective Services: Sworn	02/24/2014	
FT	20070125	HEROUT, KAREN	F	White	04	Protective Services: Sworn	07/09/2007	
FT	20050026	KRIEGHBAUM, LISA M	F	White	04	Protective Services: Sworn	01/31/2005	
FT	20150036	LAKER, STEVEN P	M	White	04	Protective Services: Sworn	03/30/2015	
FT	19990065	RENWICK, ANNA MAE	F	White	04	Protective Services: Sworn	03/15/1999	12/04/2017
FT	19990281	RICHARDSON CARRERA, LOREN C	F	Black	04	Protective Services: Sworn	12/01/1999	
FT	20160103	RODGERS, ANTHONY N	M	Black	04	Protective Services: Sworn	09/30/2016	11/01/2017

PART I. COUNTY OF KANE – 2017-2018 CORONER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS No Employees for This Category														
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN Workforce #%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%	33.33%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-37.34%	3.33%	-9.05%	-1.91%	0.00%	0.00%	10.03%	22.22%	7.62%	5.71%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 CORONER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Coroner does not have employees in this job category.														
02 - Professionals	Coroner does not have employees in this job category.														
03 - Technicians	Coroner does not have employees in this job category.														
04 - Protective Services: Sworn	9 100%	2 22.22%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 11.11%	3 33.33%	1 11.11%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Coroner does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Coroner does not have employees in this job category.														
08 - Service/Maintenance	Coroner does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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

MARIOLA OSCARSON
DEPUTY AUDITOR

KRISTIN JENKINS
STAFF AUDITOR



719 S.BATAVIA AVENUE
GENEVA, ILLINOIS 60134

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

EEOP Narratives for the Annual Reports Covering

July 1, 2016 - June 30, 2017

July 1, 2017 - June 30, 2018

Utilization Analysis Narrative

For the reporting periods July 1, 2016 through June 30, 2017 and July 1, 2017 through June 30, 2018, the Office of the Kane County Auditor employed personnel in both the Professionals category and the Administrative Support category. A comparison to the Community Labor Statistics in that category indicates an over-utilization of white females in this category (+54.5%). White females (100%) represent the only utilized group of employees in this category. Because the Office of the County Auditor includes only three employees, the relatively small sample size results in comparisons that are less meaningful than would otherwise be indicated by the statistical variances.

Objectives

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

Disciplinary Actions – None

Promotions/Transfers - None

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.

Ethnic Detail for County Auditor Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20150040	ABBATE, CHRISTINA M	F	White	06	Administrative Support	05/04/2015	03/02/2018
FT	20140015	RICH, ANDREA D	F	White	02	Professionals	02/03/2014	08/14/2017
FT	20130051	TODD, MARGARET E	F	White	02	Professionals	06/03/2013	08/24/2018

PART I. COUNTY OF KANE – 2016-2017 COUNTY AUDITOR UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COUNTY AUDITOR WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	County Auditor does not have employees in this job category.														
02 - Professionals	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	County Auditor does not have employees in this job category.														
04 - Protective Services: Sworn	County Auditor does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Auditor does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	County Auditor does not have employees in this job category.														
08 - Service/Maintenance	County Auditor does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for County Auditor Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20150040	ABBATE, CHRISTINA M	F	White	06	Administrative Support	05/04/2015	03/02/2018
PT	20180141	CELLA, JENNIFER M J	F	White	06	Administrative Support	04/02/2018	08/10/2018
FT	20170725	OSCARSON, MARIOLA A	F	White	02	Professionals	09/05/2017	
FT	20140015	RICH, ANDREA D	F	White	02	Professionals	02/03/2014	08/14/2017
FT	20130051	TODD, MARGARET E	F	White	02	Professionals	06/03/2013	08/24/2018

PART I. COUNTY OF KANE – 2017-2018 COUNTY AUDITOR UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COUNTY AUDITOR WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	County Auditor does not have employees in this job category.														
02 - Professionals	3	0	0	0	0	0	0	0	3	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	County Auditor does not have employees in this job category.														
04 - Protective Services: Sworn	County Auditor does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Auditor does not have employees in this job category.														
06 - Administrative Support	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	County Auditor does not have employees in this job category.														
08 - Service/Maintenance	County Auditor does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY BOARD OFFICE

UTILIZATION ANALYSIS

July 1, 2016 - June 30, 2017

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 (-28.51%). White females (57.8%) represent the largest utilized group of employees in this category. Black females (-3.96%) and Hispanic females (-12.44%) are poorly utilized as are other female minorities. In the area of Professionals, white males (13.57%) represent the largest utilized group of employees in this category. Hispanic (-3.76%) & Asian (-3.55%) males, as well as Hispanic females (-4.31%) & Asian females (-2.73%) are poorly utilized.

The County Board Office recognizes the need to actively recruit more males and minority groups for Office/Clerical positions as they occur. All positions are currently filled with previous statistics.

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.

Ethnic Detail for County Board Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19920043	BARSANTI, DAWN G	F	White	02	Professionals	10/02/1992	03/15/2019
FT	20140109	DUFFY, CHRISTIE A	F	White	06	Administrative Support	09/02/2014	
FT	20050019	MCGRATH, ELLYN M	F	White	06	Administrative Support	01/13/2005	06/28/2018
FT	20140147	NAGEL, RICHARD R	M	White	02	Professionals	12/01/2014	

PART I. COUNTY OF KANE – 2016-2017 COUNTY BOARD UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	13.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	4.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COUNTY BOARD WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	County Board does not have employees in this job category.														
02 - Professionals	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	County Board does not have employees in this job category.														
04 - Protective Services: Sworn	County Board does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Board does not have employees in this job category.														
06 - Administrative Support	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#####	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	County Board does not have employees in this job category.														
08 - Service/Maintenance	County Board does not have employees in this job category.														

Key

W - White

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H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

KANE COUNTY BOARD OFFICE

UTILIZATION ANALYSIS

July 1, 2017 - June 30, 2018

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 (-28.51%). White females (24.47%) represent the largest utilized group of employees in this category. An increase in Hispanic females (20.98%) have been utilized, however Black females (-3.96%) are poorly utilized as are other female minorities. In the area of Professionals, white males (13.57%) represent the largest utilized group of employees in this category. Hispanic (-3.76%) & Asian (-3.55%) males, as well as Hispanic females (-4.31%) & Asian females (-2.73%) are poorly utilized.

The County Board Office recognizes the need to actively recruit more males and minority groups for Office/Clerical positions as they occur. The Receptionist/Recording Secretary (Administrative Support) was promoted to Recording/Secretary (Administrative Support) position on January 14, 2018 due to one employee not returning from a leave of absence.

Objectives

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

Disciplinary Actions – None

Promotions/Transfers

Receptionist/Recording Secretary (Administrative Support) was filled with Hispanic or Latina female transfer from the Circuit Clerk's Office on March 23, 2018.

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 I. COUNTY OF KANE – 2017-2018 COUNTY BOARD UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	13.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	4.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	24.47%	-3.96%	20.90%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COUNTY BOARD WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	County Board does not have employees in this job category.														
02 - Professionals	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	County Board does not have employees in this job category.														
04 - Protective Services: Sworn	County Board does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Board does not have employees in this job category.														
06 - Administrative Support	3	0	0	0	0	0	0	0	2	0	1	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	County Board does not have employees in this job category.														
08 - Service/Maintenance	County Board does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Kane County Clerk's Office
Equal Employment Opportunity Plan
July 1, 2016 to June 30, 2017 and July 1, 2017 to June 30, 2018.
Executive Summary

Employment practices, including hiring and promotions, of the Kane County Clerk's Office are to a large extent governed by the Collective Bargaining Agreement between the County, the County Clerk's office and The American Federation of State, County and Municipal Deputy Clerks, (AFSCME), AFL-CIO, Council 31, on behalf of and with Local 3966. According to the terms of Article 6, §1, "Both the Employer and the Union agree not to illegally discriminate against any Deputy Clerk on the basis of race, sex, creed, religion, color, marital or parental status, age, national origin, disability or political affiliation, provided however that all personnel of the Office must at all times support and defend the Constitution and laws of the United States, State of Illinois and laws promulgated there from." Also, the Kane County Clerk's Office adheres to the Equal Employment Opportunity policy and all nondiscrimination policies of Kane County. In addition, the Kane County Clerk's Office adheres to the dictates of the Illinois Human Rights Act and the rules and regulations appurtenant thereto, the Equal Opportunity Employment Act as well as the requirements of the statutes, and regulations of all other state and federal enactments that pertain to fair and nondiscriminatory employment practices.

As far as new bargaining unit positions, the Kane County Clerk's Office follows Article 24, §2 of the Collective Bargaining Agreement which states, "Whenever a job vacancy occurs, other than a temporary vacancy as defined below, in any existing job classification or as a result of the development or establishment of new job classifications, a notice of such vacancy shall be posted on all bulletin boards for seven (7) working days and emailed to all bargaining unit employees. This posting shall include job title, work hours, pay rate, and area or Department within the Clerk's Office. Temporary vacancies are defined as job vacancies that may periodically develop in any job classification, such as an extended illness or leave of absence that does not exceed ninety (90) consecutive days plus an additional ninety (90) consecutive days extension based upon an incumbent Deputy Clerk returning from a leave of absence. Job openings that remain open more than one hundred and eighty (180) consecutive days shall not be considered temporary job openings. During this period, Deputy Clerks who wish to apply for the vacant job, including Deputy Clerks on layoff, may do so by contacting the County Clerk. Furthermore, job posting will be used to encourage the principle of promoting from within."

Several provisions of the aforesaid Collective Bargaining Agreement address the issue of transfers. Article 9, §1 states, in pertinent part, "to assure Department and Office efficiency, productivity and service, in no event shall more than one-third (1/3) of the positions in a department be affected by a transfer or transfers" Article 9, §1 also states that "a removed full-time Deputy Clerk shall be transferred to another full-time position for which there is a vacancy and for which that Deputy Clerk is qualified. A removed part-time Deputy Clerk may be transferred to either a full-time or part-time position for which there is a vacancy and for which that Deputy Clerk is qualified. If more than one vacancy exists, or if there is more than one probationary Deputy Clerk at the time of removal, the Employer shall have the discretion to transfer the removed Deputy Clerk to the

position the Employer deems appropriate.” Further, Article 9, §1 provides that if a Deputy Clerk is removed, he or she may request “assignment to a temporary position” which he or she is qualified to perform.

For the time period in question there were not any disciplinary actions against any bargaining unit employees. Any disciplinary actions and grievances for bargaining unit employees are, of course, governed by the terms and conditions of the aforesaid Collective Bargaining Agreement. For the time period in question there were not any disciplinary actions against any non-bargaining unit employees.

As to non-bargaining unit employees, hiring, promotions, and transfers occur at the discretion of the County Clerk as dictated by the need for special skill sets, education, experience, and abilities, in accordance with the Kane County Equal Employment Opportunity Policy and all nondiscrimination policies of Kane County, as well as all statutes and regulations of the United States and State of Illinois. These actions are based upon merit after personal interviews with candidates, review of their credentials, and verification of references.

In 2017 there was one promotion to Grade 6 (bargaining unit) available in the Elections Department. One Hispanic female apply for this position as did one Caucasian female. The Caucasian female was promoted because she had experience in a greater number of areas within the Department. In 2018, due to a death in the Tax Extension Department, there was a management/administrative vacancy. A Caucasian male was promoted to Director of Vital Records and Tax Extension from Supervisor of Vital Records and Tax Extension and Redemption and a female Caucasian was promoted from a bargaining unit position to Supervisor of Vital Records and Tax Extension. Both promotions were based upon the individuals’ experience and familiarity with the Tax Extension and Redemption processes. One Caucasian male was transferred to an entry-level position in the Tax Extension and Redemption and no other individuals were interested in or desired this transfer.

The aforesaid Collective Bargaining Agreement (Article 24, §2) requires posting in order to encourage promotion from within the County Clerk’s Office. In accordance with this section of the Collective Bargaining Agreement positions are initially posted within the Office. If there is no response to the in-office posting, applicants are sought from other departments and offices within the County and through use of the County Clerk’s website postings, word-of-mouth, and outreach to community organizations.

Testing is not utilized. Under the terms of the Collective Bargaining Agreement new employees are considered probationary employees. In the experience of the Clerk’s Office, giving an opportunity to people to work in a position and determine if they have the ability to learn and function in the position avoids the potential for any cultural bias that may be inherent in certain testing procedures. The County Clerk’s Office employs people based upon their skills and abilities as demonstrated in a live working environment. The willingness and ability to serve the public are the only determinative criteria.

Ethnic Detail for County Clerk Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160034	APONTE, VERONICA	F	Hispanic or Latino	06	Administrative Support	03/16/2016	
PT	20160004	BAUER, MARY L	F	White	06	Administrative Support	02/27/2017	
FT	20040211	BECKER, SHAUNA L	F	White	06	Administrative Support	10/15/2004	
OT	20160140	BEHNKE, LAUREN E	F	White	06	Administrative Support	01/01/2014	
FT	20100035	DORADO JR, LEOPOLDO	M	Hispanic or Latino	06	Administrative Support	06/01/2010	08/16/2018
FT	20100050	EMERSON, JOHN R	M	White	06	Administrative Support	08/09/2010	
FT	20040004	ERICKSON, TRACY A	F	White	06	Administrative Support	08/14/2003	
FT	20040166	ERICSON, SUSAN M	F	White	01	Official/Administration	08/11/2004	08/02/2018
FT	20000174	ESQUIVEL, RAYMOND C	M	Hispanic or Latino	06	Administrative Support	08/16/2000	
FT	19970223	EVERHART, JUDITH A	F	White	06	Administrative Support	11/17/1997	11/16/2018
FT	19890041	FAKRODDIN, ZAHIDA K	F	Asian	06	Administrative Support	08/28/1989	
PT	20120004	FELTES, BARBARA A	F	White	06	Administrative Support	02/01/2012	07/10/2018
PT	20140067	FELTES, BRETT J	M	White	06	Administrative Support	01/01/2015	
FT	20140017	FRANCO, FABYAN R	M	Hispanic or Latino	06	Administrative Support	02/03/2014	
FT	19950193	HOMAN, DIANE M	F	White	06	Administrative Support	10/30/1995	
PT	20160209	HOMER, NICKOLAS E	M	White	06	Administrative Support	01/01/2014	
FT	19980208	KLIMCZAK, ANTOINETTE M	F	White	06	Administrative Support	10/09/1998	06/01/2017
PT	20130010	MCSHANE, GEORGINA L	F	White	06	Administrative Support	01/14/2013	
FT	20050240	MOREFIELD, JAMES H	M	White	06	Administrative Support	08/05/2008	
FT	20100055	NELSON, MATTHEW C	M	White	06	Administrative Support	08/16/2010	
PT	20120104	POLLOCK, BRIAN	M	White	06	Administrative Support	01/05/2017	
FT	20150062	RUCHTI, DEBORAH L	F	White	06	Administrative Support	06/22/2015	
FT	20160002	SANDNER, ROBERT J	M	White	06	Administrative Support	12/30/2015	
PT	20130034	SARGENT, TERRI L	F	White	06	Administrative Support	04/29/2013	10/02/2018
PT	20120050	SHERWIN, THOMAS K	M	White	01	Official/Administration	08/06/2012	
FT	20120075	STEINKELLNER, PAMELA M	F	White	06	Administrative Support	09/24/2012	
FT	20020044	TAGUE, AYESHA N	F	Asian	06	Administrative Support	03/26/2001	
FT	20120017	TAVIZON, YURIDIANA	F	Hispanic or Latino	06	Administrative Support	03/27/2012	
FT	20150079	TONIOLO, MICHAEL J	M	White	06	Administrative Support	08/03/2015	06/02/2017
FT	20160003	VELAZQUEZ, HECTOR	M	Hispanic or Latino	06	Administrative Support	01/01/2017	07/02/2018
FT	20080133	WEILANDT, CELESTE	F	White	06	Administrative Support	08/25/2008	
FT	20110078	WIGGINS, KELLY R	F	White	06	Administrative Support	10/03/2011	09/04/2018

PART I. COUNTY OF KANE – 2016-2017 COUNTY CLERK UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	26.67%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	46.67%	0.00%	6.67%	6.67%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-1.84%	-1.78%	5.44%	-1.04%	-0.06%	0.00%	-0.14%	4.47%	-3.96%	-5.77%	5.34%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COUNTY CLERK WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	County Clerk does not have employees in this job category.														
03 - Technicians	County Clerk does not have employees in this job category.														
04 - Protective Services: Sworn	County Clerk does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Clerk does not have employees in this job category.														
06 - Administrative Support	30 100%	8 26.67%	0 0.00%	4 13.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	14 46.67%	0 0.00%	2 6.67%	2 6.67%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	County Clerk does not have employees in this job category.														
08 - Service/Maintenance	County Clerk does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for County Clerk Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160034	APONTE, VERONICA	F	Hispanic or Latino	06	Administrative Support	03/16/2016	
PT	20160004	BAUER, MARY L	F	White	06	Administrative Support	02/27/2017	
FT	20040211	BECKER, SHAUNA L	F	White	06	Administrative Support	10/15/2004	
PT	20160140	BEHNKE, LAUREN E	F	White	06	Administrative Support	01/01/2014	
PT	20180210	CLAYTON, MYLES C	M	White	06	Administrative Support	06/18/2018	11/06/2018
FT	19910055	CRODDY, DEBRA A	F	White	06	Administrative Support	09/10/2017	02/28/2018
FT	20100035	DORADO JR, LEOPOLDO	M	Hispanic or Latino	06	Administrative Support	06/01/2010	08/16/2018
PT	20180185	DUGGAN, JOHN P	M	White	02	Professionals	05/20/2018	
FT	20100050	EMERSON, JOHN R	M	White	06	Administrative Support	08/09/2010	
FT	20040004	ERICKSON, TRACY A	F	White	06	Administrative Support	08/14/2003	
FT	20040166	ERICSON, SUSAN M	F	White	01	Official/Administration	08/11/2004	08/02/2018
FT	20000174	ESQUIVEL, RAYMOND C	M	Hispanic or Latino	06	Administrative Support	08/16/2000	
FT	19970223	EVERHART, JUDITH A	F	White	06	Administrative Support	11/17/1997	11/16/2018
FT	19890041	FAKRODDIN, ZAHIDA K	F	Asian	06	Administrative Support	08/28/1989	
PT	20180212	FECHNER, JEFFREY P Jr	M	White	06	Administrative Support	06/18/2018	
FT	20070042	FECHNER, LINDA M	F	White	06	Administrative Support	03/01/2007	
PT	20120004	FELTES, BARBARA A	F	White	06	Administrative Support	02/01/2012	07/10/2018
PT	20140067	FELTES, BRETT J	M	White	06	Administrative Support	01/01/2015	
FT	20140017	FRANCO, FABYAN R	M	Hispanic or Latino	06	Administrative Support	02/03/2014	
FT	20140061	HERNANDEZ, MEGAN R	F	Hispanic or Latino	06	Administrative Support	05/16/2016	06/29/2018
FT	19950193	HOMAN, DIANE M	F	White	06	Administrative Support	10/30/1995	
PT	20160209	HOMER, NICKOLAS E	M	White	06	Administrative Support	01/01/2014	
PT	20130010	MCSHANE, GEORGINA L	F	White	06	Administrative Support	01/14/2013	
FT	20050240	MOREFIELD, JAMES H	M	White	06	Administrative Support	08/05/2008	
FT	20100055	NELSON, MATTHEW C	M	White	06	Administrative Support	08/16/2010	
PT	20170762	NEVILLE, HILLARY J	F	White	06	Administrative Support	11/29/2017	10/05/2018
PT	20120104	POLLOCK, BRIAN	M	White	06	Administrative Support	01/05/2017	
FT	20180205	ROMERO, MARY S	F	Hispanic or Latino	06	Administrative Support	06/18/2018	
FT	20180206	ROMERO, RENE Sr	M	Hispanic or Latino	06	Administrative Support	06/18/2018	
FT	20150062	RUCHTI, DEBORAH L	F	White	06	Administrative Support	06/22/2015	
FT	20160002	SANDNER, ROBERT J	M	White	01	Official/Administration	12/30/2015	
PT	20130034	SARGENT, TERRI L	F	White	06	Administrative Support	04/29/2013	10/02/2018
PT	20120050	SHERWIN, THOMAS K	M	White	01	Official/Administration	08/06/2012	
FT	20120075	STEINKELLNER, PAMELA M	F	White	06	Administrative Support	09/24/2012	
FT	20020044	TAGUE, AYESHA N	F	Asian	06	Administrative Support	03/26/2001	
FT	20120017	TAVIZON, YURIDIANA	F	Hispanic or Latino	06	Administrative Support	03/27/2012	
FT	20160003	VELAZQUEZ, HECTOR	M	Hispanic or Latino	06	Administrative Support	01/01/2017	07/02/2018

FT	20080133	WEILANDT, CELESTE	F	White	06	Administrative Support	08/25/2008	
FT	20110078	WIGGINS, KELLY R	F	White	06	Administrative Support	10/03/2011	09/04/2018

PART I. COUNTY OF KANE – 2017-2018 COUNTY CLERK UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	12.46%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	2.69%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	63.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	22.86%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	45.71%	0.00%	11.43%	5.71%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-5.65%	-1.78%	6.39%	-1.04%	-0.06%	0.00%	-0.14%	3.51%	-3.96%	-1.01%	4.39%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COUNTY CLERK WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3	2	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
02 - Professionals	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	County Clerk does not have employees in this job category.														
04 - Protective Services: Sworn	County Clerk does not have employees in this job category.														
05 - Protective Services: Non Sworn	County Clerk does not have employees in this job category.														
06 - Administrative Support	35	8	0	5	0	0	0	0	16	0	4	2	0	0	0
	100%	22.86%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	45.71%	0.00%	11.43%	5.71%	0.00%	0.00%	0.00%
07 - Skilled Craft	County Clerk does not have employees in this job category.														
08 - Service/Maintenance	County Clerk does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

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T - Two or More Races

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NARRATIVE UTILIZATION

A comparison of Court Services' "Administration" workforce to the Community Labor Statistics for Kane County indicates a general underutilization of white males in the "Official/Administration" (-25.6%), "Professional" (-16.2%) and "Administrative Support" (-28.5%) categories. Similarly, the "Diagnostic" workforce shows white males are underrepresented in the "Official/Administration" (-54.2%), "Professional" (-9.2%) and "Administrative Support" (-28.5%) categories. Lastly, the "JJC" utilization analysis shows white males are underrepresented in the "Administrative Support" category (-28.5%), however they are overrepresented in the "Official/Administration" (45.8%).

When looking at the "Black Male" demographic across job categories and Departments, black men are slightly underrepresented (<2%) in nearly all categories. However, black males are overrepresented in the "Official/Administration" section of Administration (12.7%) as well as the JJC "Professional" category (12.8%).

With regard to the departments "Hispanic or Latino" male demographic, utilization summaries show that as a whole, Hispanic or Latino men are slightly underrepresented in all categories across all departments. In each of the respective reports, Hispanic and Latino men are underutilized in the "Administrative Support" category (-7.9%). Additionally, they are significantly underrepresented in the JJC's "Service/Maintenance" category (-33.1%) when compared to community labor statistics. The only category where this population is over represented in is the JJC's "Professionals" category, where they are slightly over utilized (5.8%).

The most overrepresented demographic across each department in nearly all job classifications is white females. The Court Services Administration summary shows that white females are over utilized in the "Professionals" category (9.2%), and "Administrative Support" (22.1%). Furthermore, the Diagnostic Center report indicates that white females are over utilized in the "Official/Administration" category (69.4%) and "Administrative Support" category (57.8%). This is also true for the JJC's "Administrative Support" as well as the "Service/Maintenance" group (58.3%). The only categories where white females are underutilized are "Official/Administration" (-30.7%) and "Professionals" (-10.6%).

The "Black Female" demographic were slightly underutilized across the majority of categories (<5%) in each respective department with few exceptions. The administrative report shows an overutilization in the "Official/Administration" category (27.3%), "Professionals" (4.5%) and "Administrative Support" (3.2%).

Similarly to the "Black Female" demographic, the "Hispanic or Latino" female category has relatively low levels of deviation from that of the Community Labor Statistics. They too are underutilized across roughly half of all departmental

categories (<5%), however they are over utilized in the “Administrative Support” category for both the JJC (20.9%) and Administrative (16.1%).

In recent years, 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. At present, 100% of the clerical staff throughout the Department is female. The starting pay for this position is on the bottom end of the Department’s pay scale, and while longevity in the positions will result in gradual increases, males do not appear to be drawn to the type of work required.

In the services/maintenance category, males and non-white females continue to be underutilized, with Hispanic males and females showing the most significant underutilization (-33.1% and -18.9%, respectively.)

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

OBJECTIVES

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 two years, positions in upper management will be open. Court Services will endeavor to promote females and minorities to upper management positions. At present, there is one male Hispanic, one male Black and one Female Asian supervisor in the Department, making 27% of the supervisory staff minority. In addition, six of the supervisors in the Department are female, and several of these have potential for promotion to upper management. (Supervisory staff are classified with professional staff, thus diluting the impact of this representation.)
- Court Services will strongly consider any male applicants for clerical and service positions. Networking with staff from local vocational programs may aid us in improving these numbers.

STEPS TO ACHIEVE OBJECTIVES

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 as well as community colleges for clerical and service positions. In addition, insure that postings reach any local programs offering vocational skills in the areas of cooking and clerical duties.
- Review recruitment and retention efforts and apply information derived from exit interviews in an effort to improve retention.
- Continue to post all openings on the county website.
- Provide opportunities for management training to supervisory level personnel to develop future managers and improve diversity in the management group.
- Continue to interact with community-based organizations serving primarily minority populations (LULAC, Urban League) and campaign for referrals of qualified individuals for hiring.
- Provide job postings to organizations that reach the target population.

DISSEMINATION

- We will continue to include the statement “EEO Employer/Program Auxiliary aids are available to individuals with disabilities upon request” on all job postings and notification will be provided as to where applicants for positions can obtain a copy of the plan.

- The EEOP will be posted on the Department's "Public Documents" directory, which is available to all current employees of the Department, and supervisors will notify staff of the location and purpose of the plan.
- All new employees will be provided with information on the EEOP during orientation
- The EEOP will be posted prominently on bulletin boards in each unit of the Department.
- The Director of Human Resources for Kane County will be provided with the plan for dissemination to any interested parties.

Job Postings

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

Court Services employment and hiring policies-Attached are three policies regarding hiring practices that were implemented in March, 2015.

KANE COUNTY - JOB DESCRIPTION

JOB TITLE: Probation Officer

JOB CODE: 34073

Non-Exempt

DEPARTMENT: Court Services

Position Synopsis: ***Under the direction of the designated supervisor, the probation officer will work with individuals under the jurisdiction of the Court by promoting positive behavioral change utilizing methods proven to increase public safety. In doing so, the probation officer works with individuals to maximize their potential and mitigate risk to the community in an effort to reduce recidivism.***

PRINCIPLE DUTIES AND RESPONSIBILITIES

- ❖ Engage with clients of diverse backgrounds using emotional intelligence
- ❖ Assess risk and protective factors using a validated risk instrument
- ❖ Make referrals and recommendations based on the validated risk assessment results
- ❖ Conduct visits with clients in the office and community based upon their appropriate supervision level
- ❖ Make victim contacts to ensure victim safety and determine restitution needs
- ❖ Maintain case information through the use of the designated case management systems
- ❖ Collects information from collateral contacts to promote effective case management
- ❖ Provide accurate written and verbal reports to the Judiciary.
- ❖ Aid clients in understanding and maintaining court ordered compliance
- ❖ Participate in the court process via testimony and staffings
- ❖ Present cases to criminal justice stakeholders
- ❖ Cultivate relationships with area community social service agencies, local police jurisdictions, and educational facilities
- ❖ Continue professional development through the attendance of staffings, trainings, and meetings.
- ❖ Supervise and collect urine samples, complete DNA buccal swabs, and administer breathalyzer tests
- ❖ Collects restitution and/or legal fees
- ❖ Prepare, review and submit statistical reports
- ❖ Abide by the 16th Judicial Circuit code of conduct, relevant statutes and all Department policies and procedures
- ❖ Completes other job-related tasks as directed by the Office Manager/Special Programs Manager/Field Service Manager

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED

- ❖ Demonstrate empathy, genuineness, compassion, and warmth in interactions with a multitude of clients from diverse backgrounds
- ❖ Must possess sensitivity to cultural and environmental differences found in families of caseload population as well as the work culture
- ❖ Practice self-awareness in dealings with others and be able to identify internal strengths, weaknesses, and potential biases
- ❖ Possess oral and written communication skills necessary to elicit information from clients and effectively communicate to systems partners
- ❖ Requires analytical decision-making skills necessary to make recommendations based upon information received from a number of sources
- ❖ Exhibits problem solving skills with an emphasis in conflict resolution and crisis management
- ❖ Have the technical competency necessary to complete departmental tasks in a timely fashion (Including but not limited to; Microsoft Office Suite, navigating case management systems and web-based applications)
- ❖ Maintain professional relationships with criminal justice stakeholders
- ❖ Requires organizational and time management skills necessary to prioritize varied workload and meet necessary deadlines.

Minimum Qualifications

Must have a Bachelor's Degree from an accredited college or university preferably in the human services fields of study

Must be on the Administrative Office of Illinois Court hiring list at the time of hire.

Must have a valid driver's license

HIRING CONTINGENCY

After an offer of employment is extended to a specific candidate, said candidate's hiring is contingent upon completion of a criminal history background check for purposes of compliance with the Illinois State Police for LEADS purposes.

PHYSICAL DEMANDS OF THE ESSENTIAL FUNCTIONS

Sitting, talking, hearing, far vision, handling (manipulating objects with the hands in a low level), fingering (working with the fingers i.e., to type) are present 75% or more of the time. Reaching (extending the hands or arms), lifting an object less than 10 pounds, carrying an object less than 10 pounds are present about 50% of the time. Standing, walking, carrying an object 20 to 40 pounds is present about 25% of the time. Stooping, climbing stairs is present 10% of the time. Kneeling, crouching, bending/twisting, pushing an object 20 pounds or less is required in unusual or non-routine situations. Crawling, running, swimming, grappling, climbing, balancing, feeling (using touch in fingers), lifting objects 10 pounds or more, carrying objects 40 to 100 pounds, pushing or pulling objects 21 pounds or more are not required.

WORKING ENVIRONMENT WHILE PERFORMING ESSENTIAL FUNCTIONS

Normal office environment where there is no exposure to hazards of dust, noise, temperature and the like 90 % of the time. Over 75% of the work time is spent inside protected from weather conditions. About 10% is outside where there might be very low temperature or very high temperature, wet or humid conditions occurs about 10% of the time or less. Extreme temperature changes, hot or cold, wet or humid, noise level (minimum 90 decibels), physical injury or attack from a defendant is present in unusual circumstances only. Vibrations, hazards from mechanical, electrical, chemicals, burns, explosives, radiant energy/radiation, heights above 12', injury from fast moving vehicle, atmospheric conditions (i.e., fumes, odors, dust, poor ventilation), or physically confined worksite are not present.

EQUIPMENT USED TO PERFORM ESSENTIAL FUNCTIONS

Copy machine, computer terminal, personal computer, facsimile machine, printing equipment, telephone, surgical gloves, face mask and you may be required to travel by car (department's or personal).

REPORTING RELATIONSHIPS

Reports To: Office Manager
Directs Work Of: None/Individual Contributor

BLOODBORNE PATHOGEN RISK CODE: Yes

RECEIPT AND APPROVAL

Employee Name (Print)

Employee Signature

Date

Name (Dept. Hd./Elected)

Title

Date

POSITION OPENING

DEPARTMENT: Kane County Court Services

TITLE: Probation Officer

Possible unit assignments include: Adult, Juvenile, Specialized Probation Services, Drug Rehabilitation, Sex Offender, Community Restitution Services, Pretrial, Domestic Violence, Administrative/Warrant, Special Programs Hybrid, Hybrid, Conditional Discharge, Pre-Sentence Investigation

REPORT TO: Court Services Supervisor

RESPONSIBLE FOR: Working with individuals under the jurisdiction of the Court by promoting positive behavioral change utilizing methods proven to increase public safety. In doing so, the probation officer works with individuals to maximize their potential and mitigate risk to the community in an effort to reduce recidivism.

MINIMUM QUALIFICATIONS: Must have a Bachelor's Degree from an accredited college or university preferably in the human services fields of study, be on the Administrative Office of Illinois Court hiring list at the time of hire, and have a valid driver's license.

**GENERAL EMPLOYMENT
QUALIFICATIONS:**

In addition to the minimum educational requirements, successful applicant will have demonstrated ability in following:

- * *Oral/Written Communication Skills*
- * *Interpersonal Sensitivity*
- * *Planning/Organizing*
- * *Problem Analysis and Solutions*
- * *Oral Fact Finding Skills*
- * *Computer Competency*
- * *Bilingual, English/Spanish Language Skills Preferred*

Consideration will also be given to work histories and basic knowledge of Court Services.

NOTICE TO APPLICANTS: Applicants will be subject to a criminal history background check before an offer of employment is made. A Hiring List of potential candidates will be compiled and kept for a period of six months.

STARTING DATE: To Be Determined

STARTING SALARY RANGE: \$40,598- \$43,565 (equivalent \$20.82-\$22.34) ***dependent on position hired***

APPLICATION DEADLINE: May 31st, 2019 at 5:00pm

APPLICATION PROCESS: Cover letter, resume, and pre-interview questionnaire accepted by:

Kerri Brummel, Administrative Assistant
Court Services
Kane County Judicial Center
37W777 Rte. 38, Suite 150
St. Charles, Illinois 60175-7532

THOSE EMPLOYEES COVERED BY THE BARGAINING UNIT ARE REPRESENTED BY THE "GENERAL CHAUFFEURS SALES DRIVERS AND HELPERS, LOCAL UNION #330." INITIATION FEE OF \$100 AFTER 30 DAYS PROBATION, PLUS A REGULAR MONTHLY FEE WHICH EQUALS TWO AND A HALF (2 1/2) TIMES THE HOURLY RATE PLUS \$3.00.

"EEO Employer / Program. Auxiliary aids are available to individuals with disabilities upon request"
August 5, 2019

Fiscal Year July 1, 2016 - June 30, 2017
Disciplinary Actions

Prepared July, 2019 by: Josh Osborn,

	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
	M	W	USA	1						X	
	Totals:	Male White		1						1	
	M	H	USA	2	2		3 Days	X	X		
	Totals:	Male Hispanic		2	2		1	1	1		
	M	B	USA	1						X	
	Totals:	Male Black		1						1	
	F	W	USA	2	2				X	X	
	Totals:	Female White		2	2				1	1	
	Totals:	Female Hispanic									
	F	B	USA	1	1						Termination
	Totals:	Female Black		1	1						
	GRAND TOTALS:			7	5		1	1	2	3	1

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

Fiscal Year July 1, 2016 - June 30, 2017

Transfers / Promotions

Prepared July 2019 by: Josh Osborn

		Sex	Race	National Origin	Applications for Promotion	Applications for Transfer	Promotion Granted	Transfer Granted	Original Job Category	New Job Category
1		F	White	USA		1		1	KCDC Post Doc	JJC Psychologist
2		F	White	USA	1		1		Pre Sentence PO	Supervisor
3		F	White	USA	1	1	0	1	PreTrial PO	DRC PO
4		F	White	USA	1		1		Youth Counselor	JJC Supervisor
5		F	White	USA		1		1	PreTrial PO	Pre Sentence PO
6		F	White	USA		1		0	Adult PO	
7		F	White	USA	1	2	0	0	Youth Counselor	
8		F	White	USA	1	2	0	0	Youth Counselor	
9		F	White	USA		1		0	Adult PO	
10		F	White	USA		2		0	Youth Counselor	
11		F	White	USA		1		0	Admin/Warrant PO	
12		F	White	USA		1		0	PreTrial PO	
13		F	White	USA		1		0	Youth Counselor	
14		F	White	USA		1		0	Youth Counselor	
15		F	White	USA	1		0		Youth Counselor	
16		F	White	USA	1	2	0	0	Youth Counselor	
17		F	White	USA		2		0	Youth Counselor	
18		F	White	USA		3		0	Youth Counselor	
19		F	White	USA	1		0		Adult PO	
20		F	White	USA		1		0	Youth Counselor	
		Totals	Female White		8	23	2	3		
1		F	Black	USA	1		1		Program Manager	Director
2		F	Black	USA		1		1	Youth Counselor	Juvenile PO
3		F	Black	USA		1		1	JJC Supervisor	Adult PO
4		F	Black	USA		1		0	Youth Counselor	
		Totals	Female Black		1	3	1	2		
1		F	Hispanic	USA	1		1		DRC Adult PO	DRC Coordinator
2		F	Hispanic	USA	2		1		SPS Adult PO	Supervisor
3		F	Hispanic	USA		3		1	Juvenile Hybrid PO	Juvenile PO
4		F	Hispanic	USA	1	2	0	0	Youth Counselor	
5		F	Hispanic	USA		2		0	EM PO	
6		F	Hispanic	USA		1		0	Youth Counselor	
7		F	Hispanic	USA		1		0	Youth Counselor	
		Totals	Female Hispanic		4	9	2	1		
1		M	White	USA		1		1	JJC Supervisor	Supervisor
2		M	White	USA		1		1	EM PO	PreTrial PO
3		M	White	USA	1		1		KCDC Post Doc	KCDC Staff Psychologist
4		M	White	USA		1		1	Youth Counselor	EM PO
5		M	White	USA		1		1	Hybrid PO	DRC Adult PO
6		M	White	USA		1		1	Youth Counselor	EM PO
7		M	White	USA		2		0	EM PO	
8		M	White	USA		1		0	Youth Counselor	
9		M	White	USA		1		0	Youth Counselor	
10		M	White	USA	2		0		Youth Counselor	
11		M	White	USA		4		0	Youth Counselor	
12		M	White	USA	1		0		PreTrial PO	
13		M	White	USA		1		0	Admin/Warrant PO	
14		M	White	USA		1		0	JJC Supervisor	
15		M	White	USA		1		0	Youth Counselor	
		Totals	Male White		4	16	1	5		

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

1		M	Black	USA		2		0	Youth Counselor	
2		M	Black	USA		2		0	Youth Counselor	
3		M	Black	USA		2		0	Youth Counselor	
		Totals	Male Black		0	6	0	0		
1		M	Hispanic	USA	1		1		DRC Adult PO	Supervisor
2		M	Hispanic	USA		4		0	Youth Counselor	
3		M	Hispanic	USA		1		0	CRS Adult PO	
4		M	Hispanic	USA		3		0	Youth Counselor	
		Totals	Male Hispanic		1	8	1	0		
GRAND TOTALS:					18	65	7	11		

COURT SERVICES SUPERVISOR MANUAL	POLICY NUMBER 3.01	PAGES 1 of 5
CHAPTER HIRING & TRAINING	STANDARDS 730 ILCS 110/15 730 ILCS 110/13a 725 ILCS 185/4 AOIC Policies Governing Hiring, Promotion, and Training of Illinois Probation/Court Services Personnel	
SUBJECT Officer Selection Process	APPROVED/DATE SCB/LJA 3/19/18	

PHILOSOPHICAL STATEMENT: Kane County Court Services is an integral part of the 16th Judicial Circuit. Thus, Court Services endeavors to select employees who are suitable for positions within the Department through the use of a proficient and credible selection process.

POLICY: It is the policy of Court Services to hire the most qualified candidates. The selection process detailed herein will be implemented consistently and utilized as the functional tool for the fulfillment of vacant positions within the Department.

PROCEDURE: Kane County Court Services will seek qualified candidates for the position of Probation Officer on a biannual basis. The hiring process includes staff members from varying levels of Court Services management to increase objectivity, mitigate bias and improve skill assessment through a team approach. An Administrative Assistant, Director and two Supervisors will all play an integral part of the selection process.

The Administrative Assistant is responsible for posting open positions, scoring each candidate's resume, and taking notes during the face to face interview. The selection panel, which will consist of one Director and two Supervisors is responsible for facilitating the in-person interviews and ranking the candidates for the purpose of a hiring list. A supervisor will be appointed as the chair of the selection panel with the responsibility of adherence to the hiring process and drafting the final hiring recommendations. Recommendations for hire will be submitted to the Executive Director for review, approval, and submission to the Chief Judge.

During the months of June and December, the Administrative Assistant will post the position of Probation Officer on the Kane County website, internally within the department on designated bulletin boards, as well as distribute to local institutions of higher learning and other Court Services Departments. The Chairperson of the selection panel will draft and provide the Pre-Interview Questionnaire to the Administrative Assistant for inclusion in the job posting. At the conclusion of posting timeframe, the Administrative Assistant will

score each candidate's resume based on the Court Services Application Rubric ([insert hyperlink-M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Court Services Application Rubric](#)). If the Administrative Assistant determines that the resume and cover letter contain poor grammar, this will be noted on the scoring rubric as a grammatical red flag. The Supervisors will assess the level of error to determine if the candidate should proceed in the selection process. The application packets of candidates that have met the minimum qualifications will then be forwarded to the Chairperson of the Selection Panel.

To further conduct an initial screen of the candidate's relevant skills for the position, the job posting requires the submission of a pre-interview questionnaire that will be scored by the Chairperson and alternate supervisor based on the Pre-Interview Questions and scoring guide ([insert hyperlink-M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Preinterview questions](#))

At the conclusion of this phase in the process, each candidate will have a resume and pre-interview questionnaire score. Based on the number of applicants, the selection panel will determine the percentage of candidates that will move to the next phase of the selection process. The percentage will reflect a desire to move as many candidates along to the next phase as possible while eliminating candidates that fail to exhibit the skills or philosophy desired in employees of Kane County Court Services.

The second phase of the selection process consists of a phone interview/cold call. The supervisor members of the selection panel will contact the second phase candidates via telephone and conduct an interview immediately, if the candidate is available and able to participate, or schedule an alternate day/time. If the candidate is not reached via phone, the Supervisor will leave a voicemail and send an email to the email address on the resume requesting contact within 48 hours to schedule a phone interview appointment. The purpose of the phone interview will be to ask for clarification on any resume red flags (gaps of employment, multiple positions with short tenures, vague statements, overemphasis on hobbies/non-work interests) and to assess the candidate's qualifications. Each candidate will be asked two questions from the Cold Call Phone Interview Question Bank and Rubric ([insert hyperlink-M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Cold call phone interview question bank and rubric](#)). At the conclusion of the phone interview, the Supervisors should obtain any additional information or clarification as needed from the pre-interview questionnaire submitted with the resume. The Supervisors will confer and determine if the candidate has passed or failed the phone interview/cold call process based upon the clarification or lack thereof of resume red flags and the responses to the interview questions. Candidates may fail to meet requirements to continue in the process if there are concerns with the responses of any of the clarifying questions, insufficient explanation/rebuttal to the red flags noted in the resume, or their responses to the two questions are in direct conflict with the philosophy of the Department. If it is determined that a candidate has "passed" this portion of the

process the two interview questions will be scored based on the scoring rubric. At the conclusion of the second phase, the selection panel will determine the percentage/cut off score of the applicants moving forward. The percentage/cut off score will reflect a desire to move as many of the top candidates along to the next phase as possible to further assess their alignment with the desired skills and philosophy.

The final phase of the selection process will consist of an in-person interview with the selection panel. Prior to the scheduling of the in-person interview, the Chairperson will convene the selection panel to determine the questions that will be utilized for the interview and written exercise. The selection panel will interview each candidate as scheduled and the assigned Administrative Assistant will take notes to allow for appropriate eye contact, engagement, and assessment of non-verbal cues during the interview. At the conclusion of the interview, members should ask any necessary clarifying questions. An interview check-off list ([insert hyperlink- M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Interview Checklist](M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Interview Checklist)) is followed to ensure the consistent disbursement of departmental policies and collection of necessary documentation.

This check-off sheet list should ensure the review of or confirmation of receipt of the following information:

- Kane County Employment Application
- Possession of valid driver's license
- General benefit information
- Work schedule (general probation, special programs, and pre-trial)
- Physical requirements of the position
- Code of professional conduct
- Violence in the workplace
- Salary
- Union information
- Criminal history check and fingerprinting requirement
- Dress code
- AOIC hiring list application
- References
- AOIC Basic Training attendance requirement
- PREA pre-employment form (if applicable)
- Court Services overview

The potential candidate will then be informed of the next steps in the process which will include a search of any publicly visible social media accounts. Members of the selection panel will contact the candidate's references and score each candidate per the Probation Officer Candidate Applicant Rating Form (<M:\Group\DIR\LaTanya H\EBP\NIRN Review and Implementation\Selection documents\Probation Officer Candidate Applicant Rating Form>). One applicant rating form will be submitted per candidate which reflects the panel's assessment of the candidate's qualifications and

performance through each phase of the selection process.

NOTE: *During the interview, if an egregious response or action occurs, a panel member will ask for a caucus with the panel members. If all members of the panel agree to end the interview the applicant will be informed of the decision. If it is an internal candidate, feedback should be given at that time detailing concerns noted. This information should be shared with the candidate's immediate supervisor for further professional development as necessary.*

The selection panel members, under the direction of the Chairperson, will submit a memo with the recommended hiring list to the Executive Director for approval. Based on the candidates total score which includes the phone interview, pre-interview questionnaire, resume, and in-person interview scores; a hiring list will be recommended and submitted to the Executive Director for approval or modification.

The contents of the hiring packet must include and will be submitted in the following order:

- Each candidate's application rubric
- cover letter
- resume
- Kane County application
- AOIC approved hiring list or AOIC letter of eligibility
- pre-interview questionnaire
- phone interview/cold call question response notes
- interview and reference notes
- written exercises

All candidates that are deemed appropriate for hire will be notified via letter of their placement on the hiring list. The letter will not be a promise or offer to hire but specifically notification that the candidate may be contacted as vacancies occur. Candidates deemed inappropriate for placement on the hiring list will be contacted via letter stating that the "Court Services has not been authorized by the Chief Judge to place you on the Kane County Court Services Probation eligibility hiring list". The list is valid for six months and any candidates on the list that desire to remain, will be allowed to do so for a total of one (1) year.

As positions become available, candidates will be contacted in ranked order of preference and offered employment based on the current vacancy. If the top candidate refuses the offer, then the next candidate in line will be offered the position, and so on working down the list. Candidates that refuse a position based on responsivity issues or schedule, will be allowed to remain on the list based on their original placement. As alternate positions become available, the Supervisor will offer employment until the list is exhausted. A tentative start date will be given contingent on the candidate's criminal history and CANTS/LEADS clearance. Employee start dates will be determined based

on the start of the next training cohort per the Training/Effective Caseworks Committee.

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

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

Once a start date has been established, a memo will be written to the designated Court Services Payroll Coordinator providing the name of the new hire, the start date and any other necessary information.

Attached to the memo will be the interview materials including:

- Written interview responses
- Written reference responses
- Applicant scoring sheet
- Original Kane County Employment Application
- CANTS/LEADS results
- AOIC hiring list with new employee name or the AOIC eligibility letter
- Resume
- Cover letter

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

NOTE: All applications, interview and background materials for candidates not selected for hire, will be held by the designated Administrative Assistant for one (1) calendar year. The original memo signed off on by the Chief Judge approving the hire will be retained by the Executive Director. The packet of the chosen applicant will be given to the Court Services Payroll Coordinator to begin the new employee's personnel file.

NOTE: Criteria used for internal candidates will additionally include any material in the individual's personnel file and the immediate supervisor's input.

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

Ethnic Detail for Court Services - Administration Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20010186	AUST, LISA J	F	White	01	Official/Administration	08/16/2001	
FT	20130030	BEHM, MOLLY E	F	White	02	Professionals	04/01/2013	
FT	20010232	BELLEVEGE, EDWARD R	M	White	02	Professionals	10/01/2001	10/02/2017
FT	20050249	BRACH, DAVID M	M	White	02	Professionals	12/01/2005	
FT	20130029	BRUMMEL, KERRI M	F	White	06	Administrative Support	12/09/2013	
FT	19990166	BUCHMAN, RENEE M	F	White	02	Professionals	08/16/1999	
FT	20140005	BYERS, BRYANNA L	F	White	02	Professionals	01/07/2014	04/06/2018
FT	20070149	CARDENAS, MARIA D	F	Hispanic or Latino	06	Administrative Support	04/15/2013	
FT	20100047	CHO VALLDEJULI, JULIE K	F	Asian	02	Professionals	07/26/2010	
FT	20140068	CHURCHILL, THERESA M	F	White	06	Administrative Support	06/09/2014	
FT	19930096	CIRA-FITZGERALD, ROSANNE	F	White	06	Administrative Support	10/18/1993	09/28/2018
FT	20100091	CNOTA BOYD, REBECCA J	F	White	02	Professionals	12/06/2010	
FT	20040041	COERS, TRACI M	F	White	02	Professionals	03/01/2004	
FT	20020106	COOMER, KATHRYN	F	White	06	Administrative Support	08/05/2002	
FT	19980020	DAVIS, MICHAEL J	M	White	02	Professionals	02/16/1998	
FT	20040134	DOMINGUEZ, YVONNE L	F	Hispanic or Latino	06	Administrative Support	11/16/2007	
FT	20140074	ESTATE OF EMANUEL, WILLIAM J Jr	M	Black	01	Official/Administration	07/01/2014	09/13/2016
FT	20140071	EYRE, ELIZABETH L	F	White	02	Professionals	07/07/2014	
FT	20110017	FAIR, SARA E	F	White	02	Professionals	02/08/2011	
FT	20160111	FEARON, MICHAELA A	F	White	02	Professionals	10/24/2016	10/27/2016
FT	20130112	GARCIA, DIANA	F	Hispanic or Latino	02	Professionals	09/09/2013	11/02/2018
FT	20060218	GARCIA, MARIA C	F	Hispanic or Latino	06	Administrative Support	12/18/2006	
FT	20090001	GATES, DANIEL P	M	White	02	Professionals	11/09/2015	
FT	20120036	GEMMEL, SARAH M	F	White	02	Professionals	06/19/2012	10/04/2018
FT	20060198	GILLES, RUTH E	F	White	06	Administrative Support	11/06/2006	
FT	20150133	GONZALEZ, JULISSA	F	Hispanic or Latino	02	Professionals	11/09/2015	
FT	19880037	GOODWICK, JULIE J	F	White	02	Professionals	10/05/1988	
FT	20130005	GREENE-HOOPER, ANGELA A	F	Black	02	Professionals	01/07/2013	04/28/2017
FT	20120062	GREGG, COREY M	M	White	02	Professionals	08/24/2012	
FT	20140141	GRENFELL, KYLE A	M	White	02	Professionals	12/01/2014	
PT	19990023	GROUT, REBECCA L	F	White	02	Professionals	01/16/1999	
FT	20070130	GULLANG, JENNIFER A	F	White	02	Professionals	07/16/2007	03/16/2017
FT	20150119	HARRIS, SURITA	F	Black	02	Professionals	10/05/2015	
FT	20110084	HARWOOD, STACY A	F	White	06	Administrative Support	11/07/2011	
FT	20000094	HEATHCOAT, LEE ANN	F	White	02	Professionals	06/01/2000	09/07/2017
FT	20140009	HEATHER, PHOEBE M	F	White	02	Professionals	01/12/2014	
FT	20050015	HILL, LATANYA	F	Black	01	Official/Administration	01/10/2005	

FT	19990264	HOFF, SARAH I	F	White	02	Professionals	11/16/1999	
FT	20120084	HOPKINS, MOLLY L	F	White	02	Professionals	10/09/2012	
FT	19900052	JEFKO, JEFFERY R	M	White	01	Official/Administration	11/01/1990	12/03/2018
FT	20010108	JENKINS, SOUSIE S	F	Asian	02	Professionals	05/16/2001	
FT	20130035	JOHNSON, CARRON S	F	Black	01	Official/Administration	04/29/2013	
FT	20070145	JOHNSON, LYDIA N	F	White	02	Professionals	08/01/2007	
FT	19890028	JONES, ALICE	F	Black	02	Professionals	05/27/1989	
FT	20000075	KEEF, SARAH L	F	White	02	Professionals	05/16/2000	
FT	20130087	KLATT, COURTNEY K	F	White	06	Administrative Support	08/12/2013	
FT	20170511	KNIGHT, NAOMI R	F	Two or More Races	02	Professionals	02/27/2017	10/10/2018
FT	20000203	KOLBERG, JENNIFER M	F	White	02	Professionals	09/16/2000	
FT	20000076	KOLLWELTER, JENNIFER L	F	White	02	Professionals	05/16/2000	
FT	20060031	KOSTERS, MARY E	F	White	02	Professionals	01/23/2006	
FT	20160173	KUBAT, TIMOTHY R	M	White	02	Professionals	12/13/2016	08/10/2018
FT	20030162	LA BARBERA, WHITNEY P	F	White	02	Professionals	09/08/2003	
FT	20070172	LARSON, KRISTA M	F	White	02	Professionals	09/17/2007	
PT	19950103	LEDERMAN, CYNTHIA A	F	White	02	Professionals	06/26/1995	
FT	20070191	LEETCH, SARA A	F	White	02	Professionals	10/19/2007	
FT	20110075	LIDDICOATT, LINDSEY S	F	White	02	Professionals	09/19/2011	
FT	20160110	LITZ, DANIELLE M	F	White	02	Professionals	10/24/2016	05/18/2018
FT	19890042	LUSK, JANET A	F	White	06	Administrative Support	08/28/1989	
FT	20150132	MARKU, DANA R	F	White	02	Professionals	11/09/2015	03/03/2017
FT	20030031	MATHENY, RESHELLE L	F	Black	02	Professionals	02/18/2003	
FT	20050005	MATHIS, JASON W	M	White	02	Professionals	10/15/2013	
FT	20030194	MAURER, STACEY L	F	White	02	Professionals	11/03/2003	
FT	20020054	MAZZA, JEFFREY S	M	White	02	Professionals	04/16/2002	
FT	20060118	MCWILLIAMS, ELIZABETH S	F	White	02	Professionals	06/01/2006	
FT	20130161	MONAHAN, ALEXIS J	F	White	02	Professionals	11/18/2013	
FT	20040115	MULVIHILL, DAWN M	F	White	02	Professionals	06/01/2004	
FT	20120109	MUNOZ, JASMINE	F	Hispanic or Latino	02	Professionals	12/03/2012	08/24/2018
FT	20120010	MURILLO, ROCIO	F	Hispanic or Latino	02	Professionals	02/06/2012	
FT	20120009	MURRAY, KEVIN M	M	White	02	Professionals	02/14/2012	
FT	19840017	NELSON, IRA D	M	Black	02	Professionals	08/25/1984	04/03/2017
FT	20110066	NEVAREZ, IVETTE	F	Hispanic or Latino	02	Professionals	09/12/2011	06/28/2018
FT	20090088	OCON, ISABEL	F	Hispanic or Latino	02	Professionals	12/01/2009	
FT	19860022	OFFUTT GRUBER, MARTHA A	F	White	02	Professionals	11/03/1986	
FT	20100048	OSBORN, JOSHUA M	M	White	01	Official/Administration	10/05/2015	
FT	20120056	OSBORN, KATHIE J	F	White	06	Administrative Support	08/15/2012	
FT	20150065	PARRA, ANTHONY	M	Hispanic or Latino	02	Professionals	06/29/2015	05/02/2018
FT	19970179	PETERSON, MATTHEW A	M	White	02	Professionals	09/10/1997	

FT	20070177	POXSON, KACEE L	F	White	02	Professionals	10/01/2007	05/17/2017
FT	20150109	RANGEL HERNANDEZ, VANESA	F	Hispanic or Latino	02	Professionals	09/14/2015	
FT	20060151	REINERT, AMY L	F	White	02	Professionals	08/16/2006	
FT	20100039	RIVERA, SERGIO	M	Hispanic or Latino	02	Professionals	06/14/2010	01/22/2019
FT	20000124	ROBINSON, NICOLE M	F	White	02	Professionals	07/05/2000	
FT	20000050	ROHLER, MEGAN M	F	White	02	Professionals	04/05/2000	
FT	20000007	ROMAN, MICHAEL A	M	Hispanic or Latino	02	Professionals	01/06/2000	
FT	20110039	ROSA, RAMON L	M	Hispanic or Latino	02	Professionals	05/09/2011	08/07/2017
FT	20090087	SCHAILBY, RAECHEL L	F	White	02	Professionals	11/30/2009	
FT	19860003	SMITH, MARY	F	White	01	Official/Administration	03/26/1986	12/03/2018
FT	20120092	SNEEDEN, MARK N	M	White	02	Professionals	11/07/2012	
FT	20010037	STARKOVICH, CHRISTOPHER J	M	White	02	Professionals	02/16/2001	
FT	20050151	STEVENS, RACHAEL M	F	White	02	Professionals	07/01/2005	
FT	19900027	STUTZ, ELIZABETH	F	White	02	Professionals	05/24/1990	
FT	20110074	SUMMERS, CARRIE B	F	White	02	Professionals	09/19/2011	03/17/2017
FT	19990058	TERESE, MICHAEL R	M	White	02	Professionals	03/01/1999	07/01/2017
FT	19880005	TUCKER, DALE J	M	White	02	Professionals	12/17/1984	09/01/2017
FT	20140146	VARGAS, GUADALUPE	F	Hispanic or Latino	06	Administrative Support	12/01/2014	
FT	20010039	VAUGHN, LOIS R	F	Black	06	Administrative Support	02/16/2001	
FT	20140131	VEGA, ZULAY C	F	Hispanic or Latino	02	Professionals	10/20/2014	
FT	20070097	VOGT, INGRID R	F	White	02	Professionals	06/05/2007	
FT	20170693	WASER, ABIGAIL E	F	White	02	Professionals	06/19/2017	
FT	20140060	WESSEL, PHILIP A	M	White	02	Professionals	05/22/2014	
FT	19890012	WICKENS, KATHERINE L	F	White	02	Professionals	02/07/1989	02/07/2019
FT	20170019	WILLIAMS, TAMARA A	F	White	02	Professionals	01/17/2017	
FT	20160069	WILLIE, JAMEICE S	F	Black	02	Professionals	07/11/2016	
FT	20110025	WINTERBERGER, BRADLEY R	M	White	02	Professionals	03/01/2011	
FT	20010129	ZACCAGNINI, AMY L	F	White	02	Professionals	06/01/2001	

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - ADMINISTRATION UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-25.63%	12.70%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-2.07%	27.29%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	20.24%	1.19%	4.76%	0.00%	0.00%	0.00%	0.00%	54.76%	5.95%	9.52%	2.38%	0.00%	0.00%	1.19%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-16.19%	-0.26%	1.00%	-3.55%	-0.05%	-0.03%	-0.08%	9.23%	4.52%	5.22%	-0.35%	-0.01%	0.00%	0.81%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.29%	7.14%	28.57%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	22.09%	3.18%	16.14%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - ADMINISTRATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	7 100%	2 28.57%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 28.57%	2 28.57%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	84 100%	17 20.24%	1 1.19%	4 4.76%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	46 54.76%	5 5.95%	8 9.52%	2 2.38%	0 0.00%	0 0.00%	1 1.19%
03 - Technicians	Court Services - Administration does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Administration does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Administration does not have employees in this job category.														
06 - Administrative Support	14 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	9 64.29%	1 7.14%	4 28.57%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Court Services - Administration does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Administration does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for Court Services - Diagnostic Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160086	BELMONTE, ANA S	F	White	02	Professionals	09/01/2016	06/15/2018
FT	20150103	BRENZINGER, MARK A	M	White	02	Professionals	09/08/2015	11/01/2016
FT	20160084	BROWNFIELD, CHAD R	M	White	02	Professionals	09/01/2016	
FT	20160082	FULLMER, TARA L	F	White	02	Professionals	09/01/2016	08/31/2017
FT	20150089	GALLEY, STEPHANIE T	F	White	06	Administrative Support	08/24/2015	
FT	20150136	LANCASTER, ELISA M	F	Hispanic or Latino	02	Professionals	11/23/2015	
FT	20160088	LOUCKS, KIMBERLY N	F	White	02	Professionals	09/01/2016	06/22/2018
FT	19900010	MIKA, BARBARA	F	White	06	Administrative Support	02/22/1990	08/31/2018
FT	20150077	OLIVERIO, MICHAEL A	M	White	02	Professionals	07/20/2015	
FT	20150092	PAPPAS, MORGAN M	F	White	02	Professionals	09/01/2015	08/31/2016
FT	20150093	RIXEY, DONNA M	F	Black	02	Professionals	09/01/2015	08/31/2016
FT	20150090	RUDAWSKI, CHRISTINA E	F	White	02	Professionals	08/24/2015	
FT	20140108	THOMAS, JAIME M	F	White	02	Professionals	09/02/2014	
FT	19990200	TSANG, ALEXANDRA A	F	White	01	Official/Administration	09/01/1999	

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - DIAGNOSTIC UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	54.55%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-9.15%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	9.01%	7.66%	4.78%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - DIAGNOSTIC WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	11 100%	3 27.27%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6 54.55%	1 9.09%	1 9.09%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Court Services - Diagnostic does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Diagnostic does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Diagnostic does not have employees in this job category.														
06 - Administrative Support	2 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Court Services - Diagnostic does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Diagnostic does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Court Services - Drug Court Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20050192	COLE, TOYYA M	F	Black	02	Professionals	09/01/2005	06/28/2017
FT	20160104	CONNELL, KADE A	M	White	02	Professionals	10/11/2016	
FT	20040016	COPHER, DAVID C	M	White	02	Professionals	01/16/2004	06/09/2017
FT	19950102	ESTATE OF KUNSTMAN, DONNA	F	White	06	Administrative Support	06/19/1995	12/30/2017
FT	19900129	KLIMPKE, ALICIA L	F	Hispanic or Latino	02	Professionals	08/01/1995	
FT	20060196	KLING, LAUREL	F	White	02	Professionals	11/01/2006	11/16/2018
FT	20060217	MARTINEZ, JONATHON J	M	White	02	Professionals	12/18/2006	
FT	20150131	MCELLIN, DEBORAH M	F	White	02	Professionals	11/09/2015	
FT	19820014	REUSCH, RANDY L	M	White	02	Professionals	09/03/1982	10/28/2016
FT	20030063	SAYLOR, EMILY M	F	White	02	Professionals	04/16/2003	

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - DRUG COURT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	44.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	8.02%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-12.20%	9.68%	6.80%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - DRUG COURT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Court Services - Drug Court does not have employees in this job category.														
02 - Professionals	9	4	0	0	0	0	0	0	3	1	1	0	0	0	0
	100%	44.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Court Services - Drug Court does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Drug Court does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Drug Court does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Court Services - Drug Court does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Drug Court does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Court Services - JJC Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20140106	ANDREWS, CARYN P	F	White	02	Professionals	09/02/2014	
FT	19860014	ANSELME, RICK E	M	White	01	Official/Administration	09/12/1986	10/23/2017
FT	20140049	BAROCIO, CHRISTINA M	F	White	02	Professionals	05/05/2014	
FT	20010077	BIGGAM, NANCY S	F	White	08	Service/Maintenance	04/16/2001	
FT	20160091	BRYANT, TYISHA R	F	Black	02	Professionals	09/19/2016	07/13/2018
FT	20080008	CAPLAN, DURIN K	M	White	02	Professionals	01/02/2008	
FT	20140033	CASTROVILLO, MELISSA R	F	White	02	Professionals	03/17/2014	06/15/2017
FT	20150095	CAVENDER, FAITH A	F	White	02	Professionals	09/02/2015	
FT	20010175	CHLOPEK, MONIKA A	F	White	02	Professionals	08/10/2001	
FT	20150096	CREED, BRANDON J	M	White	02	Professionals	09/02/2015	
FT	20130102	DAVIS, WESLEY J	M	Black	02	Professionals	08/29/2013	
FT	20010034	DITTMER, AMY A	F	White	02	Professionals	02/16/2001	
FT	20160092	DONAT, EMILY E	F	White	02	Professionals	09/19/2016	08/22/2018
FT	20060177	DREWS, PATRICK	M	White	02	Professionals	09/18/2006	
FT	20020018	ELY, PAMELA J	F	White	06	Administrative Support	01/29/2002	
FT	20150134	GEISELMAN, ERIC J	M	White	02	Professionals	11/17/2015	
FT	20130014	GUYTON, RACHEL A	F	Black	02	Professionals	01/22/2013	
FT	20150118	HANSEN, KYLE A	M	White	08	Service/Maintenance	10/05/2015	
FT	20060033	HARRIS, COREY D	M	Black	02	Professionals	02/01/2006	
FT	20080139	HERRMANN, NICOLE C	F	Hispanic or Latino	02	Professionals	09/02/2008	
FT	20060164	HOWES, BRIAN W	M	White	02	Professionals	09/01/2006	
FT	20140150	HUMPHRIS, SAMANTHA A	F	White	02	Professionals	12/01/2014	
FT	20140059	JAMES, ALEXANDER R	M	Hispanic or Latino	02	Professionals	05/22/2014	03/22/2017
FT	20080071	JANOVSKY, CHRISTOPHER C	M	White	02	Professionals	05/06/2008	
FT	20150097	JENKINS, KRISTOPHER M	M	Black	02	Professionals	09/02/2015	
FT	20150101	KING, AVIANCE M	M	Black	02	Professionals	09/03/2015	08/18/2016
FT	20090032	KINKADE, DANIKA E	F	White	02	Professionals	04/19/2009	
FT	20010192	KORTE, MELISSA A	F	White	02	Professionals	08/16/2001	08/11/2016
FT	20150100	LAHEY, KELLEY D	F	White	02	Professionals	09/03/2015	03/22/2017
FT	20160172	LAMZ, ALYSSE C	F	White	02	Professionals	12/13/2016	11/20/2017
FT	20140034	LITWILER, SCOTT R	M	White	02	Professionals	03/17/2014	03/27/2019
FT	20120014	LYNCH, ERIN R	F	White	02	Professionals	02/21/2012	
FT	20140121	MAGANA, ADRIAN	M	Hispanic or Latino	02	Professionals	09/22/2014	07/03/2018
FT	20120095	MAGANA, BRAULIO P	M	Hispanic or Latino	02	Professionals	11/05/2012	11/14/2017
FT	20130171	MARTINEZ, CLIFTON D	M	Black	02	Professionals	12/16/2013	
FT	20030052	MCGOWAN, MARCUS D	M	Black	02	Professionals	04/01/2003	
FT	20160032	MOODY, LEON L	M	Black	02	Professionals	03/21/2016	

FT	20010179	MORRELL, CHARLES J	M	White	02	Professionals	08/10/2001	
FT	20150098	OMARA, RYAN K	M	White	02	Professionals	09/02/2015	09/06/2016
FT	20140100	OROZCO, VERONICA	F	Hispanic or Latino	02	Professionals	08/26/2014	10/16/2018
FT	20160058	PACATTE, BLAIR A	M	White	02	Professionals	06/13/2016	01/05/2019
FT	20140130	PETTINATO, SARAH A	F	White	02	Professionals	10/14/2014	
FT	20080146	POORE, KEVIN D	M	White	02	Professionals	09/08/2008	
FT	20140084	RENNER, MICHAEL W	M	White	02	Professionals	07/14/2014	06/11/2018
FT	19950070	RICE, GENA J	F	White	08	Service/Maintenance	05/12/1995	
FT	19950147	RIVERA, VICTOR L	M	Hispanic or Latino	02	Professionals	09/01/1995	
FT	20110079	ROEHR, MICHAEL D	M	White	02	Professionals	09/20/2011	06/11/2018
FT	20140036	ROWE, JAYMIE M	F	White	02	Professionals	03/17/2014	
FT	20150127	RUOPP, TRAVIS M	M	White	02	Professionals	10/27/2015	08/30/2016
FT	20150128	SANCHEZ, ALISSA L	F	White	02	Professionals	10/27/2015	03/31/2017
FT	20100044	SAURIOL, STEPHANIE R	F	White	02	Professionals	07/19/2010	
FT	20140149	SCHMITZ, MATTHEW W	M	White	02	Professionals	12/01/2014	08/22/2018
FT	20150005	SHOCK, ERIK M	M	White	02	Professionals	01/06/2015	01/18/2019
FT	20160059	SIMPSON, DENISE H	F	Black	02	Professionals	06/13/2016	
FT	20150099	SKONIECKE, THOMAS J	M	White	02	Professionals	09/03/2015	06/14/2018
FT	20160174	SKONIECKE, TRAVIS W	M	White	02	Professionals	12/13/2016	
FT	20120117	SODERDAHL, SHELLIE S	F	White	08	Service/Maintenance	12/11/2012	
FT	20160171	SPEARS, LEON C	M	Black	02	Professionals	12/13/2016	11/12/2018
FT	20160170	SPERRY, TAYLOR W	F	White	02	Professionals	12/13/2016	09/07/2017
FT	20020108	STEHLIN, KIMBERLY A	F	White	06	Administrative Support	08/05/2002	
FT	20140122	SUIRE, JONATHAN M	M	White	02	Professionals	03/21/2016	07/22/2016
FT	19910037	SWIERKOSZ-BRICK-SIERRA, AMY L	F	White	02	Professionals	07/01/1991	
FT	20140073	SZABO, JESSICA L	F	White	02	Professionals	06/30/2014	
FT	20150112	TOSKA, VETIME	F	White	02	Professionals	09/22/2015	09/08/2016
FT	20140037	TUCKER, ANTONIO M	M	Hispanic or Latino	02	Professionals	03/17/2014	
FT	20160048	VARGAS, JESSICA	F	Hispanic or Latino	02	Professionals	04/18/2016	01/07/2019
FT	20100040	VILLELA, SHAWN	M	Hispanic or Latino	02	Professionals	06/14/2010	
FT	20110048	VIRAMONTES, TANIA R	F	Hispanic or Latino	06	Administrative Support	06/16/2011	
FT	20120094	WEISER, JARED B	M	White	02	Professionals	11/05/2012	
FT	20100064	WOODS, RANDY R	M	Black	02	Professionals	09/07/2010	02/27/2019
FT	20140101	ZYNDA, CRYSTAL L	F	White	02	Professionals	08/26/2014	

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - JJC UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	31.75%	14.29%	9.52%	0.00%	0.00%	0.00%	0.00%	34.92%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-4.68%	12.83%	5.77%	-3.55%	-0.05%	-0.03%	-0.08%	-10.61%	3.33%	0.45%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	24.47%	-3.96%	20.90%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
Workforce #%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	3.39%	-3.18%	-33.09%	-1.11%	-0.03%	-0.02%	-0.31%	58.29%	-2.98%	-18.97%	-1.22%	-0.05%	0.00%	-0.26%

PART I. COUNTY OF KANE – 2016-2017 COURT SERVICES - JJC WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	63 100%	20 31.75%	9 14.29%	6 9.52%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	22 34.92%	3 4.76%	3 4.76%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Court Services - JJC does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - JJC does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - JJC does not have employees in this job category.														
06 - Administrative Support	3 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Court Services - JJC does not have employees in this job category.														
08 - Service/Maintenance	4 100%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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NARRATIVE UTILIZATION

A comparison of Court Services' "Administration" workforce to the Community Labor Statistics for Kane County indicates a general underutilization of white males in the "Official/Administration" (-20.9%), "Professional" (-15.2%) and "Administrative Support" (-28.5%) categories. Similarly, the "Diagnostic" workforce shows white males are underrepresented in the "Official/Administration" (-54.2%), "Professional" (-18.3%) and "Administrative Support" (-28.5%) categories. Lastly, the "JJC" utilization analysis shows white males are underrepresented in the "Administrative Support" category (-28.5%), however they are overrepresented in the "Official/Administration" (45.8%).

When looking at the "Black Male" demographic across job categories and Departments, black men are slightly underrepresented (<2%) in nearly all categories. The only category in which black males are overrepresented is in the JJC "Professional" category (10.6%).

With regard to the departments "Hispanic or Latino" male demographic, utilization summaries show that as a whole, Hispanic or Latino men are slightly underrepresented in all categories across all departments. In each of the respective report, Hispanic and Latino men are underutilized in the "Administrative Support" category (-7.9%). Additionally, they are significantly underrepresented in the JJC's "Service/Maintenance" category (-33.1%) when compared to community labor statistics. The only category where this population is over represented in is the JJC's "Professionals" category, where they are slightly over utilized (10.9%).

The most overrepresented demographic across each department in nearly all job classifications is white females. The Court Services Administration summary shows that white females are over utilized in the "Professionals" category (5.7%), and "Administrative Support" (22.1%). Furthermore, the Diagnostic Center report indicates that white females are over utilized in the "Official/Administration" category (69.35%), "Professionals" (18.1%) and "Administrative Support" category (57.8%). This is also true for the JJC's "Administrative Support" (24.5) as well as the "Service/Maintenance" group (58.29). The only categories where white females are underutilized are the JJC's "Official/Administration" (-30.7) and "Professionals" (-10.9).

The "Black Female" demographic were slightly underutilized across the majority of categories (<5%) in each respective department with few exceptions. The administrative report shows an overutilization in the "Official/Administration" category (32.1%), "Professionals" (3.7%) and "Administrative Support" (3.18%).

Similarly to the "Black Female" demographic, the "Hispanic or Latino" female category has relatively low levels of deviation from that of the Community Labor Statistics. They too are underutilized across roughly half of all departmental

categories (<5%), however they are over utilized in the “Administrative Support” category for both the JJC (18.9%) and Administrative (16.1%).

In recent years, the Department has done well in the recruitment of minorities for the professional category across all departments. This 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. At present, 100% of the clerical staff throughout the Department is female. The starting pay for this position is on the bottom end of the Department’s pay scale, and while longevity in the positions will result in gradual increases, males do not appear to be drawn to the type of work required.

In the services/maintenance category, males and non-white females continue to be underutilized, with Hispanic males and females showing the most significant underutilization (-33.1% and -18.9%, respectively.)

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

OBJECTIVES

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.

- Court Services will continue to attempt to promote females and minorities to upper management positions. At present, there is one male Hispanic, one male Black and one Female Asian supervisors in the Department, making 27% of the supervisory staff minority. In addition, six of the supervisors in the Department are female, and several of these have potential for promotion to upper management. (Supervisory staff are classified with professional staff, thus diluting the impact of this representation.)
- Court Services will strongly consider any male applicants for clerical and service positions. Networking with staff from local vocational programs may aid us in improving these numbers.

STEPS TO ACHIEVE OBJECTIVES

In March of 2018, Court services revised its hiring practices with the establishment of new policy and procedure governing hiring entitled “Officer Selection Process” (attached). Upper management critically examined the previous hiring practices and created a new system which helps limit unintentional bias and affords greater opportunity for minority applicants. This multi-step application process assists in creating a “hiring list” for qualified applicants based upon written, telephone and face-to-face interviews.

Court Services will continue to take the following steps 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 as well as community colleges for clerical and service positions. In addition, insure that postings reach any local programs offering vocational skills in the areas of cooking and clerical duties.
- Review recruitment and retention efforts and apply information derived from exit interviews in an effort to improve retention.
- Continue to post all openings on the county website.
- Provide opportunities for management training to supervisory level personnel to develop future managers and improve diversity in the management group.
- Continue to interact with community-based organizations serving primarily minority populations (LULAC, Urban League) and campaign for referrals of qualified individuals for hiring.
- Provide job postings to organizations that reach the target population.

DISSEMINATION

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

Job Postings

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

Court Services employment and hiring policies-Attached are three policies regarding hiring practices that were implemented in March, 2015.

Fiscal Year July 1, 2017 - June 30, 2018
Disciplinary Actions

Prepared July, 2019 by: Josh Osborn,

	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
	M	W	USA	1	1					1	
	M	W	USA	1	1		1 Day	X			
	Totals:	Male White		2	2		1	1		1	
	M	H	USA	1	1						Termination
	Totals:	Male Hispanic		1	1						1
	M	B	USA	1	1		1.5 Days	X			
	Totals:	Male Black		1	1		1	1			
	Totals:	Female Black									
	Totals:	Female Hispanic									
	F	W	USA	2	2		1 Day	X		1	
	F	W	USA	1	1						Termination
	Totals:	Female White		3	3		1	1		1	1
	GRAND TOTALS:			7	7		3	3		2	2

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

Fiscal Year July 1, 2017 - June 30, 2018
Transfers / Promotions

Prepared July 2019 by: Josh Osborn

		Sex	Race	National Origin	Applications for Promotion	Applications for Transfer	Promotion Granted	Transfer Granted	Original Job Category	New Job Category
1		F	White	USA		1		1	PreTrial PO	CRS PO
2		F	White	USA	1		1		KCDC Intern	KCDC Post Doc
3		F	White	USA	1		1		KCDC Intern	KCDC Post Doc
4		F	White	USA		1		1	EM PO	PreTrial PO
5		F	White	USA		1		1	EM PO	Juvenile PO
6		F	White	USA	1		1		Youth Counselor	JJC Supervisor
7		F	White	USA	1	1	0	0	Youth Counselor	
8		F	White	USA		1		0	Youth Counselor	
9		F	White	USA		1		0	Youth Counselor	
10		F	White	USA		1		0	Youth Counselor	
11		F	White	USA		2		0	PreTrial PO	
12		F	White	USA		2		0	Youth Counselor	
13		F	White	USA		1		0	Youth Counselor	
14		F	White	USA	1		0		Juvenile PO	
15		F	White	USA	1		0		Adult PO	
16		F	White	USA	1		0		Youth Counselor	
17		F	White	USA	1		0		Adult PO	
18		F	White	USA	1		0		Adult PO	
		Totals	Female White		9	12	3	3		
1		F	Black	USA		2		2	Juvenile Hybrid PO	Juvenile PO
2		F	Black	USA		1		1	HB PO	DRC PO
		Totals	Female Black		0	3	0	3		
1		F	Hispanic	USA		2		1	Youth Counselor	PreTrial PO
2		F	Hispanic	USA	1	1	0	1	EM PO	Juvenile Hybrid PO
3		F	Hispanic	USA		1		0	Youth Counselor	
4		F	Hispanic	USA	1		0		Youth Counselor	
		Totals	Female Hispanic		2	4	0	2		
1		M	White	USA	1		1		Supervisor	JJC Superintendent
2		M	White	USA	1	1	0	1	Youth Counselor	Field Hybrid PO
3		M	White	USA	1		1		Adult PO	Supervisor
4		M	White	USA	1		1		PreTrial PO	Supervisor
5		M	White	USA		1		1	EM PO	PreTrial PO
6		M	White	USA		1		1	EM PO	PreTrial PO
7		M	White	USA		1		1	EM PO	Adult PO
8		M	White	USA		1		0	JJC Supervisor	
9		M	White	USA	1		0		Youth Counselor	
		Totals	Male White		5	5	3	4		
1		M	Black	USA		1		1	Youth Counselor	SPS Adult PO
2		M	Black	USA	1		1		Youth Counselor	JJC Supervisor
3		M	Black	USA		1		0	Youth Counselor	
		Totals	Male Black		1	2	1	1		
1		M	Hispanic	USA	1		0		JJC Supervisor	
2		M	Hispanic	USA	2		0		CRS Adult PO	
		Totals	Male Hispanic		3	0	0	0		
GRAND TOTALS:					20	26	7	13		

Ethnic Detail for Court Services - Administration Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20010186	AUST, LISA J	F	White	01	Official/Administration	08/16/2001	
FT	20130030	BEHM, MOLLY E	F	White	02	Professionals	04/01/2013	
FT	20010232	BELLEVEGE, EDWARD R	M	White	02	Professionals	10/01/2001	10/02/2017
FT	20050249	BRACH, DAVID M	M	White	02	Professionals	12/01/2005	
FT	20130029	BRUMMEL, KERRI M	F	White	06	Administrative Support	12/09/2013	
FT	19990166	BUCHMAN, RENEE M	F	White	02	Professionals	08/16/1999	
FT	20140005	BYERS, BRYANNA L	F	White	02	Professionals	01/07/2014	04/06/2018
FT	20070149	CARDENAS, MARIA D	F	Hispanic or Latino	06	Administrative Support	04/15/2013	
FT	20100047	CHO VALLDEJULI, JULIE K	F	Asian	02	Professionals	07/26/2010	
FT	20140068	CHURCHILL, THERESA M	F	White	06	Administrative Support	06/09/2014	
FT	19930096	CIRA-FITZGERALD, ROSANNE	F	White	06	Administrative Support	10/18/1993	09/28/2018
FT	20100091	CNOTA BOYD, REBECCA J	F	White	02	Professionals	12/06/2010	
FT	20040041	COERS, TRACI M	F	White	02	Professionals	03/01/2004	
FT	20020106	COOMER, KATHRYN	F	White	06	Administrative Support	08/05/2002	
FT	20040134	DOMINGUEZ, YVONNE L	F	Hispanic or Latino	06	Administrative Support	11/16/2007	
FT	20140071	EYRE, ELIZABETH L	F	White	02	Professionals	07/07/2014	
FT	20110017	FAIR, SARA E	F	White	02	Professionals	02/08/2011	
FT	20170746	FISCHER, LENA L	F	Two or More Races	02	Professionals	10/23/2017	
FT	20130112	GARCIA, DIANA	F	Hispanic or Latino	02	Professionals	09/09/2013	11/02/2018
FT	20060218	GARCIA, MARIA C	F	Hispanic or Latino	06	Administrative Support	12/18/2006	
FT	20090001	GATES, DANIEL P	M	White	02	Professionals	11/09/2015	
FT	20120036	GEMMEL, SARAH M	F	White	02	Professionals	06/19/2012	10/04/2018
FT	20060198	GILLES, RUTH E	F	White	06	Administrative Support	11/06/2006	
FT	20150133	GONZALEZ, JULISSA	F	Hispanic or Latino	02	Professionals	11/09/2015	
FT	19880037	GOODWICK, JULIE J	F	White	02	Professionals	10/05/1988	
FT	20120062	GREGG, COREY M	M	White	02	Professionals	08/24/2012	
FT	20140141	GRENFELL, KYLE A	M	White	02	Professionals	12/01/2014	
PT	19990023	GROUT, REBECCA L	F	White	02	Professionals	01/16/1999	
FT	20130014	GUYTON, RACHEL A	F	Black	02	Professionals	01/22/2013	
FT	20150119	HARRIS, SURITA	F	Black	02	Professionals	10/05/2015	
FT	20110084	HARWOOD, STACY A	F	White	06	Administrative Support	11/07/2011	
FT	20000094	HEATHCOAT, LEE ANN	F	White	02	Professionals	06/01/2000	09/07/2017
FT	20140009	HEATHER, PHOEBE M	F	White	02	Professionals	01/12/2014	
FT	20050015	HILL, LATANYA	F	Black	01	Official/Administration	01/10/2005	
FT	19990264	HOFF, SARAH I	F	White	02	Professionals	11/16/1999	
FT	20120084	HOPKINS, MOLLY L	F	White	02	Professionals	10/09/2012	
FT	19900052	JEFKO, JEFFERY R	M	White	01	Official/Administration	11/01/1990	12/03/2018

FT	20150097	JENKINS, KRISTOPHER M	M	Black	02	Professionals	09/02/2015	
FT	20010108	JENKINS, SOUSIE S	F	Asian	02	Professionals	05/16/2001	
FT	20130035	JOHNSON, CARRON S	F	Black	01	Official/Administration	04/29/2013	
FT	20070145	JOHNSON, LYDIA N	F	White	02	Professionals	08/01/2007	
FT	19890028	JONES, ALICE	F	Black	02	Professionals	05/27/1989	
FT	20000075	KEEF, SARAH L	F	White	02	Professionals	05/16/2000	
FT	20130087	KLATT, COURTNEY K	F	White	06	Administrative Support	08/12/2013	
FT	20170511	KNIGHT, NAOMI R	F	Two or More Races	02	Professionals	02/27/2017	10/10/2018
FT	20000203	KOLBERG, JENNIFER M	F	White	02	Professionals	09/16/2000	
FT	20000076	KOLLWELTER, JENNIFER L	F	White	02	Professionals	05/16/2000	
FT	20060031	KOSTERS, MARY E	F	White	02	Professionals	01/23/2006	
FT	20160173	KUBAT, TIMOTHY R	M	White	02	Professionals	12/13/2016	08/10/2018
FT	20030162	LA BARBERA, WHITNEY P	F	White	02	Professionals	09/08/2003	
FT	20070172	LARSON, KRISTA M	F	White	02	Professionals	09/17/2007	
PT	19950103	LEDERMAN, CYNTHIA A	F	White	02	Professionals	06/26/1995	
FT	20070191	LEETCH, SARA A	F	White	02	Professionals	10/19/2007	
FT	20110075	LIDDICOATT, LINDSEY S	F	White	02	Professionals	09/19/2011	
FT	20160110	LITZ, DANIELLE M	F	White	02	Professionals	10/24/2016	05/18/2018
FT	19890042	LUSK, JANET A	F	White	06	Administrative Support	08/28/1989	
FT	20030031	MATHENY, RESHELLE L	F	Black	02	Professionals	02/18/2003	
FT	20050005	MATHIS, JASON W	M	White	02	Professionals	10/15/2013	
FT	20030194	MAURER, STACEY L	F	White	02	Professionals	11/03/2003	
FT	20020054	MAZZA, JEFFREY S	M	White	02	Professionals	04/16/2002	
FT	20060118	MCWILLIAMS, ELIZABETH S	F	White	02	Professionals	06/01/2006	
FT	20130161	MONAHAN, ALEXIS J	F	White	02	Professionals	11/18/2013	
FT	20040115	MULVIHILL, DAWN M	F	White	02	Professionals	06/01/2004	
FT	20120109	MUNOZ, JASMINE	F	Hispanic or Latino	02	Professionals	12/03/2012	08/24/2018
FT	20120010	MURILLO, ROCIO	F	Hispanic or Latino	02	Professionals	02/06/2012	
FT	20120009	MURRAY, KEVIN M	M	White	02	Professionals	02/14/2012	
FT	20110066	NEVAREZ, IVETTE	F	Hispanic or Latino	02	Professionals	09/12/2011	06/28/2018
FT	20090088	OCON, ISABEL	F	Hispanic or Latino	02	Professionals	12/01/2009	
FT	19860022	OFFUTT GRUBER, MARTHA A	F	White	02	Professionals	11/03/1986	
FT	20140100	OROZCO, VERONICA	F	Hispanic or Latino	02	Professionals	08/26/2014	10/16/2018
FT	20100048	OSBORN, JOSHUA M	M	White	01	Official/Administration	10/05/2015	
FT	20120056	OSBORN, KATHIE J	F	White	06	Administrative Support	08/15/2012	
FT	20150065	PARRA, ANTHONY	M	Hispanic or Latino	02	Professionals	06/29/2015	05/02/2018
FT	19970179	PETERSON, MATTHEW A	M	White	02	Professionals	09/10/1997	
FT	20150109	RANGEL HERNANDEZ, VANESA	F	Hispanic or Latino	02	Professionals	09/14/2015	
FT	20060151	REINERT, AMY L	F	White	02	Professionals	08/16/2006	
FT	20100039	RIVERA, SERGIO	M	Hispanic or Latino	02	Professionals	06/14/2010	01/22/2019

FT	20000124	ROBINSON, NICOLE M	F	White	02	Professionals	07/05/2000	
FT	20000050	ROHLEDER, MEGAN M	F	White	02	Professionals	04/05/2000	
FT	20000007	ROMAN, MICHAEL A	M	Hispanic or Latino	02	Professionals	01/06/2000	
FT	20110039	ROSA, RAMON L	M	Hispanic or Latino	02	Professionals	05/09/2011	08/07/2017
FT	20090087	SCHAIBLY, RAEHEL L	F	White	02	Professionals	11/30/2009	
FT	20140149	SCHMITZ, MATTHEW W	M	White	02	Professionals	12/01/2014	08/22/2018
FT	19860003	SMITH, MARY	F	White	01	Official/Administration	03/26/1986	12/03/2018
FT	20120092	SNEEDEN, MARK N	M	White	02	Professionals	11/07/2012	
FT	20010037	STARKOVICH, CHRISTOPHER J	M	White	02	Professionals	02/16/2001	
FT	20050151	STEVENS, RACHAEL M	F	White	02	Professionals	07/01/2005	
FT	19900027	STUTZ, ELIZABETH	F	White	02	Professionals	05/24/1990	
FT	19990058	TERESE, MICHAEL R	M	White	02	Professionals	03/01/1999	07/01/2017
FT	19880005	TUCKER, DALE J	M	White	02	Professionals	12/17/1984	09/01/2017
FT	20140146	VARGAS, GUADALUPE	F	Hispanic or Latino	06	Administrative Support	12/01/2014	
FT	20010039	VAUGHN, LOIS R	F	Black	06	Administrative Support	02/16/2001	
FT	20140131	VEGA, ZULAY C	F	Hispanic or Latino	02	Professionals	10/20/2014	
FT	20070097	VOGT, INGRID R	F	White	02	Professionals	06/05/2007	
FT	20170693	WASER, ABIGAIL E	F	White	02	Professionals	06/19/2017	
FT	20140060	WESSEL, PHILIP A	M	White	02	Professionals	05/22/2014	
FT	19890012	WICKENS, KATHERINE L	F	White	02	Professionals	02/07/1989	02/07/2019
FT	20170019	WILLIAMS, TAMARA A	F	White	02	Professionals	01/17/2017	
FT	20110025	WINTERBERGER, BRADLEY R	M	White	02	Professionals	03/01/2011	
FT	20010129	ZACCAGNINI, AMY L	F	White	02	Professionals	06/01/2001	

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - ADMINISTRATION UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-20.87%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	2.69%	32.05%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	21.25%	1.25%	5.00%	0.00%	0.00%	0.00%	0.00%	51.25%	5.00%	11.25%	2.50%	0.00%	0.00%	2.50%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-15.18%	-0.20%	1.24%	-3.55%	-0.05%	-0.03%	-0.08%	5.72%	3.57%	6.94%	-0.23%	-0.01%	0.00%	2.12%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.29%	7.14%	28.57%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	22.09%	3.18%	16.14%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - ADMINISTRATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
	100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
02 - Professionals	80	17	1	4	0	0	0	0	41	4	9	2	0	0	2
	100%	21.25%	1.25%	5.00%	0.00%	0.00%	0.00%	0.00%	51.25%	5.00%	11.25%	2.50%	0.00%	0.00%	2.50%
03 - Technicians	Court Services - Administration does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Administration does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Administration does not have employees in this job category.														
06 - Administrative Support	14	0	0	0	0	0	0	0	9	1	4	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.29%	7.14%	28.57%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Court Services - Administration does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Administration does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for Court Services - Diagnostic Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160086	BELMONTE, ANA S	F	White	02	Professionals	09/01/2016	06/15/2018
FT	20170728	BROWN, TIFFANY C	F	Black	02	Professionals	09/01/2017	08/31/2018
FT	20160084	BROWNFIELD, CHAD R	M	White	02	Professionals	09/01/2016	
FT	20160082	FULLMER, TARA L	F	White	02	Professionals	09/01/2016	08/31/2017
FT	20150089	GALLEY, STEPHANIE T	F	White	06	Administrative Support	08/24/2015	
FT	20150136	LANCASTER, ELISA M	F	Hispanic or Latino	02	Professionals	11/23/2015	
FT	20160088	LOUCKS, KIMBERLY N	F	White	02	Professionals	09/01/2016	06/22/2018
FT	20170729	LYTTLES, MARY E	F	White	02	Professionals	09/01/2017	08/31/2018
FT	19900010	MIKA, BARBARA	F	White	06	Administrative Support	02/22/1990	08/31/2018
FT	20150077	OLIVERIO, MICHAEL A	M	White	02	Professionals	07/20/2015	
FT	20150090	RUDAWSKI, CHRISTINA E	F	White	02	Professionals	08/24/2015	
FT	20140108	THOMAS, JAIME M	F	White	02	Professionals	09/02/2014	
FT	19990200	TSANG, ALEXANDRA A	F	White	01	Official/Administration	09/01/1999	
FT	20170727	VANOPSTALL, ASHLEY L	F	White	02	Professionals	09/01/2017	

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - DIAGNOSTIC UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.64%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-18.25%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	18.10%	7.66%	4.78%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - DIAGNOSTIC WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	11 100%	2 18.18%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	7 63.64%	1 9.09%	1 9.09%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Court Services - Diagnostic does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Diagnostic does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Diagnostic does not have employees in this job category.														
06 - Administrative Support	2 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Court Services - Diagnostic does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Diagnostic does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Court Services - Drug Court Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160104	CONNELL, KADE A	M	White	02	Professionals	10/11/2016	
FT	19950102	ESTATE OF KUNSTMAN, DONNA	F	White	06	Administrative Support	06/19/1995	12/30/2017
FT	19900129	KLIMPKE, ALICIA L	F	Hispanic or Latino	02	Professionals	08/01/1995	
FT	20060196	KLING, LAUREL	F	White	02	Professionals	11/01/2006	11/16/2018
FT	20060217	MARTINEZ, JONATHON J	M	White	02	Professionals	12/18/2006	
FT	20150131	MCELLIN, DEBORAH M	F	White	02	Professionals	11/09/2015	
FT	20030063	SAYLOR, EMILY M	F	White	02	Professionals	04/16/2003	
FT	20160069	WILLIE, JAMEICE S	F	Black	02	Professionals	07/11/2016	

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - DRUG COURT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	42.86%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-7.86%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-2.68%	12.85%	9.98%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - DRUG COURT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Court Services - Drug Court does not have employees in this job category.														
02 - Professionals	7	2	0	0	0	0	0	0	3	1	1	0	0	0	0
	100%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	42.86%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Court Services - Drug Court does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - Drug Court does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - Drug Court does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#####	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Court Services - Drug Court does not have employees in this job category.														
08 - Service/Maintenance	Court Services - Drug Court does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for Court Services - JJC Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20140106	ANDREWS, CARYN P	F	White	02	Professionals	09/02/2014	
FT	19860014	ANSELME, RICK E	M	White	02	Professionals	09/12/1986	10/23/2017
FT	20140049	BAROCIO, CHRISTINA M	F	White	02	Professionals	05/05/2014	
FT	20180213	BEAVERS, ALYSSA C	F	White	02	Professionals	06/19/2018	
FT	20010077	BIGGIAM, NANCY S	F	White	08	Service/Maintenance	04/16/2001	
FT	20170748	BREWER, CARL D	M	Black	02	Professionals	10/31/2017	02/08/2018
FT	20160091	BRYANT, TYISHA R	F	Black	02	Professionals	09/19/2016	07/13/2018
FT	20180190	CABALLERO, JOSEPH	M	Hispanic or Latino	02	Professionals	05/22/2018	
FT	20080008	CAPLAN, DURIN K	M	White	02	Professionals	01/02/2008	
FT	20150095	CAVENDER, FAITH A	F	White	02	Professionals	09/02/2015	
FT	20010175	CHLOPEK, MONIKA A	F	White	02	Professionals	08/10/2001	
FT	20150096	CREED, BRANDON J	M	White	02	Professionals	09/02/2015	
FT	20170741	CYKO, NATALIE K	F	White	02	Professionals	09/19/2017	
FT	19980020	DAVIS, MICHAEL J	M	White	01	Official/Administration	02/16/1998	
FT	20130102	DAVIS, WESLEY J	M	Black	02	Professionals	08/29/2013	
FT	20010034	DITTMER, AMY A	F	White	02	Professionals	02/16/2001	
FT	20160092	DONAT, EMILY E	F	White	02	Professionals	09/19/2016	08/22/2018
FT	20060177	DREWS, PATRICK	M	White	02	Professionals	09/18/2006	
FT	20020018	ELY, PAMELA J	F	White	06	Administrative Support	01/29/2002	
FT	20170747	FORD, SHANA	F	Black	02	Professionals	10/31/2017	03/15/2019
FT	20150134	GEISELMAN, ERIC J	M	White	02	Professionals	11/17/2015	
FT	20150118	HANSEN, KYLE A	M	White	08	Service/Maintenance	10/05/2015	
FT	20060033	HARRIS, COREY D	M	Black	02	Professionals	02/01/2006	
FT	20080139	HERRMANN, NICOLE C	F	Hispanic or Latino	02	Professionals	09/02/2008	
FT	20180191	HILLMAN, BRYAN J	M	Black	02	Professionals	05/29/2018	
FT	20180184	HOFFMANN, HEATHER A	F	White	02	Professionals	05/15/2018	
FT	20170742	HOLMES, JASMIN S	F	White	02	Professionals	09/19/2017	
FT	20060164	HOWES, BRIAN W	M	White	02	Professionals	09/01/2006	
FT	20140150	HUMPHRIS, SAMANTHA A	F	White	02	Professionals	12/01/2014	
FT	20170749	IRUME, BYRON O	M	Hispanic or Latino	02	Professionals	10/31/2017	08/18/2018
FT	20080071	JANOVSKY, CHRISTOPHER C	M	White	02	Professionals	05/06/2008	
FT	20090032	KINKADE, DANIKA E	F	White	02	Professionals	04/19/2009	
FT	20170740	KLIMPKE, CHRISTOPHER G S	M	White	02	Professionals	09/19/2017	
FT	20170743	KONRAD, MIRANDA J	F	White	02	Professionals	09/19/2017	02/23/2018
FT	20160172	LAMZ, ALYSSE C	F	White	02	Professionals	12/13/2016	11/20/2017
FT	20140034	LITWILER, SCOTT R	M	White	02	Professionals	03/17/2014	03/27/2019
FT	20120014	LYNCH, ERIN R	F	White	02	Professionals	02/21/2012	

FT	20140121	MAGANA, ADRIAN	M	Hispanic or Latino	02	Professionals	09/22/2014	07/03/2018
FT	20120095	MAGANA, BRAULIO P	M	Hispanic or Latino	02	Professionals	11/05/2012	11/14/2017
FT	20130171	MARTINEZ, CLIFTON D	M	Black	02	Professionals	12/16/2013	
FT	20030052	MCGOWAN, MARCUS D	M	Black	02	Professionals	04/01/2003	
FT	20180216	MEDRANO, ANTHONY	M	Hispanic or Latino	02	Professionals	06/26/2018	09/21/2018
FT	20180197	MONARREZ, PATRICIA	F	Hispanic or Latino	02	Professionals	06/05/2018	
FT	20160032	MOODY, LEON L	M	Black	02	Professionals	03/21/2016	
FT	20010179	MORRELL, CHARLES J	M	White	02	Professionals	08/10/2001	
FT	20170711	NUNEZ, ALELY	F	Hispanic or Latino	02	Professionals	07/25/2017	03/24/2018
FT	20160058	PACATTE, BLAIR A	M	White	02	Professionals	06/13/2016	01/05/2019
FT	20170750	PAYAN, AURIEL	M	Hispanic or Latino	02	Professionals	10/31/2017	08/14/2018
FT	20170710	PEDERSON, TRACEY N	F	White	02	Professionals	07/25/2017	01/29/2019
FT	20170752	PEREZ CORTES, SHAQUILLE D	M	Hispanic or Latino	02	Professionals	10/31/2017	12/26/2017
FT	20140130	PETTINATO, SARAH A	F	White	02	Professionals	10/14/2014	
FT	20080146	POORE, KEVIN D	M	White	02	Professionals	09/08/2008	
FT	20140084	RENNER, MICHAEL W	M	White	02	Professionals	07/14/2014	06/11/2018
FT	19950070	RICE, GENA J	F	White	08	Service/Maintenance	05/12/1995	
FT	20180214	RICHARDS, LAUREN A	F	White	02	Professionals	06/19/2018	08/10/2018
FT	19950147	RIVERA, VICTOR L	M	Hispanic or Latino	02	Professionals	09/01/1995	
FT	20110079	ROEHR, MICHAEL D	M	White	02	Professionals	09/20/2011	06/11/2018
FT	20170751	ROSAS, BRITTANY T	F	Hispanic or Latino	02	Professionals	10/31/2017	
FT	20140036	ROWE, JAYMIE M	F	White	02	Professionals	03/17/2014	
FT	20100044	SAURIOL, STEPHANIE R	F	White	02	Professionals	07/19/2010	
FT	20180195	SEAL, KEVIN T	M	White	02	Professionals	06/05/2018	12/07/2018
FT	20150005	SHOCK, ERIK M	M	White	02	Professionals	01/06/2015	01/18/2019
FT	20160059	SIMPSON, DENISE H	F	Black	02	Professionals	06/13/2016	
FT	20180215	SIMPSON, SARA E	F	White	02	Professionals	06/19/2018	
FT	20150099	SKONIECKE, THOMAS J	M	White	02	Professionals	09/03/2015	06/14/2018
FT	20160174	SKONIECKE, TRAVIS W	M	White	02	Professionals	12/13/2016	
FT	20170753	SKUBISZ, KATHLEEN M	F	White	02	Professionals	10/31/2017	
FT	20170712	SMITH, SHAUNA R	F	Black	02	Professionals	07/25/2017	
FT	20120117	SODERDAHL, SHELLIE S	F	White	08	Service/Maintenance	12/11/2012	
FT	20160171	SPEARS, LEON C	M	Black	02	Professionals	12/13/2016	11/12/2018
FT	20160170	SPERRY, TAYLOR W	F	White	02	Professionals	12/13/2016	09/07/2017
FT	20020108	STEHLIN, KIMBERLY A	F	White	06	Administrative Support	08/05/2002	
FT	19910037	SWIERKOSZ-BRICK-SIERRA, AMY L	F	White	02	Professionals	07/01/1991	
FT	20140073	SZABO, JESSICA L	F	White	02	Professionals	06/30/2014	
FT	20180085	TORKILSEN, RONALD J Jr	M	White	02	Professionals	03/14/2018	
FT	20140037	TUCKER, ANTONIO M	M	Hispanic or Latino	02	Professionals	03/17/2014	
FT	20160048	VARGAS, JESSICA	F	Hispanic or Latino	02	Professionals	04/18/2016	01/07/2019

FT	20100040	VILLELA, SHAWN	M	Hispanic or Latino	02	Professionals	06/14/2010	
FT	20110048	VIRAMONTES, TANIA R	F	Hispanic or Latino	06	Administrative Support	06/16/2011	
FT	20120094	WEISER, JARED B	M	White	02	Professionals	11/05/2012	
FT	20180217	WISCHNACK, ELMER J	M	Hispanic or Latino	02	Professionals	06/26/2018	12/01/2018
FT	20100064	WOODS, RANDY R	M	Black	02	Professionals	09/07/2010	02/27/2019
FT	20140101	ZYNDA, CRYSTAL L	F	White	02	Professionals	08/26/2014	

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - JJC UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	26.67%	12.00%	14.67%	0.00%	0.00%	0.00%	0.00%	34.67%	5.33%	6.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-9.76%	10.55%	10.91%	-3.55%	-0.05%	-0.03%	-0.08%	-10.87%	3.90%	2.36%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	24.47%	-3.96%	20.90%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
Workforce #%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	21.61%	3.18%	33.09%	1.11%	0.03%	0.02%	0.31%	16.71%	2.98%	18.97%	1.22%	0.05%	0.00%	0.26%
Utilization %	3.39%	-3.18%	-33.09%	-1.11%	-0.03%	-0.02%	-0.31%	58.29%	-2.98%	-18.97%	-1.22%	-0.05%	0.00%	-0.26%

PART I. COUNTY OF KANE – 2017-2018 COURT SERVICES - JJC WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	75 100%	20 26.67%	9 12.00%	11 14.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	26 34.67%	4 5.33%	5 6.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Court Services - JJC does not have employees in this job category.														
04 - Protective Services: Sworn	Court Services - JJC does not have employees in this job category.														
05 - Protective Services: Non Sworn	Court Services - JJC does not have employees in this job category.														
06 - Administrative Support	3 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Court Services - JJC does not have employees in this job category.														
08 - Service/Maintenance	4 100%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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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

August 14, 2018

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 2017 or FY2018.

During FY 2017 and FY2018, there were no employees who applied for a promotion/transfer. During FY 2017 and FY2018 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

Ethnic Detail for Development Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19750002	AHMED, HAMID M	M	White	02	Professionals	01/16/1975	
FT	20040181	AVILA, ANGELICA I	F	Hispanic or Latino	06	Administrative Support	05/10/2004	
FT	20140032	BELL, BROOK A	F	White	06	Administrative Support	03/24/2014	09/12/2018
FT	19980210	BERKHOUT, KEITH	M	White	02	Professionals	10/02/2006	
PT	19960098	BIEWER, BROOKE R	F	White	02	Professionals	06/03/1996	09/01/2017
FT	20160061	CHA, JAEYUN	F	Asian	03	Technicians	06/06/2016	
FT	19990109	HILL, JANICE	F	Black	02	Professionals	06/01/1999	
FT	19930001	KEELING, GLEN	M	White	03	Technicians	01/04/1993	11/04/2016
FT	20140086	KRIENS, MICHAEL A	M	White	03	Technicians	07/21/2014	
FT	20150069	KRONING, SPENCER L	M	White	03	Technicians	07/06/2015	
FT	19860006	MACK, THOMAS L	M	White	03	Technicians	04/02/1986	12/01/2017
FT	20130069	MAIR, JANINE M	F	White	06	Administrative Support	06/24/2013	03/01/2018
FT	19910051	MESCHER, TIM J	M	White	03	Technicians	01/17/1989	
FT	20000177	MILLER, KAREN A	F	White	02	Professionals	08/16/2000	
FT	20160062	SICILIANO, MICHAEL J	M	White	06	Administrative Support	06/20/2016	
FT	20140081	TANSLEY, MATTHEW T	M	White	02	Professionals	07/10/2014	
FT	20150035	TOTH, CHRISTOPHER J	M	White	02	Professionals	04/06/2015	
FT	19940082	VANKERKHOFF, MARK D	M	White	01	Official/Administration	08/01/1994	

PART I. COUNTY OF KANE – 2016-2017 DEVELOPMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	20.72%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-16.96%	12.85%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	45.21%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	14.12%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-3.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	7.80%	-3.96%	12.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 DEVELOPMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	7 100%	4 57.14%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 28.57%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	6 100%	5 83.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Development does not have employees in this job category.														
05 - Protective Services: Non Sworn	Development does not have employees in this job category.														
06 - Administrative Support	4 100%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 50.00%	0 0.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Development does not have employees in this job category.														
08 - Service/Maintenance	Development does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

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T - Two or More Races

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Ethnic Detail for Development Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19750002	AHMED, HAMID M	M	White	02	Professionals	01/16/1975	
FT	20040181	AVILA, ANGELICA I	F	Hispanic or Latino	06	Administrative Support	05/10/2004	
FT	20140032	BELL, BROOK A	F	White	06	Administrative Support	03/24/2014	09/12/2018
FT	19980210	BERKHOUT, KEITH	M	White	02	Professionals	10/02/2006	
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FT	20160061	CHA, JAEYUN	F	Asian	03	Technicians	06/06/2016	
PT	20170766	FARRUGGIA, ANTHONY T	M	White	02	Professionals	11/29/2017	
PT	20170756	HANLON, RENEE W	F	White	02	Professionals	10/23/2017	10/27/2017
FT	19990109	HILL, JANICE	F	Black	02	Professionals	06/01/1999	
FT	20180187	KERIAZAKOS, ELEA N	F	White	06	Administrative Support	05/21/2018	
FT	20140086	KRIENS, MICHAEL A	M	White	03	Technicians	07/21/2014	
FT	20150069	KRONING, SPENCER L	M	White	03	Technicians	07/06/2015	
FT	19860006	MACK, THOMAS L	M	White	03	Technicians	04/02/1986	12/01/2017
FT	20130069	MAIR, JANINE M	F	White	06	Administrative Support	06/24/2013	03/01/2018
FT	19910051	MESCHER, TIM J	M	White	03	Technicians	01/17/1989	
FT	20000177	MILLER, KAREN A	F	White	02	Professionals	08/16/2000	
FT	20170770	PALATINUS, JOSEPH J	M	White	03	Technicians	12/13/2017	
FT	20160062	SICILIANO, MICHAEL J	M	White	06	Administrative Support	06/20/2016	
FT	20140081	TANSLEY, MATTHEW T	M	White	02	Professionals	07/10/2014	
FT	20150035	TOTH, CHRISTOPHER J	M	White	02	Professionals	04/06/2015	
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PART I. COUNTY OF KANE – 2017-2018 DEVELOPMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	19.13%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-12.20%	9.68%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	45.21%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	14.12%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-8.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	17.80%	-3.96%	7.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 DEVELOPMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	9 100%	5 55.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 33.33%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	6 100%	5 83.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Development does not have employees in this job category.														
05 - Protective Services: Non Sworn	Development does not have employees in this job category.														
06 - Administrative Support	5 100%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 60.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Development does not have employees in this job category.														
08 - Service/Maintenance	Development does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

COUNTY of KANE
OFFICE of EMERGENCY MANAGEMENT

Sean Madison
Director



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

To: Susan Brown, Assistant Director – Human Resource Management

From: Sean Madison, Director - Office of Emergency Management

RE: 2016 - 2017 and 2017 – 2018 EEOP

The staff and staff categories listed are correct for 2016 - 2017.

The staff and staff categories listed are correct for 2017 - 2018.

No disciplinary action was taken during 2016 - 2017.

No disciplinary action was taken during 2017 - 2018.

No staff requested a promotion or transfer during 2016-2017 reporting period.

For the 2017-2018 reporting period one employee retired and one employee was promoted.

The Office of Emergency Management follows the established EEO policy listed in the Kane County personnel policy handbook for all hiring and promotions.

All job opening are posted on the County website. Potential candidates are evaluated based on experience in the field of emergency management, work history, knowledge of public safety and emergency management skills and ability to interact with the public, command level public safety officials, elected official and department heads. Be able to perform duties under very stressful emergency and disaster situations.

Ethnic Detail for Emergency Management Services Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950019	BRYANT, DONALD H	M	White	01	Official/Administration	02/06/1995	05/25/2018
FT	19970230	DORTMUND-MADISON, DEBORAH A	F	White	06	Administrative Support	12/01/1997	
FT	19950048	MADISON, SEAN	M	White	04	Protective Services: Sworn	04/01/1995	

PART I. COUNTY OF KANE – 2016-2017 EMERGENCY MANAGEMENT SERVICES UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	40.44%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	-11.12%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 EMERGENCY MANAGEMENT SERVICES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Emergency Management Services does not have employees in this job category.														
03 - Technicians	Emergency Management Services does not have employees in this job category.														
04 - Protective Services: Sworn	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Emergency Management Services does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Emergency Management Services does not have employees in this job category.														
08 - Service/Maintenance	Emergency Management Services does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Emergency Management Services Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950019	BRYANT, DONALD H	M	White	01	Official/Administration	02/06/1995	05/25/2018
FT	19970230	DORTMUND-MADISON, DEBORAH A	F	White	06	Administrative Support	12/01/1997	
FT	19950048	MADISON, SEAN	M	White	01	Official/Administration	04/01/1995	

PART I. COUNTY OF KANE – 2017-2018 EMERGENCY MANAGEMENT SERVICES UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 EMERGENCY MANAGEMENT SERVICES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Emergency Management Services does not have employees in this job category.														
03 - Technicians	Emergency Management Services does not have employees in this job category.														
04 - Protective Services: Sworn	Emergency Management Services does not have employees in this job category.														
05 - Protective Services: Non Sworn	Emergency Management Services does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Emergency Management Services does not have employees in this job category.														
08 - Service/Maintenance	Emergency Management Services does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

COUNTY OF KANE

DIVISION OF ENVIRONMENTAL & WATER RESOURCES

Jodie L. Wollnik, P.E., CFM
Director



County Government Center

719 S. Batavia Avenue
Geneva, IL 60134

www.countyofkane.org

Environmental Resources:
FAX:

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

To: Susan Brown, Assistant Director – Human Resource Management

From: Jodie Wollnik, Director, Division of Environmental & Water Resources

Date: July 13, 2019

RE: Equal Employment Opportunity Plan Update for 2017 & 2018

I am submitting this document in response to your July 2, 2019 memorandum.

The staff identified is correct during the reporting time period.

The category for each staff person is correct for this reporting period.

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, references are checked and second interviews are held. No written or oral tests were given during the period identified above.

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 are submitted on the County's website. Other websites may be utilized, as well as local newspapers.

Thank you.

Ethnic Detail for Environmental Management Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19880040	ANDERSON, KENNETH N	M	White	01	Official/Administration	11/01/1988	07/10/2018
FT	20140045	GOVRIK, CECILIA M	F	White	02	Professionals	04/28/2014	10/13/2017
PT	20000195	JAKUBAITIS, HEIDI J	F	White	06	Administrative Support	09/05/2000	
FT	20110047	JARLAND, JENNIFER C	F	White	02	Professionals	06/10/2011	

PART I. COUNTY OF KANE – 2016-2017 ENVIRONMENTAL MANAGEMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 ENVIRONMENTAL MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	2 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Environmental Management does not have employees in this job category.														
04 - Protective Services: Sworn	Environmental Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Environmental Management does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Environmental Management does not have employees in this job category.														
08 - Service/Maintenance	Environmental Management does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Water Resources Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20140058	LINKE, ROBERT	M	White	02	Professionals	05/26/2014	
FT	20040056	MORA, ESMERALDA	F	Hispanic or Latino	06	Administrative Support	04/01/2004	
FT	20160051	WILFORD, ANNE C	F	White	02	Professionals	05/16/2016	
FT	20060208	WOLLLNIK, JODIE L	F	White	02	Professionals	12/01/2006	

PART I. COUNTY OF KANE – 2016-2017 WATER RESOURCES UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-3.09%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	21.13%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	-42.20%	-3.96%	87.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 WATER RESOURCES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Water Resources does not have employees in this job category.														
02 - Professionals	3	1	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Water Resources does not have employees in this job category.														
04 - Protective Services: Sworn	Water Resources does not have employees in this job category.														
05 - Protective Services: Non Sworn	Water Resources does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Water Resources does not have employees in this job category.														
08 - Service/Maintenance	Water Resources does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Environmental Management Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19880040	ANDERSON, KENNETH N	M	White	01	Official/Administration	11/01/1988	07/10/2018
FT	20140045	GOVRIK, CECILIA M	F	White	02	Professionals	04/28/2014	10/13/2017
PT	20000195	JAKUBAITIS, HEIDI J	F	White	06	Administrative Support	09/05/2000	
FT	20110047	JARLAND, JENNIFER C	F	White	02	Professionals	06/10/2011	
FT	20170768	MINO, JESSICA M	F	White	02	Professionals	12/13/2017	

PART I. COUNTY OF KANE – 2017-2018 ENVIRONMENTAL MANAGEMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 ENVIRONMENTAL MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	3 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Environmental Management does not have employees in this job category.														
04 - Protective Services: Sworn	Environmental Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Environmental Management does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Environmental Management does not have employees in this job category.														
08 - Service/Maintenance	Environmental Management does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for Water Resources Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20140058	LINKE, ROBERT	M	White	02	Professionals	05/26/2014	
FT	20040056	MORA, ESMERALDA	F	Hispanic or Latino	06	Administrative Support	04/01/2004	
FT	20160051	WILFORD, ANNE C	F	White	02	Professionals	05/16/2016	
FT	20060208	WOLLLNIK, JODIE L	F	White	02	Professionals	12/01/2006	

PART I. COUNTY OF KANE – 2017-2018 WATER RESOURCES UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-3.09%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	21.13%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	-42.20%	-3.96%	87.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 WATER RESOURCES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Water Resources does not have employees in this job category.														
02 - Professionals	3	1	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Water Resources does not have employees in this job category.														
04 - Protective Services: Sworn	Water Resources does not have employees in this job category.														
05 - Protective Services: Non Sworn	Water Resources does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Water Resources does not have employees in this job category.														
08 - Service/Maintenance	Water Resources does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY FINANCE DEPARTMENT
EEO ANALYSIS
NARRATIVE UTILIZATION ANALYSIS – 2017

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 prior years, Finance did not include the two administrative support & one professional positions in the Workforce Development department, but have been advised by the Human Resources Department to include them going forward. In total, this department employed only 11 individuals during this reporting period, in 10 positions. One person resigned at the end of 2016. A current staff member of the same sex, but different ethnic group was promoted to the position. A part-time person of the same sex and ethnic group was hired on to fill the vacant position during the reporting period.

White males are underutilized by greater than -3.51% in one out of three job categories for females and three out of three categories for males. Out of the 11 employees, there are five White females, one Black female, three Hispanic females, one Asian male and one White male represented.

Black males are underrepresented by greater than -4.21% when compared to community statistics in all job categories relevant to our department. Black females are underrepresented in two out of three job categories by greater than -1.28%. There is no known reason for underutilization other than the limited number of positions within the department.

Hispanic males are underrepresented by more than -3.76% when compared to community statistics in all job categories relevant to our department. Hispanic females are underrepresented in one out of three job categories by -3.75%. There is no known reason for underutilization other than the limited number of positions within the department.

Asian males are underrepresented by more than -.03% in two out of three job categories. Asian female are underrepresented in three out of three job categories by more than -1.32%. There is no known reason for underutilization other than the limited number of positions within the department.

American Indian/Alaska native, native Hawaiian, other Pacific Islander, and two or more race category male and females are underutilized in all categories, as none of these ethnic groups are employed in the Finance Department. There is no known reason for underutilization other than the limited number of positions within the department.

The Finance Department will continue to select the most qualified individual for open positions without discrimination.

KANE COUNTY FINANCE DEPARTMENT
EEOP ANALYSIS

Disciplinary Actions

No disciplinary actions were issued between 07.01.16 and 6.30.17.

Promotions/Transfers

One promotion took place during the timeframe of 07.01.16 through 06.30.17. The accounts payable clerk was promoted to WIA staff accountant after a resignation.

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 CPA Society Newsletter and Website
- Kane County website

Ethnic Detail for Finance Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20170670	BARAJAS, MARIBEL	F	Hispanic or Latino	06	Administrative Support	04/10/2017	
FT	20150022	CALAMIA, MARIA C	F	White	02	Professionals	03/02/2015	
FT	20140125	DOBERSZTYN, THERESA F	F	White	01	Official/Administration	10/01/2014	
FT	20160026	GABER, JULIET R	F	White	02	Professionals	02/22/2016	
FT	20130017	GONZALEZ, CORDELIA H	F	Black	02	Professionals	02/11/2013	11/04/2016
FT	20130084	GONZALEZ, MARIA L	F	Hispanic or Latino	02	Professionals	07/29/2013	
FT	20000150	KEOVONGSAK, TIMOTHY S	M	Asian	06	Administrative Support	07/31/2000	
FT	20130018	ONZICK, JOSEPH M	M	White	01	Official/Administration	02/17/2013	
FT	20150054	RAMER HOLMES, AMY M	F	White	02	Professionals	06/01/2015	
FT	20160023	RODRIGUEZ, JOHANNA A	F	Hispanic or Latino	06	Administrative Support	02/16/2016	10/16/2018
FT	20070142	WAGGONER, ERICA M	F	White	02	Professionals	07/30/2007	

PART I. COUNTY OF KANE – 2016-2017 FINANCE UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	21.13%	15.23%	12.36%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	32.30%	-0.06%	0.00%	-0.14%	-42.20%	-3.96%	54.23%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 FINANCE WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	6 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 66.67%	1 16.67%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Finance does not have employees in this job category.														
04 - Protective Services: Sworn	Finance does not have employees in this job category.														
05 - Protective Services: Non Sworn	Finance does not have employees in this job category.														
06 - Administrative Support	3 100%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Finance does not have employees in this job category.														
08 - Service/Maintenance	Finance does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

KANE COUNTY FINANCE DEPARTMENT
EEO ANALYSIS
NARRATIVE UTILIZATION ANALYSIS – 2018

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 employed only 11 individuals during this reporting period, in 10 positions. One professional resigned and was replaced by an employee of a different sex and ethnic group during the reporting period.

White males are underutilized by greater than -3.51% in one out of three job categories for females and three out of three categories for males. Out of the 11 employees, there are five white females, three Hispanic females, one Asian male and two White males represented.

Black males and females are underrepresented by greater than -1.28% when compared to community statistics in all job categories relevant to our department. There is no known reason for underutilization other than the limited number of positions within the department.

Hispanic males are underrepresented by more than -3.76% when compared to community statistics in all job categories relevant to our department. Hispanic females are underrepresented in one out of three job categories by -3.75%. There is no known reason for underutilization other than the limited number of positions within the department.

Asian males are underrepresented by more than -1.83% in two out of three job categories. Asian female are underrepresented in three out of three job categories by more than -1.32%. There is no known reason for underutilization other than the limited number of positions within the department.

American Indian/Alaska native, native Hawaiian, other Pacific Islander, and two or more race category male and females are underutilized in all categories, as none of these ethnic groups are employed in the Finance Department. There is no known reason for underutilization other than the limited number of positions within the department.

The Finance Department will continue to select the most qualified individual for open positions without discrimination.

KANE COUNTY FINANCE DEPARTMENT
EEOP ANALYSIS

Disciplinary Actions

No disciplinary actions were issued between 07.01.17 and 6.30.18.

Promotions/Transfers

No promotions or transfers took place between 07.01.17 and 06.30.18.

Employment Policies & Practices

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Job Opening Publications

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- Illinois CPA Society Newsletter and Website
- Kane County website

Ethnic Detail for Finance Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20170670	BARAJAS, MARIBEL	F	Hispanic or Latino	06	Administrative Support	04/10/2017	
FT	20150022	CALAMIA, MARIA C	F	White	02	Professionals	03/02/2015	
FT	20140125	DOBERSZTYN, THERESA F	F	White	01	Official/Administration	10/01/2014	
FT	20160026	GABER, JULIET R	F	White	02	Professionals	02/22/2016	
FT	20130084	GONZALEZ, MARIA L	F	Hispanic or Latino	02	Professionals	07/29/2013	
FT	20180204	HOFFMAN, MATTHEW R	M	White	06	Administrative Support	06/18/2018	03/23/2019
FT	20000150	KEOVONGSAK, TIMOTHY S	M	Asian	06	Administrative Support	07/31/2000	
FT	20130018	ONZICK, JOSEPH M	M	White	01	Official/Administration	02/17/2013	
FT	20150054	RAMER HOLMES, AMY M	F	White	02	Professionals	06/01/2015	
FT	20160023	RODRIGUEZ, JOHANNA A	F	Hispanic or Latino	06	Administrative Support	02/16/2016	10/16/2018
FT	20070142	WAGGONER, ERICA M	F	White	02	Professionals	07/30/2007	

PART I. COUNTY OF KANE – 2017-2018 FINANCE UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	34.47%	-1.43%	15.69%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-3.51%	-1.78%	-7.89%	23.96%	-0.06%	0.00%	-0.14%	-42.20%	-3.96%	37.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 FINANCE WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	5 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 80.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Finance does not have employees in this job category.														
04 - Protective Services: Sworn	Finance does not have employees in this job category.														
05 - Protective Services: Non Sworn	Finance does not have employees in this job category.														
06 - Administrative Support	4 100%	1 25.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Finance does not have employees in this job category.														
08 - Service/Maintenance	Finance does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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NARRATIVE UTILIZATION ANALYSIS SFY17

The Community Labor Statistics (CLS) in compared with the Kane County Health Department workforce indicate the following under utilization areas for the period of **July 1, 2016 – June 30, 2017**:

White Males in 3 job categories -	Officials/Executive	-36.02%
	Professionals	-18.01%
	Administrative Support	-28.51%
Black Males in 2 job categories -	Professionals	-1.45%
	Administrative Support	-1.78%
Hispanic Males in 3 job categories -	Officials/Executive	-4.62%
	Professionals	-1.13%
	Administrative Support	-7.89%
Asian Males in 3 categories -	Officials/Executive	-1.83%
	Professionals	-3.55%
	Administrative Support	-1.04%
White Females in one 1 job category -	Administrative Support	-3.74%
Black Females in one 1 job categories -	Administrative Support	-3.96%
Asian Females in 2 categories -	Officials/Executive	-1.34%
	Administrative Support	-1.32%

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

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

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

KANE COUNTY HEALTH DEPARTMENT

DISCIPLINE REPORT FOR THE PERIOD OF JULY 1, 2016 - JUNE 30, 2017

Month	Race	Sex	National Orgin	Discipline Type
Aug-16	White	F	Europe	Oral Conference/1 year

Total Number of Disciplinary Actions: 1

Sanction Summary: 1 ORAL, 0 WRITTEN-1st Ack., 0 WRITTEN-2nd Ack., 0 WRITTEN-3rd Ack., 0 Suspension 1-day

Race Summary: 0 Hispanic/Latino; 1 White

National Orgin Summary: 0 Mexico; 1 Europe

Gender Summary: 0 Male, 1 Female

KANE COUNTY HEALTH DEPARTMENT**PROMOTIONS/TRANSFERS REPORT FOR THE PERIOD OF JULY 1, 2016 - JUNE 30, 2017****PROMOTIONS**

Month	Race	Sex	National Orgin	Transfer from	Job Category	Transfer to	Job Category
Jul-16	Hispanic	F	Mexico	CHS I Support Associate	Admin. Support	CHS II Community Health Practitioner	Professional

Total Number of Promotions: 1

Race Summary: 1 Hispanic

National Orgin Summary: 1 Mexico

Gender Summary: 0 Male, 1 Female

TRANSFERS

Month	Race	Sex	National Orgin	Transfer from	Job Category	Transfer to	Job Category

Total Number of Transfers:

Race Summary: White =

National Orgin Summary: Europe

Gender Summary: 0 Male, 0 Female

Total Number of Promotions:

Race Summary: 0 White, 0 Black, 0 Hispanic

National Orgin Summary: 0 India, 0 Cambodia, 0 Africa, 0 Europe, 0 Nigeria, 0 Mexico

Gender Summary: 0 Male, 0 Female



RECRUITMENT SOURCE LIST

Aurora University (website)

Facebook

Government Finance Officers Association (website)

Illinois City/County Management Association (ilcma.org website)

Illinois Department of Public Health (website)

Illinois Environmental Health Association (iehaonline.org website)

Illinois Public Health Association (ipha.com website)

Indeed.com

Kane County (website)

Kane County Chronicle (publication & website)

LinkedIn

National Association of County & City Health Officials (website)

Northern Illinois University (niu.edu/careerservices website)

Nursing Spectrum (publication & website)

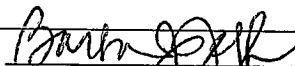
Public Health Employment Connection (website sponsored by Emory University)

University Career Fairs (Waubensee Community College, Northern Illinois University)

University of Illinois at Chicago (UICcareers.com website)

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

ADMINISTRATIVE PROTOCOL

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

Subject: Recruitment and New Hire Process

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

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

Procedure:

ROUTINE VACANCY

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

NON-ROUTINE VACANCY

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

ADMINISTRATIVE PROTOCOL

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

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

POSTING

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

APPLICATION

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

SCREENING

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

ADMINISTRATIVE PROTOCOL

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

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

INTERVIEW

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

EMPLOYEE RELATIVES

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

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

ADMINISTRATIVE PROTOCOL

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

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

FORMER EMPLOYEES

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

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

SELECTION

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

INTERNAL (HEALTH DEPARTMENT) CHANGES

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

ADMINISTRATIVE PROTOCOL

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

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

NOTIFICATION

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

POST-OFFER ACTIVITIES

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

RECORDS MAINTENANCE

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

ADMINISTRATIVE PROTOCOL

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

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

NEW HIRE ORIENTATION

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



NARRATIVE UTILIZATION ANALYSIS SFY18

The Community Labor Statistics (CLS) in compared with the Kane County Health Department workforce indicate the following under utilization areas for the period of **July 1, 2017 – June 30, 2018**:

White Males in 3 job categories -	Officials/Executive	-44.21%
	Professionals	-18.48%
	Administrative Support	-21.37%
Black Males in 1 job category -	Administrative Support	-1.78%
Hispanic Males in 3 job categories -	Officials/Executive	-4.62%
	Professionals	-1.19%
	Administrative Support	-7.89%
Asian Males in 3 categories -	Officials/Executive	-1.83%
	Professionals	-3.55%
	Administrative Support	-1.04%
White Females in one 1 job category -	Administrative Support	-6.49%
Black Females in one 1 job categories -	Administrative Support	-3.96%
Asian Females in 2 categories -	Officials/Executive	-1.34%
	Administrative Support	-1.32%

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

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

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

KANE COUNTY HEALTH DEPARTMENT

DISCIPLINE REPORT FOR THE PERIOD OF JULY 1, 2017 - JUNE 30, 2018

Month	Race	Sex	National Orgin	Discipline Type
Aug-17	White	F	Europe	Oral
Oct-17	White	F	Europe	Written-1st Acknowledgement
Dec-17	White	F	Europe	Written-2nd Acknowledgement

Total Number of Disciplinary Actions: 3

Sanction Summary: # ORAL, # WRITTEN-1st Ack., 0 WRITTEN-2nd Ack., 0 WRITTEN-3rd Ack., 0 Suspension 1-day

Race Summary: 0 Hispanic/Latino; 3 White

National Orgin Summary: 0 Mexico; 3 Europe

Gender Summary: 0 Male, 3 Female

KANE COUNTY HEALTH DEPARTMENT**PROMOTIONS/TRANSFERS REPORT FOR THE PERIOD OF JULY 1, 2016 - JUNE 30, 2017****PROMOTIONS**

Month	Race	Sex	National Orgin	Transfer from	Job Category	Transfer to	Job Category
Jul-16	Hispanic	F	Mexico	CHS I Support Associate	Admin. Support	CHS II Community Health Practitioner	Professional

Total Number of Promotions: 1

Race Summary: 1 Hispanic

National Orgin Summary: 1 Mexico

Gender Summary: 0 Male, 1 Female

TRANSFERS

Month	Race	Sex	National Orgin	Transfer from	Job Category	Transfer to	Job Category

Total Number of Transfers:

Race Summary: White =

National Orgin Summary: Europe

Gender Summary: 0 Male, 0 Female

Total Number of Promotions:

Race Summary: 0 White, 0 Black, 0 Hispanic

National Orgin Summary: 0 India, 0 Cambodia, 0 Africa, 0 Europe, 0 Nigeria, 0 Mexico

Gender Summary: 0 Male, 0 Female

Human Resource Management Department 2016-2017

NARRATIVE UTILIZATION ANALYSIS

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

In the **Officials/Executives category**, percentages show underutilization in all male categories because there are no males currently employed by the Human Resource Department. The department is equal to the Community Labor Statistics of all Kane County in utilization of Black female (33.33%), Hispanic female (33.33%) and Asian female (33.33%) categories. There is underutilization in the White female category by -30.65%. Because the Human Resource Department is extremely small, there are only three individuals in this category, it is impossible to have representation in all of the categories.

In the **Professionals** category, the workforce percentages show underutilization in all male categories. The Human Resource Department does have underutilization in White females category (-45.9%), Black female category (-1.4%) and the Asian/Pacific Islander female category (-2.7%). Utilization in the Hispanic female category is 100% representing one female.

In the **Office/Clerical** category, the workforce percentages show underutilization in all male categories. Utilization in White female category (100%) representing four female. There is underutilization of Black females (-3.96%) Hispanic females (-12.44%), Asian/Pac. Islander females (-1.32%), American Indian/Alaska Native females (-0.08%) and Two or more races (-.29%).

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

DISCIPLINARY ACTIONS

There were no disciplinary actions for this reporting time period.

PROMOTIONS/TRANSFERS

There were no transfers or promotions for this reporting time period.

EXISTING EMPLOYMENT POLICIES AND PRACTICES

Vacant positions are posted on the internet. A completed county 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 in all aspects of hiring, promotions and benefits.

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 to apply for an open position.

Job vacancies are published, if needed, in local newspapers or internet sites such as: indeed.com

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

Ethnic Detail for Human Resource Management Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20130076	BROWN, SUSAN M	F	Asian	01	Official/Administration	07/15/2013	
FT	20070204	CLARK, PATRICIA A	F	Hispanic or Latino	02	Professionals	11/16/2007	
FT	19910055	CRODDY, DEBRA A	F	White	06	Administrative Support	10/01/1991	08/04/2017
FT	20150033	JACKLOW, BARBARA L	F	White	06	Administrative Support	04/13/2015	07/18/2017
FT	20100024	MARSZALEK ROBERG, NINA E	F	White	06	Administrative Support	03/15/2010	
FT	19920031	MCCRAVEN, SHEILA	F	Black	01	Official/Administration	07/01/1992	07/01/2017
FT	20140025	SCHLICHTING, KATHY J	F	White	06	Administrative Support	03/11/2014	08/23/2017
FT	20170678	WETZEL, SYLVIA L	F	Hispanic or Latino	01	Official/Administration	05/10/2017	

PART I. COUNTY OF KANE – 2016-2017 HUMAN RESOURCE MANAGEMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	32.05%	29.58%	31.99%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	95.69%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 HUMAN RESOURCE MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3	0	0	0	0	0	0	0	0	1	1	1	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%
02 - Professionals	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Human Resource Management does not have employees in this job category.														
04 - Protective Services: Sworn	Human Resource Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Human Resource Management does not have employees in this job category.														
06 - Administrative Support	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Human Resource Management does not have employees in this job category.														
08 - Service/Maintenance	Human Resource Management does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Human Resource Management Department 2017-2018

NARRATIVE UTILIZATION ANALYSIS

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

In the **Officials/Executives category**, percentages show underutilization in all male categories because there are no males currently employed by the Human Resource Department. The department is equal to the Community Labor Statistics in utilization of Black females (33.33%), Hispanic females (33.33%) and Asian females (33.33%) categories. There is underutilization in the White female category (-30.65%), American Indian/Alaska Native female category (-0.07%), and Two or more Races female category (-0.21%). Because the Human Resource Management Department is extremely small, there are only three individuals in this category, it is impossible to have representation in all of the categories.

In the **Professionals** category, the workforce percentages show underutilization in all male categories. The Human Resource Management Department does have underutilization in White females category (-45.53%), Black female category (-1.43%), Asian female category (-2.73%), American Indian/Alaska Native female category (-0.01%), and Two or more Races female category (-.38%). Utilization in the Hispanic female category is 100% representing one female.

In the **Office/Clerical** category, the workforce percentages show underutilization in all male categories. Utilization in White female category (100%) representing five female employees. There is underutilization in the following categories, Black females (-3.96%), Hispanic females (-12.44%), Asian females (-1.32%), American Indian/Alaska Native females (-0.08%) and Two or more races (-.29%).

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

DISCIPLINARY ACTIONS

There were no disciplinary actions for this reporting time period.

PROMOTIONS/TRANSFERS

There were no transfers or promotions for this reporting time period.

EXISTING EMPLOYMENT POLICIES AND PRACTICES

Vacant positions are posted on the internet. A completed county 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 in all aspects of hiring, promotions and benefits.

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 to apply for an open position.

Job vacancies are published, if needed, in local newspapers or internet sites such as: indeed.com

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

PART I. COUNTY OF KANE – 2017-2018 HUMAN RESOURCE MANAGEMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	32.05%	29.58%	31.99%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	95.69%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 HUMAN RESOURCE MANAGEMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3	0	0	0	0	0	0	0	0	1	1	1	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%
02 - Professionals	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Human Resource Management does not have employees in this job category.														
04 - Protective Services: Sworn	Human Resource Management does not have employees in this job category.														
05 - Protective Services: Non Sworn	Human Resource Management does not have employees in this job category.														
06 - Administrative Support	5	0	0	0	0	0	0	0	5	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Human Resource Management does not have employees in this job category.														
08 - Service/Maintenance	Human Resource Management does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on



KANE COUNTY
ESTABLISHED JANUARY 16, 1836

Information Technologies Department
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Kane County Government Center
719 Batavia Avenue
Geneva, IL 60134
Phone: 630-232-3571 Fax: 630-232-3579

EQUAL OPPORTUNITY EMPLOYMENT REPORT

Date: July 16, 2019
To: Sylvia Wetzel, Executive Director, Kane County Department of Human Resources
From: Roger Fahnestock, Kane County Chief Information Officer
Re: EEOP Report for Information Technologies Department – 7/1/2016 to 6/30/2017

The Information Technologies Department (ITD) has reviewed the recent reports provided to us on employment, job group categories, community labor statistics, and utilization. The ITD was also asked to provide a narrative that addresses:

- 1) hiring practices
- 2) promotions
- 3) transfers
- 4) record of disciplinary actions to include the number of disciplinary actions taken against employees by race, sex, and national origin for each year period to include the number and type of sanctions imposed including suspension indefinitely, suspension for a term, loss of pay, written reprimand, oral reprimand, and other against individuals by race, sex and national origin.
- 5) Number of employees in each job category by race, sex, and national origin who made application for promotion or transfer for each year period and the number in each job category by race, sex, and national origin who were promoted or transferred.
- 6) A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c).
- 7) A list of publications and/or websites that job openings can be posted to or published in to assist in recruitment efforts for your office/department. These may include professional publications, trade magazines, newsletters, etc.

Responses are provided below:

- 1) ITD follows the employment practices and policies described within the Kane County Personnel Policy Handbook.
- 2) ITD did not have any promotions
- 3) ITD did not have any transfers
- 4) Disciplinary Actions: 0
- 5) ITD did not receive any application for promotion or transfer.
- 6) ITD follows the employment practices and policies described within the Kane County Personnel Policy Handbook
- 7) The list of publications and/or websites that job openings are posted and published in to assist in recruitment efforts for ITD are as follows:

<https://www.countyofkane.org/Pages/Employment.aspx>

Comments on Utilization Analysis:

Official/Administration Job Group Category
Negative Utilization:

	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	-1.59%	-4.62%	-1.83%	-.06%	-.13%
Female	-1.28%	-3.75%	-1.34%	-.07%	-.21%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Official/Administration, ITD has three positions in this category which are held by two white males and one white female. These positions are filled by candidates who apply for these positions on the Kane County website or who are promoted within the county or department. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Professionals Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	N/A	N/A	-.98%	-3.55%	N/A	-.08%
Female	-28.87%	-1.43%	-1.53%	N/A	-.01%	-.38%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Professional, about half of the ITD staff are noted as Professionals and these positions are mostly filled by candidates who apply for these positions on the Kane County website. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Technicians Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	N/A	-3.9%	-6.17%	-4.27%	N/A	N/A
Female	-24.36%	-1.45%	-5.17%	N/A	N/A	-1.43%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Technician, about seven of the ITD staff are noted as Technicians and these positions are mostly filled by candidates who apply for these positions on the Kane County website. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Administrative Support Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	-28.51%	-1.78%	-7.89%	-1.04%	-.06%	-.14%
Female	N/A	-3.96%	-12.44%	-1.32%	-.08%	-.29%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Administrative Support, ITD has four positions in this category which are held by four white females. These positions are filled by candidates who apply for these positions on the Kane County website or who are promoted within the county or department. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Ethnic Detail for **Information Technologies** Employees between **07/01/2016** and **06/30/2017**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19870007	AHMED, MAZHER	F	Asian	03	Technicians	03/02/1987	
FT	20050022	ANDERSON, MICHAEL D	M	White	03	Technicians	01/24/2005	04/28/2017
FT	20080141	ARDELEAN, CHRISTOPHER L	M	White	02	Professionals	01/06/2011	
FT	20110043	AZEMI, MAKFIRE	F	White	02	Professionals	05/31/2011	
FT	19800001	BANAS, TARRI D	F	White	02	Professionals	01/28/1980	
FT	20110094	BOND, STANTON J	M	White	02	Professionals	12/01/2011	11/30/2018
FT	20030184	BRUSKY, LINDSEY S	F	White	02	Professionals	09/22/2014	
FT	19930111	CHIDESTER, LORRAINE F	F	White	01	Official/Administration	11/16/1993	
FT	20060183	CUNNINGHAM, THOMAS A	M	White	02	Professionals	10/02/2006	
FT	20160053	EARL, DARIN P	M	White	02	Professionals	05/16/2016	
FT	20140137	EGGERS, COLIN J	M	White	02	Professionals	11/17/2014	09/05/2017
FT	20130113	ENRIGHT, ROBERT F	M	White	02	Professionals	09/09/2013	
FT	19830011	ERICKSON, GARY R	M	White	02	Professionals	08/23/1983	
FT	20020093	FAHNESTOCK, ROGER A	M	White	01	Official/Administration	07/01/2002	
FT	20120076	FOX, BENJAMIN J	M	White	02	Professionals	10/01/2012	
FT	20040008	FRANKLIN, ANTHONY	M	Black	02	Professionals	01/07/2004	
FT	20050222	GARZA, BARBARA J	F	White	02	Professionals	10/03/2005	
FT	20050147	GWILLIM, ERIC C	M	White	02	Professionals	07/01/2005	
FT	20150039	HAMPEL, BROOKE L	F	White	06	Administrative Support	04/14/2015	
FT	20140111	HEMESATH, CHRISTOPHER R	M	White	02	Professionals	09/08/2014	
FT	19990266	KLOESE, JONATHAN D	M	White	02	Professionals	11/16/1999	
FT	20050166	KRUEGER, NICHOLAS J	M	White	03	Technicians	08/01/2005	
FT	19990067	LAKE, WILLIAM D	M	White	02	Professionals	03/17/1999	06/30/2017
FT	20120060	LASKY, CHARLES A	M	White	02	Professionals	08/29/2012	
FT	20150020	MALIS, COREY W	M	White	02	Professionals	02/15/2015	
FT	19990031	MEYER, MATTHEW N	M	White	02	Professionals	01/25/1999	
FT	20130169	MONTERO, ALMA D	F	Hispanic or Latino	02	Professionals	12/09/2013	
FT	20050200	MUELLER, DONNA J	F	White	06	Administrative Support	09/06/2005	11/29/2018
FT	20120033	MULLINS, MICHAEL D	M	White	03	Technicians	06/04/2012	
FT	19970086	NEUENKIRCHEN, DAVIS E Jr	M	White	02	Professionals	04/28/1997	
FT	19920055	NICOSKI, THOMAS S	M	White	01	Official/Administration	11/01/1992	
FT	20130068	NOVACK, SCOTT J	M	White	02	Professionals	06/24/2013	
FT	20150061	OMALLEY, EVERETT T	M	White	03	Technicians	06/26/2017	06/04/2018
FT	20150003	PETERS, BLAIR A	M	White	02	Professionals	01/12/2015	
FT	19900018	PETOSKEY, PAMELA J	F	White	03	Technicians	03/15/1990	
FT	20050150	PINTACURA, SALVATORE T	M	White	03	Technicians	07/01/2005	
FT	20010127	REED, JILL A	F	White	06	Administrative Support	06/01/2001	

FT	20150091	SCHMOOK, NANCY A	F	White	02	Professionals	08/31/2015	
FT	20100031	SCONIERS, LARRY K	M	Black	02	Professionals	11/04/2013	10/20/2017
FT	20100046	SETER, SCOTT E	M	White	02	Professionals	07/26/2010	
FT	20120074	SHACKLETON, STEVEN R	M	White	02	Professionals	09/17/2012	
FT	19990047	SHIVE, ROBERT M	M	White	02	Professionals	02/16/1999	
FT	20040013	SMITH, ANDREW J	M	White	02	Professionals	01/12/2004	
FT	19810001	STOVER, PEGGY I	F	White	02	Professionals	01/01/1981	06/14/2017
FT	20110037	TEDDER, ADAM L	M	White	02	Professionals	05/09/2011	
FT	20120087	THOMPSON, KELLI L	F	White	06	Administrative Support	10/01/2012	
FT	20150007	TIERNEY, MICHAEL E	M	White	02	Professionals	02/02/2015	10/19/2018
FT	20140115	URDANETA, JORGE I	M	Hispanic or Latino	02	Professionals	09/15/2014	08/04/2017
FT	20000055	VERACHTERT, JASON C	M	White	03	Technicians	04/17/2000	
FT	20130111	WEI, HELEN H	F	Asian	02	Professionals	09/09/2013	01/25/2019
FT	20020005	ZAKOSEK, JOHN P	M	White	02	Professionals	01/06/2002	

PART I. COUNTY OF KANE – 2016-2017 INFORMATION TECHNOLOGIES UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	12.46%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	2.69%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	69.44%	5.56%	2.78%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	2.78%	2.78%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	33.02%	4.10%	-0.98%	-3.55%	-0.05%	-0.03%	-0.08%	-28.87%	-1.43%	-1.53%	0.05%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	36.87%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-24.36%	-1.45%	-5.17%	9.96%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 INFORMATION TECHNOLOGIES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3 100%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	36 100%	25 69.44%	2 5.56%	1 2.78%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6 16.67%	0 0.00%	1 2.78%	1 2.78%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	8 100%	6 75.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 12.50%	0 0.00%	0 0.00%	1 12.50%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Information Technologies does not have employees in this job category.														
05 - Protective Services: Non Sworn	Information Technologies does not have employees in this job category.														
06 - Administrative Support	4 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Information Technologies does not have employees in this job category.														
08 - Service/Maintenance	Information Technologies does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on



KANE COUNTY
ESTABLISHED JANUARY 16, 1836

Information Technologies Department
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Kane County Government Center
719 Batavia Avenue
Geneva, IL 60134
Phone: 630-232-3571 Fax: 630-232-3579

EQUAL OPPORTUNITY EMPLOYMENT REPORT

Date: July 16, 2019
To: Sylvia Wetzel, Executive Director, Kane County Department of Human Resources
From: Roger Fahnestock, Kane County Chief Information Officer
Re: EEOP Report for Information Technologies Department – 7/1/2017 to 6/30/2018

The Information Technologies Department (ITD) has reviewed the recent reports provided to us on employment, job group categories, community labor statistics, and utilization. The ITD was also asked to provide a narrative that addresses:

- 1) hiring practices
- 2) promotions
- 3) transfers
- 4) record of disciplinary actions to include the number of disciplinary actions taken against employees by race, sex, and national origin for each year period to include the number and type of sanctions imposed including suspension indefinitely, suspension for a term, loss of pay, written reprimand, oral reprimand, and other against individuals by race, sex and national origin.
- 5) Number of employees in each job category by race, sex, and national origin who made application for promotion or transfer for each year period and the number in each job category by race, sex, and national origin who were promoted or transferred.
- 6) A detailed narrative statement setting forth your office/department's existing employment policies and practices as defined in 42.202(c).
- 7) A list of publications and/or websites that job openings can be posted to or published in to assist in recruitment efforts for your office/department. These may include professional publications, trade magazines, newsletters, etc.

Responses are provided below:

- 1) ITD follows the employment practices and policies described within the Kane County Personnel Policy Handbook.
- 2) ITD did not have any promotions
- 3) ITD did not have any transfers
- 4) Disciplinary Actions: 1

Race	Sex	EEO Description	Sanction
Hispanic/Latino	M	Professional	Terminated

- 5) ITD did not receive any application for promotion or transfer.
- 6) ITD follows the employment practices and policies described within the Kane County Personnel Policy Handbook
- 7) The list of publications and/or websites that job openings are posted and published in to assist in recruitment efforts for ITD are as follows:

<https://www.countyofkane.org/Pages/Employment.aspx>

Comments on Utilization Analysis:

Official/Administration Job Group Category

Negative Utilization:

	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	-1.59%	-4.62%	-1.83%	-.06%	-.13%
Female	-1.28%	-3.75%	-1.34%	-.07%	-.21%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Official/Administration, ITD has three positions in this category which are held by two white males and one white female. These positions are filled by candidates who apply for these positions on the Kane County website or who are promoted within the county or department. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Professionals Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	N/A	N/A	-.98%	-3.55%	N/A	-.08%
Female	-31.64%	-1.43%	-1.53%	N/A	-.01%	-.38%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Professional, about half of the ITD staff are noted as Professionals and these positions are mostly filled by candidates who apply for these positions on the Kane County website. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Technicians Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	N/A	-3.90%	-6.17%	-4.27%	N/A	N/A
Female	-22.57%	-1.45%	-5.17%	N/A	N/A	-1.43%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Technician, about seven of the ITD staff are noted as Technicians and these positions are mostly filled by candidates who apply for these positions on the Kane County website. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Administrative Support Job Group Category

Negative Utilization:

	White	Black	Hispanic/Latino	Asian	Am Indian	2 or more Races
Male	-28.51%	-1.78%	-7.89%	-1.04%	-.06%	-.14%
Female	N/A	-3.96%	-12.44%	-1.32%	-.08%	-.29%

In considering the negative percentage categories of the 2017-2018 Information Technologies Utilization Analysis for the category of Administrative Support, ITD has four positions in this category which are held by four white females. These positions are filled by candidates who apply for these positions on the Kane County website or who are promoted within the county or department. ITD follows the employment practices and policies described in the Kane County Personnel Policy Handbook when considering candidates.

Ethnic Detail for Information Technologies Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19870007	AHMED, MAZHER	F	Asian	03	Technicians	03/02/1987	
FT	20080141	ARDELEAN, CHRISTOPHER L	M	White	02	Professionals	01/06/2011	
FT	20110043	AZEMI, MAKFIRE	F	White	02	Professionals	05/31/2011	
FT	19800001	BANAS, TARRI D	F	White	02	Professionals	01/28/1980	
FT	20110094	BOND, STANTON J	M	White	02	Professionals	12/01/2011	11/30/2018
FT	20030184	BRUSKY, LINDSEY S	F	White	02	Professionals	09/22/2014	
FT	19930111	CHIDESTER, LORRAINE F	F	White	01	Official/Administration	11/16/1993	
FT	20060183	CUNNINGHAM, THOMAS A	M	White	02	Professionals	10/02/2006	
FT	20160053	EARL, DARIN P	M	White	02	Professionals	05/16/2016	
FT	20140137	EGGERS, COLIN J	M	White	02	Professionals	11/17/2014	09/05/2017
FT	20130113	ENRIGHT, ROBERT F	M	White	02	Professionals	09/09/2013	
FT	19830011	ERICKSON, GARY R	M	White	02	Professionals	08/23/1983	
FT	20020093	FAHNESTOCK, ROGER A	M	White	01	Official/Administration	07/01/2002	
FT	20120076	FOX, BENJAMIN J	M	White	02	Professionals	10/01/2012	
FT	20040008	FRANKLIN, ANTHONY	M	Black	02	Professionals	01/07/2004	
FT	20050222	GARZA, BARBARA J	F	White	02	Professionals	10/03/2005	
FT	20180196	GRAHOVEC, ZACKARY M	M	White	02	Professionals	06/11/2018	
FT	20050147	GWILLIM, ERIC C	M	White	02	Professionals	07/01/2005	
FT	20150039	HAMPEL, BROOKE L	F	White	06	Administrative Support	04/14/2015	
FT	20140111	HEMESATH, CHRISTOPHER R	M	White	02	Professionals	09/08/2014	
FT	19990266	KLOESE, JONATHAN D	M	White	02	Professionals	11/16/1999	
FT	20050166	KRUEGER, NICHOLAS J	M	White	03	Technicians	08/01/2005	
FT	20120060	LASKY, CHARLES A	M	White	02	Professionals	08/29/2012	
FT	19990152	LEBO, KURT D	M	White	02	Professionals	08/02/1999	
FT	20150020	MALIS, COREY W	M	White	02	Professionals	02/15/2015	
FT	19990031	MEYER, MATTHEW N	M	White	02	Professionals	01/25/1999	
FT	20130169	MONTERO, ALMA D	F	Hispanic or Latino	02	Professionals	12/09/2013	
FT	20050200	MUELLER, DONNA J	F	White	06	Administrative Support	09/06/2005	11/29/2018
FT	20120033	MULLINS, MICHAEL D	M	White	03	Technicians	06/04/2012	
FT	19970086	NEUENKIRCHEN, DAVIS E Jr	M	White	02	Professionals	04/28/1997	
FT	19920055	NICOSKI, THOMAS S	M	White	01	Official/Administration	11/01/1992	
FT	20130068	NOVACK, SCOTT J	M	White	02	Professionals	06/24/2013	
FT	20150061	OMALLEY, EVERETT T	M	White	03	Technicians	06/26/2017	06/04/2018
FT	20150003	PETERS, BLAIR A	M	White	02	Professionals	01/12/2015	
FT	19900018	PETOSKEY, PAMELA J	F	White	03	Technicians	03/15/1990	
FT	20050150	PINTACURA, SALVATORE T	M	White	03	Technicians	07/01/2005	

FT	20010127	REED, JILL A	F	White	06	Administrative Support	06/01/2001	
FT	20150091	SCHMOOK, NANCY A	F	White	02	Professionals	08/31/2015	
FT	20100031	SCONIERS, LARRY K	M	Black	02	Professionals	11/04/2013	10/20/2017
FT	20100046	SENER, SCOTT E	M	White	02	Professionals	07/26/2010	
FT	20120074	SHACKLETON, STEVEN R	M	White	02	Professionals	09/17/2012	
FT	19990047	SHIVE, ROBERT M	M	White	02	Professionals	02/16/1999	
FT	20040013	SMITH, ANDREW J	M	White	02	Professionals	01/12/2004	
FT	20110037	TEDDER, ADAM L	M	White	02	Professionals	05/09/2011	
FT	20120087	THOMPSON, KELLI L	F	White	06	Administrative Support	10/01/2012	
FT	20150007	TIERNEY, MICHAEL E	M	White	02	Professionals	02/02/2015	10/19/2018
FT	20140115	URDANETA, JORGE I	M	Hispanic or Latino	02	Professionals	09/15/2014	08/04/2017
FT	20000055	VERACHTERT, JASON C	M	White	03	Technicians	04/17/2000	
FT	20130111	WEI, HELEN H	F	Asian	02	Professionals	09/09/2013	01/25/2019
FT	20020005	ZAKOSEK, JOHN P	M	White	02	Professionals	01/06/2002	

PART I. COUNTY OF KANE – 2017-2018 INFORMATION TECHNOLOGIES UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	12.46%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	2.69%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	72.22%	5.56%	2.78%	0.00%	0.00%	0.00%	0.00%	13.89%	0.00%	2.78%	2.78%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	35.80%	4.10%	-0.98%	-3.55%	-0.05%	-0.03%	-0.08%	-31.64%	-1.43%	-1.53%	0.05%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	33.30%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-22.57%	-1.45%	-5.17%	11.74%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 INFORMATION TECHNOLOGIES WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3 100%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	36 100%	26 72.22%	2 5.56%	1 2.78%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 13.89%	0 0.00%	1 2.78%	1 2.78%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	7 100%	5 71.43%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 14.29%	0 0.00%	0 0.00%	1 14.29%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Information Technologies does not have employees in this job category.														
05 - Protective Services: Non Sworn	Information Technologies does not have employees in this job category.														
06 - Administrative Support	4 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Information Technologies does not have employees in this job category.														
08 - Service/Maintenance	Information Technologies does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

2016-2017 JUDICIARY AND COURTS
EEOP NARRATIVE REPORT

Hiring Practices

We follow the policies of Kane County

Number of Applications for Promotion

0 applications for promotion

Number of Applications for Transfer

0 application for transfer

Number of Disciplinary Actions

0 Disciplinary action

Employment Policies

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

Websites that Job Openings are Posted On

Chicago Area Law Schools for Staff Attorneys and Law Student Interns

College of DuPage and Elgin Community College Paralegal Programs

Kane County Website

Ethnic Detail for Judiciary and Courts Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20150106	AKERLOW, DEBBI J	F	White	06	Administrative Support	09/08/2015	
FT	20010055	BARTELT, CLIFTON O	M	White	04	Protective Services: Sworn	03/13/2001	
FT	19820005	BIDDLE, BARBARA J	F	White	06	Administrative Support	04/01/1982	06/02/2017
FT	19990230	BRACKETT, ROBERT	M	White	04	Protective Services: Sworn	10/18/1999	06/30/2017
FT	20110015	CHILDRESS, ERNEST A	M	White	04	Protective Services: Sworn	01/31/2011	
FT	19960247	DIAMOND, WILLIAM	M	White	04	Protective Services: Sworn	12/04/1996	
FT	20110011	FEELY, NANCY L	F	White	04	Protective Services: Sworn	02/01/2011	
FT	20130122	FERNANDEZ, JULIA E	F	Hispanic or Latino	06	Administrative Support	10/07/2013	
FT	20140027	FULTZ-SCHMID, ELLEN R	F	White	02	Professionals	03/10/2014	
FT	20040207	GIRMSCHIED, LLEWELLYN E	M	White	04	Protective Services: Sworn	10/04/2004	
FT	19960248	GREGORY, DONALD G	M	White	04	Protective Services: Sworn	12/06/1996	07/14/2017
FT	20130119	GUZMAN, FAVIOLA G	F	Hispanic or Latino	06	Administrative Support	09/25/2013	09/16/2016
PT	20130145	HAENISCH, KERRY A	F	White	06	Administrative Support	10/29/2013	07/27/2016
FT	20110016	HENRY, JAMES M	M	White	04	Protective Services: Sworn	01/31/2011	
FT	20140021	JEAMBEY, KATHLEEN M L	F	White	06	Administrative Support	02/18/2014	04/13/2018
FT	20040024	JOHNSON, JOHNNIE L	M	Black	04	Protective Services: Sworn	02/01/2004	
FT	20130004	KEANE, JAMES E	M	White	04	Protective Services: Sworn	01/09/2013	04/30/2019
FT	20070169	KEARNEY, ROBERT M	M	White	04	Protective Services: Sworn	08/27/2007	02/24/2017
FT	20150066	KRUSE, RICHARD G	M	White	04	Protective Services: Sworn	06/29/2015	
FT	20070131	KURKJIAN, CATHY L	F	White	04	Protective Services: Sworn	07/16/2007	
FT	19890023	LILLY, DIANE L	F	White	06	Administrative Support	04/24/1989	04/01/2019
FT	20120001	LINDSEY, SUZANNA M	F	White	06	Administrative Support	01/16/2012	07/21/2017
FT	20130049	LYDAY, JUDY M	F	White	06	Administrative Support	05/20/2013	
FT	20000077	MARSZALEK, PETER J	M	White	02	Professionals	02/20/2007	
FT	20110010	MATTHEWS, OTIS B	M	Black	04	Protective Services: Sworn	02/01/2011	04/28/2017
FT	20150059	MCGRATH, DANIEL J	M	White	04	Protective Services: Sworn	06/15/2015	
FT	20160090	MEHLICK, MICHAEL J	M	White	02	Professionals	09/07/2016	09/08/2017
FT	19920003	MOORE, MARI M	F	White	06	Administrative Support	01/13/1992	
FT	19830019	NAUGHTON, DOUGLAS J	M	White	01	Official/Administration	12/12/1983	
FT	20050006	NIELSEN, LOUIS A	M	White	04	Protective Services: Sworn	01/01/2005	
FT	20130099	NORDWIND, BURTON E	M	White	04	Protective Services: Sworn	08/28/2013	08/31/2018
PT	20160076	NUDO, GRACE I	F	White	06	Administrative Support	08/22/2016	
FT	20000005	O'BRIEN, ANDREA	F	White	01	Official/Administration	01/03/2000	
FT	20130120	PAXTON, JEFFREY R	M	White	06	Administrative Support	09/25/2013	08/03/2018
PT	20150058	RAY, JOSEPH M	M	White	04	Protective Services: Sworn	06/15/2015	11/02/2018
FT	20130096	REYNOLDS, MICHAEL P	M	White	04	Protective Services: Sworn	08/26/2013	
FT	20100007	SCHIMMEL-YOUNG, JUDY M	F	White	04	Protective Services: Sworn	01/19/2010	04/03/2017

FT	20160097	SCOTT, BRITTANY E	F	White	06	Administrative Support	09/26/2016	
FT	19880018	SEIFRID, KATHRYN	F	White	01	Official/Administration	07/01/1988	04/28/2017
FT	20110009	SMITH, HENRY	M	Black	04	Protective Services: Sworn	01/31/2011	07/14/2017
FT	19870031	SMITH, SHIRLEY C	F	White	04	Protective Services: Sworn	10/26/1987	
FT	20130050	ULLOA, LIZETTE	F	Hispanic or Latino	06	Administrative Support	05/22/2013	04/06/2018
FT	20140123	VOUROS, ALEXANDRA E	F	White	02	Professionals	09/22/2014	10/05/2018
FT	19900039	WARFEL, SUSAN M	F	White	04	Protective Services: Sworn	08/27/1990	01/19/2018

PART I. COUNTY OF KANE – 2016-2017 JUDICIARY AND COURTS UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-20.87%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	36.02%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	13.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	4.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	65.22%	13.04%	0.00%	0.00%	0.00%	0.00%	0.00%	21.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	5.66%	5.26%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	10.62%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	71.43%	0.00%	21.43%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-21.37%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	29.23%	-3.96%	8.99%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 JUDICIARY AND COURTS WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3 100%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	4 100%	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Judiciary and Courts does not have employees in this job category.														
04 - Protective Services: Sworn	23 100%	15 65.22%	3 13.04%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 21.74%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Judiciary and Courts does not have employees in this job category.														
06 - Administrative Support	14 100%	1 7.14%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	10 71.43%	0 0.00%	3 21.43%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Judiciary and Courts does not have employees in this job category.														
08 - Service/Maintenance	Judiciary and Courts does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

2016-2017 LAW LIBRARY
EEOP NARRATIVE REPORT

Hiring Practices

We follow the policies of Kane County

Number of Applications for Promotion

0 applications for promotion

Number of Applications for Transfer

0 application for transfer

Number of Disciplinary Actions

0 Disciplinary action

Employment Policies

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

Websites that Job Openings are Posted On

National job sites

Kane County Website

Ethnic Detail for Law Library Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19940004	COX, HALLE D	F	White	01	Official/Administration	01/03/1994	
FT	20080170	LORENZO, CYNTHIA A	F	White	06	Administrative Support	11/25/2008	

PART I. COUNTY OF KANE – 2016-2017 LAW LIBRARY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 LAW LIBRARY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Law Library does not have employees in this job category.														
03 - Technicians	Law Library does not have employees in this job category.														
04 - Protective Services: Sworn	Law Library does not have employees in this job category.														
05 - Protective Services: Non Sworn	Law Library does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Law Library does not have employees in this job category.														
08 - Service/Maintenance	Law Library does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

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T - Two or More Races

Printed on

2017-2018 JUDICIARY AND COURTS
EEOP NARRATIVE REPORT

Hiring Practices

We follow the policies of Kane County

Number of Applications for Promotion

0 applications for promotion

Number of Applications for Transfer

0 application for transfer

Number of Disciplinary Actions

0 Disciplinary action

Employment Policies

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

Websites that Job Openings are Posted On

Chicago Area Law Schools for Staff Attorneys and Law Student Interns

College of DuPage and Elgin Community College Paralegal Programs

Kane County Website

Ethnic Detail for Judiciary and Courts Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20150106	AKERLOW, DEBBI J	F	White	06	Administrative Support	09/08/2015	
FT	20010055	BARTELT, CLIFTON O	M	White	04	Protective Services: Sworn	03/13/2001	
PT	20170704	BURNETTE, JEFF A	M	White	04	Protective Services: Sworn	07/05/2017	
FT	20180062	CHAVES, VICTORIA E	F	White	02	Professionals	03/08/2018	07/20/2018
FT	20110015	CHILDRESS, ERNEST A	M	White	04	Protective Services: Sworn	01/31/2011	
FT	20180042	DIELMANN, JEFFREY W	M	White	04	Protective Services: Sworn	03/01/2018	
FT	20170702	ENGLISH, MIKE J	M	White	04	Protective Services: Sworn	07/05/2017	
FT	20110011	FEELY, NANCY L	F	White	06	Administrative Support	02/01/2011	
FT	20130122	FERNANDEZ, JULIA E	F	Hispanic or Latino	06	Administrative Support	10/07/2013	
FT	20140027	FULTZ-SCHMID, ELLEN R	F	White	02	Professionals	03/10/2014	
FT	20180209	GAGLIANO, JOHN V	M	White	04	Protective Services: Sworn	06/13/2018	
PT	20040207	GIRMSCHIED, LLEWELLYN E	M	White	04	Protective Services: Sworn	10/04/2004	
FT	19960248	GREGORY, DONALD G	M	White	04	Protective Services: Sworn	12/06/1996	07/14/2017
FT	20110016	HENRY, JAMES M	M	White	04	Protective Services: Sworn	01/31/2011	
FT	20180208	HICKS, WILLIAM C	M	White	04	Protective Services: Sworn	06/13/2018	
FT	20170705	HUDSON, NANCY A	F	White	04	Protective Services: Sworn	07/12/2017	
FT	20140021	JEAMBIEY, KATHLEEN M L	F	White	06	Administrative Support	02/18/2014	04/13/2018
FT	20040024	JOHNSON, JOHNNIE L	M	Black	04	Protective Services: Sworn	02/01/2004	
FT	20130004	KEANE, JAMES E	M	White	04	Protective Services: Sworn	01/09/2013	04/30/2019
FT	20150066	KRUSE, RICHARD G	M	White	04	Protective Services: Sworn	06/29/2015	
FT	20070131	KURKJIAN, CATHY L	F	White	04	Protective Services: Sworn	07/16/2007	
FT	19890023	LILLY, DIANE L	F	White	06	Administrative Support	04/24/1989	04/01/2019
FT	20120001	LINDSEY, SUZANNA M	F	White	06	Administrative Support	01/16/2012	07/21/2017
FT	20130049	LYDAY, JUDY M	F	White	06	Administrative Support	05/20/2013	
FT	20000077	MARSZALEK, PETER J	M	White	02	Professionals	02/20/2007	
FT	20170701	MCCULLOUGH, MONICA L	F	White	04	Protective Services: Sworn	07/05/2017	
FT	20150059	MCGRATH, DANIEL J	M	White	04	Protective Services: Sworn	06/15/2015	
FT	20160090	MEHLICK, MICHAEL J	M	White	02	Professionals	09/07/2016	09/08/2017
FT	19920003	MOORE, MARI M	F	White	06	Administrative Support	01/13/1992	
FT	19830019	NAUGHTON, DOUGLAS J	M	White	01	Official/Administration	12/12/1983	
FT	20050006	NIELSEN, LOUIS A	M	White	04	Protective Services: Sworn	01/01/2005	
FT	20130099	NORDWIND, BURTON E	M	White	04	Protective Services: Sworn	08/28/2013	08/31/2018
FT	20160076	NUDO, GRACE I	F	White	06	Administrative Support	08/22/2016	
FT	20000005	O'BRIEN, ANDREA	F	White	01	Official/Administration	01/03/2000	
FT	20130120	PAXTON, JEFFREY R	M	White	06	Administrative Support	09/25/2013	08/03/2018
PT	20150058	RAY, JOSEPH M	M	White	04	Protective Services: Sworn	06/15/2015	11/02/2018
FT	20130096	REYNOLDS, MICHAEL P	M	White	04	Protective Services: Sworn	08/26/2013	

FT	20160097	SCOTT, BRITTANY E	F	White	06	Administrative Support	09/26/2016	
FT	20110009	SMITH, HENRY	M	Black	04	Protective Services: Sworn	01/31/2011	07/14/2017
FT	19870031	SMITH, SHIRLEY C	F	White	04	Protective Services: Sworn	10/26/1987	
FT	20170703	SMOGER, DARREN G	M	White	04	Protective Services: Sworn	07/05/2017	
FT	20130050	ULLOA, LIZETTE	F	Hispanic or Latino	06	Administrative Support	05/22/2013	04/06/2018
FT	20140123	VOUROS, ALEXANDRA E	F	White	02	Professionals	09/22/2014	10/05/2018
FT	19900039	WARFEL, SUSAN M	F	White	04	Protective Services: Sworn	08/27/1990	01/19/2018

PART I. COUNTY OF KANE – 2017-2018 JUDICIARY AND COURTS UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	3.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	14.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	72.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	12.44%	0.22%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	8.88%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-20.18%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	32.80%	-3.96%	4.23%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 JUDICIARY AND COURTS WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	5 100%	2 40.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 60.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Judiciary and Courts does not have employees in this job category.														
04 - Protective Services: Sworn	25 100%	18 72.00%	2 8.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Judiciary and Courts does not have employees in this job category.														
06 - Administrative Support	12 100%	1 8.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	9 75.00%	0 0.00%	2 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Judiciary and Courts does not have employees in this job category.														
08 - Service/Maintenance	Judiciary and Courts does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

2017-2018 LAW LIBRARY
EEOP NARRATIVE REPORT

Hiring Practices

We follow the policies of Kane County

Number of Applications for Promotion

0 applications for promotion

Number of Applications for Transfer

0 application for transfer

Number of Disciplinary Actions

0 Disciplinary action

Employment Policies

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

Websites that Job Openings are Posted On

National job sites

Kane County Website

Ethnic Detail for Law Library Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19940004	COX, HALLE D	F	White	01	Official/Administration	01/03/1994	
FT	20080170	LORENZO, CYNTHIA A	F	White	06	Administrative Support	11/25/2008	

PART I. COUNTY OF KANE – 2017-2018 LAW LIBRARY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	69.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 LAW LIBRARY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Law Library does not have employees in this job category.														
03 - Technicians	Law Library does not have employees in this job category.														
04 - Protective Services: Sworn	Law Library does not have employees in this job category.														
05 - Protective Services: Non Sworn	Law Library does not have employees in this job category.														
06 - Administrative Support	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Law Library does not have employees in this job category.														
08 - Service/Maintenance	Law Library does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

KaneComm

**Kane County Emergency
Communications Center**



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

Date: 07/26/2019

To: Susan Brown, Assistant Director – Human Resource Management

From: Michelle Guthrie, Director of Communications

Re: EEOP Report for Kane County Emergency Communications Center – 2016-2017

The Emergency Communications Center (KaneComm) has reviewed the recent reports on employment, job group categories, community labor statistics, and utilization. The KaneComm was asked to identify and explain any underutilization information that represented utilization score with negative percent.

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

Three Additional Reports:

1. Number of disciplinary actions taken for Fiscal Year (2016-2017) is as follows:

Personal Performance Evaluation: 4 White Female - 1 Hispanic Female

Written Reprimand – 2 White Female

Suspension/Duration - 1 White Female – 1 Hispanic Female – 1 Day

Remedial Training – None

Terminations – None

2. Number of employees in each job category who made application for promotion or transfer within Fiscal Year (2016-2017)

KaneComm had no changes for promotion or transfer

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 Union Contract

4. KaneComm job openings are posted with the following publications and websites:

- The County Website: <http://www.countyofkane.org>
- APCO International: <http://apcointl.org>
- National Emergency Number Association (NENA) <http://www.nena.org>
- Job openings are also sent to Waubensee and Elgin Community Colleges

Ethnic Detail for Kane Comm Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20050102	BAUMANN, ANDREW J	M	White	05	Protective Services: Non Sworn	07/16/2012	
FT	20130039	BILY, JACQUELINE M	F	White	05	Protective Services: Non Sworn	05/01/2013	
FT	20090023	COX, REBECCA N	F	White	05	Protective Services: Non Sworn	05/19/2014	
FT	19990298	DIAZ, NEREIDA	F	Hispanic or Latino	05	Protective Services: Non Sworn	12/20/1999	
FT	20150081	FARRIS, DAVID D	M	White	01	Official/Administration	08/03/2015	05/31/2018
FT	20020016	GONZALEZ, TERESA	F	Hispanic or Latino	05	Protective Services: Non Sworn	01/28/2002	
FT	20080132	GUTHRIE, MICHELLE N	F	White	01	Official/Administration	05/06/2013	
FT	20010239	HOLDEN, JAMES L	M	White	05	Protective Services: Non Sworn	10/09/2001	
FT	20050126	HOLT, ADAM R	M	White	05	Protective Services: Non Sworn	06/07/2005	
FT	20160030	JOHNSON, KEEGAN L	F	White	05	Protective Services: Non Sworn	03/14/2016	
FT	20130040	KEATING, MARY	F	White	05	Protective Services: Non Sworn	05/02/2013	
FT	19930060	LEMONS, MICHELLE K	F	White	05	Protective Services: Non Sworn	08/16/1993	
FT	20080103	LINDER, WILLIAM M	M	White	05	Protective Services: Non Sworn	06/19/2008	
FT	20100052	POWELL, JENNIFER S	F	White	05	Protective Services: Non Sworn	08/09/2010	08/31/2018
FT	20160014	RENNINGER, BRYCE S	M	White	05	Protective Services: Non Sworn	02/01/2016	08/18/2018
FT	20000081	RIOS, THERESA M	F	White	05	Protective Services: Non Sworn	05/22/2000	
FT	20070043	SANDOVAL, MICHELLE A	F	Hispanic or Latino	05	Protective Services: Non Sworn	03/05/2007	
FT	20080120	THEIS, EMILY F	F	White	05	Protective Services: Non Sworn	08/04/2008	
FT	20100030	ZAMEDA, JOANNA	F	White	05	Protective Services: Non Sworn	04/21/2010	

PART I. COUNTY OF KANE – 2016-2017 KANE COMM UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	29.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	52.94%	0.00%	17.65%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-22.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	13.50%	0.00%	9.20%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 KANE COMM WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Kane Comm does not have employees in this job category.														
03 - Technicians	Kane Comm does not have employees in this job category.														
04 - Protective Services: Sworn	Kane Comm does not have employees in this job category.														
05 - Protective Services: Non Sworn	17 100%	5 29.41%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	9 52.94%	0 0.00%	3 17.65%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	Kane Comm does not have employees in this job category.														
07 - Skilled Craft	Kane Comm does not have employees in this job category.														
08 - Service/Maintenance	Kane Comm does not have employees in this job category.														

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W - White

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KaneComm

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

Three Additional Reports:

1. Number of disciplinary actions taken for Fiscal Year (2017-2018) is as follows:

Personal Performance Evaluation: 3 White Female – 1 Hispanic Female - 2 White Male

Written Reprimand – 1 White Female

Suspension/Duration - 1 White Female (2 days)

Remedial Training Period - 1 White Female – Performance Improvement Plan

Terminations – 1 White Male (retirement)

2. Number of employees in each job category who made application for promotion or transfer within Fiscal Year (2017-2018)

(1) White Female Promoted in the Official/Administration Job Category

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 Union Contract

4. KaneComm job openings are posted with the following publications and websites:

- The County Website: <http://www.countyofkane.org>
- APCO International: <http://apcointl.org>
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FT	20050102	BAUMANN, ANDREW J	M	White	05	Protective Services: Non Sworn	07/16/2012	
FT	20130039	BILY, JACQUELINE M	F	White	05	Protective Services: Non Sworn	05/01/2013	
FT	20090023	COX, REBECCA N	F	White	05	Protective Services: Non Sworn	05/19/2014	
FT	19990298	DIAZ, NEREIDA	F	Hispanic or Latino	05	Protective Services: Non Sworn	12/20/1999	
FT	20150081	FARRIS, DAVID D	M	White	01	Official/Administration	08/03/2015	05/31/2018
FT	20020016	GONZALEZ, TERESA	F	Hispanic or Latino	05	Protective Services: Non Sworn	01/28/2002	
FT	20080132	GUTHRIE, MICHELLE N	F	White	01	Official/Administration	05/06/2013	
FT	20010239	HOLDEN, JAMES L	M	White	05	Protective Services: Non Sworn	10/09/2001	
FT	20050126	HOLT, ADAM R	M	White	05	Protective Services: Non Sworn	06/07/2005	
FT	20160030	JOHNSON, KEEGAN L	F	White	05	Protective Services: Non Sworn	03/14/2016	
FT	20170730	JONES, JEREMY L	M	Black	05	Protective Services: Non Sworn	09/03/2017	11/25/2017
FT	20130040	KEATING, MARY	F	White	05	Protective Services: Non Sworn	05/02/2013	
FT	19930060	LEMONS, MICHELLE K	F	White	05	Protective Services: Non Sworn	08/16/1993	
FT	20080103	LINDER, WILLIAM M	M	White	05	Protective Services: Non Sworn	06/19/2008	
FT	20100052	POWELL, JENNIFER S	F	White	05	Protective Services: Non Sworn	08/09/2010	08/31/2018
FT	20160014	RENNINGER, BRYCE S	M	White	05	Protective Services: Non Sworn	02/01/2016	08/18/2018
FT	20000081	RIOS, THERESA M	F	White	05	Protective Services: Non Sworn	05/22/2000	
FT	20070043	SANDOVAL, MICHELLE A	F	Hispanic or Latino	05	Protective Services: Non Sworn	03/05/2007	
FT	20170731	SWANSON, SAMUEL A	M	White	05	Protective Services: Non Sworn	09/11/2017	11/07/2017
FT	20080120	THEIS, EMILY F	F	White	05	Protective Services: Non Sworn	08/04/2008	
FT	20100030	ZAMEDA, JOANNA	F	White	05	Protective Services: Non Sworn	04/21/2010	

PART I. COUNTY OF KANE – 2017-2018 KANE COMM UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	31.58%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	47.37%	0.00%	15.79%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-20.53%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	7.93%	0.00%	7.34%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 KANE COMM WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Kane Comm does not have employees in this job category.														
03 - Technicians	Kane Comm does not have employees in this job category.														
04 - Protective Services: Sworn	Kane Comm does not have employees in this job category.														
05 - Protective Services: Non Sworn	19 100%	6 31.58%	1 5.26%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	9 47.37%	0 0.00%	3 15.79%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	Kane Comm does not have employees in this job category.														
07 - Skilled Craft	Kane Comm does not have employees in this job category.														
08 - Service/Maintenance	Kane Comm does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

SHERIFF'S MERIT COMMISSION

KANE COUNTY GOVERNMENT BUILDING
Building A Room 103

Peter J. Burgert, Chairman
Todd A. Zies, Vice Chairman
Jody M. Kanikula, Secretary
Kathy Konen, Administrative Assistant



719 S Batavia Ave
Geneva, IL 60134
Phone: (630) 232-3558
konenkathleen@co.kane.il.us

TO: *SUSAN BROWN*

FROM: *KATHY KONEN*

SUBJECT: *EEOP report 2016-2017-2018-2019*

DATE: *July 17, 2019*

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
2014 one administrative assistant W/F
2015 one administrative assistant W/F
2016 one administrative assistant W/F
2017 one administrative assistant W/F
2018 one administrative assistant W/F
2019 one administrative assistant W/F

Ethnic Detail for **Merit Commission** Employees between **07/01/2016** and **06/30/2017**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20080047	KONEN, KATHLEEN M	F	White	06	Administrative Support	03/24/2008	

PART I. COUNTY OF KANE – 2016-2017 MERIT COMMISSION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS No Employees for This Category														
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 MERIT COMMISSION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Merit Commission does not have employees in this job category.														
02 - Professionals	Merit Commission does not have employees in this job category.														
03 - Technicians	Merit Commission does not have employees in this job category.														
04 - Protective Services: Sworn	Merit Commission does not have employees in this job category.														
05 - Protective Services: Non Sworn	Merit Commission does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Merit Commission does not have employees in this job category.														
08 - Service/Maintenance	Merit Commission does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for **Merit Commission** Employees between **07/01/2017** and **06/30/2018**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	20080047	KONEN, KATHLEEN M	F	White	06	Administrative Support	03/24/2008	

PART I. COUNTY OF KANE – 2017-2018 MERIT COMMISSION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS No Employees for This Category														
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	57.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 MERIT COMMISSION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Merit Commission does not have employees in this job category.														
02 - Professionals	Merit Commission does not have employees in this job category.														
03 - Technicians	Merit Commission does not have employees in this job category.														
04 - Protective Services: Sworn	Merit Commission does not have employees in this job category.														
05 - Protective Services: Non Sworn	Merit Commission does not have employees in this job category.														
06 - Administrative Support	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Merit Commission does not have employees in this job category.														
08 - Service/Maintenance	Merit Commission does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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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 17). 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: None

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 17).

Answer: None

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

Answer: None

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

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

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

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

Ethnic Detail for **Public Defender** Employees between **07/01/2016** and **06/30/2017**

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19960020	ADAM, MONA M	F	White	06	Administrative Support	02/13/1996	06/30/2017
PT	19970008	AMATO, JENNIE S	F	White	02	Professionals	01/06/1997	
FT	20030218	ARCHULETA, JUANITA M	F	Hispanic or Latino	02	Professionals	12/15/2003	
FT	20040206	BENJAMIN, MELYNDA L	F	White	02	Professionals	12/04/2006	11/18/2016
FT	20080051	BILBREY, KIMBERLY R	F	White	02	Professionals	03/24/2008	
FT	20130167	BLAKE, SANDRA M	F	White	02	Professionals	12/05/2013	
FT	20120022	CARLIN, CECILY A	F	White	02	Professionals	04/16/2012	
FT	19990143	CHAPA, MARIA A	F	Hispanic or Latino	06	Administrative Support	07/19/1999	
FT	20070028	CHOATE, JILL R	F	White	06	Administrative Support	02/15/2007	
FT	19960143	CONANT, RACHELE A	F	White	02	Professionals	08/05/1996	
FT	20000205	COVEY, BRENDA V	F	White	02	Professionals	09/18/2000	
FT	20170012	DLHY, DEREK R	M	White	02	Professionals	01/09/2017	
FT	20130060	DOLAK, RONALD D	M	Hispanic or Latino	02	Professionals	06/10/2013	
FT	20140041	ESCOBEDO, DORA G	F	Hispanic or Latino	06	Administrative Support	04/07/2014	04/07/2017
FT	19940027	ESTATE OF BROWN, GREGORY A	M	White	02	Professionals	04/01/1994	09/11/2016
FT	19910064	FAHNESTOCK, TRACIE N	F	White	04	Protective Services: Sworn	12/09/1991	
FT	20130024	FEDA, NICHOLAS J	M	White	02	Professionals	03/04/2013	
FT	20160161	FERNANDEZ, JUSTINE A	F	Native Hawaiian or Other Pacific Islander	02	Professionals	12/01/2016	02/22/2019
FT	20050018	GAVINA, MARIA I	F	Hispanic or Latino	06	Administrative Support	01/13/2014	
FT	19960101	HAWKINS, BRITT	F	White	02	Professionals	06/03/1996	
FT	20160166	KELLY, LAURIE A	F	White	02	Professionals	12/05/2016	
FT	19990276	KEMMERLING, KATHLEEN M	F	White	02	Professionals	12/01/1999	05/15/2018
FT	20110013	KERELUK, MICHAEL F	M	White	02	Professionals	01/31/2011	10/06/2017
FT	20030215	KRUSE, ANNE M	F	White	06	Administrative Support	12/08/2003	
FT	20040259	KULLENBERG, JUDITH M	F	White	02	Professionals	12/16/2004	
FT	20030163	LEDER, JACQUELINE J	F	White	02	Professionals	01/07/2008	
FT	19910041	LEE, SALLY L	F	White	06	Administrative Support	07/16/1991	
FT	20170009	MALKO, MARTA	F	White	02	Professionals	01/09/2017	
FT	20150138	MCCLURE, SETH J	M	White	02	Professionals	11/23/2015	
FT	20130061	MCLEAN, BETHANY A	F	White	02	Professionals	06/10/2013	
FT	20060135	MCSHANE, GRISELDA M	F	Hispanic or Latino	06	Administrative Support	03/23/2007	09/01/2017
FT	20110090	MEYERS, PAUL C	M	White	02	Professionals	11/28/2011	05/04/2017
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	
FT	20110052	POLITTE, KELLI M	F	White	02	Professionals	06/29/2011	

FT	20110005	ROGALLA, VANESSA R	F	White	06	Administrative Support	01/18/2011	
FT	20100033	SALONEN, NICOLE F	F	White	02	Professionals	05/10/2010	
FT	20160022	SANCHEZ, JOSEPH A	M	Hispanic or Latino	02	Professionals	02/04/2016	
FT	20090074	SAVASTIO, LAUREN R	F	White	02	Professionals	11/02/2009	
FT	20100078	SPARKS, CHRISTOPHER G	M	White	02	Professionals	12/01/2010	
FT	19970064	STAHL, CHRISTINE E	F	White	04	Protective Services: Sworn	04/01/1997	
FT	20060006	TATMAN, MICHAEL S	M	White	02	Professionals	01/02/2006	
FT	20160109	TILMON, MICHELLE J	F	Black	02	Professionals	10/31/2016	
FT	20030161	VASIREDDY, KIRAN V	M	Asian	02	Professionals	09/02/2003	
FT	20090059	WEISS, JILLIAN ANN	F	White	02	Professionals	09/28/2009	
FT	20030150	WERDERICH, WALTER G	M	White	02	Professionals	07/02/2007	
FT	19960002	WILLETT, BRENDA	F	White	02	Professionals	01/02/1996	
FT	20070133	YETTER, JULIA	F	White	02	Professionals	07/16/2007	01/11/2019
FT	20020207	YOON, EUN K	F	Asian	02	Professionals	12/30/2002	
FT	20170683	ZARATE, LESLIE	F	Hispanic or Latino	06	Administrative Support	05/22/2017	
FT	20140007	ZINK, ELIZABETH A	F	White	02	Professionals	01/13/2014	

PART I. COUNTY OF KANE – 2016-2017 PUBLIC DEFENDER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	26.32%	0.00%	5.26%	2.63%	0.00%	0.00%	0.00%	55.26%	2.63%	2.63%	2.63%	0.00%	2.63%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-10.11%	-1.45%	1.51%	-0.92%	-0.05%	-0.03%	-0.08%	9.73%	1.20%	-1.68%	-0.09%	-0.01%	2.63%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-59.56%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	88.88%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	45.45%	0.00%	54.55%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	3.25%	-3.96%	42.11%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 PUBLIC DEFENDER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Public Defender does not have employees in this job category.														
02 - Professionals	38	10	0	2	1	0	0	0	21	1	1	1	0	1	0
	100%	26.32%	0.00%	5.26%	2.63%	0.00%	0.00%	0.00%	55.26%	2.63%	2.63%	2.63%	0.00%	2.63%	0.00%
03 - Technicians	Public Defender does not have employees in this job category.														
04 - Protective Services: Sworn	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Public Defender does not have employees in this job category.														
06 - Administrative Support	11	0	0	0	0	0	0	0	5	0	6	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	45.45%	0.00%	54.55%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Public Defender does not have employees in this job category.														
08 - Service/Maintenance	Public Defender does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

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 18). 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: None

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 18).

Answer: None

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

Answer: None

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

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

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

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

Ethnic Detail for Public Defender Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
PT	19970008	AMATO, JENNIE S	F	White	02	Professionals	01/06/1997	
FT	20030218	ARCHULETA, JUANITA M	F	Hispanic or Latino	02	Professionals	12/15/2003	
FT	20080051	BILBREY, KIMBERLY R	F	White	02	Professionals	03/24/2008	
FT	20130167	BLAKE, SANDRA M	F	White	02	Professionals	12/05/2013	
FT	20120116	BORUNDA-AGUILAR, LIZBETH	F	Hispanic or Latino	06	Administrative Support	12/27/2012	
FT	20120022	CARLIN, CECILY A	F	White	02	Professionals	04/16/2012	
FT	19990143	CHAPA, MARIA A	F	Hispanic or Latino	06	Administrative Support	07/19/1999	
FT	20070028	CHOATE, JILL R	F	White	06	Administrative Support	02/15/2007	
FT	19960143	CONANT, RACHELE A	F	White	02	Professionals	08/05/1996	
FT	20170719	CONRAD, KEVIN P Jr	M	White	02	Professionals	08/14/2017	
FT	20000205	COVEY, BRENDA V	F	White	02	Professionals	09/18/2000	
FT	20170012	DLHY, DEREK R	M	White	02	Professionals	01/09/2017	
FT	20130060	DOLAK, RONALD D	M	Hispanic or Latino	02	Professionals	06/10/2013	
FT	19910064	FAHNESTOCK, TRACIE N	F	White	04	Protective Services: Sworn	12/09/1991	
FT	20130024	FEDA, NICHOLAS J	M	White	02	Professionals	03/04/2013	
FT	20160161	FERNANDEZ, JUSTINE A	F	Native Hawaiian or Other Pacific Islander	02	Professionals	12/01/2016	02/22/2019
FT	20050018	GAVINA, MARIA I	F	Hispanic or Latino	06	Administrative Support	01/13/2014	
FT	19960101	HAWKINS, BRITT	F	White	02	Professionals	06/03/1996	
FT	20160166	KELLY, LAURIE A	F	White	02	Professionals	12/05/2016	
FT	19990276	KEMMERLING, KATHLEEN M	F	White	02	Professionals	12/01/1999	05/15/2018
FT	20110013	KERELUK, MICHAEL F	M	White	02	Professionals	06/18/2018	
FT	20030215	KRUSE, ANNE M	F	White	06	Administrative Support	12/08/2003	
FT	20040259	KULLENBERG, JUDITH M	F	White	02	Professionals	12/16/2004	
FT	20030163	LEDER, JACQUELINE J	F	White	02	Professionals	01/07/2008	
FT	19910041	LEE, SALLY L	F	White	06	Administrative Support	07/16/1991	
FT	20170009	MALKO, MARTA	F	White	02	Professionals	01/09/2017	
FT	20150138	MCCLURE, SETH J	M	White	02	Professionals	11/23/2015	
FT	20130061	MCLEAN, BETHANY A	F	White	02	Professionals	06/10/2013	
FT	20060135	MCSHANE, GRISELDA M	F	Hispanic or Latino	06	Administrative Support	03/23/2007	09/01/2017
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	
FT	20110052	POLITTE, KELLI M	F	White	02	Professionals	06/29/2011	
FT	20170774	ROELFSEMA, RANDALL W	M	White	02	Professionals	12/28/2017	
FT	20110005	ROGALLA, VANESSA R	F	White	06	Administrative Support	01/18/2011	
FT	20100033	SALONEN, NICOLE F	F	White	02	Professionals	05/10/2010	

FT	20160022	SANCHEZ, JOSEPH A	M	Hispanic or Latino	02	Professionals	02/04/2016	
FT	20090074	SAVASTIO, LAUREN R	F	White	02	Professionals	11/02/2009	
FT	20100078	SPARKS, CHRISTOPHER G	M	White	02	Professionals	12/01/2010	
FT	19970064	STAHL, CHRISTINE E	F	White	04	Protective Services: Sworn	04/01/1997	
FT	20060006	TATMAN, MICHAEL S	M	White	02	Professionals	01/02/2006	
FT	20160109	TILMON, MICHELLE J	F	Black	02	Professionals	10/31/2016	
FT	20030161	VASIREDDY, KIRAN V	M	Asian	02	Professionals	09/02/2003	
FT	20090059	WEISS, JILLIAN ANN	F	White	02	Professionals	09/28/2009	
FT	20030150	WERDERICH, WALTER G	M	White	02	Professionals	07/02/2007	
FT	19960002	WILLETT, BRENDA	F	White	02	Professionals	01/02/1996	
FT	20070133	YETTER, JULIA	F	White	02	Professionals	07/16/2007	01/11/2019
FT	20020207	YOON, EUN K	F	Asian	02	Professionals	12/30/2002	
FT	20170683	ZARATE, LESLIE	F	Hispanic or Latino	06	Administrative Support	05/22/2017	
FT	20140007	ZINK, ELIZABETH A	F	White	02	Professionals	01/13/2014	

PART I. COUNTY OF KANE – 2017-2018 PUBLIC DEFENDER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	27.03%	0.00%	5.41%	2.70%	0.00%	0.00%	0.00%	54.05%	2.70%	2.70%	2.70%	0.00%	2.70%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-9.40%	-1.45%	1.65%	-0.85%	-0.05%	-0.03%	-0.08%	8.52%	1.27%	-1.60%	-0.02%	-0.01%	2.70%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-59.56%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	88.88%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	-2.20%	-3.96%	47.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 PUBLIC DEFENDER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Public Defender does not have employees in this job category.														
02 - Professionals	37	10	0	2	1	0	0	0	20	1	1	1	0	1	0
	100%	27.03%	0.00%	5.41%	2.70%	0.00%	0.00%	0.00%	54.05%	2.70%	2.70%	2.70%	0.00%	2.70%	0.00%
03 - Technicians	Public Defender does not have employees in this job category.														
04 - Protective Services: Sworn	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Public Defender does not have employees in this job category.														
06 - Administrative Support	10	0	0	0	0	0	0	0	4	0	6	0	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Public Defender does not have employees in this job category.														
08 - Service/Maintenance	Public Defender does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Sandy Wegman

Recorder - Kane County

FY2017 Equal Opportunity Plan for the Recorder's Office

1. The Utilization Analysis has remained the same throughout the year.
2. There were no disciplinary actions within the 2017 EEOP time frames.
3. There were no requests for promotions or transfers within the F2017 time frame.

2017 Workforce consists of the following:

- Professionals: 1 white female, 2 white males
- Technicians: 1 white male
- Administrative Support: 9 white females, 1 Hispanic female, 1 A/P (India/Africa subcontinent) female

We have neither hired nor fired anyone in at least 10 years. Recruitment efforts will be posted and handled through the HR Department, if and when necessary. However, no new hires are anticipated. Applicants would be given a typing test, recommendations reviewed and interviewed by a minimum of two supervisors.

Ethnic Detail for Recorder Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20030066	ANTCZAK-HERNANDEZ, MAJA U	F	White	06	Administrative Support	04/28/2003	
FT	20010268	BROWN, CARREN M	F	White	06	Administrative Support	12/01/2001	07/04/2017
FT	19980052	COLTON, LYNDA M	F	White	06	Administrative Support	04/01/1998	
FT	19980166	DOOLITTLE, SHELLEY J	F	White	06	Administrative Support	08/18/1998	
FT	20000114	FERNOW, LYNDA A	F	White	02	Professionals	06/26/2000	01/03/2017
FT	20030042	HEYOB, ELIZABETH A	F	White	06	Administrative Support	03/17/2003	04/01/2019
FT	19990253	HOLA, MAUREEN	F	White	06	Administrative Support	11/08/1999	
FT	20050055	IBARRA, MARIA M	F	Hispanic or Latino	06	Administrative Support	03/07/2005	
FT	19980223	KING, DAVID C	M	White	02	Professionals	11/02/1998	
FT	19870023	MARWAHA, INDERPAL	F	Asian	06	Administrative Support	09/08/1987	10/01/2018
FT	20020159	MITCHELL, CARRIE L	F	White	06	Administrative Support	10/01/2002	
FT	19900012	SCHOLES, DAVID J	M	White	02	Professionals	03/05/1990	
FT	20020019	SCHONBACK, JUDY A	F	White	06	Administrative Support	01/30/2002	
FT	20030072	SMITH, RENE M	F	White	06	Administrative Support	01/16/2001	
FT	20030144	WEIGAND, SCOTT M	M	White	03	Technicians	08/18/2003	

PART I. COUNTY OF KANE – 2016-2017 RECORDER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	30.24%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-12.20%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	61.87%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.82%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	39.62%	-3.96%	-3.34%	7.77%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 RECORDER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Recorder does not have employees in this job category.														
02 - Professionals	3	2	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	Recorder does not have employees in this job category.														
05 - Protective Services: Non Sworn	Recorder does not have employees in this job category.														
06 - Administrative Support	11	0	0	0	0	0	0	0	9	0	1	1	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.82%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%
07 - Skilled Craft	Recorder does not have employees in this job category.														
08 - Service/Maintenance	Recorder does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Sandy Wegman
Recorder – Kane County

2018 Opportunity Plan for the Recorder's Office

1. The Utilization Analysis has remained the same throughout the year.
2. There were no disciplinary actions within the 2017 EEOP time frames.
3. There were no requests for promotions or transfers within the F2017 time frame.

2018 Workforce consists of the following:

- Professionals: 0 white female, 2 white males
- Technicians: 1 white male
- Administrative Support: 9 white females, 1 Hispanic female, 1 A/P (India/Africa subcontinent) female

We have neither hired nor fired anyone in at least 10 years. Recruitment efforts will be posted and handled through the HR Department, if and when necessary. However, no new hires are anticipated. Applicants would be given a typing test, recommendations reviewed and interviewed by a minimum of two supervisors.

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FT	20010268	BROWN, CARREN M	F	White	06	Administrative Support	12/01/2001	07/04/2017
FT	19980052	COLTON, LYNDA M	F	White	06	Administrative Support	04/01/1998	
FT	19980166	DOOLITTLE, SHELLEY J	F	White	06	Administrative Support	08/18/1998	
FT	20030042	HEYOB, ELIZABETH A	F	White	06	Administrative Support	03/17/2003	04/01/2019
FT	19990253	HOLA, MAUREEN	F	White	06	Administrative Support	11/08/1999	
FT	20050055	IBARRA, MARIA M	F	Hispanic or Latino	06	Administrative Support	03/07/2005	
FT	19980223	KING, DAVID C	M	White	02	Professionals	11/02/1998	
FT	19870023	MARWAHA, INDERPAL	F	Asian	06	Administrative Support	09/08/1987	10/01/2018
FT	20020159	MITCHELL, CARRIE L	F	White	06	Administrative Support	10/01/2002	
FT	19900012	SCHOLES, DAVID J	M	White	02	Professionals	03/05/1990	
FT	20020019	SCHONBACK, JUDY A	F	White	06	Administrative Support	01/30/2002	
FT	20030072	SMITH, RENE M	F	White	06	Administrative Support	01/16/2001	
FT	20030144	WEIGAND, SCOTT M	M	White	03	Technicians	08/18/2003	

PART I. COUNTY OF KANE – 2017-2018 RECORDER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	63.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	61.87%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.82%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	39.62%	-3.96%	-3.34%	7.77%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 RECORDER WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Recorder does not have employees in this job category.														
02 - Professionals	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
04 - Protective Services: Sworn	Recorder does not have employees in this job category.														
05 - Protective Services: Non Sworn	Recorder does not have employees in this job category.														
06 - Administrative Support	11	0	0	0	0	0	0	0	9	0	1	1	0	0	0
	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.82%	0.00%	9.09%	9.09%	0.00%	0.00%	0.00%
07 - Skilled Craft	Recorder does not have employees in this job category.														
08 - Service/Maintenance	Recorder does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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REGIONAL OFFICE OF EDUCATION
KANE COUNTY

Date: July 23, 2019 Patricia Dal Santo, Regional Superintendent
To: Sylvia Wetzel
From: Meg Fetzer
Re: Equal Employment Opportunity Plans FY2016-17 AND FY2017-18

Responses to Items from EEOP Letter

1. For FY16-17 AND FY17-18 the Regional Office of Education did have one employee that received disciplinary action for the reasons indicated below.

2016-2017 (0) disciplinary actions

2017-2018 (1) disciplinary action

<u>Race</u>	<u>Sex</u>	<u>Sanction</u>
W	F	Written reprimand

2. In FY17 and FY18 there were ZERO employees at the Regional Office of Education who were promoted or transferred that were listed on the attached job categories from your EEOP letter.

2016-2017 (0) promoted or transferred

2017-2018 (0) promoted or transferred

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

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

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

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

It is the Regional Superintendent policy that no qualified individual with a disability shall be discriminated against because of such disability in regard to job application procedures, hiring or discharge, compensation, advancement opportunities, training, or any other term or condition of employment. A disability is defined as: (1) a physical or mental impairment that

substantially limits one or more major life activities of an individual; (2) a record of such impairment; or (3) being regarded as having such impairment.

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

Ethnic Detail for Regional Office of Education Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160107	ADEME, MICHAEL J	M	White	02	Professionals	10/24/2016	09/21/2018
FT	20160089	ANDERSON, BRITTNI T	F	Black	02	Professionals	08/31/2016	10/21/2016
FT	20140093	AXELSEN, JOSHUA C	M	White	02	Professionals	08/12/2014	
PT	20150085	BOZIK, MARK W	M	White	02	Professionals	08/03/2015	
FT	20050180	DEMPSEY, DEBORAH A	F	White	02	Professionals	08/22/2005	
FT	19890053	ESTATE OF KOESSL, DANIEL E	M	White	02	Professionals	09/25/1989	11/05/2017
FT	20020021	ESTATE OF SEARS, GARY H	M	White	03	Technicians	02/01/2002	03/30/2018
PT	20120044	FETZER, MARGARET R	F	White	01	Official/Administration	07/16/2012	
FT	20030167	GLENN, KARI M	F	White	02	Professionals	09/15/2003	
FT	19990169	GRENDA, RICHARD A	M	White	02	Professionals	08/16/1999	06/22/2018
PT	20040178	HELGESON, LEANNE K	F	White	06	Administrative Support	08/23/2004	
FT	20050201	HURLEY, ERIN M	F	White	02	Professionals	09/07/2005	
FT	20020136	JORDAN, BELVIN A	F	Black	02	Professionals	09/03/2002	
FT	20140087	KAMPS, ELLEN J	F	White	02	Professionals	07/24/2014	06/30/2017
FT	19970216	KNORR, ANGELA J	F	White	06	Administrative Support	11/10/1997	
FT	20150006	KURKOWSKI, RACHEL M	F	White	02	Professionals	01/04/2015	06/29/2018
FT	19970407	LABOUFF, PATRICK F	M	White	02	Professionals	02/24/1997	05/31/2017
FT	20120015	LAWSON, KATHERINE	F	White	02	Professionals	03/19/2012	
FT	20070127	LECLERE, SHIRLEY	F	White	01	Official/Administration	07/02/2007	06/29/2018
FT	19950132	MORRIS, ELEANOR B	F	Hispanic or Latino	06	Administrative Support	05/16/2007	
FT	19960227	MORRIS, PHILLIP C	M	White	01	Official/Administration	11/18/1996	
FT	20140057	PAWOLA, JAMES M	M	White	02	Professionals	05/19/2014	
FT	20050041	PINNAU, MARTIN U	M	Asian	03	Technicians	02/14/2005	
FT	20040243	RISSINGER, VICKI J	F	White	06	Administrative Support	12/01/2004	
FT	20140077	SHUMWAY, PAMELA J	F	White	06	Administrative Support	07/03/2014	06/23/2018
FT	19990258	SPALIS, IVARS	M	White	02	Professionals	11/08/1999	
FT	20140001	STEFFES, ZACHARY A	M	White	02	Professionals	01/06/2014	
FT	20140134	WEIL, STEFFANIE A	F	White	02	Professionals	10/27/2014	09/09/2016
FT	20140065	WICKLUND, SUSAN M	F	White	06	Administrative Support	06/05/2014	10/31/2018

PART I. COUNTY OF KANE – 2016-2017 REGIONAL OFFICE OF EDUCATION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-20.87%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	36.02%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	38.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	13.57%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-6.64%	9.68%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	11.87%	-3.90%	-6.17%	45.73%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-28.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	41.13%	-3.96%	4.23%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 REGIONAL OFFICE OF EDUCATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3 100%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	18 100%	9 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	7 38.89%	2 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	2 100%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Regional Office of Education does not have employees in this job category.														
05 - Protective Services: Non Sworn	Regional Office of Education does not have employees in this job category.														
06 - Administrative Support	6 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 83.33%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Regional Office of Education does not have employees in this job category.														
08 - Service/Maintenance	Regional Office of Education does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Ethnic Detail for Regional Office of Education Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20160107	ADEME, MICHAEL J	M	White	02	Professionals	10/24/2016	09/21/2018
FT	20170698	ALGRIM, KATHLEEN M	F	White	02	Professionals	07/03/2017	
FT	20140093	AXELSEN, JOSHUA C	M	White	02	Professionals	08/12/2014	
PT	20150085	BOZIK, MARK W	M	White	02	Professionals	08/03/2015	
FT	20050180	DEMPSEY, DEBORAH A	F	White	02	Professionals	08/22/2005	
FT	19890053	ESTATE OF KOESSL, DANIEL E	M	White	02	Professionals	09/25/1989	11/05/2017
FT	20020021	ESTATE OF SEARS, GARY H	M	White	03	Technicians	02/01/2002	03/30/2018
PT	20120044	FETZER, MARGARET R	F	White	01	Official/Administration	07/16/2012	
FT	20030167	GLENN, KARI M	F	White	02	Professionals	09/15/2003	
FT	19990169	GRENDA, RICHARD A	M	White	02	Professionals	08/16/1999	06/22/2018
PT	20040178	HELGESON, LEANNE K	F	White	06	Administrative Support	08/23/2004	
FT	20050201	HURLEY, ERIN M	F	White	02	Professionals	09/07/2005	
FT	20020136	JORDAN, BELVIN A	F	Black	02	Professionals	09/03/2002	
FT	19970216	KNORR, ANGELA J	F	White	06	Administrative Support	11/10/1997	
FT	20150006	KURKOWSKI, RACHEL M	F	White	02	Professionals	01/04/2015	06/29/2018
FT	20120015	LAWSON, KATHERINE	F	White	02	Professionals	03/19/2012	
FT	20070127	LECLERE, SHIRLEY	F	White	01	Official/Administration	07/02/2007	06/29/2018
FT	20170716	MAHALIK, MURPHY M	M	White	02	Professionals	08/01/2017	08/21/2018
FT	20150125	MORENO, ALEJANDRA	F	Hispanic or Latino	02	Professionals	01/08/2018	
FT	19950132	MORRIS, ELEANOR B	F	Hispanic or Latino	06	Administrative Support	05/16/2007	
FT	19960227	MORRIS, PHILLIP C	M	White	01	Official/Administration	11/18/1996	
FT	20140057	PAWOLA, JAMES M	M	White	02	Professionals	05/19/2014	
FT	20050041	PINNAU, MARTIN U	M	Asian	03	Technicians	02/14/2005	
FT	20040243	RISSINGER, VICKI J	F	White	06	Administrative Support	12/01/2004	
FT	20140077	SHUMWAY, PAMELA J	F	White	06	Administrative Support	07/03/2014	06/23/2018
FT	19990258	SPALIS, IVARS	M	White	02	Professionals	11/08/1999	
FT	20140001	STEFFES, ZACHARY A	M	White	02	Professionals	01/06/2014	
FT	20140065	WICKLUND, SUSAN M	F	White	06	Administrative Support	06/05/2014	10/31/2018
FT	20180168	YODER, CONRAD J	M	White	02	Professionals	04/16/2018	

PART I. COUNTY OF KANE – 2017-2018 REGIONAL OFFICE OF EDUCATION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-20.87%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	36.02%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	55.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	19.13%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-12.20%	4.12%	1.25%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	11.87%	-3.90%	-6.17%	45.73%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
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SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 REGIONAL OFFICE OF EDUCATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	3 100%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	18 100%	10 55.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6 33.33%	1 5.56%	1 5.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	2 100%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Regional Office of Education does not have employees in this job category.														
05 - Protective Services: Non Sworn	Regional Office of Education does not have employees in this job category.														
06 - Administrative Support	6 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 83.33%	0 0.00%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Regional Office of Education does not have employees in this job category.														
08 - Service/Maintenance	Regional Office of Education does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

KANE COUNTY SHERIFF'S OFFICE

2016 Labor Analysis

Kane County Sheriff Ron Hain
07/31/17

This document contains the 2016 Equal Employment Opportunity Plan analysis for the Kane County Sheriff's Office.

The Kane County Sheriff's Office is comprised of three (3) separate work groups Sheriff (police), Sheriff (corrections) and Sheriff (court security). Past EEOP reports broke the Sheriff's Office into seven (7) different groups for the purpose of analysis. In an effort to provide a better overall analysis based on functional work area this will be the first report broken down into the three areas, as opposed to the seven. Due to the change in format this report will provide a new baseline for future analysis as opposed to a comparative analysis from last year.

The largest group in the Sheriff's Office falls under the Sheriff Police group. This group comprises Officials (01), Professionals (02), Protective Services Sworn (04), Protective Services Non-Sworn (05) Administrative Support (06) and Skilled Craft (07). The official group has one male white employee which does not allow for comparison to the CLS. The professional category is over represented by male employees as there is only one female in this group. Male whites and male blacks are over-represented by 30 and 20 percent respectively. There are no male employees outside these groups; however the individual variances are less than 4 percent. Protective services sworn is again heavily dominated by male employees. Male whites are over-represented by 13.6 percent and male blacks are under-represented by 6.5 percent. Other variances for males are under 3 percent. Females in this category are all white causing an under-representation of 3.5 percent for female black and 5.4 percent for female Hispanic. Protective services non-sworn has an under-representation of male whites by 23 percent. Male black and male Hispanic are over-represented by 28 and 14 percent respectively. Female whites are over represented by 10 percent and female Hispanics by 8 percent. This is a small group which causes the variances to appear larger than they should be. The administrative support group has one male employee which prevents comparison to the CLS, other than males are under-represented in this group. Female whites are over-represented by 24 percent and female Hispanics by 15 percent. There are no female black employees in this group; however the under-representation is only 3.8 percent. Skilled craft, all three auto mechanics, are male white employees. There is a variance for male Hispanic of almost 30 percent; however all other variances, including female, are under 3 percent.

Corrections unit is comprised of personnel in the Professional, Protective Sworn and Administrative Support classifications. The professional classification is made up of seven personnel, all male. One of which is in the Asian group while the other six are white males. This group is under-represented in all categories in the report, but is over-represented in the white male category. The protective services category is over-represented by white males by 8.77 percent. All other variances are more or less than 3.75 percent. The corrections administrative support group has one male and 10 female employees which causes the CLS to show an under-representation of male employees. Female whites and Hispanics show an over-representation of 21 and 14 percent respectively. Female blacks are under-represented by almost 4 percent. The small work group and over-representation of female employees causes the CLS comparison to be somewhat skewed.

Court Security is made up of one person in the administrative classification. This does not allow for a comparison to the CLS, however, the individual in that position is a male black which causes the representation to far exceed the CLS of 1.59 percent. The remainder of the court security unit fits under the protective services sworn category. The only variance more than 5 percent from the CLS is female white category where this group is 7 percent above the CLS.

The Sheriff's Office continues to have variances in its workforce compared to the CLS; past (and continuing) efforts by the Office at more targeted recruiting, advertising and hiring have shown mixed results at bringing the Office more in line with CLS, but those efforts continue with new methods being

constantly explored. Despite the challenges the Office remains committed to a diversified workforce representing the community.

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 (55 ILCS 5/3-8010). This act requires the Sheriff's Merit Commission to conduct pre-employment testing in order to establish an eligibility list the Sheriff must hire from.

RECRUITING SUMMARY

Unfortunately, budget cutbacks have significantly curtailed attendance at recruitment and job fairs in recent years; however online recruiting efforts have continued to expand and evolve as the media changes including the Sheriff's website and social media accounts.

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 which has introduced many qualified candidates to the job opportunities present at the Office.
- Several local Community Colleges and Universities

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 Policy #1000, "Recruitment and Selection".

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.

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 Policy #1000, "Recruitment and Selection" 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 2016 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 2017. They have provided the final eligibility lists for promotion. The following table reflects the information regarding actual promotions in each category.

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

MALE							FEMALE				
Promotional candidates	total	b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators	0										
Professionals	5		4	1							
Protective Services/ Sworn	32	1	24	3		1		3			
Protective Services/ Non- Sworn	0										
Office/Clerical	0										
Skilled Craft	0										
Service/Maintenance	0										
Total	35										

TRANSFERS

The below table reflects the information on transfers. During 2017 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.

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

DISCIPLINE

The below table reflects the disciplinary actions taken in 2017 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.

MALE							FEMALE				
Discipline	total	b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Oral reprimand	15		10				1	3	1		
Written reprimand	19	1	11					5	2		
Letter of suspension	2	1						1			
Letter of termination	0										
Demotion	0										
total	36	2	21				1	9	3		

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		2								
Lieutenant	8	2	6								
Sergeant/Detective	22	1	20	2				1			
Total	34	3	28	2				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
Director	1		1								
Lieutenant	7		6		1						
Sergeant	14		12	1	1						
Total	22		19	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	0										
Sergeant	4		3	1							
Total	5	1	3	1							



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Ethnic Detail for Sheriff - Corrections Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20000152	AGUIRRE, LUIS X	M	Hispanic or Latino	04	Protective Services: Sworn	08/01/2000	
FT	20150017	ALBERTSEN, JOHN D	M	White	04	Protective Services: Sworn	02/02/2015	
FT	20060142	AZEMI, MERGIM	M	White	04	Protective Services: Sworn	07/31/2006	
FT	20160080	BARGAS, JENNAFER N	F	White	04	Protective Services: Sworn	08/29/2016	05/25/2017
FT	20020110	BARNAT, ROBERT B	M	White	04	Protective Services: Sworn	08/12/2002	
FT	20080020	BECK, DARREN J	M	White	04	Protective Services: Sworn	01/21/2008	07/07/2016
FT	20170500	BELTRAN, JACQUELINE L	F	Hispanic or Latino	04	Protective Services: Sworn	02/27/2016	03/10/2018
FT	20160039	BOCHNAK, ADAM	M	White	04	Protective Services: Sworn	04/04/2016	
FT	19930034	BOMMELMAN, CHRISTIAN W	M	White	04	Protective Services: Sworn	05/24/1993	
FT	20130077	BORNEMANN, TIMOTHY J	M	White	04	Protective Services: Sworn	07/08/2013	12/26/2016
FT	20070216	BREDLAU, JOHN P	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20080048	BRIGUGLIO, LENORE P	F	White	04	Protective Services: Sworn	03/24/2008	
FT	20010042	CAJIC, LEONARD	M	White	04	Protective Services: Sworn	02/26/2001	
FT	19910021	CARTER, WAYNE A	M	White	02	Professionals	05/01/1991	11/01/2017
FT	20040028	CAWVEY, SHERDELL G	M	White	04	Protective Services: Sworn	02/09/2004	
FT	19930035	CONKLIN, CHARLES K	M	Asian	02	Professionals	05/16/1993	
FT	20080148	CROSS, KHARI L	M	Black	04	Protective Services: Sworn	09/16/2008	
FT	20130123	CROWE, KARA K	F	White	04	Protective Services: Sworn	10/07/2013	
FT	20100026	DAVIS, JANEL L	F	White	04	Protective Services: Sworn	03/29/2010	
FT	20080050	DAVIS, NICHOLAS P	M	White	04	Protective Services: Sworn	03/24/2008	
FT	20090062	DEATON, DANIEL	M	White	04	Protective Services: Sworn	10/05/2009	
FT	20020030	DELGADO, DARREN G	M	Hispanic or Latino	04	Protective Services: Sworn	02/25/2002	
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	06/08/1987	05/01/2018
FT	20020031	DESHARNAIS, MARCUS H	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20040029	DIRECTO, JOEL G	M	Asian	04	Protective Services: Sworn	02/09/2004	
FT	20080043	DOMINGUEZ, ALICIA	F	Hispanic or Latino	06	Administrative Support	03/17/2008	
FT	19950043	DUCAY, CHRIS V	M	Asian	04	Protective Services: Sworn	03/26/1995	
FT	20010182	DUNAWAY, PAUL D	M	White	04	Protective Services: Sworn	08/13/2001	
FT	20090011	DURAN CANCINO, LUIS F	M	Hispanic or Latino	04	Protective Services: Sworn	02/02/2009	
FT	19910023	EISENMAN, FRANCISCO S	M	Asian	04	Protective Services: Sworn	05/16/1991	07/01/2017
FT	19890008	FLOWERS, GREGORY M	M	White	02	Professionals	02/16/1989	08/01/2016
FT	19940089	FLOWERS, SCOTT A	M	White	04	Protective Services: Sworn	08/16/1994	
FT	20050181	FRANZEN, NICOLE A	F	White	06	Administrative Support	08/22/2005	
FT	20170004	GARCIA, ALAN	M	Hispanic or Latino	04	Protective Services: Sworn	01/02/2017	
FT	20040030	GATS, MARK G	M	White	04	Protective Services: Sworn	02/09/2004	
FT	20080155	GIBBONS, JOHN F	M	White	04	Protective Services: Sworn	10/06/2008	

FT	20050157	GILLUM, DEVON S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20160079	GUERRERO, KARINA	F	Hispanic or Latino	06	Administrative Support	08/29/2016	
FT	20080027	GULANCZYK, GREG	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20070214	HANCZAR, MARISA A	F	White	04	Protective Services: Sworn	12/10/2007	01/01/2018
FT	19980124	HANSON, DONALD D	M	White	04	Protective Services: Sworn	07/13/1998	
FT	20070088	HARDEKOPF, ADAM T	M	White	04	Protective Services: Sworn	05/29/2007	
FT	20010043	HAYES, PHILIP L	M	White	04	Protective Services: Sworn	02/26/2001	02/01/2017
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	07/14/2003	
FT	19960081	HEWITT, CHRISTOPHER R	M	White	04	Protective Services: Sworn	05/13/1996	
FT	19920016	HICKEY, JOHN V	M	White	02	Professionals	05/01/1992	
FT	19950155	HOFFMAN, JOHN P	M	White	04	Protective Services: Sworn	09/29/1995	
FT	19920001	HOLLOWAY, DANIEL D	M	White	04	Protective Services: Sworn	01/16/1992	03/01/2019
FT	20050039	HUGHES, KELLY M	F	White	04	Protective Services: Sworn	02/14/2005	
FT	19990071	HUGHES, RANDY A	M	White	04	Protective Services: Sworn	03/29/1999	03/01/2019
FT	19950060	HUNGER, COREY J	M	White	02	Professionals	04/16/1995	
FT	20120085	HUNT, JUSTIN J	M	White	04	Protective Services: Sworn	10/01/2012	
FT	19910043	HUSTON, MICHAEL E	M	White	04	Protective Services: Sworn	08/18/1991	
FT	20170005	JOHNSON, ERIC D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20040032	JOHNSON, JOHN H	M	Black	04	Protective Services: Sworn	02/09/2004	
FT	20150016	KEATY, ANTHONY P	M	White	04	Protective Services: Sworn	02/02/2015	
FT	19920018	KEATY, PATRICK M	M	White	02	Professionals	05/24/1992	09/07/2018
FT	20080028	KHOLLMAN, CORY S	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20060187	KMIECIAK, BRETT M	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20090014	KOBALD JR, RAYMOND C	M	White	04	Protective Services: Sworn	02/02/2009	
FT	20010081	KOMES, DIANE K	F	White	06	Administrative Support	04/16/2001	
FT	20010183	KRAWCZYK, JERRY	M	White	04	Protective Services: Sworn	08/13/2001	
FT	20000021	LAMBERT, SUSAN A	F	White	04	Protective Services: Sworn	02/22/2000	
FT	19950044	LANG, DONALD J	M	White	04	Protective Services: Sworn	03/26/1995	04/01/2019
FT	20060105	LARRY, BRADLEY J	M	White	04	Protective Services: Sworn	12/10/2007	12/04/2017
FT	20080060	LAVIGNE, JASON R	M	White	04	Protective Services: Sworn	04/14/2008	
FT	20080129	LETSINGER, DANIELLE D	F	White	06	Administrative Support	08/18/2008	
FT	19910033	LEWIS, JAMES C	M	White	02	Professionals	06/01/1991	
FT	19990255	LOOMIS, SHAWN M	M	White	04	Protective Services: Sworn	11/08/1999	
FT	20110028	LUCANIA, TANYA R	F	White	04	Protective Services: Sworn	03/14/2011	
FT	20000137	LUNDIN, MARY F	F	White	04	Protective Services: Sworn	07/17/2000	
FT	20070138	LUNGREN, KEVIN M	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20080031	MALEK, NICOLE G	F	White	04	Protective Services: Sworn	02/04/2008	
FT	20060106	MANN, BRYAN W	M	White	04	Protective Services: Sworn	05/30/2006	
FT	19950173	MARCRUM, GREGORY A	M	White	04	Protective Services: Sworn	09/29/1995	

FT	19920020	MARCRUM, LARRY S	M	White	04	Protective Services: Sworn	05/12/1992	12/01/2017
FT	20070136	MCGILL, RYNE E	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20040102	MCKANNA, SCOTT A	M	White	04	Protective Services: Sworn	05/24/2004	
FT	19960159	MCKINESS, RANDIE S	M	White	04	Protective Services: Sworn	09/01/1996	06/03/2018
FT	20080154	MEZA, JUAN G	M	Hispanic or Latino	04	Protective Services: Sworn	10/06/2008	
FT	20010173	MILLER, BLYTHE A	F	White	04	Protective Services: Sworn	08/06/2001	
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	02/02/2009	
FT	20000138	MONTAVON, STEVEN D	M	White	04	Protective Services: Sworn	07/17/2000	
FT	20030123	MONTAVON, VICTORIA J	F	White	04	Protective Services: Sworn	07/14/2003	
FT	20160081	MORGAN, ALEXANDER S	M	White	04	Protective Services: Sworn	08/29/2016	
FT	20050211	MORRISON, GARRY J	M	White	04	Protective Services: Sworn	09/19/2005	
FT	20000016	NALLY, JAMES P	M	White	04	Protective Services: Sworn	02/07/2000	
FT	20030037	NELSON, MARK A	M	White	04	Protective Services: Sworn	03/03/2003	
FT	19980127	NORRIS, RUSSEL H	M	White	04	Protective Services: Sworn	07/13/1998	
FT	20000139	O'CONNOR, HUGH G	M	White	04	Protective Services: Sworn	07/17/2000	
FT	19960218	OLALDE, MANUEL E	M	Hispanic or Latino	04	Protective Services: Sworn	11/04/1996	
FT	20020036	OSMANI, PERPARIM	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20120088	PACK, CATHERINE A	F	White	06	Administrative Support	10/09/2012	
FT	20160019	PEREZ, HECTOR A	M	Hispanic or Latino	04	Protective Services: Sworn	02/01/2016	
FT	20170240	REICHARDT, RYAN T	M	White	04	Protective Services: Sworn	02/16/2017	
FT	19970029	ROBINSON, EVERETT D	M	Black	04	Protective Services: Sworn	01/27/1997	
FT	20160083	RODRIGUEZ, ANTONIO P	M	Hispanic or Latino	04	Protective Services: Sworn	08/29/2016	03/18/2019
FT	19990074	RODRIGUEZ, YOLANDA A	F	Hispanic or Latino	04	Protective Services: Sworn	03/29/1999	04/01/2019
FT	20160044	ROOT, SAMUEL J	M	White	04	Protective Services: Sworn	04/04/2016	04/07/2017
FT	20020037	RYDER, JOSHUA A	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20160085	SCEEREY, JOSEPH W	M	White	04	Protective Services: Sworn	08/29/2016	
FT	20040034	SCHNITZLER, THOMAS J	M	White	04	Protective Services: Sworn	02/09/2004	
FT	20120002	SCOTT, SAMUEL R	M	White	04	Protective Services: Sworn	01/17/2012	
FT	20080032	SEEGO JR., CARMINE A	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20140056	SINGER, RANDY W	M	White	04	Protective Services: Sworn	05/12/2014	
FT	19970072	SMITH, DONALD D	M	White	04	Protective Services: Sworn	04/07/1997	01/01/2018
FT	20070030	SMITH, JUSTIN W	M	White	04	Protective Services: Sworn	02/13/2007	
FT	20080087	SODERDAHL, LINDSAY M	F	White	06	Administrative Support	06/09/2008	
FT	20130158	SOTO, MICHELLE A	F	Hispanic or Latino	06	Administrative Support	11/18/2013	02/28/2019
FT	20160041	SPRINGER, STEVEN M	M	White	04	Protective Services: Sworn	04/04/2016	
FT	19940018	STEBERL, KATHLEEN A	F	White	06	Administrative Support	02/01/1994	
FT	20060188	STROSSNER, DEL D	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20030038	SWICK, JAMES A	M	White	04	Protective Services: Sworn	03/03/2003	
FT	19910028	TANT, DOMI L	F	White	04	Protective Services: Sworn	05/06/1991	06/01/2017

FT	20160040	THOMAS, MEGAN R	F	Black	04	Protective Services: Sworn	04/04/2016	11/02/2018
FT	19980093	THOMAS, PRUE C Sr	M	Black	04	Protective Services: Sworn	06/03/1998	
FT	20090013	TIERNEY, PATRICK M	M	White	04	Protective Services: Sworn	02/02/2009	
FT	20050160	TIMMERMAN, PAUL S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20070137	TOUSIGNANT, MARK A	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20170222	TOWNSEND, ZACHARY W	M	White	04	Protective Services: Sworn	02/16/2017	11/10/2017
FT	19990212	TROTTIER, THOMAS J	M	White	04	Protective Services: Sworn	09/20/1999	
FT	20060189	TRYGAR, MATTHEW J	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20170228	TURCIOS, STEVEN G	M	Hispanic or Latino	04	Protective Services: Sworn	02/16/2017	
FT	20150073	UNDESSER, JOHN R	M	White	04	Protective Services: Sworn	07/06/2015	09/09/2017
FT	20150078	VANBUREN, AUSTIN JAMES	M	White	04	Protective Services: Sworn	07/28/2015	01/18/2017
FT	20170006	WAGNER, ANDREW S	M	White	04	Protective Services: Sworn	01/02/2017	05/09/2018
FT	20030040	WATSON, JACOB S	M	White	04	Protective Services: Sworn	03/03/2003	
FT	20140113	WHEELER, MARY M	F	White	06	Administrative Support	09/08/2014	
FT	20050161	WILLIAMS, DURRELL E	M	Black	04	Protective Services: Sworn	07/18/2005	
FT	20030124	WILLIAMS, PAMELA M	F	Black	04	Protective Services: Sworn	07/14/2003	
FT	20090012	WILSON, OLIVER E	M	Black	04	Protective Services: Sworn	02/02/2009	
FT	20160087	WILWERS, CHRISTOPHER T	M	White	04	Protective Services: Sworn	08/29/2016	
FT	19980091	WOODS, WILLIAM R	M	White	06	Administrative Support	06/01/1998	
FT	20040035	ZILLGES, LAURA A	F	White	04	Protective Services: Sworn	02/09/2004	

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - CORRECTIONS UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	85.71%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	49.29%	-1.45%	-3.76%	10.73%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	68.91%	5.04%	7.56%	2.52%	0.00%	0.00%	0.00%	12.61%	1.68%	1.68%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	9.35%	-2.74%	-1.49%	0.62%	0.00%	0.00%	-1.08%	1.49%	-1.81%	-3.72%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.64%	0.00%	27.27%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-19.42%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	21.44%	-3.96%	14.84%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - CORRECTIONS WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Sheriff - Corrections does not have employees in this job category.														
02 - Professionals	7	6	0	0	1	0	0	0	0	0	0	0	0	0	0
	100%	85.71%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Sheriff - Corrections does not have employees in this job category.														
04 - Protective Services: Sworn	119	82	6	9	3	0	0	0	15	2	2	0	0	0	0
	100%	68.91%	5.04%	7.56%	2.52%	0.00%	0.00%	0.00%	12.61%	1.68%	1.68%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Sheriff - Corrections does not have employees in this job category.														
06 - Administrative Support	11	1	0	0	0	0	0	0	7	0	3	0	0	0	0
	100%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.64%	0.00%	27.27%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Sheriff - Corrections does not have employees in this job category.														
08 - Service/Maintenance	Sheriff - Corrections does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Sheriff - Court Security Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20080041	AGUIRRE, FRANCISCO J	M	Hispanic or Latino	04	Protective Services: Sworn	03/12/2008	
FT	20050238	ANZELONE, JOSEPH	M	White	04	Protective Services: Sworn	11/01/2005	
FT	20110098	BATITSAS, PETER S	M	White	04	Protective Services: Sworn	08/18/2014	12/16/2016
FT	20170697	BECK, ZACHARY J	M	White	04	Protective Services: Sworn	06/26/2017	
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	02/07/2011	
FT	20160008	DIAZ, ANGELICA	F	Hispanic or Latino	04	Protective Services: Sworn	12/28/2015	
FT	19980246	DUDA, KIMBERLY A	F	White	04	Protective Services: Sworn	12/14/1998	
FT	20110033	FEIZA, DEREK J	M	White	04	Protective Services: Sworn	04/18/2011	
FT	20050058	FISHER, LINDA A	F	White	04	Protective Services: Sworn	03/14/2005	
FT	20000102	FLETCHER, LLOYD	M	White	04	Protective Services: Sworn	06/06/2000	
FT	20050213	GABRIELSON, MATTHEW J	M	White	04	Protective Services: Sworn	09/26/2005	
FT	20170695	GARCIA, RAYMOND K	M	Hispanic or Latino	04	Protective Services: Sworn	06/26/2017	
FT	20160093	GONZALES, GIDEON W	F	Hispanic or Latino	04	Protective Services: Sworn	09/12/2016	03/07/2019
FT	20110044	GRANT, ROBERT D	M	White	04	Protective Services: Sworn	06/06/2011	
PT	20130144	HAMMOND, JOHN D	M	White	04	Protective Services: Sworn	10/28/2013	
FT	20080074	HAYES, PAUL V	M	White	04	Protective Services: Sworn	05/12/2008	
FT	20170007	IRIZARRY, JONATHAN	M	Hispanic or Latino	04	Protective Services: Sworn	01/02/2017	
FT	20150004	JACKSON, EDDIE A	M	Black	01	Official/Administration	01/04/2015	
PT	19910025	JACKSON, KEVIN D	M	Black	04	Protective Services: Sworn	03/06/2017	
FT	20150110	JOHNSON, CHRISTOPHER J	M	Black	04	Protective Services: Sworn	09/21/2015	03/22/2017
FT	20130020	JOHNSTON, JAMES W	M	White	04	Protective Services: Sworn	02/25/2013	
FT	20170008	KEINATH, KEVIN R	M	White	04	Protective Services: Sworn	01/02/2017	01/02/2019
FT	20160072	KURTZ, TRAVIS B	M	White	04	Protective Services: Sworn	07/25/2016	09/23/2016
FT	20060184	LANDBERG, KEITH D	M	White	04	Protective Services: Sworn	10/02/2006	06/23/2017
FT	20150083	LOPEZ, ALEXANDER	M	Hispanic or Latino	04	Protective Services: Sworn	08/03/2015	12/29/2017
FT	19980182	MADIGAN, SANDRA A	F	White	04	Protective Services: Sworn	09/08/1998	
FT	19990068	MEETERS, STEVEN D	M	White	04	Protective Services: Sworn	03/22/1999	
FT	20140003	MOOI, JESSICA A	F	White	04	Protective Services: Sworn	01/06/2014	11/30/2018
FT	20170662	MUEHLBAUER, MARISSA J	F	White	04	Protective Services: Sworn	03/27/2017	
FT	20040021	NELMS, SHIRLEY A	F	Black	04	Protective Services: Sworn	01/26/2004	
FT	20150122	NILES, WESLEY S T	M	Asian	04	Protective Services: Sworn	10/13/2015	
FT	19970234	OESTERREICHER, CLAUDE L	M	White	04	Protective Services: Sworn	12/01/1997	09/02/2016
FT	20160042	OLSEN, KYLE D	M	White	04	Protective Services: Sworn	04/04/2016	05/30/2017
FT	20170696	OLSON, VICKI L	F	White	04	Protective Services: Sworn	06/26/2017	
FT	20150121	PEREZ, NAYELLI	F	Hispanic or Latino	04	Protective Services: Sworn	10/13/2015	08/07/2018
FT	20130175	PISZCZEK, RUSSELL J	M	White	04	Protective Services: Sworn	12/30/2013	

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	04/19/2011	
FT	19970002	THE ESTATE OF QUINN, HOLLY A	F	White	04	Protective Services: Sworn	01/02/1997	04/07/2017
FT	20050017	VAN VLERAH, ROGER A	M	White	04	Protective Services: Sworn	01/10/2005	07/29/2016
FT	19930018	WAGNER, DAVID E	M	White	04	Protective Services: Sworn	03/01/1993	01/25/2019
FT	20120086	WEBSTER, WILLIAM A	M	White	04	Protective Services: Sworn	10/09/2012	
FT	20140092	WYATT, TYLER F	M	White	04	Protective Services: Sworn	07/30/2014	
FT	20170694	ZOCHERT, SARAH T	F	White	04	Protective Services: Sworn	06/26/2017	

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - COURT SECURITY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	98.41%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	56.82%	4.55%	9.09%	2.27%	0.00%	0.00%	0.00%	18.18%	2.27%	6.82%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-2.74%	-3.24%	0.04%	0.37%	0.00%	0.00%	-1.08%	7.06%	-1.22%	1.42%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - COURT SECURITY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Sheriff - Court Security does not have employees in this job category.														
03 - Technicians	Sheriff - Court Security does not have employees in this job category.														
04 - Protective Services: Sworn	44 100%	25 56.82%	2 4.55%	4 9.09%	1 2.27%	0 0.00%	0 0.00%	0 0.00%	8 18.18%	1 2.27%	3 6.82%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Sheriff - Court Security does not have employees in this job category.														
06 - Administrative Support	Sheriff - Court Security does not have employees in this job category.														
07 - Skilled Craft	Sheriff - Court Security does not have employees in this job category.														
08 - Service/Maintenance	Sheriff - Court Security does not have employees in this job category.														

Key

W - White

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T - Two or More Races

Printed on

Ethnic Detail for Sheriff - Sheriff Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950153	ALBA, ALDO A	M	Hispanic or Latino	04	Protective Services: Sworn	09/08/1995	
FT	20170512	ARREDONDO, ALEJANDRA	F	Hispanic or Latino	06	Administrative Support	02/27/2017	
FT	20080065	ASTORGA, SONIA	F	Hispanic or Latino	06	Administrative Support	04/28/2008	
FT	19960175	BARROWS, SHAWN D	M	White	04	Protective Services: Sworn	09/09/1996	
FT	19930052	BEATUS, MICHAEL J	M	White	02	Professionals	07/01/1993	
FT	20160037	BENSON, STEVEN G	M	White	04	Protective Services: Sworn	03/21/2016	
FT	20060067	BIDDLE, ANDREW T	M	White	04	Protective Services: Sworn	04/04/2006	
FT	19920011	BJORNSON, CAROLINE R	F	White	06	Administrative Support	03/16/1992	
FT	19870006	BLACKSMITH, EMILY A	F	White	06	Administrative Support	03/01/1987	09/04/2018
FT	19950056	BOBER, RAYMOND M Jr	M	White	05	Protective Services: Non Sworn	04/16/1995	06/04/2018
FT	20070058	BODIN, JEFFREY M	M	White	04	Protective Services: Sworn	04/02/2007	
FT	20060081	BRAUER, DOUGLAS P	M	White	04	Protective Services: Sworn	04/17/2006	
FT	20030110	BRUENING, STEVEN L	M	White	04	Protective Services: Sworn	06/04/1998	
FT	19820013	BUMBAR, JEFFREY	M	White	07	Skilled Craft	09/01/1982	
FT	19790006	BUMGARNER, THOMAS L	M	White	01	Official/Administration	06/10/1979	04/10/2018
FT	20140078	BURGERT, PETER A	M	White	04	Protective Services: Sworn	07/07/2014	
FT	19950195	CAMPBELL, CRAIG K	M	Black	02	Professionals	11/01/1995	01/04/2019
FT	20050068	CATICH, EDWARD K	M	White	04	Protective Services: Sworn	04/04/2005	
FT	19860004	COLE, COLLEEN M	F	White	06	Administrative Support	04/01/1986	
FT	19930014	COLLINS, CHRISTOPHER J	M	White	02	Professionals	03/17/1993	
FT	19980042	COLLINS, STEVEN W	M	White	04	Protective Services: Sworn	03/16/1998	
FT	20110099	CONLEY, SARAH L	F	White	04	Protective Services: Sworn	01/01/2012	
FT	19930036	CYZEN, KENNETH J	M	White	04	Protective Services: Sworn	05/18/1993	
FT	19940067	DEMETER, BRIAN W	M	White	04	Protective Services: Sworn	06/24/1994	
FT	20080061	DEUCHLER, SUSAN J	F	White	04	Protective Services: Sworn	04/21/2008	
FT	20020149	DURHAM, THOMAS A	M	White	04	Protective Services: Sworn	09/23/2002	
FT	20070118	DZAFERI CRAMER, LULE	F	White	06	Administrative Support	06/18/2007	
FT	19980195	EDWARDS, WALTER F	M	Black	04	Protective Services: Sworn	09/18/1998	03/01/2019
FT	19980139	FEIZA, AARON J	M	White	04	Protective Services: Sworn	08/03/1998	
FT	19940021	FISHER, ERIC S	M	White	02	Professionals	02/16/1994	06/17/2019
FT	20030099	FLANNERY, MICHAEL C	M	Hispanic or Latino	04	Protective Services: Sworn	06/09/2003	11/02/2018
FT	19940070	FLOWERS, TIMOTHY W	M	White	04	Protective Services: Sworn	07/01/1994	
FT	20140004	FRANTZEN, BROOKE K	F	White	04	Protective Services: Sworn	01/06/2014	
FT	20020186	FRIEDRICH, JANET L	F	White	06	Administrative Support	11/25/2002	
FT	19960176	GARDNER, KEITH A	M	White	04	Protective Services: Sworn	09/09/1996	
FT	19960158	GARTLAND, JAMIE	M	White	04	Protective Services: Sworn	09/01/1996	

FT	19990201	GAST, DAVID D	M	White	04	Protective Services: Sworn	09/07/1999	
FT	19990125	GATSKE, WILLIAM A	M	White	04	Protective Services: Sworn	06/21/1999	
FT	19960070	GENGLER, PATRICK J	M	White	02	Professionals	04/19/1996	
FT	19970058	GENTRY, BRANDEN W	M	White	04	Protective Services: Sworn	03/21/1997	05/02/2017
FT	20010146	GOMEZ, JOSE C	M	Hispanic or Latino	05	Protective Services: Non Sworn	06/26/2001	
FT	19990145	GONCHER, MATTHEW J	M	White	04	Protective Services: Sworn	07/19/1999	
FT	20030036	HAIN, RONALD C	M	White	04	Protective Services: Sworn	03/03/2003	
FT	20070026	HAMBLIN, DENISE E	F	White	06	Administrative Support	02/20/2007	
FT	20060185	HARNACK, JONATHAN D	M	White	04	Protective Services: Sworn	10/02/2006	
FT	19980086	HARRISON, GARY W	M	White	07	Skilled Craft	06/01/1998	
FT	20050027	HOFFMAN, TERENCE L	M	White	04	Protective Services: Sworn	02/01/2005	
FT	20120008	HOYT, TREVOR L	M	White	04	Protective Services: Sworn	02/10/2012	
FT	20050215	HUMM, MATTHEW A	M	White	04	Protective Services: Sworn	09/26/2005	
FT	20050088	JOHANNESSEN, ASHLEIGH N	F	White	06	Administrative Support	05/16/2005	
FT	20030155	JOHNSON, AMY R	F	White	04	Protective Services: Sworn	09/02/2003	
FT	19980046	JOHNSON, KENNETH E	M	White	04	Protective Services: Sworn	03/30/1998	
FT	19980047	JONES, STEVEN W	M	Hispanic or Latino	04	Protective Services: Sworn	03/30/1998	
FT	20050069	KAUS, KRYSTA M	F	White	04	Protective Services: Sworn	04/04/2005	
FT	20120028	KOFFENBERGER, DEANNA V	F	White	04	Protective Services: Sworn	04/29/2012	
FT	20110020	KOPF, DIANA	F	White	04	Protective Services: Sworn	02/13/2011	
FT	20160018	KRAMER, COLIN J	M	White	04	Protective Services: Sworn	02/01/2016	
FT	20160006	KRAMER, GABRIELA A	F	Hispanic or Latino	06	Administrative Support	12/28/2015	
FT	20130164	LARKIN, JACQUELYN R	F	White	05	Protective Services: Non Sworn	12/02/2013	
FT	20010092	LENTZ, JENNIFER A	F	White	05	Protective Services: Non Sworn	05/01/2001	
FT	19980201	LEWIS, BRIAN T	M	White	04	Protective Services: Sworn	09/28/1998	
FT	19950001	LYNE, CHERYL A	F	White	04	Protective Services: Sworn	01/01/1995	
FT	20160094	MANSKI, MATTHEW R	M	White	04	Protective Services: Sworn	09/12/2016	
FT	20080056	MARQUEZ, JUAN A	M	Hispanic or Latino	04	Protective Services: Sworn	04/03/2008	
FT	19920021	MAYES, WILLIE M	M	Black	02	Professionals	05/13/1992	03/01/2019
FT	19960257	MCCARTY, BRIAN J	M	White	02	Professionals	12/16/1996	
FT	20050159	MCKINNESS, BRANDON S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20150038	MEEKS, ANTHONY R	M	White	02	Professionals	04/13/2015	
FT	20120019	MONAGHAN, RYAN J	M	White	04	Protective Services: Sworn	03/25/2012	
FT	20060078	MORAVEC, NATHAN M	M	White	04	Protective Services: Sworn	04/17/2006	
FT	20110042	MULDER, ERIN L	F	White	06	Administrative Support	05/17/2011	
FT	19870017	O'HARA, DANIEL T	M	White	04	Protective Services: Sworn	07/20/1987	08/12/2016
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	04/23/2012	

FT	20160038	PHELPS, WESLEY L	M	White	04	Protective Services: Sworn	03/21/2016	
FT	19970099	POGORZELSKI, EDWARD A	M	White	04	Protective Services: Sworn	05/19/1997	08/01/2016
FT	20170003	QUINN, KYLE D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20150126	RAMSDEN, JONATHAN J	M	White	06	Administrative Support	10/26/2015	
FT	19960160	RAY, ORLANDO T	M	Black	05	Protective Services: Non Sworn	09/01/1996	
FT	20100042	RECKINGER, DEBRA L	F	White	06	Administrative Support	06/17/2010	
FT	19940090	REITMEYER, STEVEN E	M	White	04	Protective Services: Sworn	08/16/1994	03/02/2017
FT	19950154	ROBERTS, DAWN M	F	White	04	Protective Services: Sworn	09/08/1995	09/09/2017
FT	19950002	RODRIGUEZ, SALVADOR	M	Hispanic or Latino	04	Protective Services: Sworn	01/01/1995	
FT	20040057	ROGAWSKI, RONALD P	M	White	05	Protective Services: Non Sworn	04/01/2004	
FT	20160102	ROJKOWSKI, RYAN R	M	White	04	Protective Services: Sworn	09/26/2016	
FT	19880034	ROSEBUSH, THOMAS F	M	White	04	Protective Services: Sworn	10/03/1988	08/02/2016
FT	19970024	RUCHAJ, CHRISTOPHER M	M	White	04	Protective Services: Sworn	01/24/1997	
FT	20040105	SAENZ PESINA, EVER	M	Hispanic or Latino	04	Protective Services: Sworn	05/24/2004	04/02/2017
FT	20170513	SALGADO, NORA	F	Hispanic or Latino	06	Administrative Support	02/27/2017	
FT	20140126	SALINAS, JOSEPH	M	Hispanic or Latino	04	Protective Services: Sworn	09/28/2014	01/13/2018
FT	20030120	SALINAS, RAUL	M	Hispanic or Latino	04	Protective Services: Sworn	07/14/2003	
FT	20170661	SCHULTZ, MATTHEW J	M	White	04	Protective Services: Sworn	03/27/2017	
FT	19970015	SCHURING, PHILLIP P	M	White	04	Protective Services: Sworn	01/10/1997	
FT	20120077	SCHWAB, ANDREW C	M	White	04	Protective Services: Sworn	09/28/2012	
FT	19970180	SEIDELMAN, JAMES A	M	White	04	Protective Services: Sworn	09/12/1997	11/28/2017
FT	20130067	SENESE, HAYDEN D	M	White	07	Skilled Craft	06/24/2013	
FT	20160020	STONER, KIMBERLY C	F	White	06	Administrative Support	02/01/2016	12/30/2016
FT	19980006	STRIKE, MITZI A	F	White	02	Professionals	01/05/1998	01/04/2019
FT	19930006	THOMPSON, CRYSTAL M	F	White	06	Administrative Support	01/16/1993	
FT	19940116	THORGESEN, DAVID A	M	White	04	Protective Services: Sworn	10/09/1994	
FT	20150111	THRUN, JAMES P	M	White	04	Protective Services: Sworn	09/21/2015	
FT	19900037	TINDALL, KEVIN W	M	White	04	Protective Services: Sworn	08/20/1990	
FT	20010147	TOWERS, STANLEY	M	White	04	Protective Services: Sworn	11/01/1995	
FT	19970225	TYLER, WILLIE J	M	Black	05	Protective Services: Non Sworn	11/17/1997	12/31/2017
FT	20030112	VELAZQUEZ, JUAN G	M	Asian	04	Protective Services: Sworn	06/30/2003	
FT	20160009	VIDRIO, ALFRED	M	Hispanic or Latino	04	Protective Services: Sworn	12/28/2015	
FT	20060007	WALLACE, DENNY L	M	White	04	Protective Services: Sworn	01/04/2006	
FT	19890011	WALLACE, KOREY A	M	White	04	Protective Services: Sworn	02/07/1989	02/13/2018
FT	19980175	WARREN, PAUL K	M	White	04	Protective Services: Sworn	09/01/1998	
FT	20170002	WASSON, RYAN D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20120038	WEIBLER, JENNIFER A	F	White	06	Administrative Support	06/25/2012	
FT	20030102	WIDLARZ, MICHAEL J	M	White	04	Protective Services: Sworn	06/09/2003	

FT	20080049	WILGOSIEWICZ, MICHAEL	M	White	04	Protective Services: Sworn	03/24/2008	
FT	19920022	WILLIAMS, KEVIN E	M	White	02	Professionals	05/05/1992	
FT	19970017	WOLF, DAVID R	M	White	04	Protective Services: Sworn	01/10/1997	
FT	20000006	WOLF, NICHOLAS G	M	White	04	Protective Services: Sworn	01/03/2000	
FT	20100045	WOODS, BRITTANY M	F	Hispanic or Latino	06	Administrative Support	07/19/2010	
FT	19930019	ZENTMYER, BRAD	M	White	04	Protective Services: Sworn	03/16/1993	
FT	20080112	ZINKE, KIMBERLY J	F	White	04	Protective Services: Sworn	07/03/2008	
FT	20140012	ZYDZIK, CHRISTOPHER L	M	White	04	Protective Services: Sworn	01/19/2014	05/11/2018

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - SHERIFF UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	66.67%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	30.24%	20.77%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-34.42%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	73.17%	1.22%	12.20%	1.22%	0.00%	0.00%	0.00%	12.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	13.61%	-6.56%	3.14%	-0.69%	0.00%	0.00%	-1.08%	1.08%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	28.57%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-23.54%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	-10.87%	0.00%	-8.45%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
Workforce #%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	27.78%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-22.95%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	24.47%	-3.96%	15.34%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	41.51%	-1.74%	-29.83%	-1.89%	-0.19%	0.00%	-0.32%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 SHERIFF - SHERIFF WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	10 100%	7 70.00%	2 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 10.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Sheriff - Sheriff does not have employees in this job category.														
04 - Protective Services: Sworn	81 100%	59 72.84%	1 1.23%	10 12.35%	1 1.23%	0 0.00%	0 0.00%	0 0.00%	10 12.35%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	7 100%	2 28.57%	2 28.57%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 28.57%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	18 100%	1 5.56%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	12 66.67%	0 0.00%	5 27.78%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	3 100%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
08 - Service/Maintenance	Sheriff - Sheriff does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY SHERIFF'S OFFICE

2017 Labor Analysis

Kane County Sheriff Ron Hain
07/31/18

This document contains the 2017 Equal Employment Opportunity Plan analysis for the Kane County Sheriff's Office.

The Kane County Sheriff's Office is comprised of three (3) separate work groups Sheriff (police), Sheriff (corrections) and Sheriff (court security). Past EEOP reports broke the Sheriff's Office into seven (7) different groups for the purpose of analysis. In an effort to provide a better overall analysis based on functional work areas this will be the first report broken down into the three areas as opposed to the seven. Last year provided the baseline for the CLS comparison this will be the first comparison using the three division breakdown of the Sheriff's Office. The comparison shows minimal change from 2016-2017.

The largest group in the Sheriff's Office falls under the Sheriff Police group. This group comprises Officials (01), Professionals (02), Protective Services Sworn (04), Protective Services Non-Sworn (05) Administrative Support (06) and Skilled Craft (07). The Official has one male white employee which does not allow for comparison to the CLS. This is unchanged from 2016 to 2017. The Professional category is over represented by male employees as there is only one female in this group. This continues from 2016 to 2017. Male whites and male blacks are over-represented by 26 and 23 percent respectively which is a 3 percent decrease for male whites and a 3 percent increase for male blacks from 2016 to 2017. There are no male employees outside these groups; however the individual variances are less than 4 percent. Protective services sworn is again heavily dominated by male employees. Male whites are over-represented by 13 percent and male blacks are under-represented by 5 percent. Other variances for males are under 3 percent. Females in this category are all white causing an under-representation of 3.5 percent for female black and 5.4 percent for female Hispanic. All changes are within 2 percent from 2016-2017. Protective services non-sworn has an under-representation of male whites by 23 percent. Male black and male Hispanic are over-represented by 28 and 14 percent respectively. Female whites are over represented by 10 percent and female Hispanics by 8 percent. These numbers remain unchanged from 2016 to 2017. This is a small group which causes the variances to appear larger than they should be. The administrative support group has one male employee which prevents comparison to the CLS other than males are under-represented in this group. This number remains unchanged from 2016 to 2017. Female whites are over-represented by 22 percent and female Hispanics by 16.9 percent. This reflects a 2 percent decrease for female white and a 2 percent increase for female Hispanic from 2016 to 2017. There are no female black employees in this group; however the under-representation is only 3.8 percent. All other variances remain less than 3 percent. Skilled craft, all three auto mechanics, are male white employees. There is a variance for male Hispanic of almost 30%; however all other variances, including female, are under 3 percent. These numbers remain unchanged from 2016 to 2017.

Corrections unit is comprised of personnel in the Professional, Protective Sworn and Administrative Support classifications. The professional classification (02) is made up of seven personnel, all male. One of which is in the Asian group while the other 6 are white males. This group is under-represented in all categories in the report, but is over-represented in the white male category. There is no change in this group from 2016 to 2017. The protective services (04) category is over-represented by white males by 8.47 percent. All other variances are more or less than 3.75%. This reflects a minimal change from 2016 to 2017. The corrections administrative support group has one male and 10 female employees which causes the CLS to show an under-representation of male employees. Female whites and Hispanics show an over-representation of 21 and 14 percent respectively. Female blacks are under-represented by almost 4 percent. There is no change in this group from 2016 to 2017. The small work group and over-representation of female employees causes the CLS comparison to be somewhat skewed.

Court Security is made up of one person in the administrative classification (01). This does not allow for a comparison to the CLS, however, the individual in that position is a male black which causes the

representation to far exceed the CLS of 1.59 percent. The remainder of the court security unit fits under the protective services sworn (04) category. The only variance more than 5% from the CLS is female white category where this group is 7% above the CLS. This is reflective of no change from 2016 to 2017 comparison.

The Sheriff's Office continues to have variances in its workforce compared to the CLS; past (and continuing) efforts by the Office at more targeted recruiting, advertising and hiring have shown mixed results at bringing the Office more in line with CLS, but those efforts continue with new methods being constantly explored. Despite the challenges the Office remains committed to a diversified workforce representing the community.

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 (55 ILCS 5/3-8010). This act requires the Sheriff's Merit Commission to conduct pre-employment testing in order to establish an eligibility list the Sheriff must hire from.

RECRUITING SUMMARY

Unfortunately, budget cutbacks have significantly curtailed attendance at recruitment and job fairs in recent years; however online recruiting efforts have continued to expand and evolve as the media changes including the Sheriff's website and social media accounts.

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 which has introduced many qualified candidates to the job opportunities present at the Office.
- Several local Community Colleges and Universities

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 Policy #1000, "Recruitment and Selection".

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.

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 Policy #1000, "Recruitment and Selection" 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 2016 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 2017. 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/AN	B	W	H	A/PI	AI/AN
Officials/Administrators	0		0								
Professionals	2	1	1								
Protective Services/ Sworn	2		2								
Protective Services/ Non- Sworn	0		0								
Office/Clerical	0		0								
Skilled Craft	0		0								
Service/Maintenance	0		0								
Total	4	1	3								

Promotional candidates	total	MALE					FEMALE				
		b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators	0										
Professionals			4	1							
Protective Services/ Sworn		1	15	4				2			
Protective Services/ Non- Sworn	0										
Office/Clerical	0										
Skilled Craft	0										
Service/Maintenance	0										
Total	4	1	3								

TRANSFERS

The below table reflects the information on transfers. During 2017 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.

		MALE					FEMALE				
Transfers	total	b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Officials/Administrators	0										
Professionals	0										
Protective Services/ Sworn	25	1	20	1			1	2			
Protective Services/ Non-Sworn	0										
Office/Clerical	0										
Skilled Craft	0										
Service/Maintenance	0										
Total	25										

DISCIPLINE

The below table reflects the disciplinary actions taken in 2017 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.

MALE							FEMALE				
Discipline	total	b	w	h	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Oral reprimand	9	1	5				1		2		
Written reprimand	21	3	12	2				3	1		
Letter of suspension	19	4	12	2				1			
Letter of termination	0										
Demotion	0										
total	49	8	29	4			1	4	3		

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		2								
Lieutenant	8	2	6								
Sergeant/Detective	22	1	20	2				2			
Total	34	3	28	2				2			

This table represents the **Corrections Division**.

Positions	total	MALE					FEMALE				
		B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Director	1		1								
Lieutenant	5		4		1						
Sergeant	14		12	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	0										
Sergeant	4		3	1							
Total	5	1	3	1							



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Ethnic Detail for Sheriff - Corrections Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20000152	AGUIRRE, LUIS X	M	Hispanic or Latino	04	Protective Services: Sworn	08/01/2000	
FT	20150017	ALBERTSEN, JOHN D	M	White	04	Protective Services: Sworn	02/02/2015	
FT	20060142	AZEMI, MERGIM	M	White	04	Protective Services: Sworn	07/31/2006	
FT	20020110	BARNAT, ROBERT B	M	White	04	Protective Services: Sworn	08/12/2002	
FT	20170500	BELTRAN, JACQUELINE L	F	Hispanic or Latino	04	Protective Services: Sworn	02/27/2016	03/10/2018
FT	20160039	BOCHNAK, ADAM	M	White	04	Protective Services: Sworn	04/04/2016	
FT	19930034	BOMMELMAN, CHRISTIAN W	M	White	04	Protective Services: Sworn	05/24/1993	
FT	20180008	BOWERS, SAMUEL C	M	White	04	Protective Services: Sworn	02/05/2018	
FT	20070216	BREDLAU, JOHN P	M	White	04	Protective Services: Sworn	12/10/2007	
FT	20080048	BRIGUGLIO, LENORE P	F	White	04	Protective Services: Sworn	03/24/2008	
FT	20010042	CAJIC, LEONARD	M	White	04	Protective Services: Sworn	02/26/2001	
FT	19910021	CARTER, WAYNE A	M	White	02	Professionals	05/01/1991	11/01/2017
FT	20040028	CAWVEY, SHERDELL G	M	White	04	Protective Services: Sworn	02/09/2004	
FT	19930035	CONKLIN, CHARLES K	M	Asian	02	Professionals	05/16/1993	
FT	20080148	CROSS, KHARI L	M	Black	04	Protective Services: Sworn	09/16/2008	
FT	20130123	CROWE, KARA K	F	White	04	Protective Services: Sworn	10/07/2013	
FT	20170707	CUEVAS-ESCOBEDO, MANUEL	M	Hispanic or Latino	04	Protective Services: Sworn	07/10/2017	08/27/2018
FT	20100026	DAVIS, JANEL L	F	White	04	Protective Services: Sworn	03/29/2010	
FT	20080050	DAVIS, NICHOLAS P	M	White	04	Protective Services: Sworn	03/24/2008	
FT	20090062	DEATON, DANIEL	M	White	04	Protective Services: Sworn	10/05/2009	
FT	20020030	DELGADO, DARREN G	M	Hispanic or Latino	04	Protective Services: Sworn	02/25/2002	
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	06/08/1987	05/01/2018
FT	20020031	DESHARNAIS, MARCUS H	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20040029	DIRECTO, JOEL G	M	Asian	04	Protective Services: Sworn	02/09/2004	
FT	20080043	DOMINGUEZ, ALICIA	F	Hispanic or Latino	06	Administrative Support	03/17/2008	
FT	19950043	DUCAY, CHRIS V	M	Asian	04	Protective Services: Sworn	03/26/1995	
FT	20010182	DUNAWAY, PAUL D	M	White	04	Protective Services: Sworn	08/13/2001	
FT	20090011	DURAN CANCINO, LUIS F	M	Hispanic or Latino	04	Protective Services: Sworn	02/02/2009	
FT	19940089	FLOWERS, SCOTT A	M	White	04	Protective Services: Sworn	08/16/1994	
FT	20050181	FRANZEN, NICOLE A	F	White	06	Administrative Support	08/22/2005	
FT	20170764	FUERST, THOMAS L III	M	White	04	Protective Services: Sworn	12/04/2017	05/07/2018
FT	20170004	GARCIA, ALAN	M	Hispanic or Latino	04	Protective Services: Sworn	01/02/2017	
FT	20040030	GATS, MARK G	M	White	04	Protective Services: Sworn	02/09/2004	
FT	20080155	GIBBONS, JOHN F	M	White	04	Protective Services: Sworn	10/06/2008	
FT	20050157	GILLUM, DEVON S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20180189	GLODOWSKI, MONIKA	F	White	04	Protective Services: Sworn	05/21/2018	

FT	20160079	GUERRERO, KARINA	F	Hispanic or Latino	06	Administrative Support	08/29/2016	
FT	20080027	GULANCZYK, GREG	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20070214	HANCZAR, MARISA A	F	White	04	Protective Services: Sworn	12/10/2007	01/01/2018
FT	19980124	HANSON, DONALD D	M	White	04	Protective Services: Sworn	07/13/1998	
FT	20070088	HARDEKOPF, ADAM T	M	White	04	Protective Services: Sworn	05/29/2007	
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	07/14/2003	
FT	19960081	HEWITT, CHRISTOPHER R	M	White	04	Protective Services: Sworn	05/13/1996	
FT	19920016	HICKEY, JOHN V	M	White	02	Professionals	05/01/1992	
FT	19950155	HOFFMAN, JOHN P	M	White	04	Protective Services: Sworn	09/29/1995	
FT	19920001	HOLLOWAY, DANIEL D	M	White	04	Protective Services: Sworn	01/16/1992	03/01/2019
FT	20050039	HUGHES, KELLY M	F	White	04	Protective Services: Sworn	02/14/2005	
FT	19990071	HUGHES, RANDY A	M	White	04	Protective Services: Sworn	03/29/1999	03/01/2019
FT	19950060	HUNGER, COREY J	M	White	02	Professionals	04/16/1995	
FT	20120085	HUNT, JUSTIN J	M	White	04	Protective Services: Sworn	10/01/2012	
FT	19910043	HUSTON, MICHAEL E	M	White	04	Protective Services: Sworn	08/18/1991	
FT	20170706	IBARRA, FRANCISCO J Jr	M	Hispanic or Latino	04	Protective Services: Sworn	07/10/2017	
FT	20170005	JOHNSON, ERIC D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20040032	JOHNSON, JOHN H	M	Black	04	Protective Services: Sworn	02/09/2004	
FT	20150016	KEATY, ANTHONY P	M	White	04	Protective Services: Sworn	02/02/2015	
FT	19920018	KEATY, PATRICK M	M	White	02	Professionals	05/24/1992	09/07/2018
FT	20080028	KHOLLMAN, CORY S	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20060187	KMIECIAK, BRETT M	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20090014	KOBALD JR, RAYMOND C	M	White	04	Protective Services: Sworn	02/02/2009	
FT	20010081	KOMES, DIANE K	F	White	06	Administrative Support	04/16/2001	
FT	20010183	KRAWCZYK, JERRY	M	White	04	Protective Services: Sworn	08/13/2001	
FT	20000021	LAMBERT, SUSAN A	F	White	04	Protective Services: Sworn	02/22/2000	
FT	19950044	LANG, DONALD J	M	White	04	Protective Services: Sworn	03/26/1995	04/01/2019
FT	20060105	LARRY, BRADLEY J	M	White	04	Protective Services: Sworn	12/10/2007	12/04/2017
FT	20080060	LAVIGNE, JASON R	M	White	04	Protective Services: Sworn	04/14/2008	
FT	20080129	LETSINGER, DANIELLE D	F	White	06	Administrative Support	08/18/2008	
FT	19910033	LEWIS, JAMES C	M	White	02	Professionals	06/01/1991	
FT	19990255	LOOMIS, SHAWN M	M	White	04	Protective Services: Sworn	11/08/1999	
FT	20110028	LUCANIA, TANYA R	F	White	04	Protective Services: Sworn	03/14/2011	
FT	20000137	LUNDIN, MARY F	F	White	04	Protective Services: Sworn	07/17/2000	
FT	20070138	LUNGREN, KEVIN M	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20080031	MALEK, NICOLE G	F	White	04	Protective Services: Sworn	02/04/2008	
FT	20060106	MANN, BRYAN W	M	White	04	Protective Services: Sworn	05/30/2006	
FT	19950173	MARCRUM, GREGORY A	M	White	04	Protective Services: Sworn	09/29/1995	
FT	19920020	MARCRUM, LARRY S	M	White	04	Protective Services: Sworn	05/12/1992	12/01/2017

FT	20170765	MAZZEO, RUDOLF J	M	White	04	Protective Services: Sworn	12/04/2017	
FT	20070136	MCGILL, RYNE E	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20040102	MCKANNA, SCOTT A	M	White	04	Protective Services: Sworn	05/24/2004	
FT	19960159	MCKINESS, RANDIE S	M	White	04	Protective Services: Sworn	09/01/1996	06/03/2018
FT	20080154	MEZA, JUAN G	M	Hispanic or Latino	04	Protective Services: Sworn	10/06/2008	
FT	20010173	MILLER, BLYTHE A	F	White	04	Protective Services: Sworn	08/06/2001	
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	02/02/2009	
FT	20000138	MONTAVON, STEVEN D	M	White	04	Protective Services: Sworn	07/17/2000	
FT	20030123	MONTAVON, VICTORIA J	F	White	04	Protective Services: Sworn	07/14/2003	
FT	20170721	MONTEMAYER, MICHAEL B	M	Hispanic or Latino	04	Protective Services: Sworn	08/14/2017	
FT	20160081	MORGAN, ALEXANDER S	M	White	04	Protective Services: Sworn	08/29/2016	
FT	20050211	MORRISON, GARRY J	M	White	04	Protective Services: Sworn	09/19/2005	
FT	20000016	NALLY, JAMES P	M	White	04	Protective Services: Sworn	02/07/2000	
FT	20030037	NELSON, MARK A	M	White	04	Protective Services: Sworn	03/03/2003	
FT	19980127	NORRIS, RUSSEL H	M	White	04	Protective Services: Sworn	07/13/1998	
FT	20000139	O'CONNOR, HUGH G	M	White	04	Protective Services: Sworn	07/17/2000	
FT	19960218	OLALDE, MANUEL E	M	Hispanic or Latino	04	Protective Services: Sworn	11/04/1996	
FT	20020036	OSMANI, PERPARIM	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20120088	PACK, CATHERINE A	F	White	06	Administrative Support	10/09/2012	
FT	20180009	PELOW, MICHAEL J	M	White	04	Protective Services: Sworn	02/05/2018	04/19/2019
FT	20160019	PEREZ, HECTOR A	M	Hispanic or Latino	04	Protective Services: Sworn	02/01/2016	
FT	20170708	RAUGHLEY, SCOTT R	M	White	04	Protective Services: Sworn	07/10/2017	09/04/2018
FT	20170240	REICHARDT, RYAN T	M	White	04	Protective Services: Sworn	02/16/2017	
FT	20170713	RICHARDSON, KEVIN E	M	White	04	Protective Services: Sworn	07/24/2017	03/09/2019
FT	19970029	ROBINSON, EVERETT D	M	Black	04	Protective Services: Sworn	01/27/1997	
FT	20160083	RODRIGUEZ, ANTONIO P	M	Hispanic or Latino	04	Protective Services: Sworn	08/29/2016	03/18/2019
FT	19990074	RODRIGUEZ, YOLANDA A	F	Hispanic or Latino	04	Protective Services: Sworn	03/29/1999	04/01/2019
FT	20020037	RYDER, JOSHUA A	M	White	04	Protective Services: Sworn	02/25/2002	
FT	20160085	SCEEREY, JOSEPH W	M	White	04	Protective Services: Sworn	08/29/2016	
FT	20040034	SCHNITZLER, THOMAS J	M	White	04	Protective Services: Sworn	02/09/2004	
FT	20120002	SCOTT, SAMUEL R	M	White	04	Protective Services: Sworn	01/17/2012	
FT	20080032	SEEGO JR., CARMINE A	M	White	04	Protective Services: Sworn	02/04/2008	
FT	20140056	SINGER, RANDY W	M	White	04	Protective Services: Sworn	05/12/2014	
FT	19970072	SMITH, DONALD D	M	White	04	Protective Services: Sworn	04/07/1997	01/01/2018
FT	20070030	SMITH, JUSTIN W	M	White	04	Protective Services: Sworn	02/13/2007	
FT	20080087	SODERDAHL, LINDSAY M	F	White	06	Administrative Support	06/09/2008	
FT	20130158	SOTO, MICHELLE A	F	Hispanic or Latino	06	Administrative Support	11/18/2013	02/28/2019
FT	20160041	SPRINGER, STEVEN M	M	White	04	Protective Services: Sworn	04/04/2016	
FT	19940018	STEBERL, KATHLEEN A	F	White	06	Administrative Support	02/01/1994	

FT	20060188	STROSSNER, DEL D	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20030038	SWICK, JAMES A	M	White	04	Protective Services: Sworn	03/03/2003	
FT	20160040	THOMAS, MEGAN R	F	Black	04	Protective Services: Sworn	04/04/2016	11/02/2018
FT	19980093	THOMAS, PRUE C Sr	M	Black	04	Protective Services: Sworn	06/03/1998	
FT	20090013	TIERNEY, PATRICK M	M	White	04	Protective Services: Sworn	02/02/2009	
FT	20050160	TIMMERMAN, PAUL S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20070137	TOUSIGNANT, MARK A	M	White	04	Protective Services: Sworn	07/23/2007	
FT	20170222	TOWNSEND, ZACHARY W	M	White	04	Protective Services: Sworn	02/16/2017	11/10/2017
FT	19990212	TROTTIER, THOMAS J	M	White	04	Protective Services: Sworn	09/20/1999	
FT	20060189	TRYGAR, MATTHEW J	M	White	04	Protective Services: Sworn	10/10/2006	
FT	20170228	TURCIOS, STEVEN G	M	Hispanic or Latino	04	Protective Services: Sworn	02/16/2017	
FT	20150073	UNDESSER, JOHN R	M	White	04	Protective Services: Sworn	07/06/2015	09/09/2017
FT	20170006	WAGNER, ANDREW S	M	White	04	Protective Services: Sworn	01/02/2017	05/09/2018
FT	20030040	WATSON, JACOB S	M	White	04	Protective Services: Sworn	03/03/2003	
FT	20140113	WHEELER, MARY M	F	White	06	Administrative Support	09/08/2014	
FT	20050161	WILLIAMS, DURRELL E	M	Black	04	Protective Services: Sworn	07/18/2005	
FT	20030124	WILLIAMS, PAMELA M	F	Black	04	Protective Services: Sworn	07/14/2003	
FT	20090012	WILSON, OLIVER E	M	Black	04	Protective Services: Sworn	02/02/2009	
FT	20160087	WILWERS, CHRISTOPHER T	M	White	04	Protective Services: Sworn	08/29/2016	
FT	19980091	WOODS, WILLIAM R	M	White	06	Administrative Support	06/01/1998	
FT	20040035	ZILLGES, LAURA A	F	White	04	Protective Services: Sworn	02/09/2004	

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - CORRECTIONS UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	83.33%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	46.91%	-1.45%	-3.76%	13.12%	-0.05%	-0.03%	-0.08%	-45.53%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	68.60%	4.96%	9.92%	1.65%	0.00%	0.00%	0.00%	11.57%	1.65%	1.65%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	9.03%	-2.82%	0.86%	-0.25%	0.00%	0.00%	-1.08%	0.45%	-1.84%	-3.75%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.64%	0.00%	27.27%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-19.42%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	21.44%	-3.96%	14.84%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - CORRECTIONS WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	Sheriff - Corrections does not have employees in this job category.														
02 - Professionals	6	5	0	0	1	0	0	0	0	0	0	0	0	0	0
	100%	83.33%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	Sheriff - Corrections does not have employees in this job category.														
04 - Protective Services: Sworn	121	83	6	12	2	0	0	0	14	2	2	0	0	0	0
	100%	68.60%	4.96%	9.92%	1.65%	0.00%	0.00%	0.00%	11.57%	1.65%	1.65%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	Sheriff - Corrections does not have employees in this job category.														
06 - Administrative Support	11	1	0	0	0	0	0	0	7	0	3	0	0	0	0
	100%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.64%	0.00%	27.27%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	Sheriff - Corrections does not have employees in this job category.														
08 - Service/Maintenance	Sheriff - Corrections does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for Sheriff - Court Security Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20080041	AGUIRRE, FRANCISCO J	M	Hispanic or Latino	04	Protective Services: Sworn	03/12/2008	
FT	20050238	ANZELONE, JOSEPH	M	White	04	Protective Services: Sworn	11/01/2005	
FT	20170697	BECK, ZACHARY J	M	White	04	Protective Services: Sworn	06/26/2017	
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	02/07/2011	
FT	20160008	DIAZ, ANGELICA	F	Hispanic or Latino	04	Protective Services: Sworn	12/28/2015	
FT	19980246	DUDA, KIMBERLY A	F	White	04	Protective Services: Sworn	12/14/1998	
PT	19910023	EISENMAN, FRANCISCO S	M	Asian	04	Protective Services: Sworn	09/08/2017	
FT	20110033	FEIZA, DEREK J	M	White	04	Protective Services: Sworn	04/18/2011	
FT	20050058	FISHER, LINDA A	F	White	04	Protective Services: Sworn	03/14/2005	
FT	20000102	FLETCHER, LLOYD	M	White	04	Protective Services: Sworn	06/06/2000	
FT	20050213	GABRIELSON, MATTHEW J	M	White	04	Protective Services: Sworn	09/26/2005	
FT	20170695	GARCIA, RAYMOND K	M	Hispanic or Latino	04	Protective Services: Sworn	06/26/2017	
FT	20160093	GONZALES, GIDEON W	F	Hispanic or Latino	04	Protective Services: Sworn	09/12/2016	03/07/2019
FT	20110044	GRANT, ROBERT D	M	White	04	Protective Services: Sworn	06/06/2011	
PT	20130144	HAMMOND, JOHN D	M	White	04	Protective Services: Sworn	10/28/2013	
FT	20080074	HAYES, PAUL V	M	White	04	Protective Services: Sworn	05/12/2008	
FT	20170007	IRIZARRY, JONATHAN	M	Hispanic or Latino	04	Protective Services: Sworn	01/02/2017	
FT	20150004	JACKSON, EDDIE A	M	Black	01	Official/Administration	01/04/2015	
PT	19910025	JACKSON, KEVIN D	M	Black	04	Protective Services: Sworn	03/06/2017	
FT	20130020	JOHNSTON, JAMES W	M	White	04	Protective Services: Sworn	02/25/2013	
FT	20170008	KEINATH, KEVIN R	M	White	04	Protective Services: Sworn	01/02/2017	01/02/2019
FT	20150083	LOPEZ, ALEXANDER	M	Hispanic or Latino	04	Protective Services: Sworn	08/03/2015	12/29/2017
FT	19980182	MADIGAN, SANDRA A	F	White	04	Protective Services: Sworn	09/08/1998	
FT	19990068	MEETERS, STEVEN D	M	White	04	Protective Services: Sworn	03/22/1999	
FT	20140003	MOOI, JESSICA A	F	White	04	Protective Services: Sworn	01/06/2014	11/30/2018
FT	20170662	MUEHLBAUER, MARISSA J	F	White	04	Protective Services: Sworn	03/27/2017	
FT	20040021	NELMS, SHIRLEY A	F	Black	04	Protective Services: Sworn	01/26/2004	
FT	20150122	NILES, WESLEY S T	M	Asian	04	Protective Services: Sworn	10/13/2015	
FT	20170696	OLSON, VICKI L	F	White	04	Protective Services: Sworn	06/26/2017	
FT	20150121	PEREZ, NAYELLI	F	Hispanic or Latino	04	Protective Services: Sworn	10/13/2015	08/07/2018
FT	20130175	PISZCZEK, RUSSELL J	M	White	04	Protective Services: Sworn	12/30/2013	
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	04/19/2011	
FT	19930018	WAGNER, DAVID E	M	White	04	Protective Services: Sworn	03/01/1993	01/25/2019
FT	20120086	WEBSTER, WILLIAM A	M	White	04	Protective Services: Sworn	10/09/2012	
FT	20140092	WYATT, TYLER F	M	White	04	Protective Services: Sworn	07/30/2014	
FT	20170694	ZOCHERT, SARAH T	F	White	04	Protective Services: Sworn	06/26/2017	

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - COURT SECURITY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	98.41%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
No Employees for This Category														
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	51.35%	2.70%	10.81%	5.41%	0.00%	0.00%	0.00%	18.92%	2.70%	8.11%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	-8.21%	-5.08%	1.76%	3.50%	0.00%	0.00%	-1.08%	7.80%	-0.79%	2.71%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - COURT SECURITY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	Sheriff - Court Security does not have employees in this job category.														
03 - Technicians	Sheriff - Court Security does not have employees in this job category.														
04 - Protective Services: Sworn	37 100%	19 51.35%	1 2.70%	4 10.81%	2 5.41%	0 0.00%	0 0.00%	0 0.00%	7 18.92%	1 2.70%	3 8.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	Sheriff - Court Security does not have employees in this job category.														
06 - Administrative Support	Sheriff - Court Security does not have employees in this job category.														
07 - Skilled Craft	Sheriff - Court Security does not have employees in this job category.														
08 - Service/Maintenance	Sheriff - Court Security does not have employees in this job category.														

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W - White

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Ethnic Detail for Sheriff - Sheriff Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950153	ALBA, ALDO A	M	Hispanic or Latino	04	Protective Services: Sworn	09/08/1995	
FT	20170512	ARREDONDO, ALEJANDRA	F	Hispanic or Latino	06	Administrative Support	02/27/2017	
FT	20080065	ASTORGA, SONIA	F	Hispanic or Latino	06	Administrative Support	04/28/2008	
FT	19960175	BARROWS, SHAWN D	M	White	04	Protective Services: Sworn	09/09/1996	
FT	19930052	BEATUS, MICHAEL J	M	White	02	Professionals	07/01/1993	
FT	20160037	BENSON, STEVEN G	M	White	04	Protective Services: Sworn	03/21/2016	
FT	20060067	BIDDLE, ANDREW T	M	White	04	Protective Services: Sworn	04/04/2006	
FT	19920011	BJORNSON, CAROLINE R	F	White	06	Administrative Support	03/16/1992	
FT	19870006	BLACKSMITH, EMILY A	F	White	06	Administrative Support	03/01/1987	09/04/2018
FT	19950056	BOBER, RAYMOND M Jr	M	White	05	Protective Services: Non Sworn	04/16/1995	06/04/2018
FT	20070058	BODIN, JEFFREY M	M	White	04	Protective Services: Sworn	04/02/2007	
FT	20060081	BRAUER, DOUGLAS P	M	White	04	Protective Services: Sworn	04/17/2006	
FT	20030110	BRUENING, STEVEN L	M	White	04	Protective Services: Sworn	06/04/1998	
FT	19820013	BUMBAR, JEFFREY	M	White	07	Skilled Craft	09/01/1982	
FT	19790006	BUMGARNER, THOMAS L	M	White	01	Official/Administration	06/10/1979	04/10/2018
FT	20170735	BURCH, STEVEN M	M	White	04	Protective Services: Sworn	09/10/2017	
FT	20140078	BURGERT, PETER A	M	White	04	Protective Services: Sworn	07/07/2014	
FT	19950195	CAMPBELL, CRAIG K	M	Black	02	Professionals	11/01/1995	01/04/2019
FT	20050068	CATICH, EDWARD K	M	White	04	Protective Services: Sworn	04/04/2005	
FT	19860004	COLE, COLLEEN M	F	White	06	Administrative Support	04/01/1986	
FT	19930014	COLLINS, CHRISTOPHER J	M	White	02	Professionals	03/17/1993	
FT	19980042	COLLINS, STEVEN W	M	White	04	Protective Services: Sworn	03/16/1998	
FT	20110099	CONLEY, SARAH L	F	White	04	Protective Services: Sworn	01/01/2012	
FT	19930036	CYZEN, KENNETH J	M	White	04	Protective Services: Sworn	05/18/1993	
FT	19940067	DEMETER, BRIAN W	M	White	04	Protective Services: Sworn	06/24/1994	
FT	20080061	DEUCHLER, SUSAN J	F	White	04	Protective Services: Sworn	04/21/2008	
FT	20020149	DURHAM, THOMAS A	M	White	04	Protective Services: Sworn	09/23/2002	
FT	20070118	DZAFERI CRAMER, LULE	F	White	06	Administrative Support	06/18/2007	
FT	19980195	EDWARDS, WALTER F	M	Black	04	Protective Services: Sworn	09/18/1998	03/01/2019
FT	19980139	FEIZA, AARON J	M	White	04	Protective Services: Sworn	08/03/1998	
FT	20180137	FETZER, RYAN R	M	White	04	Protective Services: Sworn	03/26/2018	
FT	19940021	FISHER, ERIC S	M	White	02	Professionals	02/16/1994	06/17/2019
FT	20030099	FLANNERY, MICHAEL C	M	Hispanic or Latino	04	Protective Services: Sworn	06/09/2003	11/02/2018
FT	19940070	FLOWERS, TIMOTHY W	M	White	04	Protective Services: Sworn	07/01/1994	
FT	20140004	FRANTZEN, BROOKE K	F	White	04	Protective Services: Sworn	01/06/2014	
FT	20020186	FRIEDRICH, JANET L	F	White	06	Administrative Support	11/25/2002	

FT	19960176	GARDNER, KEITH A	M	White	04	Protective Services: Sworn	09/09/1996	
FT	19960158	GARTLAND, JAMIE	M	White	04	Protective Services: Sworn	09/01/1996	
FT	19990201	GAST, DAVID D	M	White	04	Protective Services: Sworn	09/07/1999	
FT	19990125	GATSKE, WILLIAM A	M	White	04	Protective Services: Sworn	06/21/1999	
FT	19960070	GENGLER, PATRICK J	M	White	01	Official/Administration	04/19/1996	
FT	20010146	GOMEZ, JOSE C	M	Hispanic or Latino	05	Protective Services: Non Sworn	06/26/2001	
FT	19990145	GONCHER, MATTHEW J	M	White	04	Protective Services: Sworn	07/19/1999	
FT	20170726	GREGORY, DANIEL Z	M	Two or More Races	04	Protective Services: Sworn	08/28/2017	
FT	20030036	HAIN, RONALD C	M	White	04	Protective Services: Sworn	03/03/2003	
FT	20070026	HAMBLIN, DENISE E	F	White	06	Administrative Support	02/20/2007	
FT	20060185	HARNACK, JONATHON D	M	White	04	Protective Services: Sworn	10/02/2006	
FT	19980086	HARRISON, GARY W	M	White	07	Skilled Craft	06/01/1998	
FT	20050027	HOFFMAN, TERENCE L	M	White	04	Protective Services: Sworn	02/01/2005	
FT	20120008	HOYT, TREVOR L	M	White	04	Protective Services: Sworn	02/10/2012	
FT	20050215	HUMM, MATTHEW A	M	White	04	Protective Services: Sworn	09/26/2005	
FT	20050088	JOHANNESSEN, ASHLEIGH N	F	White	06	Administrative Support	05/16/2005	
FT	20030155	JOHNSON, AMY R	F	White	04	Protective Services: Sworn	09/02/2003	
FT	19980046	JOHNSON, KENNETH E	M	White	04	Protective Services: Sworn	03/30/1998	
FT	19980047	JONES, STEVEN W	M	Hispanic or Latino	04	Protective Services: Sworn	03/30/1998	
FT	20050069	KAUS, KRYSTA M	F	White	04	Protective Services: Sworn	04/04/2005	
FT	20120028	KOFFENBERGER, DEANNA V	F	White	04	Protective Services: Sworn	04/29/2012	
FT	20110020	KOPF, DIANA	F	White	04	Protective Services: Sworn	02/13/2011	
FT	20160018	KRAMER, COLIN J	M	White	04	Protective Services: Sworn	02/01/2016	
FT	20160006	KRAMER, GABRIELA A	F	Hispanic or Latino	06	Administrative Support	12/28/2015	
FT	20170734	KRUEGER, DUSTIN J	M	White	04	Protective Services: Sworn	09/10/2017	
FT	20130164	LARKIN, JACQUELYN R	F	White	05	Protective Services: Non Sworn	12/02/2013	
FT	20010092	LENTZ, JENNIFER A	F	White	05	Protective Services: Non Sworn	05/01/2001	
FT	19980201	LEWIS, BRIAN T	M	White	04	Protective Services: Sworn	09/28/1998	
FT	19950001	LYNE, CHERYL A	F	White	04	Protective Services: Sworn	01/01/1995	
FT	20160094	MANSKI, MATTHEW R	M	White	04	Protective Services: Sworn	09/12/2016	
FT	20080056	MARQUEZ, JUAN A	M	Hispanic or Latino	04	Protective Services: Sworn	04/03/2008	
FT	19920021	MAYES, WILLIE M	M	Black	02	Professionals	05/13/1992	03/01/2019
FT	19960257	MCCARTY, BRIAN J	M	White	02	Professionals	12/16/1996	
FT	20050159	MCKINNESS, BRANDON S	M	White	04	Protective Services: Sworn	07/18/2005	
FT	20150038	MEEKS, ANTHONY R	M	White	02	Professionals	04/13/2015	
FT	20120019	MONAGHAN, RYAN J	M	White	04	Protective Services: Sworn	03/25/2012	
FT	20060078	MORAVEC, NATHAN M	M	White	04	Protective Services: Sworn	04/17/2006	
FT	20110042	MULDER, ERIN L	F	White	06	Administrative Support	05/17/2011	

FT	20180138	NICKELS, JOSHUA G	M	White	04	Protective Services: Sworn	03/26/2018	11/10/2018
FT	20170736	PAYNE, ROMOND D	M	Black	04	Protective Services: Sworn	09/10/2017	12/26/2017
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	04/23/2012	
FT	20160038	PHELPS, WESLEY L	M	White	04	Protective Services: Sworn	03/21/2016	
FT	20170003	QUINN, KYLE D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20150126	RAMSDEN, JONATHAN J	M	White	06	Administrative Support	10/26/2015	
FT	19960160	RAY, ORLANDO T	M	Black	05	Protective Services: Non Sworn	09/01/1996	
FT	20100042	RECKINGER, DEBRA L	F	White	06	Administrative Support	06/17/2010	
FT	19950154	ROBERTS, DAWN M	F	White	04	Protective Services: Sworn	09/08/1995	09/09/2017
FT	19950002	RODRIGUEZ, SALVADOR	M	Hispanic or Latino	04	Protective Services: Sworn	01/01/1995	
FT	20040057	ROGAWSKI, RONALD P	M	White	05	Protective Services: Non Sworn	04/01/2004	
FT	20160102	ROJKOWSKI, RYAN R	M	White	04	Protective Services: Sworn	09/26/2016	
FT	19970024	RUCHAJ, CHRISTOPHER M	M	White	04	Protective Services: Sworn	01/24/1997	
FT	20180139	SALAVA, CHRISTOPHER L	M	White	04	Protective Services: Sworn	03/26/2018	
FT	20170513	SALGADO, NORA	F	Hispanic or Latino	06	Administrative Support	02/27/2017	
FT	20140126	SALINAS, JOSEPH	M	Hispanic or Latino	04	Protective Services: Sworn	09/28/2014	01/13/2018
FT	20030120	SALINAS, RAUL	M	Hispanic or Latino	04	Protective Services: Sworn	07/14/2003	
FT	20170661	SCHULTZ, MATTHEW J	M	White	04	Protective Services: Sworn	03/27/2017	
FT	19970015	SCHURING, PHILLIP P	M	White	04	Protective Services: Sworn	01/10/1997	
FT	20120077	SCHWAB, ANDREW C	M	White	04	Protective Services: Sworn	09/28/2012	
FT	19970180	SEIDELMAN, JAMES A	M	White	04	Protective Services: Sworn	09/12/1997	11/28/2017
FT	20130067	SENESE, HAYDEN D	M	White	07	Skilled Craft	06/24/2013	
FT	19980006	STRIKE, MITZI A	F	White	02	Professionals	01/05/1998	01/04/2019
FT	19930006	THOMPSON, CRYSTAL M	F	White	06	Administrative Support	01/16/1993	
FT	19940116	THORGESEN, DAVID A	M	White	04	Protective Services: Sworn	10/09/1994	
FT	20150111	THRUN, JAMES P	M	White	04	Protective Services: Sworn	09/21/2015	
FT	19900037	TINDALL, KEVIN W	M	White	04	Protective Services: Sworn	08/20/1990	
FT	20010147	TOWERS, STANLEY	M	White	04	Protective Services: Sworn	11/01/1995	
FT	19970225	TYLER, WILLIE J	M	Black	05	Protective Services: Non Sworn	11/17/1997	12/31/2017
FT	20030112	VELAZQUEZ, JUAN G	M	Asian	04	Protective Services: Sworn	06/30/2003	
FT	20160009	VIDRIO, ALFRED	M	Hispanic or Latino	04	Protective Services: Sworn	12/28/2015	
FT	20060007	WALLACE, DENNY L	M	White	04	Protective Services: Sworn	01/04/2006	
FT	19890011	WALLACE, KOREY A	M	White	04	Protective Services: Sworn	02/07/1989	02/13/2018
FT	19980175	WARREN, PAUL K	M	White	04	Protective Services: Sworn	09/01/1998	
FT	20170002	WASSON, RYAN D	M	White	04	Protective Services: Sworn	01/02/2017	
FT	20120038	WEIBLER, JENNIFER A	F	White	06	Administrative Support	06/25/2012	
FT	20180140	WEZDECKI, VICTOR J	M	White	04	Protective Services: Sworn	03/26/2018	

FT	20030102	WIDLARZ, MICHAEL J	M	White	04	Protective Services: Sworn	06/09/2003	
FT	20080049	WILGOSIEWICZ, MICHAEL	M	White	04	Protective Services: Sworn	03/24/2008	
FT	19920022	WILLIAMS, KEVIN E	M	White	02	Professionals	05/05/1992	
FT	19970017	WOLF, DAVID R	M	White	04	Protective Services: Sworn	01/10/1997	
FT	20000006	WOLF, NICHOLAS G	M	White	04	Protective Services: Sworn	01/03/2000	
FT	20100045	WOODS, BRITTANY M	F	Hispanic or Latino	06	Administrative Support	07/19/2010	
FT	19930019	ZENTMYER, BRAD	M	White	04	Protective Services: Sworn	03/16/1993	
FT	20080112	ZINKE, KIMBERLY J	F	White	04	Protective Services: Sworn	07/03/2008	
FT	20140012	ZYDZIK, CHRISTOPHER L	M	White	04	Protective Services: Sworn	01/19/2014	05/11/2018

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - SHERIFF UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	66.67%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	30.24%	20.77%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-34.42%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	72.29%	2.41%	10.84%	1.20%	0.00%	0.00%	1.20%	12.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	12.73%	-5.37%	1.79%	-0.70%	0.00%	0.00%	0.12%	0.93%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN														
Workforce #%	28.57%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	52.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	39.44%	0.00%	8.45%	0.00%	0.00%	0.00%	0.00%
Utilization %	-23.54%	28.57%	14.29%	0.00%	0.00%	0.00%	0.00%	-10.87%	0.00%	-8.45%	0.00%	0.00%	0.00%	0.00%
ADMINISTRATIVE SUPPORT														
Workforce #%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.71%	0.00%	29.41%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-22.63%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	22.51%	-3.96%	16.98%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	41.51%	-1.74%	-29.83%	-1.89%	-0.19%	0.00%	-0.32%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 SHERIFF - SHERIFF WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	2 100%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	9 100%	6 66.67%	2 22.22%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Sheriff - Sheriff does not have employees in this job category.														
04 - Protective Services: Sworn	83 100%	60 72.29%	2 2.41%	9 10.84%	1 1.20%	0 0.00%	0 0.00%	1 1.20%	10 12.05%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05 - Protective Services: Non Sworn	7 100%	2 28.57%	2 28.57%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 28.57%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06 - Administrative Support	17 100%	1 5.88%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	11 64.71%	0 0.00%	5 29.41%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	3 100%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
08 - Service/Maintenance	Sheriff - Sheriff does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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EEO Utilization Report

Organization Information

Name: Kane County State's Attorney

City: St. Charles

State: IL

Zip: 60175

Type: County Attorney General or Prosecutor's Office

Step 1: Introductory Information

Policy Statement:

EQUAL EMPLOYMENT OPPORTUNITY

It is the States Attorneys policy to provide equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, age, national origin, ancestry, citizenship status, disability, marital status, order of protection status, military status, veteran status, military service, unfavorable military discharge, sexual orientation, gender identity, pregnancy, political affiliation, genetic information or any legally protected status. This policy applies to all aspects and conditions of employment, including, but not limited to, recruitment, hiring, promotions, compensation, assignments, benefits, training, discipline 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.

Discrimination against any employee or applicant based on any protected status will not be permitted or tolerated. Any employee or applicant who feels subjected to or is aware of any form of discrimination should, as soon as practicable, inform the following: a Team Lead, the Executive Assistant, one of the Bureau Chiefs, the CAC Director, the Chief or Deputy Chief of the Civil Division, or the First Assistant. All reports of discrimination will be investigated promptly. Results of the investigation shall remain confidential to the extent practical. If a claim of discrimination has merit, appropriate action will be taken, which may include disciplinary action against an offending employee, including termination.

Step 4b: Narrative of Interpretation

The States Attorneys Office is structured similar to a law firm. There are approximately 60 attorneys, 5 sworn investigators, and 65 administrative staff personnel, including but not limited to paralegals, legal administrative assistants, victim advocates, IT, human resources, and finance personnel.

In reviewing the utilization analysis, underutilization was noted for the following job group categories:

Professionals (Attorneys): Hispanic or Latino males are underutilized by 3%, and Asian males are underutilized by 3%. Asian females are also underutilized by 3%.

Protective Services (Sworn): Because the States Attorneys Office has only five investigators in the protective services category, it is difficult to interpret the level of underutilization in this category. Nevertheless, it was noted, Black or African American males are underutilized by 7%, and Hispanic or Latino males are underutilized by 8%.

Office/Clerical: White males are underutilized in this category by 21%, and Hispanic or Latino males are underutilized by 6%.

Step 5: Objectives and Steps

1. To ensure equal employment opportunities for Black and African American males when our organization fills vacancies that become available in the Protective Services (Sworn) job category.

- a. Our organization will evaluate the recruitment practices when positions become available to ensure that Black and African American males receive an equal opportunity to secure employment. The States Attorney will review all job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny any group equal employment opportunity.
- b. Our organization will continue to send job postings to County and States Attorneys Office Websites, and to Collegiate Employment Network and Local Newspapers.
- c. Our organization will continue to attend the Midwest Public Interest Law Career Conferences to encourage females and all minorities, including Black and African American males, to apply for positions. In addition, we will explore new methods to recruit employees.
- d. Our organization will review the applicant flow data for all vacancies in this job category in the last fiscal year to determine whether any step in the selection process for these positions may have had a significant impact on the hiring of Black and African American males in this job category and will make any necessary modifications.
- e. Our organization will review retention efforts and apply information derived from exit interviews in an effort to improve retention.
- f. Our organization will continue to provide training to supervisors concerning EEO policies, documentation, interview processes and employment requirements.

2. To ensure equal employment opportunities for White males when our organization fills vacancies that become available in the Administrative Support job category.

- a. Our organization will evaluate the recruitment practices when positions become available to ensure that White males receive an equal opportunity to secure employment. The States Attorney will review all job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny any group equal employment opportunity.
- b. Our organization will continue to send job postings to County and States Attorneys Office Websites, and to Collegiate Employment Network and Local Newspapers.
- c. Our organization will explore new methods to recruit employees.
- d. Our organization will review the applicant flow data for all vacancies in this job category in the last fiscal year to determine whether any step in the selection process for these positions may have had a significant impact on the hiring of White males in this job category and will make any necessary modifications.

- e. Our organization will review retention efforts and apply information derived from exit interviews in an effort to improve retention.
- f. Our organization will continue to provide training to supervisors concerning EEO policies, documentation, interview processes and employment requirements.

3. To ensure equal employment opportunities for Asian males when our organization fills vacancies that become available in the Professionals job category.

- a. Our organization will evaluate the recruitment practices when positions become available to ensure that Asian males receive an equal opportunity to secure employment. The States Attorney will review all job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny any group equal employment opportunity.
- b. Our organization will continue to send job postings to County and States Attorneys Office Websites, and to Collegiate Employment Network and Local Newspapers.
- c. Our organization will continue to attend Midwest Public Interest Law Career Conferences to encourage females and all minorities, including Asian males, to apply for professional positions. In addition, we will explore new methods to recruit employees.
- d. Our organization will review the applicant flow data for all vacancies in this job category in the last fiscal year to determine whether any step in the selection process for these positions may have had a significant impact on the hiring of Asian males in this job categories and will make any necessary modifications.
- e. Our organization will review retention efforts and apply information derived from exit interviews in an effort to improve retention.
- f. Our organization will continue to provide training to supervisors concerning EEO policies, documentation, interview processes and employment requirements.

4. To ensure equal employment opportunities for Asian females when our organization fills vacancies that become available in the Professionals job category.

- a. Our organization will evaluate the recruitment practices when positions become available to ensure that Asian females receive an equal opportunity to secure employment. The States Attorney will review all job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny any group equal employment opportunity.
- b. Our organization will continue to send job postings to County and States Attorneys Office Websites, and to Collegiate Employment Network and Local Newspapers.
- c. Our organization will continue to attend the Midwest Public Interest Law Career Conferences to encourage females and all minorities, including Asian females, to apply for positions. In addition, we will explore new methods to recruit employees.
- d. Our organization will review the applicant flow data for all vacancies in these job categories in the last fiscal year to determine whether any step in the selection process for these positions may have had a significant impact on the hiring of Asian females in these job categories and will make any necessary modifications.
- e. Our organization will review retention efforts and apply information derived from exit interviews in an effort to improve retention.
- f. Our organization will continue to provide training to supervisors concerning EEO policies, documentation, interview processes and employment requirements.

5. To ensure equal employment opportunities for Hispanic and Latino males when our organization fills vacancies that become available in the Professionals, Protective Services (Sworn) and Administrative Support job categories.

- a. Our organization will evaluate the recruitment practices when positions become available to ensure that Hispanic and Latino males receive an equal opportunity to secure employment. The States Attorney will review all job requirements and hiring procedures to ensure no unnecessary barriers exist that would deny any group equal employment opportunity.
- b. Our organization will continue to send job postings to County and States Attorneys Office Websites, and to Collegiate Employment Network and Local Newspapers.

- c. Our organization will continue to provide training to supervisors concerning EEO policies, documentation, interview processes and employment requirements.
- d. Our organization will continue to attend Elgin Hispanic Network meetings and Midwest Public Interest Law Career Conferences to encourage females and all minorities, including Hispanic and Latino males, to apply for positions. In addition, we will explore new methods to recruit employees.
- e. Our organization will review the applicant flow data for all vacancies in these job categories in the last fiscal year to determine whether any step in the selection process for these positions may have had a significant impact on the hiring of Hispanic and Latino males in these job categories and will make any necessary modifications.
- f. Our organization will review retention efforts and apply information derived from exit interviews in an effort to improve retention.

Step 6: Internal Dissemination

All new employees will be provided with a copy of the EEOP during orientation.

The Human Resource coordinator will maintain a hard copy of the EEOP and advise employees and applicants of its availability.

A digital copy will be posted on the Offices internal website for all employees.

Step 7: External Dissemination

The Office will continue to include the statement Equal Opportunity Employer on all job postings, and notice will be provided as to where job applicants for positions can obtain a copy of the EEOP.

The Human Resource Management Director for Kane County will be provided with the plan for dissemination to any interested person.

A digital copy of the EEOP will be posted to the County website.

The EEOP will be available as a public record upon request.

Utilization Analysis Chart
Relevant Labor Market: Kane County, Illinois

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	13,155/53%	1,090/4%	510/2%	45/0%	490/2%	0/0%	14/0%	0/0%	7,770/31%	1,040/4%	385/2%	25/0%	205/1%	0/0%	30/0%	50/0%
Utilization #/%	-53%	-4%	-2%	-0%	-2%	0%	-0%	0%	69%	-4%	-2%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	26/43%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	32/53%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	11,155/33%	1,190/3%	355/1%	20/0%	1,055/3%	0/0%	89/0%	15/0%	16,515/48%	1,695/5%	705/2%	4/0%	1,160/3%	0/0%	210/1%	105/0%
Utilization #/%	11%	-3%	-1%	-0%	-3%	0%	-0%	-0%	5%	-2%	-2%	-0%	-3%	0%	-1%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	1,815/39%	210/4%	95/2%	0/0%	150/3%	0/0%	0/0%	0/0%	1,915/41%	255/5%	100/2%	0/0%	140/3%	0/0%	4/0%	20/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	4/80%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/20%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,025/63%	270/8%	215/7%	0/0%	75/2%	0/0%	30/1%	0/0%	395/12%	75/2%	70/2%	0/0%	30/1%	0/0%	0/0%	15/0%
Utilization #/%	17%	-8%	-7%	0%	-2%	0%	-1%	0%	8%	-2%	-2%	0%	-1%	0%	0%	-0%
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	120/41%	25/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	110/37%	40/14%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%																
Administrative Support																
Workforce #/%	3/5%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	40/62%	19/29%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	14,820/26%	4,190/7%	1,290/2%	0/0%	965/2%	0/0%	105/0%	115/0%	26,735/46%	6,340/11%	2,270/4%	55/0%	755/1%	0/0%	190/0%	90/0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%								%	%						
Utilization #/%	-21%	-6%	-2%	0%	-2%	0%	-0%	-0%	15%	18%	-1%	-0%	-1%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	12,695/67 %	4,510/24 %	240/1%	0/0%	305/2%	0/0%	65/0%	10/0%	495/3%	545/3%	60/0%	0/0%	45/0%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	16,390/26 %	17,665/28 %	2,325/4%	15/0%	845/1%	0/0%	150/0%	95/0%	11,270/18 %	11,095/18 %	1,575/3%	10/0%	1,135/2%	0/0%	180/0%	100/0%
Utilization #/%																

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Administrative Support	✓															

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Michele Niermann

Deputy Chief, Civil Division

03-23-2019

[signature]

[title]

[date]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (Equal Employment Opportunity Program) Requirements

Recipient's Name:	Kane County State's Attorney		
Address:	37W777 Route 38, Suite 300, St. Charles, IL, 60175		
Recipient Type:	Subrecipient	Law Enforcement Agency:	No
DUNS Number:	963572417	Vendor Number (only if direct recipient):	
Name of Contact Person:	Joseph Krantz	Title of Contact Person:	CFO
Telephone Number:	(630)-208-2124	E-Mail Address:	KrantzJoseph@co.kane.il.us
Subrecipients:	No		

Declaration Claiming Exemption from the EEOP Utilization Report Submission Requirement

The following exemptions apply:

Filed Utilization Report in previous year		
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I, **Michele Niermann** (*authorized official*), certify that **Kane County State's Attorney** (*recipient organization*), is not required to prepare an EEOP Utilization Report during **2019** (*fiscal year*) for the reason(s) checked above, pursuant to 28 C.F.R. Section 42.302. I further certify that **Kane County State's Attorney** (*recipient organization*), will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

Michele Niermann, Deputy Chief, Civil Division
7/30/2019

Michele Niermann

Print or Type Name and Title

Signature

Date

Ethnic Detail for State's Attorney Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20150130	BARBOSA GOMEZ, ANGELICA V	F	Hispanic or Latino	06	Administrative Support	11/09/2015	02/22/2019
PT	19890004	BAXTER, HEIDI D	F	White	02	Professionals	01/09/1989	
FT	20100067	BAXTER, MEGAN L	F	White	02	Professionals	10/06/2010	
FT	19970138	BAYER, CHRISTINE C	F	White	02	Professionals	07/21/1997	
FT	20080140	BEDERKA, ALEXANDER G	M	White	02	Professionals	09/01/2008	04/20/2018
FT	19970228	BELLARIO, CATHERINE E	F	White	02	Professionals	12/01/1997	
FT	19990015	BELSHAN, DAVID F	M	White	02	Professionals	01/11/1999	03/03/2017
FT	20070013	BERG, CAROL J	F	White	06	Administrative Support	01/22/2007	
FT	19990164	BERG, DAVID M	M	White	04	Protective Services: Sworn	08/16/1999	10/14/2016
FT	19970044	BLAND, JUDITH A	F	White	06	Administrative Support	02/24/1997	05/11/2018
FT	20160064	BOSSHART, TIMOTHY F	M	White	04	Protective Services: Sworn	07/01/2016	
FT	19990213	BRADLEY, PAMELA	F	Black	06	Administrative Support	09/27/1999	
FT	20000043	BREE, DEBRA L	F	White	02	Professionals	04/03/2000	
FT	20010063	BRICTSON, MARK S	M	White	04	Protective Services: Sworn	03/26/2001	
FT	20000117	BUMPUS, FRANK J	M	White	06	Administrative Support	06/27/2000	
FT	20160043	CAIN, SAMANTHA L	F	White	02	Professionals	04/04/2016	
FT	20030056	CAMACHO, ROSALVA	F	Hispanic or Latino	06	Administrative Support	04/08/2003	
FT	20100051	CAMARGO, BIANCA	F	Hispanic or Latino	02	Professionals	08/09/2010	
FT	20170022	CARRILLO, MARISELA	F	Hispanic or Latino	06	Administrative Support	01/18/2017	02/02/2018
FT	20160099	CERDA, NOHEMI	F	Hispanic or Latino	06	Administrative Support	09/19/2016	
FT	20040236	CHILTON, RONALD D	M	White	04	Protective Services: Sworn	12/01/2004	
FT	20060094	CHINN, SHARON A	F	White	06	Administrative Support	05/22/2006	
FT	20010266	CONFORTI, DEBRA L	F	White	02	Professionals	11/19/2001	
FT	20040061	COWART, MARINA LARK	F	White	02	Professionals	04/05/2004	12/22/2017
FT	20110024	COYLE, VINCENT M	M	White	02	Professionals	02/22/2011	
FT	20110067	CRIMMINS, LORI	F	White	02	Professionals	09/04/2011	
FT	20100016	CULLEN, JOSEPH	M	White	02	Professionals	02/08/2010	
FT	20120098	CURTISS, DANIELLE A	F	White	02	Professionals	11/19/2012	07/08/2016
FT	20170020	DAVIS, ANGELA L	F	Black	02	Professionals	01/17/2017	08/04/2017
FT	20100029	DAY, DEBORAH A	F	White	06	Administrative Support	04/05/2010	
FT	20090003	DECANIO, ELISA	F	Hispanic or Latino	06	Administrative Support	01/05/2009	07/12/2019
FT	20040238	DECHRISTOPHER, CHRISTY	F	White	06	Administrative Support	12/01/2004	
FT	20100071	DECHRISTOPHER, SUSAN	F	White	06	Administrative Support	11/08/2010	
FT	20020009	DUET, JANET L	F	White	06	Administrative Support	01/14/2002	
FT	20010022	ENGEL, SUSAN E	F	White	06	Administrative Support	01/29/2001	
FT	20010026	ENGERMAN, WILLIAM G	M	White	02	Professionals	03/07/2011	
FT	19990251	FARA, ELOISE	F	White	06	Administrative Support	11/08/1999	09/21/2018

FT	20160025	FAUSTO, RAQUEL	F	Hispanic or Latino	06	Administrative Support	02/16/2016	03/15/2018
FT	20160098	FENTON, RACHAEL L	F	White	06	Administrative Support	09/19/2016	01/25/2019
FT	20140118	FISHER, KAREN M	F	White	06	Administrative Support	09/15/2014	12/14/2018
FT	20110056	FLINN, KELLEY V	F	White	02	Professionals	03/05/2012	01/26/2018
FT	20170024	FOWLER, MICHELLE	F	White	02	Professionals	01/23/2017	
PT	19950014	FRYE, LISA	F	White	06	Administrative Support	01/30/1995	
PT	20160106	FRYE, MAXWELL A	M	White	06	Administrative Support	10/16/2016	
FT	19960004	FUENTES, MARIELENA	F	Hispanic or Latino	06	Administrative Support	01/11/1996	01/04/2017
FT	20110018	GAEKE, ERIN M	F	White	02	Professionals	02/14/2011	
FT	20080017	GAEKE, NICHOLAS R	M	White	02	Professionals	05/14/2012	07/01/2016
FT	20160060	GALLO ROLON, SOFIA B	F	Hispanic or Latino	06	Administrative Support	06/13/2016	08/09/2018
FT	20150113	GARCIA, GEORGE L	M	Hispanic or Latino	06	Administrative Support	09/14/2015	
FT	20130037	GAY, JOSEPH M	M	White	02	Professionals	04/29/2013	
FT	20130006	GEOCARIS, CHRISTOPHER C	M	White	02	Professionals	01/07/2013	04/16/2019
FT	20140132	GERDING, JULIANNE M	F	White	02	Professionals	10/20/2014	
FT	20000247	GLEASON, JODY P	F	White	02	Professionals	12/01/2000	07/11/2019
FT	20160047	GONZALEZ, MELISSA	F	Hispanic or Latino	06	Administrative Support	04/18/2016	11/14/2017
FT	20130008	GONZALEZ, YASMIN	F	Hispanic or Latino	06	Administrative Support	01/08/2013	02/02/2018
FT	19800002	HAGEMANN, LINDA	F	White	06	Administrative Support	02/01/1980	
FT	19930055	HALBESMA, MICHELLE K	F	White	06	Administrative Support	08/01/1993	
FT	19700002	HALSEY, JANET	F	White	06	Administrative Support	11/23/1970	09/01/2017
FT	19970092	HARROD, SUSAN S	F	White	06	Administrative Support	05/13/1997	
FT	20090052	HATZIS, LINDSAY A	F	White	02	Professionals	09/08/2009	09/01/2017
FT	20090005	HEATH, KRISTI K	F	White	06	Administrative Support	01/22/2009	
FT	20150021	HENKE, BRITTANY L	F	White	06	Administrative Support	02/23/2015	12/05/2016
FT	20170023	HERONEMUS, MICHELLE R	F	White	06	Administrative Support	01/23/2017	03/08/2019
FT	19910017	HESTER, NANCY L	F	White	06	Administrative Support	04/22/1991	
FT	20170514	HIDALGO, ALMA R	F	Hispanic or Latino	06	Administrative Support	02/28/2017	
FT	20150018	HOFFMAN, ALICIA L M	F	White	06	Administrative Support	02/09/2015	08/17/2016
FT	20130042	HOOGEWERF, ERICA M	F	White	02	Professionals	05/06/2013	12/01/2017
FT	20150087	HOSCHEIT, MICHAEL J	M	White	02	Professionals	08/17/2015	07/06/2018
FT	19920061	HUGHES, MARY ELLEN	F	White	06	Administrative Support	12/01/1992	04/07/2017
FT	20160074	JACKSON, MARGARET M	F	White	02	Professionals	08/15/2016	
FT	20000200	KATZ, ADAM L	M	White	02	Professionals	09/14/2000	
FT	20140097	KERSTETTER, KAITLIN E	F	White	02	Professionals	08/18/2014	
FT	20140044	KINSELLA, ROBERT J	M	White	02	Professionals	04/21/2014	
FT	19960066	KLIMOWSKI, JULIE E	F	White	06	Administrative Support	04/08/1996	05/19/2017
FT	20000136	KORWIN, MICHAEL J	M	White	02	Professionals	07/17/2000	
FT	20170671	LACHANSKI, LINDSEY T	F	White	02	Professionals	04/12/2017	06/01/2018
FT	20060154	LANG HOMCO, DEBORAH A	F	White	02	Professionals	08/22/2006	01/19/2018

PT	20060193	LANZARA, JULIE L	F	White	06	Administrative Support	10/16/2006	
FT	20130098	LENZ, STELLA A	F	Hispanic or Latino	06	Administrative Support	08/19/2013	
FT	19880044	LOPICCOLO, SALVATORE	M	White	02	Professionals	08/19/2013	08/31/2018
FT	20000051	LULVES, JOSEPH F	M	White	02	Professionals	04/10/2000	
FT	20130036	MAGLIO, LAURA R	F	White	02	Professionals	04/29/2013	07/07/2017
FT	20160027	MALDONADO, ELIZABETH S	F	Hispanic or Latino	06	Administrative Support	02/22/2016	
FT	20020033	MARTIN, TIMOTHY E	M	White	04	Protective Services: Sworn	02/25/2002	09/18/2017
FT	20140119	MATEKAITIS, JAKE G	M	White	02	Professionals	09/17/2014	
FT	20010059	MAVIGLIANO, KIMBERLY A	F	White	06	Administrative Support	03/19/2001	
FT	20130168	MCGOWAN, AMY M	F	White	02	Professionals	12/09/2013	
FT	20120099	MELZER, BRADLEY D	M	White	02	Professionals	11/19/2012	04/12/2018
FT	20150114	MERKEL, RYAN G	M	White	02	Professionals	09/14/2015	
FT	20150023	MICHELS, JESSICA M	F	White	02	Professionals	03/09/2015	
FT	20070011	MOLINA, NYDIA	F	Hispanic or Latino	02	Professionals	01/08/2007	05/11/2018
FT	20160024	MONTOYA, MARITZA	F	Hispanic or Latino	06	Administrative Support	02/16/2016	
FT	20080159	MONTOYA, NEOMI	F	Hispanic or Latino	06	Administrative Support	10/29/2008	11/08/2016
FT	20160175	MULLARKEY, BETH E	F	White	04	Protective Services: Sworn	12/19/2016	
FT	20070119	NELSON, CHRISTOPHER K	M	White	06	Administrative Support	06/16/2007	
FT	19950135	NIERMANN, MICHELE L	F	White	02	Professionals	08/07/1995	
FT	20160071	O'BRIEN, DONALD A	M	White	02	Professionals	07/11/2016	
FT	20010198	ORLAND, KELLY M	F	White	02	Professionals	08/20/2001	
FT	20110031	PATRICOSKI, AMANDA K	F	White	06	Administrative Support	04/18/2011	08/05/2016
FT	20090019	PATTON, BRENDA L	F	White	06	Administrative Support	03/02/2009	
FT	20170026	PEREZ, ANGIE Y	F	Hispanic or Latino	06	Administrative Support	01/23/2017	11/03/2017
FT	20140014	PETERSON, TAMMY J	F	White	06	Administrative Support	01/21/2014	
FT	20050204	PITTMAN, REAGAN M	F	White	02	Professionals	05/08/2006	08/31/2018
FT	20060032	POHLMAN, JULIE E	F	White	06	Administrative Support	01/30/2006	
FT	19900017	ROBOTHAM, SHERRIE J	F	White	06	Administrative Support	03/12/1990	
FT	20130121	RODGERS, MATTHEW S	M	White	02	Professionals	06/27/2016	
FT	20130091	SABBIA, BRIDGET A	F	White	02	Professionals	08/12/2013	
FT	19960191	SAMS, GREG A	M	White	02	Professionals	10/03/1996	
FT	20120039	SCHMIDT, KELLI C	F	White	02	Professionals	08/17/2015	
FT	20030077	SCHMIDT, LORI A	F	White	02	Professionals	05/14/2003	
FT	20030135	SCHWERTLEY, SCOTT A	M	White	02	Professionals	08/04/2003	03/03/2017
FT	20130092	SEBERGER, SARAH E	F	White	02	Professionals	08/13/2013	
FT	19970247	SIMS, STEVEN M	M	White	02	Professionals	12/15/1997	
FT	20140042	SOSA, ALEJANDRA	F	Hispanic or Latino	06	Administrative Support	04/07/2014	
FT	20000161	STAJDOHAR, MARK D	M	White	02	Professionals	08/07/2000	
FT	20140013	STEELE, JEFFREY A	M	White	06	Administrative Support	01/21/2014	01/18/2019
FT	20140152	STEGER, RYAN D	M	White	02	Professionals	11/24/2014	09/11/2018

FT	20120100	TROOST, DAWN	F	White	02	Professionals	11/19/2012	
FT	19970157	VAN DE BURGT, MARZENA M	F	White	02	Professionals	08/18/1997	
FT	20170021	VARGAS, KIMBERLY	F	Hispanic or Latino	06	Administrative Support	01/17/2017	
FT	20140098	VAZQUEZ NUNEZ, JENNIFER	F	Hispanic or Latino	06	Administrative Support	08/25/2014	
FT	20130038	VOGELSBERG, D D	F	White	06	Administrative Support	04/29/2013	
PT	20010104	VOIRIN, LINDA R	F	White	06	Administrative Support	05/14/2001	01/13/2017
FT	20130032	WATSON, KATHLEEN K	F	White	02	Professionals	04/15/2013	
FT	20120055	WEILER, DANIEL H	M	White	02	Professionals	08/06/2012	
FT	20000192	WHITE, TONI F	F	White	06	Administrative Support	09/01/2000	
FT	20070163	WHITFIELD, ANDREW G	M	White	02	Professionals	09/04/2007	10/12/2018
FT	19970191	WILLIAMSON, ELIZABETH A	F	White	06	Administrative Support	09/25/1997	
FT	19980029	WINTER, CAROL A	F	White	06	Administrative Support	02/23/1998	02/03/2017

PART I. COUNTY OF KANE – 2016-2017 STATE'S ATTORNEY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	41.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	53.97%	1.59%	3.17%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	4.84%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	8.43%	0.16%	-1.13%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	23.77%	-7.78%	-9.05%	-1.91%	0.00%	0.00%	-1.08%	5.55%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	6.67%	0.00%	1.67%	0.00%	0.00%	0.00%	0.00%	58.33%	1.67%	31.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-21.84%	-1.78%	-6.23%	-1.04%	-0.06%	0.00%	-0.14%	16.13%	-2.29%	19.23%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 STATE'S ATTORNEY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	State's Attorney does not have employees in this job category.														
02 - Professionals	63	26	0	0	0	0	0	0	34	1	2	0	0	0	0
	100%	41.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	53.97%	1.59%	3.17%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	State's Attorney does not have employees in this job category.														
04 - Protective Services: Sworn	6	5	0	0	0	0	0	0	1	0	0	0	0	0	0
	100%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	State's Attorney does not have employees in this job category.														
06 - Administrative Support	60	4	0	1	0	0	0	0	35	1	19	0	0	0	0
	100%	6.67%	0.00%	1.67%	0.00%	0.00%	0.00%	0.00%	58.33%	1.67%	31.67%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	State's Attorney does not have employees in this job category.														
08 - Service/Maintenance	State's Attorney does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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Ethnic Detail for State's Attorney Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20150130	BARBOSA GOMEZ, ANGELICA V	F	Hispanic or Latino	06	Administrative Support	11/09/2015	02/22/2019
PT	19890004	BAXTER, HEIDI D	F	White	02	Professionals	01/09/1989	
FT	20100067	BAXTER, MEGAN L	F	White	02	Professionals	10/06/2010	
FT	19970138	BAYER, CHRISTINE C	F	White	02	Professionals	07/21/1997	
FT	20080140	BEDERKA, ALEXANDER G	M	White	02	Professionals	09/01/2008	04/20/2018
FT	19970228	BELLARIO, CATHERINE E	F	White	02	Professionals	12/01/1997	
FT	19990015	BELSHAN, DAVID F	M	White	02	Professionals	02/20/2018	
FT	20180007	BENATUIL, ALEXANDRA E	F	Hispanic or Latino	02	Professionals	02/05/2018	
FT	20070013	BERG, CAROL J	F	White	06	Administrative Support	01/22/2007	
FT	19990164	BERG, DAVID M	M	White	04	Protective Services: Sworn	08/16/1999	10/14/2016
FT	19970044	BLAND, JUDITH A	F	White	06	Administrative Support	02/24/1997	05/11/2018
FT	20160064	BOSSHART, TIMOTHY F	M	White	04	Protective Services: Sworn	07/01/2016	
FT	19990213	BRADLEY, PAMELA	F	Black	06	Administrative Support	09/27/1999	
FT	20000043	BREE, DEBRA L	F	White	02	Professionals	04/03/2000	
FT	20010063	BRICTSON, MARK S	M	White	04	Protective Services: Sworn	03/26/2001	
FT	20000117	BUMPUS, FRANK J	M	White	06	Administrative Support	06/27/2000	
FT	20180136	BUSLJETA, AMANDA C	F	White	02	Professionals	03/27/2018	
FT	20160043	CAIN, SAMANTHA L	F	White	02	Professionals	04/04/2016	
FT	20030056	CAMACHO, ROSALVA	F	Hispanic or Latino	06	Administrative Support	04/08/2003	
FT	20100051	CAMARGO, BIANCA	F	Hispanic or Latino	02	Professionals	08/09/2010	
FT	20170022	CARRILLO, MARISELA	F	Hispanic or Latino	06	Administrative Support	01/18/2017	02/02/2018
FT	20160099	CERDA, NOHEMI	F	Hispanic or Latino	06	Administrative Support	09/19/2016	
FT	20180003	CHAIDEZ NAVAR, SANDRA E	F	Hispanic or Latino	06	Administrative Support	01/24/2018	09/10/2018
FT	20040236	CHILTON, RONALD D	M	White	04	Protective Services: Sworn	12/01/2004	
FT	20060094	CHINN, SHARON A	F	White	06	Administrative Support	05/22/2006	
FT	20170715	CHRISTIAN, CIANA	F	Black	06	Administrative Support	08/07/2017	11/03/2017
FT	20010266	CONFORTI, DEBRA L	F	White	02	Professionals	11/19/2001	
FT	20040061	COWART, MARINA LARK	F	White	02	Professionals	04/05/2004	12/22/2017
FT	20110024	COYLE, VINCENT M	M	White	02	Professionals	02/22/2011	
FT	20110067	CRIMMINS, LORI	F	White	02	Professionals	09/04/2011	
FT	20100016	CULLEN, JOSEPH	M	White	02	Professionals	02/08/2010	
FT	20170020	DAVIS, ANGELA L	F	Black	02	Professionals	01/17/2017	08/04/2017
FT	20100029	DAY, DEBORAH A	F	White	06	Administrative Support	04/05/2010	
FT	20090003	DECANIO, ELISA	F	Hispanic or Latino	06	Administrative Support	01/05/2009	07/12/2019
FT	20040238	DECHRISTOPHER, CHRISTY	F	White	06	Administrative Support	12/01/2004	

FT	20100071	DECHRISTOPHER, SUSAN	F	White	06	Administrative Support	11/08/2010	
FT	20170738	DELANO, JONELLE E	F	White	06	Administrative Support	09/18/2017	
FT	20180028	DIAZ, EDIBERTO	M	Hispanic or Latino	04	Protective Services: Sworn	02/13/2018	02/27/2018
FT	20020009	DUET, JANET L	F	White	06	Administrative Support	01/14/2002	
FT	20010022	ENGER, SUSAN E	F	White	06	Administrative Support	01/29/2001	
FT	20010026	ENGERMAN, WILLIAM G	M	White	02	Professionals	03/07/2011	
FT	19990251	FARA, ELOISE	F	White	06	Administrative Support	11/08/1999	09/21/2018
FT	20160025	FAUSTO, RAQUEL	F	Hispanic or Latino	06	Administrative Support	02/16/2016	03/15/2018
FT	20160098	FENTON, RACHAEL L	F	White	06	Administrative Support	09/19/2016	01/25/2019
FT	20140118	FISHER, KAREN M	F	White	06	Administrative Support	09/15/2014	12/14/2018
FT	20110056	FLINN, KELLEY V	F	White	02	Professionals	03/05/2012	01/26/2018
FT	20170024	FOWLER, MICHELLE	F	White	02	Professionals	01/23/2017	
PT	19950014	FRYE, LISA	F	White	06	Administrative Support	01/30/1995	
PT	20160106	FRYE, MAXWELL A	M	White	06	Administrative Support	10/16/2016	
FT	20110018	GAEKE, ERIN M	F	White	02	Professionals	02/14/2011	
FT	20160060	GALLO ROLON, SOFIA B	F	Hispanic or Latino	06	Administrative Support	06/13/2016	08/09/2018
FT	20150113	GARCIA, GEORGE L	M	Hispanic or Latino	06	Administrative Support	09/14/2015	
FT	20130037	GAY, JOSEPH M	M	White	02	Professionals	04/29/2013	
FT	20130006	GEOCARIS, CHRISTOPHER C	M	White	02	Professionals	01/07/2013	04/16/2019
FT	20140132	GERDING, JULIANNE M	F	White	02	Professionals	10/20/2014	
FT	20000247	GLEASON, JODY P	F	White	02	Professionals	12/01/2000	07/11/2019
FT	20180004	GONZALEZ, GALILEA	F	Hispanic or Latino	06	Administrative Support	01/24/2018	05/17/2019
FT	20160047	GONZALEZ, MELISSA	F	Hispanic or Latino	06	Administrative Support	04/18/2016	11/14/2017
FT	20130008	GONZALEZ, YASMIN	F	Hispanic or Latino	06	Administrative Support	01/08/2013	02/02/2018
FT	20180035	GUEBERT, PAUL T	M	White	02	Professionals	03/05/2018	08/03/2018
FT	20180167	GUERRERO-CADENA, LIZBETH	F	Hispanic or Latino	06	Administrative Support	04/11/2018	
FT	19800002	HAGEMANN, LINDA	F	White	06	Administrative Support	02/01/1980	
FT	19930055	HALBESMA, MICHELLE K	F	White	06	Administrative Support	08/01/1993	
FT	19700002	HALSEY, JANET	F	White	06	Administrative Support	11/23/1970	09/01/2017
FT	19970092	HARROD, SUSAN S	F	White	06	Administrative Support	05/13/1997	
FT	20090052	HATZIS, LINDSAY A	F	White	02	Professionals	09/08/2009	09/01/2017
FT	20090005	HEATH, KRISTI K	F	White	06	Administrative Support	01/22/2009	
FT	20170023	HERONEMUS, MICHELLE R	F	White	06	Administrative Support	01/23/2017	03/08/2019
FT	19910017	HESTER, NANCY L	F	White	06	Administrative Support	04/22/1991	
FT	20170514	HIDALGO, ALMA R	F	Hispanic or Latino	06	Administrative Support	02/28/2017	
FT	20130042	HOOGEWERF, ERICA M	F	White	02	Professionals	06/12/2018	11/02/2018
FT	20150087	HOSCHEIT, MICHAEL J	M	White	02	Professionals	08/17/2015	07/06/2018
FT	20160074	JACKSON, MARGARET M	F	White	02	Professionals	08/15/2016	

FT	20140063	KARAYANNIS, KATHLEEN A	F	White	02	Professionals	08/21/2017	
FT	20000200	KATZ, ADAM L	M	White	02	Professionals	09/14/2000	
FT	20140097	KERSTETTER, KAITLIN E	F	White	02	Professionals	08/18/2014	
FT	20140044	KINSELLA, ROBERT J	M	White	02	Professionals	04/21/2014	
FT	20000136	KORWIN, MICHAEL J	M	White	02	Professionals	07/17/2000	
FT	20170671	LACHANSKI, LINDSEY T	F	White	02	Professionals	04/12/2017	06/01/2018
FT	20060154	LANG HOMCO, DEBORAH A	F	White	02	Professionals	08/22/2006	01/19/2018
PT	20060193	LANZARA, JULIE L	F	White	06	Administrative Support	10/16/2006	
FT	20130098	LENZ, STELLA A	F	Hispanic or Latino	06	Administrative Support	08/19/2013	
FT	20180087	LEUCHTMANN, ANDREW	M	White	02	Professionals	03/19/2018	04/26/2019
FT	19880044	LOPICCOLO, SALVATORE	M	White	02	Professionals	08/19/2013	08/31/2018
FT	20000051	LULVES, JOSEPH F	M	White	02	Professionals	04/10/2000	
FT	20130036	MAGLIO, LAURA R	F	White	02	Professionals	04/29/2013	07/07/2017
FT	20160027	MALDONADO, ELIZABETH S	F	Hispanic or Latino	06	Administrative Support	02/22/2016	
FT	20020033	MARTIN, TIMOTHY E	M	White	04	Protective Services: Sworn	02/25/2002	09/18/2017
FT	20140119	MATEKAITIS, JAKE G	M	White	02	Professionals	09/17/2014	
FT	20010059	MAVIGLIANO, KIMBERLY A	F	White	06	Administrative Support	03/19/2001	
FT	20180178	MCCALL, CHRISTOPHER R	M	White	02	Professionals	05/07/2018	
FT	20130168	MCGOWAN, AMY M	F	White	02	Professionals	12/09/2013	
FT	20120099	MELZER, BRADLEY D	M	White	02	Professionals	11/19/2012	04/12/2018
FT	20150114	MERKEL, RYAN G	M	White	02	Professionals	09/14/2015	
FT	20150023	MICHELS, JESSICA M	F	White	02	Professionals	03/09/2015	
FT	20180086	MITCHELL, MICHAEL L	M	White	02	Professionals	03/13/2018	12/14/2018
FT	20180006	MOELLER, ROBERT O	M	White	02	Professionals	02/05/2018	
FT	20070011	MOLINA, NYDIA	F	Hispanic or Latino	02	Professionals	01/08/2007	05/11/2018
FT	20160024	MONTOYA, MARITZA	F	Hispanic or Latino	06	Administrative Support	02/16/2016	
FT	20160175	MULLARKEY, BETH E	F	White	04	Protective Services: Sworn	12/19/2016	
FT	20070119	NELSON, CHRISTOPHER K	M	White	06	Administrative Support	06/16/2007	
FT	19950135	NIERMANN, MICHELE L	F	White	02	Professionals	08/07/1995	
FT	20160071	O'BRIEN, DONALD A	M	White	02	Professionals	07/11/2016	
FT	20010198	ORLAND, KELLY M	F	White	02	Professionals	08/20/2001	
FT	20090019	PATTON, BRENDA L	F	White	06	Administrative Support	03/02/2009	
FT	20170026	PEREZ, ANGIE Y	F	Hispanic or Latino	06	Administrative Support	01/23/2017	11/03/2017
FT	20140014	PETERSON, TAMMY J	F	White	06	Administrative Support	01/21/2014	
FT	20050204	PITTMAN, REAGAN M	F	White	02	Professionals	05/08/2006	08/31/2018
FT	20060032	POHLMAN, JULIE E	F	White	06	Administrative Support	01/30/2006	
FT	19900017	ROBOTHAM, SHERRIE J	F	White	06	Administrative Support	03/12/1990	
FT	20130121	RODGERS, MATTHEW S	M	White	02	Professionals	06/27/2016	

FT	20130091	SABBIA, BRIDGET A	F	White	02	Professionals	08/12/2013	
FT	20170724	SADLER, HILLARY R	F	White	02	Professionals	08/21/2017	
FT	20180186	SALINAS-RAMIREZ, SUSAN	F	Hispanic or Latino	06	Administrative Support	05/21/2018	
FT	19960191	SAMS, GREG A	M	White	02	Professionals	10/03/1996	
FT	20120039	SCHMIDT, KELLI C	F	White	02	Professionals	08/17/2015	
FT	20030077	SCHMIDT, LORI A	F	White	02	Professionals	05/14/2003	
FT	20170720	SCHROEDER, MARISOL	F	Hispanic or Latino	06	Administrative Support	08/14/2017	02/28/2018
FT	20130092	SEBERGER, SARAH E	F	White	02	Professionals	08/13/2013	
FT	19970247	SIMS, STEVEN M	M	White	02	Professionals	12/15/1997	
FT	20140042	SOSA, ALEJANDRA	F	Hispanic or Latino	06	Administrative Support	04/07/2014	
FT	20000161	STAJDOHAR, MARK D	M	White	02	Professionals	08/07/2000	
FT	20140013	STEELE, JEFFREY A	M	White	06	Administrative Support	01/21/2014	01/18/2019
FT	20140152	STEGER, RYAN D	M	White	02	Professionals	11/24/2014	09/11/2018
FT	20170772	TORRES, JESSICA S	F	Hispanic or Latino	02	Professionals	12/18/2017	02/02/2018
FT	20120100	TROOST, DAWN	F	White	02	Professionals	11/19/2012	
FT	19970157	VAN DE BURGT, MARZENA M	F	White	02	Professionals	08/18/1997	
FT	20170021	VARGAS, KIMBERLY	F	Hispanic or Latino	06	Administrative Support	01/17/2017	
FT	20140098	VAZQUEZ NUNEZ, JENNIFER	F	Hispanic or Latino	06	Administrative Support	08/25/2014	
FT	20130038	VOGELSBERG, D D	F	White	06	Administrative Support	04/29/2013	
FT	20130032	WATSON, KATHLEEN K	F	White	02	Professionals	04/15/2013	
FT	20120055	WEILER, DANIEL H	M	White	02	Professionals	08/06/2012	
FT	20000192	WHITE, TONI F	F	White	06	Administrative Support	09/01/2000	
FT	20070163	WHITFIELD, ANDREW G	M	White	02	Professionals	09/04/2007	10/12/2018
FT	19970191	WILLIAMSON, ELIZABETH A	F	White	06	Administrative Support	09/25/1997	

PART I. COUNTY OF KANE – 2017-2018 STATE'S ATTORNEY UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION No Employees for This Category														
PROFESSIONALS														
Workforce #%	41.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	51.43%	1.43%	5.71%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	5.00%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	5.89%	0.00%	1.41%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
Workforce #%	71.43%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	59.56%	7.78%	9.05%	1.91%	0.00%	0.00%	1.08%	11.12%	3.49%	5.40%	0.00%	0.00%	0.00%	0.00%
Utilization %	11.87%	-7.78%	5.23%	-1.91%	0.00%	0.00%	-1.08%	3.17%	-3.49%	-5.40%	0.00%	0.00%	0.00%	0.00%
PROTECTIVE SERVICES: NON SWORN No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	6.90%	0.00%	1.72%	0.00%	0.00%	0.00%	0.00%	50.00%	3.45%	37.93%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-21.61%	-1.78%	-6.17%	-1.04%	-0.06%	0.00%	-0.14%	7.80%	-0.51%	25.50%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT No Employees for This Category														
SERVICE/MAINTENANCE No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 STATE'S ATTORNEY WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	State's Attorney does not have employees in this job category.														
02 - Professionals	70	29	0	0	0	0	0	0	36	1	4	0	0	0	0
	100%	41.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	51.43%	1.43%	5.71%	0.00%	0.00%	0.00%	0.00%
03 - Technicians	State's Attorney does not have employees in this job category.														
04 - Protective Services: Sworn	7	5	0	1	0	0	0	0	1	0	0	0	0	0	0
	100%	71.43%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
05 - Protective Services: Non Sworn	State's Attorney does not have employees in this job category.														
06 - Administrative Support	58	4	0	1	0	0	0	0	29	2	22	0	0	0	0
	100%	6.90%	0.00%	1.72%	0.00%	0.00%	0.00%	0.00%	50.00%	3.45%	37.93%	0.00%	0.00%	0.00%	0.00%
07 - Skilled Craft	State's Attorney does not have employees in this job category.														
08 - Service/Maintenance	State's Attorney does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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COUNTY OF KANE

KANE COUNTY ASSESSMENT OFFICE

Mark D. Armstrong, CIAO

Supervisor of Assessments

Holly A. Winter, CIAO/I

Chief Deputy Supervisor of Assessments



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: July 8, 2019
Re: EEOP Plan for County Assessment Office (July 1, 2016 to June 30, 2017)

I am in receipt of the 2017 analysis of my staff (attached) and I offer the following narrative analysis of the underutilizations with a negative variance from the Community Labor Statistics:

I. Officials/Executive (eight positions)

- A. White Males:** This 4.21% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.59% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic or Latino Males:** This 4.62% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 1.83% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Amer. Indian/Alaska Nat. Males:** This .06% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Two or More Races Males:** This 0.13% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Black Females:** This 1.28% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Hispanic Females:** This 3.75% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Asian Females:** This 1.34% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Amer. Indian/Alaska Nat. Females:** This 0.07% underutilization is attributable to the small sample size and limited turnover in this category.
- K. Two or More Races Females:** This 0.21% underutilization is attributable to 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, 2016 to June 30, 2017)
Date: July 8, 2019
Page 2 of 4

II. Professionals (one position)

- A. White Males:** This 36.43% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.45% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic or Latino Males:** This 3.76% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 3.55% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Amer. Indian/Alaska Nat. Males:** This .05% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Native Hawaiian or Other Pacific Islanders Males:** This .03% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Two or More Races Males:** This .08% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Black Females:** This 1.43% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Hispanic Females:** This 4.31% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Asian Females:** This 2.73% underutilization is attributable to the small sample size and limited turnover in this category.
- K. Amer. Indian/Alaska Nat. Females:** This 0.01% underutilization is attributable to the small sample size and limited turnover in this category.
- L. Two or More Races Females:** This 0.38% underutilization is attributable to the small sample size and limited turnover in this category.

III. Technicians (one position)

- A. White Males:** This 38.13% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 3.90% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Asian Males:** This 4.27% underutilization is attributable to the small sample size and limited turnover in this category.
- D. White Females:** This 36.86% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Black Females:** This 1.45% 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, 2016 to June 30, 2017)

Date: July 8, 2019

Page 3 of 4

- F. Hispanic Females:** This 5.17% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Asian Females:** This 2.54% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Two or More Races Females:** This 1.43% underutilization is attributable to the small sample size and limited turnover in this category

IV. Office/Clerical (nine positions)

- A. White Males:** This 17.40% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.78% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic Males:** This 7.89% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 1.04% underutilization is attributable to the small sample size and limited turnover in this category.
- E. American Indian/Alaskan Native Males:** This 0.06% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Two or More Races Males:** This 0.14% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Hispanic Females:** This 12.44% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Asian Females:** This 1.32% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Amer. Indian/Alaska Nat. Female:** This 0.8% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Two or More Races Females:** This 0.29% 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, 2016 to June 30, 2017)
Date: July 8, 2019
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Additionally, you requested the following information:

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

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

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

Ethnic Detail for Supervisors of Assessment Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20040123	ARMSTRONG, MARK D	M	White	01	Official/Administration	06/08/2004	
FT	20050173	BINGMAN, JODI A	F	White	01	Official/Administration	08/16/2005	
FT	20010047	DEW, BARBARA A	F	White	06	Administrative Support	03/01/2001	
FT	19900049	DORAN, BEV A	F	White	01	Official/Administration	10/01/1990	
FT	19980204	FIENE, JENNIFER A	F	White	02	Professionals	10/01/1998	
FT	20010007	FINSTROM, LENNART P	M	Hispanic or Latino	03	Technicians	01/02/2001	
FT	20130117	FITZMAURICE, STEPHEN P	M	White	06	Administrative Support	09/16/2013	
FT	20010048	GABRELESKI, JANICE L	F	White	06	Administrative Support	03/01/2001	08/31/2018
FT	19990099	GRATTON, CATHERINE M	F	White	06	Administrative Support	05/17/1999	02/06/2017
FT	20120091	HAMMER, GRETCHEN E	F	White	06	Administrative Support	11/13/2012	08/12/2016
FT	19890045	HUBER, ROBIN M	F	White	06	Administrative Support	09/01/1989	
FT	19900053	KING, DONNA L	F	White	01	Official/Administration	11/01/1990	
OT	20110073	MADZIAREK, MICHAEL E	M	White	01	Official/Administration	09/12/2011	
FT	20130080	MARTIN, ANGELA L	F	White	06	Administrative Support	07/10/2013	
FT	19980207	ORLANDO, SANDRA A	F	White	06	Administrative Support	10/01/1998	
FT	19910009	RICHARDSON JONES, DONNIE M	F	Black	06	Administrative Support	02/16/1991	
OT	20090047	SCHULENBURG, KEVIN J	M	White	01	Official/Administration	09/04/2009	
OT	20090048	SULLIVAN, TIMOTHY	M	White	01	Official/Administration	09/04/2009	
FT	19910048	WINTER, HOLLY A	F	White	01	Official/Administration	09/03/1991	

PART I. COUNTY OF KANE – 2016-2017 SUPERVISORS OF ASSESSMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	-38.13%	-3.90%	93.83%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	77.78%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-17.40%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	35.58%	7.15%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 SUPERVISORS OF ASSESSMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	8 100%	4 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	1 100%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Supervisors of Assessment does not have employees in this job category.														
05 - Protective Services: Non Sworn	Supervisors of Assessment does not have employees in this job category.														
06 - Administrative Support	9 100%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	7 77.78%	1 11.11%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Supervisors of Assessment does not have employees in this job category.														
08 - Service/Maintenance	Supervisors of Assessment does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

COUNTY OF KANE

KANE COUNTY ASSESSMENT OFFICE

Mark D. Armstrong, CIAO

Supervisor of Assessments

Holly A. Winter, CIAO/I

Chief Deputy Supervisor of Assessments



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: July 8, 2019
Re: EEOP Plan for County Assessment Office (July 1, 2017 to June 30, 2018)

I am in receipt of the 2018 analysis of my staff (attached) and I offer the following narrative analysis of the underutilizations with a negative variance from the Community Labor Statistics:

I. Officials/Executive (eight positions)

- A. White Males:** This 4.21% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.59% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic or Latino Males:** This 4.62% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 1.83% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Amer. Indian/Alaska Nat. Males:** This .06% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Two or More Races Males:** This 0.13% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Black Females:** This 1.28% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Hispanic Females:** This 3.75% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Asian Females:** This 1.34% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Amer. Indian/Alaska Nat. Females:** This 0.07% underutilization is attributable to the small sample size and limited turnover in this category.
- K. Two or More Races Females:** This 0.21% underutilization is attributable to 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, 2017 to June 30, 2018)

Date: July 8, 2019

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II. Professionals (one position)

- A. White Males:** This 36.43% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.45% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic or Latino Males:** This 3.76% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 3.55% underutilization is attributable to the small sample size and limited turnover in this category.
- E. Amer. Indian/Alaska Nat. Males:** This .05% underutilization is attributable to the small sample size and limited turnover in this category.
- F. Native Hawaiian or Other Pacific Islanders Males:** This .03% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Two or More Races Males:** This .08% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Black Females:** This 1.43% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Hispanic Females:** This 4.31% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Asian Females:** This 2.73% underutilization is attributable to the small sample size and limited turnover in this category.
- K. Amer. Indian/Alaska Nat. Females:** This 0.01% underutilization is attributable to the small sample size and limited turnover in this category.
- L. Two or More Races Females:** This 0.38% underutilization is attributable to the small sample size and limited turnover in this category.

III. Technicians (one position)

- A. White Males:** This 38.13% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 3.90% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Asian Males:** This 4.27% underutilization is attributable to the small sample size and limited turnover in this category.
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To: Susan Brown, Assistant Director – Human Resource Management
Re: EEOP Plan for County Assessment Office
(July 1, 2017 to June 30, 2018)

Date: July 8, 2019

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- F. Hispanic Females:** This 5.17% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Asian Females:** This 2.54% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Two or More Races Females:** This 1.43% underutilization is attributable to the small sample size and limited turnover in this category

IV. Office/Clerical (seven positions)

- A. White Males:** This 14.22% underutilization is attributable to the small sample size and limited turnover in this category.
- B. Black Males:** This 1.78% underutilization is attributable to the small sample size and limited turnover in this category.
- C. Hispanic Males:** This 7.89% underutilization is attributable to the small sample size and limited turnover in this category.
- D. Asian Males:** This 1.04% underutilization is attributable to the small sample size and limited turnover in this category.
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- F. Two or More Races Males:** This 0.14% underutilization is attributable to the small sample size and limited turnover in this category.
- G. Hispanic Females:** This 12.44% underutilization is attributable to the small sample size and limited turnover in this category.
- H. Asian Females:** This 1.32% underutilization is attributable to the small sample size and limited turnover in this category.
- I. Amer. Indian/Alaska Nat. Female:** This 0.8% underutilization is attributable to the small sample size and limited turnover in this category.
- J. Two or More Races Females:** This 0.29% 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
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Additionally, you requested the following information:

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

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

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

Ethnic Detail for Supervisors of Assessment Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
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FT	20050173	BINGMAN, JODI A	F	White	01	Official/Administration	08/16/2005	
FT	20010047	DEW, BARBARA A	F	White	06	Administrative Support	03/01/2001	
FT	19900049	DORAN, BEV A	F	White	01	Official/Administration	10/01/1990	
FT	19980204	FIENE, JENNIFER A	F	White	02	Professionals	10/01/1998	
FT	20010007	FINSTROM, LENNART P	M	Hispanic or Latino	03	Technicians	01/02/2001	
FT	20130117	FITZMAURICE, STEPHEN P	M	White	06	Administrative Support	09/16/2013	
FT	20010048	GABRELESKI, JANICE L	F	White	06	Administrative Support	03/01/2001	08/31/2018
FT	19890045	HUBER, ROBIN M	F	White	06	Administrative Support	09/01/1989	
FT	19900053	KING, DONNA L	F	White	01	Official/Administration	11/01/1990	
OT	20110073	MADZIAREK, MICHAEL E	M	White	01	Official/Administration	09/12/2011	
FT	20130080	MARTIN, ANGELA L	F	White	06	Administrative Support	07/10/2013	
FT	19980207	ORLANDO, SANDRA A	F	White	06	Administrative Support	10/01/1998	
FT	19910009	RICHARDSON JONES, DONNIE M	F	Black	06	Administrative Support	02/16/1991	
OT	20090047	SCHULENBURG, KEVIN J	M	White	01	Official/Administration	09/04/2009	
OT	20090048	SULLIVAN, TIMOTHY	M	White	01	Official/Administration	09/04/2009	
FT	19910048	WINTER, HOLLY A	F	White	01	Official/Administration	09/03/1991	

PART I. COUNTY OF KANE – 2017-2018 SUPERVISORS OF ASSESSMENT UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	MALE							FEMALE						
	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-4.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	19.35%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	54.47%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	-38.13%	-3.90%	93.83%	-4.27%	0.00%	0.00%	0.00%	-36.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	71.43%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-14.22%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	29.23%	10.33%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 SUPERVISORS OF ASSESSMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	8 100%	4 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	1 100%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Supervisors of Assessment does not have employees in this job category.														
05 - Protective Services: Non Sworn	Supervisors of Assessment does not have employees in this job category.														
06 - Administrative Support	7 100%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 71.43%	1 14.29%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Supervisors of Assessment does not have employees in this job category.														
08 - Service/Maintenance	Supervisors of Assessment does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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KANE COUNTY DIVISION OF TRANSPORTATION
2018 UTILIZATION ANALYSIS NARRATIVE
Period – July 1, 2016 to June 30, 2018

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 7 races/national origins = 70 combinations). Of these combinations, **53 of 70 are considered within range** for both 2016-2017 and 2017-2018 (defined as -3% or better compared to the applicable CLS statistic for Kane County).

The remaining 17 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 a 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 job group categories: Officials/Administration, Professionals, and Skilled Craft.

The only two job group categories that changed for the twelve months ended June 30, 2017 to June 30, 2018 are Female/Hispanic/Professional and Female/White/Technician.

- For the period ended June 30, 2018 KDOT hired a Female/Hispanic/Professional which put KDOT in range for the Female/Hispanic/Professional category.
- For the period ended June 30, 2018, KDOT went from being in range for the Female/White/Technician category to being out of range due to the promotion of one Female/White/Technician to the Professional category after passing a certification test. In addition, another Female/White/Technician passed away and the position became vacant.

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

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

ANALYSIS BY GENDER/RACE-NATIONAL ORIGIN

Male Gender by Race and National Origin

- White males are over-represented for all job group categories except Administrative Support.
- Hispanic males are under-represented in all job group categories.
- Black males are generally within range for all jobs group categories except Technicians (within 4%). Black males are actually slightly over-represented in the Skilled Craft job group. Interestingly, there is only one Black male in this category, but this is enough to exceed the applicable CLS statistic.
- Currently, the CLS statistics for Asian/Pacific Islander males and American Indian/Native Alaskan males are low numbers, less than 3.55% in Professionals and less than 4.27% in Technicians. While KDOT has no employees in this cross-category, the CLS statistics are very low.

Female Gender by Race and National Origin

- White females are under-represented in the Officials/Administration, Professionals,, and Skilled Craft categories but over-represented in the Administrative Support 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 except in the Professionals category for 2017-2018. The largest disparity for both years is within the Administrative Support job group at -12.44%.
 - Currently, the CLS statistics for Asian/Pacific Islander females and American Indian/Native Alaskan females are low numbers, less than 2.73% in Professionals and less than 2.54% in Technicians. While KDOT has no employees in this cross-category, the CLS statistics are very low.
-

ANALYSIS BY JOB GROUP CATEGORY

01 Officials/Administration

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 (-4.62%) and White females (-30.65%). KDOT tends to promote from within, so these statistics may shift in the future; there are qualified women within the Professionals job group, which is the most likely pool of internal candidates. The County may consider this as future appointments are made.

02 Professionals

Professional positions within the department are technical in nature, generally require a Bachelor's Degree, and may require licensure by the State of Illinois. The largest group within the Professional positions category represents those with degrees in Civil Engineering, four of which are white females, 31% of the group, and the remainder are white males. This is notable since according to 2017 Census Bureau data as published by DATAUSA.io, only 14.6% of the current civil engineering workforce are women.

03 Technicians

White males are over-represented in this job group, while black, Hispanic, and Asian/Pacific Islander males, and Hispanic females are 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 were five employees in this group during the 2017-2018 year and eight during the 2016-2017 year. One of the white female technicians obtained her engineering license and changed classifications from technician to professional from 2016 to 2017.

06 Administrative Support (Office/Clerical)

White males, Hispanic males and females, and Black females are under-represented in this job group. Meanwhile, White females are over-represented. There were four employees in this job class during 2017, 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 29 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 FY2017 and 2018

Gender	B White	C Black	D Hispanic	E Asian or Pacific Islander	F American Indian or Alaskan Native	Action
Male		-	-	-	-	Verbal Warning
Female		-	-	-	-	
Male	1	-	-	-	-	Written Warning
Female	1	-	-	-	-	
Male	1	-	-	-	-	Suspension
Female	-	-	-	-	-	
Male	1	-	-	-	-	Termination
Female	1	-	-	-	-	
Totals	-5	-	-	-	-	Total = 0

Report 2: Applications for Promotion/Transfer FY2017 and 2018

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

In November 2016, one white male was promoted to the position of Highway Maintainer III from Highway Maintainer I after passing a skills test. In March 2018, a white male was transferred from Highway Maintainer III to Inventory Manager I, the pay rates of which are the same.

Report 3: Employment Policies and Practices

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

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

Promotions

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

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

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

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

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

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

Inventory Manager II – Qualified employees advancing to Inventory Manager II must have the ASE Certification P1 - Medium-Heavy Truck Parts Specialist and P2 – Automobile Parts Specialist, or equivalent testing approved by management. The number of Inventory Manager II positions are subject to the discretion of management, but shall generally not exceed one.

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

specialized qualifications. Management supervisors within the Maintenance section are also selected using an interview process, but are almost exclusively promoted from within the ranks.

Seasonal Employment Programs

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

ADVERTISING & JOB POSTING

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

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

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

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

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

SUMMARY

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

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

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

Ethnic Detail for Transportation Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950176	ABNER, JOHN T	M	White	07	Skilled Craft	10/02/1995	11/30/2017
FT	20130163	ACKMANN, KEVIN C	M	White	07	Skilled Craft	04/14/2014	
FT	20100094	ANDERSON, KENT D	M	White	07	Skilled Craft	12/20/2010	
FT	20120090	BECKER, JENNIFER L	F	White	02	Professionals	11/01/2012	07/06/2018
FT	20150129	BENDA, LYDIA K	F	White	03	Technicians	11/09/2015	05/18/2018
FT	20170687	BIGBIE, RYAN N	M	White	06	Administrative Support	06/12/2017	05/11/2018
FT	20010154	BOESCH, DAVID J	M	White	02	Professionals	07/09/2001	
FT	20050109	COFFINBARGAR, STEVEN W	M	White	02	Professionals	06/01/2005	
FT	20010089	CULLINS, JOSEPH R	M	Black	07	Skilled Craft	12/01/2000	
FT	19960209	DICKSON, WILLIAM J	M	White	02	Professionals	11/01/1996	
FT	19890017	EDWARDS, WILLIAM G	M	White	07	Skilled Craft	04/01/1989	
FT	19980245	FILES, HEIDI M	F	White	02	Professionals	12/07/1998	04/22/2019
FT	20100073	FORBES, JACQUELINE L	F	White	02	Professionals	11/15/2010	
FT	20050011	FREELAND, ROBERT A	M	White	07	Skilled Craft	05/01/2006	12/09/2016
FT	20170625	GONZALEZ, CODY R	M	Two or More Races	07	Skilled Craft	04/03/2017	03/22/2019
FT	20150053	HANKINS, TWOPONY J	M	White	07	Skilled Craft	06/01/2015	
FT	20020178	HAUSER, CARL J	M	White	07	Skilled Craft	11/04/2002	
FT	20000002	HAUSER, CORY N	M	White	07	Skilled Craft	01/03/2000	
FT	19920076	HERRMANN, DAVID M	M	White	07	Skilled Craft	12/16/1992	
FT	20170548	HEWITT, NICHOLAS P	M	White	07	Skilled Craft	04/03/2017	
FT	20140062	HOPKINSON, KATHLEEN T	F	White	02	Professionals	06/02/2014	
FT	20070210	HOYE, MARY ANNE	F	White	06	Administrative Support	12/03/2007	
FT	19980088	INGRAM, BRUCE O	M	White	07	Skilled Craft	06/01/1998	09/30/2016
FT	19990135	JOHNSON, RAYMOND E	M	White	03	Technicians	07/12/1999	
FT	20160073	JORDAHL, NILS T	M	White	02	Professionals	08/01/2016	
FT	20130097	KNAPP, PATRICK M	M	White	02	Professionals	08/19/2013	04/07/2017
FT	20110088	KROG, BRUCE R	M	White	07	Skilled Craft	12/01/2016	
PT	20160169	LARSON, LISA A	F	White	06	Administrative Support	12/13/2016	
FT	19990152	LEBO, KURT D	M	White	02	Professionals	08/02/1999	
FT	20080161	LINDSAY, JEREMY	M	White	07	Skilled Craft	11/03/2008	03/13/2018
FT	20090085	LOPEZ, SAMUEL D	M	Hispanic or Latino	07	Skilled Craft	12/01/2010	03/22/2019
FT	19980110	MARTIN, CYNTHIA L	F	White	03	Technicians	07/01/1998	
FT	20010255	MATHIEU, CHESTER	M	White	07	Skilled Craft	11/01/2001	
FT	20070076	MCGRAW, KEITH B	M	White	03	Technicians	05/16/2007	
FT	20090053	MIELKE, KENNETH P	M	White	02	Professionals	09/14/2009	
FT	19920065	MOWERS, JAMES R	M	White	07	Skilled Craft	12/01/1992	11/26/2018
FT	19980164	NIKA, KURT E	M	White	02	Professionals	08/17/1998	

FT	20150102	NOONAN, KEALAN J	M	White	03	Technicians	09/08/2015	09/23/2016
PT	20140039	O'CONNELL, JENNIFER L	F	White	02	Professionals	03/25/2014	
FT	20150052	PAVER, JOSEPH	M	White	07	Skilled Craft	06/01/2015	
FT	19960233	RAMM, CHARLES P	M	White	07	Skilled Craft	12/01/1996	
FT	19880031	RICKERT, THOMAS B	M	White	02	Professionals	09/01/1988	
FT	19960255	RIVERA, AVA K	F	White	02	Professionals	12/16/1996	
FT	19950179	ROUSH, GARY	M	White	07	Skilled Craft	10/02/1995	12/29/2017
FT	20130028	SALZBRUNN, SUSAN M	F	White	06	Administrative Support	03/25/2013	03/06/2017
FT	19970090	SCHOEDEL, CARL	M	White	01	Official/Administration	05/01/1997	
FT	19950216	SCHRAMER, BRYAN E	M	White	07	Skilled Craft	12/04/1995	
FT	19950180	SCHRAMER, MICHAEL J	M	White	07	Skilled Craft	10/02/1995	11/30/2018
FT	19890038	SCHUM, BARBARA A	F	White	06	Administrative Support	08/01/1989	04/01/2019
FT	20150051	SCHUMACHER, MATTHEW J	M	White	03	Technicians	06/01/2015	
FT	19960235	SEYLLER, JAY E	M	White	03	Technicians	12/01/1996	
FT	20170549	SEYLLER, TIMOTHY R	M	White	07	Skilled Craft	04/03/2017	
FT	20130124	SITKO, DAVID J	M	White	02	Professionals	10/07/2013	
FT	20140095	STACK, LISA M	F	White	06	Administrative Support	08/18/2014	
FT	20170624	SUNDQUIST, DUSTIN J	M	White	07	Skilled Craft	04/03/2017	
FT	20090036	SUNDQUIST, KEVIN D	M	White	07	Skilled Craft	11/02/2009	
FT	20150013	THE ESTATE OF FLOCK, BONNIE J	F	White	03	Technicians	01/26/2015	05/17/2017
FT	20150049	THOMAS, CANDANCE D	F	White	02	Professionals	06/01/2015	
FT	20100081	THOMPSON, DONALD T	M	White	07	Skilled Craft	12/01/2016	
FT	20050078	VANACKER, ANDREW J	M	White	07	Skilled Craft	05/01/2005	
FT	19880024	VER VYNCK, SCOTT J	M	White	07	Skilled Craft	08/01/1988	
FT	20030185	VERHAEGHE, JAMES E	M	White	07	Skilled Craft	10/16/2003	
FT	20130126	VERHALEN, PATRICK J	M	White	02	Professionals	10/15/2013	
FT	20100079	VOLKENING, JAMES H	M	White	07	Skilled Craft	05/02/2011	
FT	19990247	VOLKENING, JOSHUA J	M	White	07	Skilled Craft	11/01/1999	
FT	19950068	VOSS, GARY M	M	White	07	Skilled Craft	05/01/1995	
FT	20050079	WATROUS, JEROMY S	M	White	07	Skilled Craft	05/01/2005	
FT	20060014	YEHNERT, MARIAN JOY	F	White	02	Professionals	01/03/2006	
FT	19980167	ZAKOSEK, MICHAEL D	M	White	02	Professionals	08/25/1998	
FT	20070080	ZULKOWSKI, STEPHEN D	M	White	02	Professionals	10/14/2014	

PART I. COUNTY OF KANE – 2016-2017 TRANSPORTATION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	61.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	38.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	25.48%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-7.44%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	24.37%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	0.64%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-11.84%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	41.13%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	91.18%	2.94%	2.94%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	32.69%	1.21%	-26.89%	-1.89%	-0.19%	0.00%	2.62%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 TRANSPORTATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	21 100%	13 61.90%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	8 38.10%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	8 100%	5 62.50%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 37.50%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Transportation does not have employees in this job category.														
05 - Protective Services: Non Sworn	Transportation does not have employees in this job category.														
06 - Administrative Support	6 100%	1 16.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 83.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	34 100%	31 91.18%	1 2.94%	1 2.94%	0 0.00%	0 0.00%	0 0.00%	1 2.94%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
08 - Service/Maintenance	Transportation does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

Ethnic Detail for Transportation Employees between 07/01/2017 and 06/30/2018

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	19950176	ABNER, JOHN T	M	White	07	Skilled Craft	10/02/1995	11/30/2017
FT	20130163	ACKMANN, KEVIN C	M	White	07	Skilled Craft	04/14/2014	
FT	20100094	ANDERSON, KENT D	M	White	07	Skilled Craft	12/20/2010	
FT	20120090	BECKER, JENNIFER L	F	White	02	Professionals	11/01/2012	07/06/2018
FT	20150129	BENDA, LYDIA K	F	White	02	Professionals	11/09/2015	05/18/2018
FT	20170687	BIGBIE, RYAN N	M	White	06	Administrative Support	06/12/2017	05/11/2018
FT	20010154	BOESCH, DAVID J	M	White	02	Professionals	07/09/2001	
FT	20050109	COFFINBARGAR, STEVEN W	M	White	02	Professionals	06/01/2005	
FT	20010089	CULLINS, JOSEPH R	M	Black	07	Skilled Craft	12/01/2000	
FT	19960209	DICKSON, WILLIAM J	M	White	02	Professionals	11/01/1996	
FT	19890017	EDWARDS, WILLIAM G	M	White	07	Skilled Craft	04/01/1989	
FT	19980245	FILES, HEIDI M	F	White	02	Professionals	12/07/1998	04/22/2019
FT	20100073	FORBES, JACQUELINE L	F	White	02	Professionals	11/15/2010	
FT	20170625	GONZALEZ, CODY R	M	Two or More Races	07	Skilled Craft	04/03/2017	03/22/2019
FT	20150053	HANKINS, TWOPONY J	M	White	07	Skilled Craft	06/01/2015	
FT	20020178	HAUSER, CARL J	M	White	07	Skilled Craft	11/04/2002	
FT	20000002	HAUSER, CORY N	M	White	07	Skilled Craft	01/03/2000	
FT	19920076	HERRMANN, DAVID M	M	White	07	Skilled Craft	12/16/1992	
FT	20170548	HEWITT, NICHOLAS P	M	White	07	Skilled Craft	04/03/2017	
FT	20140062	HOPKINSON, KATHLEEN T	F	White	02	Professionals	06/02/2014	
FT	20070210	HOYE, MARY ANNE	F	White	06	Administrative Support	12/03/2007	
FT	19990135	JOHNSON, RAYMOND E	M	White	03	Technicians	07/12/1999	
FT	20160073	JORDAHL, NILS T	M	White	02	Professionals	08/01/2016	
FT	20170771	JOSTES, RUSSELL C	M	White	02	Professionals	12/18/2017	01/19/2018
FT	20110088	KROG, BRUCE R	M	White	07	Skilled Craft	12/01/2016	
FT	20180176	LANCASTE, DANIEL P	M	White	07	Skilled Craft	05/01/2018	
PT	20160169	LARSON, LISA A	F	White	06	Administrative Support	12/13/2016	
FT	20080161	LINDSAY, JEREMY	M	White	07	Skilled Craft	11/03/2008	03/13/2018
FT	20090085	LOPEZ, SAMUEL D	M	Hispanic or Latino	07	Skilled Craft	12/01/2010	03/22/2019
FT	19980110	MARTIN, CYNTHIA L	F	White	03	Technicians	07/01/1998	
FT	20010255	MATHIEU, CHESTER	M	White	07	Skilled Craft	11/01/2001	
FT	20070076	MCGRAW, KEITH B	M	White	03	Technicians	05/16/2007	
FT	20090053	MIELKE, KENNETH P	M	White	02	Professionals	09/14/2009	
FT	19920065	MOWERS, JAMES R	M	White	07	Skilled Craft	12/01/1992	11/26/2018
FT	20180181	NICOLOSI, MATTHEW J	M	White	07	Skilled Craft	06/01/2018	
FT	19980164	NIKA, KURT E	M	White	02	Professionals	08/17/1998	
PT	20140039	O'CONNELL, JENNIFER L	F	White	02	Professionals	03/25/2014	

FT	20180182	PAGAN-ORTIZ, KEISHLA M	F	Hispanic or Latino	02	Professionals	05/15/2018	11/09/2018
FT	20150052	PAVER, JOSEPH	M	White	07	Skilled Craft	06/01/2015	
FT	19960233	RAMM, CHARLES P	M	White	07	Skilled Craft	12/01/1996	
FT	19880031	RICKERT, THOMAS B	M	White	02	Professionals	09/01/1988	
FT	19960255	RIVERA, AVA K	F	White	02	Professionals	12/16/1996	
FT	19950179	ROUSH, GARY	M	White	07	Skilled Craft	10/02/1995	12/29/2017
FT	19970090	SCHOEDEL, CARL	M	White	01	Official/Administration	05/01/1997	
FT	19950216	SCHRAMER, BRYAN E	M	White	07	Skilled Craft	12/04/1995	
FT	19950180	SCHRAMER, MICHAEL J	M	White	07	Skilled Craft	10/02/1995	11/30/2018
FT	19890038	SCHUM, BARBARA A	F	White	06	Administrative Support	08/01/1989	04/01/2019
FT	20150051	SCHUMACHER, MATTHEW J	M	White	03	Technicians	06/01/2015	
FT	19960235	SEYLLER, JAY E	M	White	03	Technicians	12/01/1996	
FT	20170549	SEYLLER, TIMOTHY R	M	White	07	Skilled Craft	04/03/2017	
FT	20130124	SITKO, DAVID J	M	White	02	Professionals	10/07/2013	
FT	20140095	STACK, LISA M	F	White	06	Administrative Support	08/18/2014	
FT	20170624	SUNDQUIST, DUSTIN J	M	White	07	Skilled Craft	04/03/2017	
FT	20090036	SUNDQUIST, KEVIN D	M	White	07	Skilled Craft	11/02/2009	
FT	20180175	SWANSON, HENRY M	M	White	07	Skilled Craft	05/01/2018	
FT	20150049	THOMAS, CANDANCE D	F	White	02	Professionals	06/01/2015	
FT	20100081	THOMPSON, DONALD T	M	White	07	Skilled Craft	12/01/2016	
FT	20050078	VANACKER, ANDREW J	M	White	07	Skilled Craft	05/01/2005	
FT	19880024	VER VYNCK, SCOTT J	M	White	07	Skilled Craft	08/01/1988	
FT	20030185	VERHAEGHE, JAMES E	M	White	07	Skilled Craft	10/16/2003	
FT	20130126	VERHALEN, PATRICK J	M	White	02	Professionals	10/15/2013	
FT	20100079	VOLKENING, JAMES H	M	White	07	Skilled Craft	05/02/2011	
FT	19990247	VOLKENING, JOSHUA J	M	White	07	Skilled Craft	11/01/1999	
FT	19950068	VOSS, GARY M	M	White	07	Skilled Craft	05/01/1995	
FT	20050079	WATROUS, JEROMY S	M	White	07	Skilled Craft	05/01/2005	
FT	20060014	YEHNERT, MARIAN JOY	F	White	02	Professionals	01/03/2006	
FT	19980167	ZAKOSEK, MICHAEL D	M	White	02	Professionals	08/25/1998	
FT	20070080	ZULKOWSKI, STEPHEN D	M	White	02	Professionals	10/14/2014	

PART I. COUNTY OF KANE – 2017-2018 TRANSPORTATION UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	45.79%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	54.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.91%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	18.12%	-1.45%	-3.76%	-3.55%	-0.05%	-0.03%	-0.08%	-4.62%	-1.43%	0.24%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
Workforce #%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	38.13%	3.90%	6.17%	4.27%	0.00%	0.00%	0.00%	36.86%	1.45%	5.17%	2.54%	0.00%	0.00%	1.43%
Utilization %	41.87%	-3.90%	-6.17%	-4.27%	0.00%	0.00%	0.00%	-16.86%	-1.45%	-5.17%	-2.54%	0.00%	0.00%	-1.43%
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-8.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	37.80%	-3.96%	-12.44%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
Workforce #%	91.43%	2.86%	2.86%	0.00%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	58.49%	1.74%	29.83%	1.89%	0.19%	0.00%	0.32%	3.15%	0.54%	2.89%	0.51%	0.00%	0.00%	0.00%
Utilization %	32.94%	1.12%	-26.98%	-1.89%	-0.19%	0.00%	2.54%	-3.15%	-0.54%	-2.89%	-0.51%	0.00%	0.00%	0.00%
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 TRANSPORTATION WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	22 100%	12 54.55%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	9 40.91%	0 0.00%	1 4.55%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	5 100%	4 80.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04 - Protective Services: Sworn	Transportation does not have employees in this job category.														
05 - Protective Services: Non Sworn	Transportation does not have employees in this job category.														
06 - Administrative Support	5 100%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 80.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	35 100%	32 91.43%	1 2.86%	1 2.86%	0 0.00%	0 0.00%	0 0.00%	1 2.86%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
08 - Service/Maintenance	Transportation does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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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: July 9, 2019

Subject: Response to the Equal Employment Opportunity Plan

Dear Ms. Brown,

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

Sincerely,

David J. Rickert, 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 (FY17). 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 taken against employees during this time period

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

No applications for promotion or transfer by employees during this time period

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.

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 (FY18). 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 taken against employees during this time period

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

No applications for promotion or transfer by employees during this time period

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.

Ethnic Detail for Treasurer Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20130025	AGUILAR, REBECCA	F	Hispanic or Latino	06	Administrative Support	03/11/2013	
FT	20050231	BRADY, CARROLLYN J	F	White	02	Professionals	10/17/2005	
FT	19960075	HERRERA, MARIA E	F	Hispanic or Latino	01	Official/Administration	05/01/1996	
FT	20060080	HOPP, GARY P	M	White	06	Administrative Support	04/18/2006	
FT	19960014	MATA, CARLOS	M	Hispanic or Latino	02	Professionals	02/01/1996	
FT	20050203	STAHL, PAMELA A	F	White	06	Administrative Support	05/01/2004	
FT	20110027	STOBART, MICHELLE D	F	White	02	Professionals	12/11/2013	
FT	20160045	VALDIVIA FUENTES, ELIZABETH	F	Hispanic or Latino	06	Administrative Support	04/11/2016	

PART I. COUNTY OF KANE – 2016-2017 TREASURER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	96.25%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	29.58%	-3.55%	-0.05%	-0.03%	-0.08%	21.13%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-3.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	-17.20%	-3.96%	37.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 TREASURER WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	3 100%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Treasurer does not have employees in this job category.														
04 - Protective Services: Sworn	Treasurer does not have employees in this job category.														
05 - Protective Services: Non Sworn	Treasurer does not have employees in this job category.														
06 - Administrative Support	4 100%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Treasurer does not have employees in this job category.														
08 - Service/Maintenance	Treasurer does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

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FT	20050231	BRADY, CARROLLYN J	F	White	02	Professionals	10/17/2005	
FT	19960075	HERRERA, MARIA E	F	Hispanic or Latino	01	Official/Administration	05/01/1996	
FT	20060080	HOPP, GARY P	M	White	06	Administrative Support	04/18/2006	
FT	19960014	MATA, CARLOS	M	Hispanic or Latino	02	Professionals	02/01/1996	
FT	20050203	STAHL, PAMELA A	F	White	06	Administrative Support	05/01/2004	
FT	20110027	STOBART, MICHELLE D	F	White	02	Professionals	12/11/2013	
FT	20160045	VALDIVIA FUENTES, ELIZABETH	F	Hispanic or Latino	06	Administrative Support	04/11/2016	

PART I. COUNTY OF KANE – 2017-2018 TREASURER UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	-30.65%	-1.28%	96.25%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-36.43%	-1.45%	29.58%	-3.55%	-0.05%	-0.03%	-0.08%	21.13%	-1.43%	-4.31%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
Workforce #%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	28.51%	1.78%	7.89%	1.04%	0.06%	0.00%	0.14%	42.20%	3.96%	12.44%	1.32%	0.08%	0.00%	0.29%
Utilization %	-3.51%	-1.78%	-7.89%	-1.04%	-0.06%	0.00%	-0.14%	-17.20%	-3.96%	37.56%	-1.32%	-0.08%	0.00%	-0.29%
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 TREASURER WORKFORCE

Job Category	Total	Male							Female						
		W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	1 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 #####	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	3 100%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Treasurer does not have employees in this job category.														
04 - Protective Services: Sworn	Treasurer does not have employees in this job category.														
05 - Protective Services: Non Sworn	Treasurer does not have employees in this job category.														
06 - Administrative Support	4 100%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07 - Skilled Craft	Treasurer does not have employees in this job category.														
08 - Service/Maintenance	Treasurer does not have employees in this job category.														

Key

W - White

B - Black

H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

Printed on

KANE COUNTY Office of Community Reinvestment Workforce Development Division
2017 Equal Opportunity Plan Update
July 1, 2016 through June 30, 2017

A comparison of the Kane County Office of Community Reinvestment Workforce Development Division'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 Office of Community Reinvestment Workforce Development Division 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 Innovation and Opportunity Act registrants.

REPORTS

As mandated by the U.S. Department of Labor, the following information has been updated for the reporting period of 7/1/2016 through 6/30/2017.

1. There were no instances of employee disciplinary actions performed in the period of 7/1/2016 - 6/30/2017.

Fiscal Year	Race	Sex
FY16	N/A	N/A

2. Three staff received promotions during the reporting period. One white female and one Hispanic Male were promoted to Special Programs Representative, and one white female was promoted to Special Programs Coordinator.

Fiscal Year	Race	Sex	Position Promoted
FY16	Hispanic	Male	Special Programs Representative
FY16	White	Female	Special Programs Representative
FY16	White	Female	Special Programs Coordinator

- 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
- Illinois Department of Employment Security - Illinois JobLink
- Illinois workNet Centers - Career Resource Centers
- Chicago Tribune (Career Builder)
- *CCJobNet – College Central Network*
- *Nonprofit Jobs (npo.net)*
- 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.

Ethnic Detail for Workforce Development Employees between 07/01/2016 and 06/30/2017

Type	Employee No.	Name	Gender	Race	EEO Category	EEO Description	Hire Date	Termination Date
FT	20020141	ADAMS, RODNEY J	M	White	02	Professionals	09/16/2002	
FT	20130070	AIMONE, REBECCA D	F	White	02	Professionals	06/26/2013	
FT	20150057	BINDER, JENNIFER M	F	White	01	Official/Administration	06/08/2015	03/19/2019
FT	20160010	BRADBURY, KAREN M	F	White	02	Professionals	01/04/2016	11/17/2017
FT	20140139	CARTER-ERVES, JACQUELYN	F	Black	02	Professionals	12/01/2014	
FT	20160050	CHAN, THOMAS D	M	Asian	02	Professionals	05/09/2016	02/09/2017
FT	20160012	GILLIAM, MONICA K	F	Black	02	Professionals	01/11/2016	03/09/2018
FT	20020146	GUTIERREZ, ALICIA	F	Hispanic or Latino	02	Professionals	09/16/2002	
FT	20070110	HERNANDEZ, JESSE S	M	Hispanic or Latino	02	Professionals	06/18/2007	
FT	20090073	HUTCHINS, LINDSAY S	F	White	02	Professionals	10/26/2009	
FT	20100069	KNAPP, VIRGINIA L	F	White	01	Official/Administration	10/18/2010	
FT	20150117	MARKIN, SUZANNE M	F	White	02	Professionals	10/05/2015	
FT	20150125	MORENO, ALEJANDRA	F	Hispanic or Latino	02	Professionals	10/26/2015	07/22/2016
FT	19890046	PLACEK, STEVEN T	M	White	02	Professionals	09/01/1989	
FT	20160077	POGUE, CYNTHIA	F	Black	02	Professionals	08/29/2016	
FT	20120053	RENKEN, RENEE C	F	White	01	Official/Administration	08/13/2012	
FT	20160176	RILEY, RENE L	F	White	02	Professionals	12/27/2016	05/08/2017
FT	20160013	RIVERA, ROBERTO D	M	Hispanic or Latino	02	Professionals	01/11/2016	
FT	19950116	ROBINSON, RENATA	F	Black	01	Official/Administration	07/17/1995	
FT	20160177	TODD, NINA S	F	Black	02	Professionals	12/27/2016	
FT	20020085	WALL, KATHLEEN M	F	White	02	Professionals	06/10/2002	11/29/2018
FT	20060146	YAPEJIAN, MARY	F	White	01	Official/Administration	08/01/2006	

PART I. COUNTY OF KANE – 2016-2017 WORKFORCE DEVELOPMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	49.35%	18.72%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	11.76%	0.00%	11.76%	5.88%	0.00%	0.00%	0.00%	35.29%	23.53%	11.76%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-24.66%	-1.45%	8.01%	2.33%	-0.05%	-0.03%	-0.08%	-10.24%	22.10%	7.46%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2016-2017 WORKFORCE DEVELOPMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	5 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 80.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	17 100%	2 11.76%	0 0.00%	2 11.76%	1 5.88%	0 0.00%	0 0.00%	0 0.00%	6 35.29%	4 23.53%	2 11.76%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Workforce Development does not have employees in this job category.														
04 - Protective Services: Sworn	Workforce Development does not have employees in this job category.														
05 - Protective Services: Non Sworn	Workforce Development does not have employees in this job category.														
06 - Administrative Support	Workforce Development does not have employees in this job category.														
07 - Skilled Craft	Workforce Development does not have employees in this job category.														
08 - Service/Maintenance	Workforce Development does not have employees in this job category.														

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REPORTS

As mandated by the U.S. Department of Labor, the following information has been updated for the reporting period of 7/1/2017 through 6/30/2018.

1. There has been one instance of employee disciplinary action performed in the period of 7/1/2017 - 6/30/2018 by means of an oral reprimand during the reporting period.

Fiscal Year	Race	Sex
FY18	White	Female

2. There were no staff promoted during the reporting period

Fiscal Year	Race	Sex
FY18	N/A	N/A

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.

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- Facebook
- Indeed

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FT	20130070	AIMONE, REBECCA D	F	White	02	Professionals	06/26/2013	
FT	20150057	BINDER, JENNIFER M	F	White	01	Official/Administration	06/08/2015	03/19/2019
FT	20160010	BRADBURY, KAREN M	F	White	02	Professionals	01/04/2016	11/17/2017
FT	20140139	CARTER-ERVES, JACQUELYN	F	Black	02	Professionals	12/01/2014	
FT	20160012	GILLIAM, MONICA K	F	Black	02	Professionals	01/11/2016	03/09/2018
FT	20020146	GUTIERREZ, ALICIA	F	Hispanic or Latino	02	Professionals	09/16/2002	
FT	20070110	HERNANDEZ, JESSE S	M	Hispanic or Latino	02	Professionals	06/18/2007	
FT	20090073	HUTCHINS, LINDSAY S	F	White	02	Professionals	10/26/2009	
FT	20100069	KNAPP, VIRGINIA L	F	White	01	Official/Administration	10/18/2010	
FT	20150117	MARKIN, SUZANNE M	F	White	02	Professionals	10/05/2015	
FT	19890046	PLACEK, STEVEN T	M	White	02	Professionals	09/01/1989	
FT	20160077	POGUE, CYNTHIA	F	Black	02	Professionals	08/29/2016	
FT	20120053	RENKEN, RENEE C	F	White	01	Official/Administration	08/13/2012	
FT	20160013	RIVERA, ROBERTO D	M	Hispanic or Latino	02	Professionals	01/11/2016	
FT	19950116	ROBINSON, RENATA	F	Black	01	Official/Administration	07/17/1995	
FT	20160177	TODD, NINA S	F	Black	02	Professionals	12/27/2016	
FT	20020085	WALL, KATHLEEN M	F	White	02	Professionals	06/10/2002	11/29/2018
FT	20140040	WEILER, CHERYL A	F	White	02	Professionals	01/08/2018	
FT	20060146	YAPEJIAN, MARY	F	White	01	Official/Administration	08/01/2006	

PART I. COUNTY OF KANE – 2017-2018 WORKFORCE DEVELOPMENT UTILIZATION ANALYSIS

MALE

FEMALE

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black	Hispanic or Latino	Asian	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races
OFFICIAL/ADMINISTRATION														
Workforce #%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLS #%	54.21%	1.59%	4.62%	1.83%	0.06%	0.00%	0.13%	30.65%	1.28%	3.75%	1.34%	0.07%	0.00%	0.21%
Utilization %	-54.21%	-1.59%	-4.62%	-1.83%	-0.06%	0.00%	-0.13%	49.35%	18.72%	-3.75%	-1.34%	-0.07%	0.00%	-0.21%
PROFESSIONALS														
Workforce #%	13.33%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	40.00%	26.67%	6.67%	0.00%	0.00%	0.00%	0.00%
CLS #%	36.43%	1.45%	3.76%	3.55%	0.05%	0.03%	0.08%	45.53%	1.43%	4.31%	2.73%	0.01%	0.00%	0.38%
Utilization %	-23.09%	-1.45%	9.58%	-3.55%	-0.05%	-0.03%	-0.08%	-5.53%	25.23%	2.36%	-2.73%	-0.01%	0.00%	-0.38%
TECHNICIANS														
No Employees for This Category														
PROTECTIVE SERVICES: SWORN														
No Employees for This Category														
PROTECTIVE SERVICES: NON SWORN														
No Employees for This Category														
ADMINISTRATIVE SUPPORT														
No Employees for This Category														
SKILLED CRAFT														
No Employees for This Category														
SERVICE/MAINTENANCE														
No Employees for This Category														

PART I. COUNTY OF KANE – 2017-2018 WORKFORCE DEVELOPMENT WORKFORCE

Job Category	Male								Female						
	Total	W	B	H	A	AI/AN	NH/PI	T	W	B	H	A	AI/AN	NH/PI	T
01 - Official/Administration	5 100%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 80.00%	1 20.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02 - Professionals	15 100%	2 13.33%	0 0.00%	2 13.33%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	6 40.00%	4 26.67%	1 6.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03 - Technicians	Workforce Development does not have employees in this job category.														
04 - Protective Services: Sworn	Workforce Development does not have employees in this job category.														
05 - Protective Services: Non Sworn	Workforce Development does not have employees in this job category.														
06 - Administrative Support	Workforce Development does not have employees in this job category.														
07 - Skilled Craft	Workforce Development does not have employees in this job category.														
08 - Service/Maintenance	Workforce Development does not have employees in this job category.														

Key

W - White

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H - Hispanic or Latino

A - Asian

AI/AN - American Indian or Alaska Native

NH/PI - Native Hawaiian or Other Pacific Islander

T - Two or More Races

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New Hire Report

from 07/01/2016 - 06/30/2017

Department	Employee Name	Job Title	Employee Status	Hire Date
Animal Control	ABBATE, OLIVIA R	Kennel Assistant	INACTIVE	07/09/2016
	COOK, CODI J	Warden	ACTIVE	10/24/2016
	ELLIOTT, KATHRYN C	Kennel Assistant	INACTIVE	05/01/2017
	HOWEN, MONICA L	Warden	ACTIVE	01/03/2017
	MESZAROS, RITA E	Administrative Assistant	ACTIVE	12/19/2016
	PRONENKO, KATRINA S	Kennel Assistant	ACTIVE	05/22/2017
	SCHWER, CASSANDRA A	Administrative Assistant	ACTIVE	12/19/2016
Building Management	JARKA, TONI L	Mailroom Clerk	ACTIVE	01/30/2017
	PIKOWSKI, JAMES A	Jail Maintenance Supervisor	INACTIVE	03/13/2017
	RAMIREZ, AUSTIN M	Maintenance Worker	ACTIVE	07/05/2016
	ZILLGES, JONATHAN J	Maintenance Worker	ACTIVE	07/05/2016
Circuit Clerk	BOYNTON, TAYLOR J	Deputy Clerk	ACTIVE	10/11/2016
	BYSIEWICZ, KATHLEEN J	Deputy Clerk	ACTIVE	09/28/2016
	BUENROSTRO, JULIAN	Deputy Clerk	ACTIVE	04/03/2017
	CHABOWSKI, STACI	Deputy Clerk	INACTIVE	02/21/2017
	CHAPA, ELISA E	Deputy Clerk	ACTIVE	10/11/2016
	DOWD, SARAH	Deputy Clerk	INACTIVE	10/11/2016
	HAMES, KAREN E	Deputy Clerk	ACTIVE	09/12/2016
	JACKSON, MELINDA M	Civil Assistant Supervisor	ACTIVE	01/30/2017
		Deputy Clerk	ACTIVE	01/30/2017
	JORDAN, KATHERINE	Deputy Clerk	ACTIVE	04/17/2017
	KABARA, MARY	Deputy Clerk	ACTIVE	03/06/2017
	KOSINSKA, KATHERINE	Deputy Clerk	ACTIVE	01/23/2017
	STOREY, JESSICA T	Deputy Clerk	ACTIVE	06/19/2017
	VALDEZ, SAVANNAH L	Deputy Clerk	ACTIVE	03/13/2017
	VIAYRA BORUNDA, CHRISTIAN	Deputy Clerk	ACTIVE	02/14/2017
	ZEPEDA, CAROLINA	Deputy Clerk	ACTIVE	04/03/2017
Community Reinvestment	TREVE, MICHAEL R	Program Manager	ACTIVE	08/23/2016
	ZILLY, KAREN E	Program Manager	ACTIVE	07/11/2016
Coroner				

New Hire Report
from 07/01/2016 - 06/30/2017

ALLISON, GABRIELA	Deputy Coroner	ACTIVE	12/08/2016
	Para Deputy Coroner	ACTIVE	12/08/2016
MARSHALL, MEGHAN K	Para Deputy Coroner	ACTIVE	12/12/2016
RODGERS, ANTHONY N	Deputy Coroner	ACTIVE	09/30/2016
	Para Deputy Coroner	ACTIVE	09/30/2016

County Board

HERNANDEZ, BARBARA	Board Member	ACTIVE	12/05/2016
SANCHEZ, JARETT	Board Member	ACTIVE	12/05/2016
THOMAS, ANGELA C	Board Member	ACTIVE	12/05/2016
WEGMAN, PENNY	Board Member	ACTIVE	12/05/2016

County Clerk

BAUER, MARY L	Clerk I	ACTIVE	02/27/2017
POLLOCK, BRIAN	Alternative Language Coordinator	ACTIVE	01/05/2017
	Board Member	ACTIVE	01/05/2017
WEISSERTH, PAULA A	Election Worker or Judge	ACTIVE	01/01/2017

County Clerk Elections-PR Only/County Clerk Elections - PR Only

AARON, NANCY C	Election Worker or Judge	ACTIVE	01/01/2017
ACEVEDO, ALAN J	Election Worker or Judge	ACTIVE	01/01/2017
ACEVEDO, OVIDIO	Election Worker or Judge	ACTIVE	01/01/2017
ADAMS, ROBERT D	Election Worker or Judge	ACTIVE	01/01/2017
AHMED, ABIR	Election Worker or Judge	ACTIVE	01/01/2017
ALBERT, ALEXANDRA R	Election Worker or Judge	ACTIVE	01/01/2017
ALCANTAR, JOEVANI M	Election Worker or Judge	ACTIVE	01/01/2017
ALMEIDA, AKEMI M	Election Worker or Judge	ACTIVE	01/01/2017
ALMEIDA, SANDRA	Election Worker or Judge	ACTIVE	01/01/2017
ANDERSEN, NANCY P	Election Worker or Judge	ACTIVE	01/01/2017
ANDERSON, DAVID R	Election Worker or Judge	ACTIVE	01/01/2017
ANDERSON, EILEEN M	Election Worker or Judge	ACTIVE	01/01/2017
ANDERSON, MARLENE J	Election Worker or Judge	ACTIVE	01/01/2017
ANDERSON-ALBERT, CHERI	Election Worker or Judge	ACTIVE	01/01/2017
ANDRY, SANDRA C	Election Worker or Judge	ACTIVE	01/01/2017
ANTONGIOVANNI, ELAINE M	Election Worker or Judge	ACTIVE	01/01/2017
ARRAS, MARGIE B	Election Worker or Judge	ACTIVE	01/01/2017
ARVIZU, MARIA C	Election Worker or Judge	ACTIVE	01/01/2017
AUCHSTETTER, LINDA C	Election Worker or Judge	ACTIVE	01/01/2017
AUGUSTY, JACK W	Election Worker or Judge	ACTIVE	01/01/2017
AVILA, SUZAN J	Election Worker or Judge	ACTIVE	01/01/2017

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AVINA, ESMERALDA	Election Worker or Judge	ACTIVE	01/01/2017
BABICZ, JACQUELINE A	Election Worker or Judge	ACTIVE	01/01/2017
BAIN, SUSAN S	Election Worker or Judge	ACTIVE	01/01/2017
BALASSIE, TIMOTHY M	Election Worker or Judge	ACTIVE	01/01/2017
BARAN, FAITH M	Election Worker or Judge	ACTIVE	01/01/2017
BARBER, JOSEPH H	Election Worker or Judge	ACTIVE	01/01/2017
BARRETT, MADELYN J	Election Worker or Judge	ACTIVE	01/01/2017
BARROW, AMOS J	Election Worker or Judge	ACTIVE	01/01/2017
BARTELT, PATRICIA L	Election Worker or Judge	ACTIVE	01/01/2017
BARTLETT, LANA S	Election Worker or Judge	ACTIVE	01/01/2017
BASURA, PEGGY A	Election Worker or Judge	ACTIVE	01/01/2017
BAUER, CHARLES W	Election Worker or Judge	ACTIVE	01/01/2017
BAUER, HELEN A	Election Worker or Judge	ACTIVE	01/01/2017
BAUER, MICHAEL J	Election Worker or Judge	ACTIVE	01/01/2017
BAYHON, KIMBERLY L	Election Worker or Judge	ACTIVE	01/01/2017
BAYLER, LAVON	Election Worker or Judge	ACTIVE	01/01/2017
BECHLER, SONJA N	Election Worker or Judge	ACTIVE	01/01/2017
BECKER, CYNTHIA D	Election Worker or Judge	ACTIVE	01/01/2017
BEHENNA, SAMANTHA M	Election Worker or Judge	ACTIVE	01/01/2017
BEHNKE, NICHOLAS A	Election Worker or Judge	ACTIVE	01/01/2017
BELLINO, DIANE	Election Worker or Judge	ACTIVE	01/01/2017
BELLINO, FRANK W	Election Worker or Judge	ACTIVE	01/01/2017
BELL-LASOTA, VANESSA A	Election Worker or Judge	ACTIVE	01/01/2017
BELL-WILSON, SHARON M	Election Worker or Judge	ACTIVE	01/01/2017
BENAVIDEZ, IRMA A	Election Worker or Judge	ACTIVE	01/01/2017
BENDER, VICTORIA	Election Worker or Judge	ACTIVE	01/01/2017
BENES, ROBERT W	Election Worker or Judge	ACTIVE	01/01/2017
BERNARD, MARDELLE E	Election Worker or Judge	ACTIVE	01/01/2017
BIELINSKI, MARK H	Election Worker or Judge	ACTIVE	01/01/2017
BIEWALD, COURTNEY K	Election Worker or Judge	ACTIVE	01/01/2017
BILINSKI, JAMES L	Election Worker or Judge	ACTIVE	01/01/2017
BINNINGER, BARBARA J	Election Worker or Judge	ACTIVE	01/01/2017
BIRNS, CARL R	Election Worker or Judge	ACTIVE	01/01/2017
BIRNS, SUSAN C	Election Worker or Judge	ACTIVE	01/01/2017
BLAUVELT, RICHARD D	Election Worker or Judge	ACTIVE	01/01/2017
BOELTER, CAROL J	Election Worker or Judge	ACTIVE	01/01/2017
BONCHER, MARY	Election Worker or Judge	INACTIVE	01/01/2017

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BOSQUE, EDGAR	Election Worker or Judge	ACTIVE	01/01/2017
BRAVOS, ANGELO G	Election Worker or Judge	ACTIVE	01/01/2017
BRAZAS, CHRISTOPHER J	Election Worker or Judge	ACTIVE	01/01/2017
BRAZAS, JOANNE D	Election Worker or Judge	ACTIVE	01/01/2017
BRITZ, JONATHAN Z	Election Worker or Judge	ACTIVE	01/01/2017
BROCK, NICHOLAS D	Election Worker or Judge	ACTIVE	01/01/2017
BROCKMANN, ROBERT A	Election Worker or Judge	ACTIVE	01/01/2017
BROOKS, ASHLEY N	Election Worker or Judge	ACTIVE	01/01/2017
BROOKS, JENNIFER S	Election Worker or Judge	ACTIVE	01/01/2017
BROWN, LISA M	Election Worker or Judge	ACTIVE	01/01/2017
BUCKBEE, BRUCE R	Election Worker or Judge	ACTIVE	01/01/2017
BUCKBEE, LOTTIE F	Election Worker or Judge	ACTIVE	01/01/2017
BUNKER, KATHERINE L	Election Worker or Judge	ACTIVE	01/01/2017
BURBA, ALAN C	Election Worker or Judge	ACTIVE	01/01/2017
BURKE, SARAH W	Election Worker or Judge	ACTIVE	01/01/2017
BURNER, DONNA M	Election Worker or Judge	ACTIVE	01/01/2017
BURTON, BOBBY W	Election Worker or Judge	ACTIVE	01/01/2017
BYDALEK, ALBERT	Election Worker or Judge	ACTIVE	01/01/2017
CALDERONE, DARLENE M	Election Worker or Judge	ACTIVE	01/01/2017
CALHAMER, TATIANA	Election Worker or Judge	ACTIVE	01/01/2017
CAMPBELL, DIANE L	Election Worker or Judge	ACTIVE	01/01/2017
CANO, ELIDA M	Election Worker or Judge	ACTIVE	01/01/2017
CARDENAS, GLORIA G	Election Worker or Judge	ACTIVE	01/01/2017
CARLSON, RALPH E	Election Worker or Judge	ACTIVE	01/01/2017
CASTILLO, SILVIA	Election Worker or Judge	ACTIVE	01/01/2017
CATELLA, ANTHONY L	Election Worker or Judge	ACTIVE	01/01/2017
CATTERO, DOMINIC A	Election Worker or Judge	ACTIVE	01/01/2017
CHEDISTER, LORI E	Election Worker or Judge	ACTIVE	01/01/2017
CHEEK, LARRY M	Election Worker or Judge	ACTIVE	01/01/2017
CLARK, BERENITA Y	Election Worker or Judge	ACTIVE	01/01/2017
CLARK, DOUGLAS E	Election Worker or Judge	ACTIVE	01/01/2017
CLARK, SHARLENE A	Election Worker or Judge	ACTIVE	01/01/2017
CLARKE, MABEL P	Election Worker or Judge	ACTIVE	01/01/2017
CLEMENTE, ANN M	Election Worker or Judge	ACTIVE	01/01/2017
CLEMENTE, CALEB M	Election Worker or Judge	ACTIVE	01/01/2017
COMSTOCK, ROBERT E	Election Worker or Judge	ACTIVE	01/01/2017
COMSTOCK, SHANNON M	Election Worker or Judge	ACTIVE	01/01/2017

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COMSTOCK, TONYA W	Election Worker or Judge	ACTIVE	01/01/2017
CONARD, LINDA S	Election Worker or Judge	ACTIVE	01/01/2017
CORBIN, GARRETT A	Election Worker or Judge	ACTIVE	01/01/2017
CORCORAN, JOANNE M	Election Worker or Judge	ACTIVE	01/01/2017
CORDERO, STACEY R	Election Worker or Judge	ACTIVE	01/01/2017
COSDEN, KRISTINA G	Election Worker or Judge	ACTIVE	01/01/2017
COUSINEAU, FREDERICK E	Election Worker or Judge	ACTIVE	01/01/2017
CUDMORE, ANGELA D	Election Worker or Judge	ACTIVE	01/01/2017
CUEVAS, ROBERT	Election Worker or Judge	ACTIVE	01/01/2017
CULOTTA, KATHRYN M	Election Worker or Judge	ACTIVE	01/01/2017
CWYNAR, DONALD S	Election Worker or Judge	ACTIVE	01/01/2017
CYGAN, CHRISTINE M	Election Worker or Judge	ACTIVE	01/01/2017
CZAROBSKI, DORIS E	Election Worker or Judge	ACTIVE	01/01/2017
CZUPRYNSKI, DAVID G	Election Worker or Judge	ACTIVE	01/01/2017
DABBS, VERNON C	Election Worker or Judge	ACTIVE	01/01/2017
DAILY WAGNER, JOY A	Election Worker or Judge	ACTIVE	01/01/2017
DALMASSO, HEATHER K	Election Worker or Judge	ACTIVE	01/01/2017
DALY, GARRY R	Election Worker or Judge	ACTIVE	01/01/2017
DAMASCUS, CAROL A	Election Worker or Judge	ACTIVE	01/01/2017
DANGIERI, THOMAS J	Election Worker or Judge	ACTIVE	01/01/2017
DANIELSON, BAILEY A	Election Worker or Judge	ACTIVE	01/01/2017
DANKLEFSEN, ADAM J	Election Worker or Judge	ACTIVE	01/01/2017
DANKLEFSEN, JEFFREY	Election Worker or Judge	ACTIVE	01/01/2017
DAUER, BONNIE J	Election Worker or Judge	ACTIVE	01/01/2017
DAUFENBACH, PATRICIA R	Election Worker or Judge	ACTIVE	01/01/2017
DAVIDOWSKI, SUSAN L	Election Worker or Judge	ACTIVE	01/01/2017
DAVIDOWSKI, WILLIAM	Election Worker or Judge	ACTIVE	01/01/2017
DAVIS, KARYN F	Election Worker or Judge	ACTIVE	01/01/2017
DAVIS, KELA A	Election Worker or Judge	ACTIVE	01/01/2017
DECKER, REBECCA C	Election Worker or Judge	ACTIVE	01/01/2017
DEERING, AMELIA K	Election Worker or Judge	ACTIVE	01/01/2017
DEGOLLADO, MARIA I	Election Worker or Judge	ACTIVE	01/01/2017
DEL RIO, ANGEL	Election Worker or Judge	ACTIVE	01/01/2017
DEL VIGNA, BARBARA	Election Worker or Judge	ACTIVE	01/01/2017
DELGADO, DANIEL	Election Worker or Judge	ACTIVE	01/01/2017
DELGADO, OFELIA	Election Worker or Judge	ACTIVE	01/01/2017
DELIBERTO, KAREN M	Election Worker or Judge	ACTIVE	01/01/2017

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DELTORO, ALONDRA	Election Worker or Judge	ACTIVE	01/01/2017
DELUCO, GLORIA	Election Worker or Judge	ACTIVE	01/01/2017
DESLAURIERS, DENNIS W	Election Worker or Judge	ACTIVE	01/01/2017
DETTMAN, ALAN M	Election Worker or Judge	ACTIVE	01/01/2017
DEWEY, MICHAEL	Election Worker or Judge	ACTIVE	01/01/2017
DIAZ, CHRISTIAN A	Election Worker or Judge	ACTIVE	01/01/2017
DIAZ, JASON A	Election Worker or Judge	ACTIVE	01/01/2017
DIAZ, JULISSA L	Election Worker or Judge	ACTIVE	01/01/2017
DIAZ, NATHANIEL W	Election Worker or Judge	ACTIVE	01/01/2017
DIEM, VALERIE A	Election Worker or Judge	ACTIVE	01/01/2017
DIETZ, VICTOR H	Election Worker or Judge	ACTIVE	01/01/2017
DILLEY, LETICIA S	Election Worker or Judge	ACTIVE	01/01/2017
DIRKS, DOROTHY J	Election Worker or Judge	ACTIVE	01/01/2017
DISSMEYER, LAVERNE M	Election Worker or Judge	ACTIVE	01/01/2017
DIVEN, ANDREA C	Election Worker or Judge	ACTIVE	01/01/2017
DIXON, GAYLE M	Election Worker or Judge	ACTIVE	01/01/2017
DORSEY, LINDA L	Election Worker or Judge	ACTIVE	01/01/2017
DOW, TERESA M	Election Worker or Judge	ACTIVE	01/01/2017
DUERR, JON J	Election Worker or Judge	ACTIVE	01/01/2017
DURAN, ANTHONY	Election Worker or Judge	ACTIVE	01/01/2017
DURAN, EDWARD	Election Worker or Judge	ACTIVE	01/01/2017
DURRENBERGER, VIVIAN E	Election Worker or Judge	ACTIVE	01/01/2017
DYSON, KATRINA R	Election Worker or Judge	ACTIVE	01/01/2017
ECK, ALETA J	Election Worker or Judge	ACTIVE	01/01/2017
EDWARDS, BARBARA A	Election Worker or Judge	ACTIVE	01/01/2017
EGGERS, MASON R J	Election Worker or Judge	ACTIVE	01/01/2017
EINEKE, PATRICIA A	Election Worker or Judge	ACTIVE	01/01/2017
EINHORN, JANICE J	Election Worker or Judge	ACTIVE	01/01/2017
EKSTROM, HELEN	Election Worker or Judge	ACTIVE	01/01/2017
EKSTROM, JACK R	Election Worker or Judge	ACTIVE	01/01/2017
EL-HELO, KHALDON M	Election Worker or Judge	ACTIVE	01/01/2017
ELLENBAUM, CHARLES O	Election Worker or Judge	ACTIVE	01/01/2017
ELLENBAUM, GAIL B	Election Worker or Judge	ACTIVE	01/01/2017
ELMS, JOAN A	Election Worker or Judge	ACTIVE	01/01/2017
EMERSON, CAROL A	Election Worker or Judge	ACTIVE	01/01/2017
ENGELHARDT, MCKIMMON M	Election Worker or Judge	INACTIVE	01/01/2017
ERGANIAN, MARK D	Election Worker or Judge	ACTIVE	01/01/2017

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ESTERINO, MITCHEL E	Election Worker or Judge	ACTIVE	01/01/2017
ESTRADA, CAMILA	Election Worker or Judge	ACTIVE	01/01/2017
EVANS, JASON C	Election Worker or Judge	ACTIVE	01/01/2017
FAHNESTOCK, PAULETTE L	Election Worker or Judge	INACTIVE	01/01/2017
FARLEY, DEBORAH M	Election Worker or Judge	ACTIVE	01/01/2017
FAWELL, SCOTT R	Election Worker or Judge	ACTIVE	01/01/2017
FELDHAUS, HENRY A	Election Worker or Judge	ACTIVE	01/01/2017
FERGUSON, MARGARITA	Election Worker or Judge	ACTIVE	01/01/2017
FICKERS BRAUN, JENNIFER R	Election Worker or Judge	ACTIVE	01/01/2017
FILIPIAK, REGINA E	Election Worker or Judge	INACTIVE	01/01/2017
FISCHER, ELAINE A	Election Worker or Judge	ACTIVE	01/01/2017
FLETCHER, MAKENZIE N	Election Worker or Judge	INACTIVE	01/01/2017
FLYNN, DONALD M	Election Worker or Judge	ACTIVE	01/01/2017
FOLLMAN, MARCIA K	Election Worker or Judge	ACTIVE	01/01/2017
FOLLMAN, MICHAEL	Election Worker or Judge	ACTIVE	01/01/2017
FORESTALL, PATRICIA M	Election Worker or Judge	ACTIVE	01/01/2017
FORESTALL, ROBERT S	Election Worker or Judge	ACTIVE	01/01/2017
FOSBINDER, CHRIST J	Election Worker or Judge	ACTIVE	01/01/2017
FOUS, SUSAN A	Election Worker or Judge	ACTIVE	01/01/2017
FOUST, DANIEL L	Election Worker or Judge	ACTIVE	01/01/2017
FRANCK, JOSEPH A	Election Worker or Judge	ACTIVE	01/01/2017
FRANCO, KATE	Election Worker or Judge	INACTIVE	01/01/2017
FRANKOWSKI, RUSSELL S	Election Worker or Judge	ACTIVE	01/01/2017
FRASER, DIANE L	Election Worker or Judge	ACTIVE	01/01/2017
FRITZ, JEAN A	Election Worker or Judge	ACTIVE	01/01/2017
FUNK, JO A	Election Worker or Judge	ACTIVE	01/01/2017
GAGLIONE, ARLENE J	Election Worker or Judge	ACTIVE	01/01/2017
GAIDO, DOMINIQUE M	Election Worker or Judge	ACTIVE	01/01/2017
GALE, LORIE L	Election Worker or Judge	ACTIVE	01/01/2017
GANSTER, GARY T	Election Worker or Judge	ACTIVE	01/01/2017
GARTZKE, BRUCE	Election Worker or Judge	ACTIVE	01/01/2017
GATHMAN, DAVID J	Election Worker or Judge	ACTIVE	01/01/2017
GAZDIK, ALTA F	Election Worker or Judge	ACTIVE	01/01/2017
GAZDIK, JOHN A	Election Worker or Judge	ACTIVE	01/01/2017
GEARY, ANNE S	Election Worker or Judge	ACTIVE	01/01/2017
GEDWILL, WALTER J	Election Worker or Judge	ACTIVE	01/01/2017
GEHLING, TERY R	Election Worker or Judge	ACTIVE	01/01/2017

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GEHRIG, DEBORAH L	Election Worker or Judge	ACTIVE	01/01/2017
GHADERI, GABRIELLE D	Election Worker or Judge	INACTIVE	01/01/2017
GHAFOOR, YUSRA	Election Worker or Judge	ACTIVE	01/01/2017
GIBB, MARK S	Election Worker or Judge	ACTIVE	01/01/2017
GIBNEY-DESMASON, MARION R	Election Worker or Judge	ACTIVE	01/01/2017
GILLETTE, MICHAEL J	Election Worker or Judge	ACTIVE	01/01/2017
GIRON, GIOVANNI	Election Worker or Judge	INACTIVE	01/01/2017
GODINA, KAI S	Election Worker or Judge	ACTIVE	01/01/2017
	Test Proctor Secretary	ACTIVE	01/01/2017
GODOY, ANGELES	Election Worker or Judge	ACTIVE	01/01/2017
GONZALEZ DE LA TORRE, ARMANDO	Election Worker or Judge	ACTIVE	01/01/2017
GONZALEZ, GWENDOLYN M	Election Worker or Judge	ACTIVE	01/01/2017
GONZALEZ, JAIME A	Election Worker or Judge	ACTIVE	01/01/2017
GORDON, BENJAMIN R	Election Worker or Judge	ACTIVE	01/01/2017
GOWDA, KARAN M	Election Worker or Judge	ACTIVE	01/01/2017
GRAF, DANIEL W	Election Worker or Judge	ACTIVE	01/01/2017
GRAF, LAURA J	Election Worker or Judge	ACTIVE	01/01/2017
GRAHAM, DEBORAH L	Election Worker or Judge	INACTIVE	01/01/2017
GRAUNKE, JARMILA	Election Worker or Judge	ACTIVE	01/01/2017
GRAY, DEBORAH A	Election Worker or Judge	ACTIVE	01/01/2017
GREEN, JANICE R	Election Worker or Judge	ACTIVE	01/01/2017
GREEN, RAYMOND B	Election Worker or Judge	ACTIVE	01/01/2017
GRON, PATRICIA M	Election Worker or Judge	ACTIVE	01/01/2017
GUERRERO, RACHAEL	Election Worker or Judge	ACTIVE	01/01/2017
GUSTAFSON, LINDA A	Election Worker or Judge	ACTIVE	01/01/2017
GUTIERREZ, ROSA A	Election Worker or Judge	ACTIVE	01/01/2017
HAFFEY, JOHN P	Election Worker or Judge	ACTIVE	01/01/2017
HAIMANN, MARY J	Election Worker or Judge	ACTIVE	01/01/2017
HALL, ROBEN B	Election Worker or Judge	ACTIVE	01/01/2017
HAMEISTER, MARK M	Election Worker or Judge	ACTIVE	01/01/2017
HANNEMANN, DANIEL M	Election Worker or Judge	ACTIVE	01/01/2017
HANSEN, STEPHEN P	Election Worker or Judge	ACTIVE	01/01/2017
HANSON, MARY E	Election Worker or Judge	ACTIVE	01/01/2017
HARDING, ROSALEE	Election Worker or Judge	ACTIVE	01/01/2017
HARE, JANICE K	Election Worker or Judge	ACTIVE	01/01/2017
HARVEY, JOEL T	Election Worker or Judge	ACTIVE	01/01/2017
HAVERKAMPF, SUSAN L	Election Worker or Judge	ACTIVE	01/01/2017

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HEIN, THOMAS M	Election Worker or Judge	ACTIVE	01/01/2017
HEINRICH, MARY C	Election Worker or Judge	ACTIVE	01/01/2017
HENDRICKS, CLIVE A	Election Worker or Judge	ACTIVE	01/01/2017
HENNEN, MARY BETH	Election Worker or Judge	ACTIVE	01/01/2017
HENSLEY, JANIS E	Election Worker or Judge	ACTIVE	01/01/2017
HERLEHY, MICHAEL D	Election Worker or Judge	ACTIVE	01/01/2017
HERMAN, ELLEN E	Election Worker or Judge	ACTIVE	01/01/2017
HERMAN, HUGH P	Election Worker or Judge	ACTIVE	01/01/2017
HERNANDEZ, JAZMINE	Election Worker or Judge	INACTIVE	01/01/2017
HIBONADA, MARYGRACE L	Election Worker or Judge	ACTIVE	01/01/2017
HICKS, JAMES R	Election Worker or Judge	ACTIVE	01/01/2017
HISER, LINDA M	Election Worker or Judge	ACTIVE	01/01/2017
HOFER, JOANN P	Election Worker or Judge	ACTIVE	01/01/2017
HOFFMAN, PATRICIA A	Election Worker or Judge	ACTIVE	01/01/2017
HOLLINGSWORTH, YVONNE S	Election Worker or Judge	ACTIVE	01/01/2017
HOLLOMAN, RICHARD D	Election Worker or Judge	ACTIVE	01/01/2017
HOLMER, DIANA L	Election Worker or Judge	ACTIVE	01/01/2017
HOLMER, NATHANIEL A	Election Worker or Judge	INACTIVE	01/01/2017
HOLMES, ANGELA J	Election Worker or Judge	INACTIVE	01/01/2017
HOLTMANN, KENNETH J	Election Worker or Judge	ACTIVE	01/01/2017
HOMER, DYLAN M	Election Worker or Judge	ACTIVE	01/01/2017
HORAN, LINDA L	Election Worker or Judge	ACTIVE	01/01/2017
HUBBARD, RONALD S	Election Worker or Judge	ACTIVE	01/01/2017
HYLLAND, TIMOTHY L	Election Worker or Judge	ACTIVE	01/01/2017
IKE, DOROTHY J	Election Worker or Judge	ACTIVE	01/01/2017
IMPSON, KARON	Election Worker or Judge	ACTIVE	01/01/2017
JACKSON, MAXINE C	Election Worker or Judge	ACTIVE	01/01/2017
JACOBSEN, RONALD E	Election Worker or Judge	ACTIVE	01/01/2017
JAKL, PETER J	Election Worker or Judge	ACTIVE	01/01/2017
JAKL, ZDENKA M	Election Worker or Judge	ACTIVE	01/01/2017
JEDZINIAK, JAMES J	Election Worker or Judge	ACTIVE	01/01/2017
JENSEN, ROGER L	Election Worker or Judge	ACTIVE	01/01/2017
JIMENEZ, PATRICIA G	Election Worker or Judge	ACTIVE	01/01/2017
JOHNSON, CHARLES B	Election Worker or Judge	ACTIVE	01/01/2017
JOHNSON, JENNIFER M	Election Worker or Judge	ACTIVE	01/01/2017
JOHNSON, JOSEPH R	Election Worker or Judge	ACTIVE	01/01/2017
JOHNSON, JUDITH L	Election Worker or Judge	ACTIVE	01/01/2017

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JORGE, GEORGINA	Election Worker or Judge	ACTIVE	01/01/2017
JUAREZ, KARLA A	Election Worker or Judge	INACTIVE	01/01/2017
KADING, DAVID W	Election Worker or Judge	ACTIVE	01/01/2017
KALDENBERGER, KURT W	Election Worker or Judge	ACTIVE	01/01/2017
KANE, RUTH L	Election Worker or Judge	ACTIVE	01/01/2017
KAPALA, MARGARET	Election Worker or Judge	ACTIVE	01/01/2017
KAPLOW, ROBERT G	Election Worker or Judge	ACTIVE	01/01/2017
KASKA, KATHLEEN S	Election Worker or Judge	ACTIVE	01/01/2017
KATRAK, KIM A	Election Worker or Judge	ACTIVE	01/01/2017
KAUFMAN, RYAN W	Election Worker or Judge	ACTIVE	01/01/2017
KAUSS, HEIDI L	Election Worker or Judge	ACTIVE	01/01/2017
KELLETT, DIANNE E	Election Worker or Judge	ACTIVE	01/01/2017
KEYS, DIANE M	Election Worker or Judge	ACTIVE	01/01/2017
KING, JUDITH A	Election Worker or Judge	ACTIVE	01/01/2017
KIRAN, KATHY L	Election Worker or Judge	ACTIVE	01/01/2017
KIRKLAND, MELISSA S	Election Worker or Judge	ACTIVE	01/01/2017
KLEIBER, ROBERT A	Election Worker or Judge	ACTIVE	01/01/2017
KOLINEK, SANFORD L	Election Worker or Judge	ACTIVE	01/01/2017
KONISHI, KATHY C	Election Worker or Judge	ACTIVE	01/01/2017
KOSIROG, BRADLEY K	Election Worker or Judge	ACTIVE	01/01/2017
KOTEL, ASHLEY N	Election Worker or Judge	ACTIVE	01/01/2017
KRAMER, LARRY A	Election Worker or Judge	ACTIVE	01/01/2017
KRODEL, ALLEN L	Election Worker or Judge	ACTIVE	01/01/2017
KRUKOFF, JOHN D	Election Worker or Judge	ACTIVE	01/01/2017
KRUSKOL, BRUCE	Election Worker or Judge	ACTIVE	01/01/2017
KUCHARSKI, RUTHANN	Election Worker or Judge	ACTIVE	01/01/2017
KYRK, JOSHUA R	Election Worker or Judge	ACTIVE	01/01/2017
KYRK, PATRICIA R	Election Worker or Judge	ACTIVE	01/01/2017
LADAS, JACQUELINE G	Election Worker or Judge	ACTIVE	01/01/2017
LANDEROZ, CHRISTINA L	Election Worker or Judge	ACTIVE	01/01/2017
LASOTA, FRANCIS E	Election Worker or Judge	ACTIVE	01/01/2017
LEDONE, RICHARD T	Election Worker or Judge	ACTIVE	01/01/2017
LEE, E S C	Election Worker or Judge	ACTIVE	01/01/2017
LEGAN, CAROLYN E	Election Worker or Judge	ACTIVE	01/01/2017
LENTZ, JOELLA E	Election Worker or Judge	ACTIVE	01/01/2017
LESCH, JOSEPH L	Election Worker or Judge	ACTIVE	01/01/2017
LIBBE, CAROLE S	Election Worker or Judge	ACTIVE	01/01/2017

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LIBBE, JAMES F	Election Worker or Judge	ACTIVE	01/01/2017
LIOTTA, NATHAN D	Election Worker or Judge	ACTIVE	01/01/2017
LOBOJKO, RICHARD A	Election Worker or Judge	ACTIVE	01/01/2017
LORTZ, CAROLYN S	Election Worker or Judge	ACTIVE	01/01/2017
LOSINECKI, THOMAS J	Election Worker or Judge	ACTIVE	01/01/2017
LUNDGREN, GLENN J	Election Worker or Judge	ACTIVE	01/01/2017
LUTES, LISA A	Election Worker or Judge	ACTIVE	01/01/2017
MAAS, CURT R	Election Worker or Judge	INACTIVE	01/01/2017
MADSEN, CHRIS	Election Worker or Judge	ACTIVE	01/01/2017
MARDORF, CHRISTOPHER G	Election Worker or Judge	ACTIVE	01/01/2017
MARLOWE, MARJORIE E	Election Worker or Judge	ACTIVE	01/01/2017
MARQUEZ, JOSE M	Election Worker or Judge	ACTIVE	01/01/2017
MATRAS, MATTHEW M	Election Worker or Judge	INACTIVE	01/01/2017
MAURICIO, JESUS	Election Worker or Judge	INACTIVE	01/01/2017
MCBRIDE, SALLY G	Election Worker or Judge	ACTIVE	01/01/2017
MCGOWAN, CONNIE L	Election Worker or Judge	ACTIVE	01/01/2017
MCGOWAN, HUGH A	Election Worker or Judge	ACTIVE	01/01/2017
MCGREEVY, MAUREEN A	Election Worker or Judge	ACTIVE	01/01/2017
MCGUIRE, DEBORAH A	Election Worker or Judge	ACTIVE	01/01/2017
MCHUGH, CELESTE J	Election Worker or Judge	ACTIVE	01/01/2017
MCHUGH, MICHAEL D	Election Worker or Judge	ACTIVE	01/01/2017
MCLAIN, MARY E	Election Worker or Judge	ACTIVE	01/01/2017
MCPMAHON, PATRICIA P	Election Worker or Judge	ACTIVE	01/01/2017
MELGOSA, SANDRA L	Election Worker or Judge	INACTIVE	01/01/2017
MELVIN, ELIZABETH A	Election Worker or Judge	ACTIVE	01/01/2017
MENDENHALL, PAMELA J	Election Worker or Judge	ACTIVE	01/01/2017
MENDOZA, ALEXIS A	Election Worker or Judge	INACTIVE	01/01/2017
MENDOZA, CHRISTINA	Election Worker or Judge	ACTIVE	01/01/2017
MENDOZA, JASMINE C	Election Worker or Judge	ACTIVE	01/01/2017
MERTES, GERALD J	Election Worker or Judge	ACTIVE	01/01/2017
MESENBRING, LAURIE J	Election Worker or Judge	ACTIVE	01/01/2017
METZ, MARYANN	Election Worker or Judge	ACTIVE	01/01/2017
MICEK, DONALD J	Election Worker or Judge	INACTIVE	01/01/2017
MIELKE, GARY J	Election Worker or Judge	ACTIVE	01/01/2017
MILIC, SUSANA	Election Worker or Judge	ACTIVE	01/01/2017
MILLEN, TYLER M	Election Worker or Judge	ACTIVE	01/01/2017
MILLER, CAROL L	Election Worker or Judge	ACTIVE	01/01/2017

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MILLER, FRED J	Election Worker or Judge	ACTIVE	01/01/2017
MILLER, REBECCA L	Election Worker or Judge	ACTIVE	01/01/2017
MIR, JENNIFER R	Election Worker or Judge	ACTIVE	01/01/2017
MITCHEL, JULIANNE	Election Worker or Judge	ACTIVE	01/01/2017
MITCHELL, ROBERT L	Election Worker or Judge	ACTIVE	01/01/2017
MONDL, BRENDA R	Election Worker or Judge	ACTIVE	01/01/2017
MONTELONGO, JONATHAN A	Election Worker or Judge	INACTIVE	01/01/2017
MOORE, GLENN R	Election Worker or Judge	ACTIVE	01/01/2017
MOOSE, JACOB D	Election Worker or Judge	ACTIVE	01/01/2017
MORELLI, MICHAEL M	Election Worker or Judge	ACTIVE	01/01/2017
MORRIS, XAVIER S	Election Worker or Judge	ACTIVE	01/01/2017
MOSER, MICHELLE C	Election Worker or Judge	ACTIVE	01/01/2017
MOTT, ROSALYN	Election Worker or Judge	INACTIVE	01/01/2017
MOUNT, CHARLES K	Election Worker or Judge	ACTIVE	01/01/2017
MUCCIANTI, CONSTANCE E	Election Worker or Judge	ACTIVE	01/01/2017
MUNSON, CHARLES C	Election Worker or Judge	ACTIVE	01/01/2017
MURDOCK, JOANN	Election Worker or Judge	ACTIVE	01/01/2017
MURPHY, RICHARD A	Election Worker or Judge	ACTIVE	01/01/2017
MURRAY, BARBARA	Election Worker or Judge	ACTIVE	01/01/2017
MURTAUGH, ANN E	Election Worker or Judge	ACTIVE	01/01/2017
NECHAY, TIZIANA G	Election Worker or Judge	ACTIVE	01/01/2017
NELSON, GLENDA K	Election Worker or Judge	ACTIVE	01/01/2017
NELSON, JOSHUA P	Election Worker or Judge	INACTIVE	01/01/2017
NELTNOR, JEANNE M	Election Worker or Judge	ACTIVE	01/01/2017
NGUYEN, ALEXIS M	Election Worker or Judge	INACTIVE	01/01/2017
NICHOLS, MARY J	Election Worker or Judge	ACTIVE	01/01/2017
NICKERSON, RONALD E	Election Worker or Judge	ACTIVE	01/01/2017
NOERENBERG, DAN T	Election Worker or Judge	ACTIVE	01/01/2017
NUNES, MARSILDA B	Election Worker or Judge	ACTIVE	01/01/2017
	Paralegal	ACTIVE	01/01/2017
NUNES, PAUL J	Election Worker or Judge	ACTIVE	01/01/2017
NUNES, PETER J	Election Worker or Judge	INACTIVE	01/01/2017
OATES, NANCY L	Election Worker or Judge	ACTIVE	01/01/2017
OCHSENSCHLAGER, SUSAN L	Election Worker or Judge	ACTIVE	01/01/2017
OLDS, RASHONA J	Election Worker or Judge	ACTIVE	01/01/2017
OLSON, VANCE C	Election Worker or Judge	ACTIVE	01/01/2017
O'NEIL, KEVIN R	Election Worker or Judge	ACTIVE	01/01/2017

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O'NEIL, KEVIN W	Election Worker or Judge	ACTIVE	01/01/2017
ORLAND, JANICE A	Election Worker or Judge	ACTIVE	01/01/2017
OSAR, KEVIN R	Election Worker or Judge	ACTIVE	01/01/2017
PADILLA, RODOLFO R	Election Worker or Judge	ACTIVE	01/01/2017
PADRON, KAREN L	Election Worker or Judge	ACTIVE	01/01/2017
PAGLIUCA, DORANNE E	Election Worker or Judge	ACTIVE	01/01/2017
PALACIOS, ELIAS A	Election Worker or Judge	ACTIVE	01/01/2017
PALACIOS, TERESA R	Election Worker or Judge	ACTIVE	01/01/2017
PALM, PAMELA A	Election Worker or Judge	ACTIVE	01/01/2017
PALMER, NICOLE R	Election Worker or Judge	ACTIVE	01/01/2017
PAPPAS, CHRISTOPHER P	Election Worker or Judge	ACTIVE	01/01/2017
PAUL, LISA C	Election Worker or Judge	ACTIVE	01/01/2017
PAULUS, ARDITH L	Election Worker or Judge	ACTIVE	01/01/2017
PEACOCK, CHERYL J	Election Worker or Judge	ACTIVE	01/01/2017
PERKO, THOMAS A	Election Worker or Judge	ACTIVE	01/01/2017
PERRY, JANET E	Election Worker or Judge	ACTIVE	01/01/2017
PETERS, PHILIP L	Election Worker or Judge	ACTIVE	01/01/2017
PETERSON, BENJAMIN P	Election Worker or Judge	ACTIVE	01/01/2017
PETERSON, BRUCE A	Election Worker or Judge	ACTIVE	01/01/2017
PETERSON, MELVIN L	Election Worker or Judge	ACTIVE	01/01/2017
PETERSON, ROSANNE L	Election Worker or Judge	ACTIVE	01/01/2017
PETRYNIEC, LOUISE A	Election Worker or Judge	ACTIVE	01/01/2017
PHILIPS, MARY M	Asst Impact Fee Pgm Coordinator	ACTIVE	01/01/2017
	Election Worker or Judge	ACTIVE	01/01/2017
PHILLIP, DONNA L	Election Worker or Judge	ACTIVE	01/01/2017
PHORASAVONG, KAILEE S	Election Worker or Judge	INACTIVE	01/01/2017
PIEC, CHRISTOPHER J	Election Worker or Judge	ACTIVE	01/01/2017
PIERARD, KEVIN M	Election Worker or Judge	ACTIVE	01/01/2017
PITTMAN, RONALD M	Election Worker or Judge	ACTIVE	01/01/2017
POMMIER, HAROLD B	Election Worker or Judge	ACTIVE	01/01/2017
PORTER, JEAN M	Election Worker or Judge	ACTIVE	01/01/2017
PORTER, ROBERT S	Election Worker or Judge	ACTIVE	01/01/2017
POTTS, CHRISTOPHER N	Election Worker or Judge	ACTIVE	01/01/2017
POTTS, MICHAEL D	Election Worker or Judge	ACTIVE	01/01/2017
POWELL, JAMES M	Election Worker or Judge	ACTIVE	01/01/2017
POWERS, JOYCE A	Election Worker or Judge	ACTIVE	01/01/2017
PREE, JOHN H	Election Worker or Judge	ACTIVE	01/01/2017

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PRESCOTT, JAMES R	Election Worker or Judge	ACTIVE	01/01/2017
PRIBBLE, HOWARD W	Election Worker or Judge	ACTIVE	01/01/2017
QUANE, VICTORIA I	Election Worker or Judge	ACTIVE	01/01/2017
QUATTROCCHI, KATHERINE M	Election Worker or Judge	ACTIVE	01/01/2017
RAMIREZ, RORY M	Election Worker or Judge	ACTIVE	01/01/2017
RANSAW, JERMAIN	Election Worker or Judge	ACTIVE	01/01/2017
RASHID, RONAQ	Election Worker or Judge	ACTIVE	01/01/2017
RAUCCI, BEVERLY A	Election Worker or Judge	ACTIVE	01/01/2017
REEVES, PATRICIA M	Election Worker or Judge	ACTIVE	01/01/2017
REICHARDT, THOMAS J	Election Worker or Judge	ACTIVE	01/01/2017
REINEKE, HARRY W	Election Worker or Judge	ACTIVE	01/01/2017
REMES, JOSEPH J	Election Worker or Judge	ACTIVE	01/01/2017
REUTER, JUDITH A	Election Worker or Judge	ACTIVE	01/01/2017
REYES, GUMERCINDO	Election Worker or Judge	ACTIVE	01/01/2017
RICHARDSON, SARAH E	Election Worker or Judge	ACTIVE	01/01/2017
RIFFLE, DONALD E	Election Worker or Judge	ACTIVE	01/01/2017
RILEY, CARTER Q	Election Worker or Judge	INACTIVE	01/01/2017
RILEY, CARYL J	Election Worker or Judge	ACTIVE	01/01/2017
RILEY, HARVEY	Election Worker or Judge	ACTIVE	01/01/2017
RIVERA, ELIA	Election Worker or Judge	ACTIVE	01/01/2017
ROBBINS, LAURA D	Election Worker or Judge	ACTIVE	01/01/2017
ROBINSON, IRENE L	Election Worker or Judge	ACTIVE	01/01/2017
ROBINSON, JACQUELINE M	Election Worker or Judge	ACTIVE	01/01/2017
RODRIGUEZ, KIM E	Election Worker or Judge	INACTIVE	01/01/2017
ROETZER, LAURA L	Election Worker or Judge	ACTIVE	01/01/2017
ROMASANTA, SKYLAR A	Election Worker or Judge	INACTIVE	01/01/2017
ROSCO, JONI	Election Worker or Judge	ACTIVE	01/01/2017
ROSE, DEBRA A	Election Worker or Judge	ACTIVE	01/01/2017
ROSENBAUM, LAWRENCE	Election Worker or Judge	ACTIVE	01/01/2017
ROSSOW, LISA L	Election Worker or Judge	ACTIVE	01/01/2017
ROWE, JEANNE A	Election Worker or Judge	ACTIVE	01/01/2017
ROYS, CAROLYN R	Election Worker or Judge	ACTIVE	01/01/2017
RUCHTI, JAMES A Jr	Election Worker or Judge	ACTIVE	01/01/2017
	Highway Maintainer I	ACTIVE	01/01/2017
	Highway Maintainer III	ACTIVE	01/01/2017
RUHL, LINDA L	Election Worker or Judge	ACTIVE	01/01/2017
RUSSELL, KATHERINE A	Election Worker or Judge	INACTIVE	01/01/2017

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RUSSELL, RAYMOND E	Election Worker or Judge	ACTIVE	01/01/2017
RUSSELL, STEPHANIE C	Election Worker or Judge	INACTIVE	01/01/2017
RUSSO, DANIEL R	Election Worker or Judge	ACTIVE	01/01/2017
RYLKO, BETTY	Election Worker or Judge	ACTIVE	01/01/2017
SAIA, SAMUEL A	Election Worker or Judge	ACTIVE	01/01/2017
SALAS, ALEJANDRO	Election Worker or Judge	INACTIVE	01/01/2017
SALERNO, JAMES V	Election Worker or Judge	ACTIVE	01/01/2017
SALZMANN, DIANE K	Election Worker or Judge	ACTIVE	01/01/2017
SALZMANN, MARK R	Election Worker or Judge	ACTIVE	01/01/2017
SAMSON, HELINA	Election Worker or Judge	ACTIVE	01/01/2017
SANBERG, SAN S	Election Worker or Judge	ACTIVE	01/01/2017
SARTO, KATHLEEN L	Election Worker or Judge	ACTIVE	01/01/2017
SAUL, RICHARD E	Election Worker or Judge	ACTIVE	01/01/2017
SCHAEFER, JOHN D	Election Worker or Judge	ACTIVE	01/01/2017
SCHEFFLER, LAURA A	Election Worker or Judge	ACTIVE	01/01/2017
SCHICK, EUGENE W	Election Worker or Judge	ACTIVE	01/01/2017
SCHIF, LINDA S	Election Worker or Judge	ACTIVE	01/01/2017
SCHINDEL, SUSAN R	Election Worker or Judge	ACTIVE	01/01/2017
SCHLECHTER, THOMAS M	Election Worker or Judge	ACTIVE	01/01/2017
SCHLEINING, SANDRA K	Election Worker or Judge	ACTIVE	01/01/2017
SCHLOMANN, JOHN W	Election Worker or Judge	ACTIVE	01/01/2017
SCHULTZ, CLARICE A	Election Worker or Judge	ACTIVE	01/01/2017
SCHULTZ, SARAH A	Election Worker or Judge	ACTIVE	01/01/2017
SCHWARZ, LEWIS F	Election Worker or Judge	ACTIVE	01/01/2017
SCOTT, ADAM D	Election Worker or Judge	ACTIVE	01/01/2017
SCOTT, WELLESLEY E	Election Worker or Judge	INACTIVE	01/01/2017
SCRUGGS, LENORA	Election Worker or Judge	ACTIVE	01/01/2017
SEILER, CATHERINE M	Election Worker or Judge	ACTIVE	01/01/2017
SEPT, VELMA L	Election Worker or Judge	ACTIVE	01/01/2017
SEVERSON, MERILEE S	Election Worker or Judge	ACTIVE	01/01/2017
SHANAHAN, PATRICK J	Election Worker or Judge	ACTIVE	01/01/2017
SHOGER, MARILYN J	Election Worker or Judge	ACTIVE	01/01/2017
SIEBEN, PENNY A	Election Worker or Judge	ACTIVE	01/01/2017
SIEGFRIED, ROY G	Election Worker or Judge	ACTIVE	01/01/2017
SILVA, JACQUELINE	Election Worker or Judge	INACTIVE	01/01/2017
SIMMONS, MICHAEL J	Election Worker or Judge	ACTIVE	01/01/2017
SIMMONS, RITA L	Election Worker or Judge	ACTIVE	01/01/2017

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SIMON, DEBORAH A	Election Worker or Judge	ACTIVE	01/01/2017
SIMON, STEPHANIE A	Election Worker or Judge	ACTIVE	01/01/2017
SIMONS, RONALD P	Election Worker or Judge	ACTIVE	01/01/2017
SKELNIK, JAMES W	Election Worker or Judge	ACTIVE	01/01/2017
SKORES, ALEXANDRA D	Election Worker or Judge	ACTIVE	01/01/2017
SKOWRONSKI, DAVID	Election Worker or Judge	INACTIVE	01/01/2017
SLINN-SAIA, GERALDINE A	Election Worker or Judge	ACTIVE	01/01/2017
SLIWINSKI, JOHN W	Election Worker or Judge	ACTIVE	01/01/2017
SLIWINSKI, LINDA L	Election Worker or Judge	ACTIVE	01/01/2017
SLOAN, SUSAN	Election Worker or Judge	ACTIVE	01/01/2017
SLOMSKI, EDWARD J	Election Worker or Judge	ACTIVE	01/01/2017
SMITH, EARL N	Election Worker or Judge	ACTIVE	01/01/2017
SMITH, LONA	Election Worker or Judge	ACTIVE	01/01/2017
SMITH, MICHAEL S	Election Worker or Judge	ACTIVE	01/01/2017
SMITH, RONALD C	Election Worker or Judge	ACTIVE	01/01/2017
SMOL, HARRY S	Election Worker or Judge	ACTIVE	01/01/2017
SNYDER, DAVID L	Election Worker or Judge	ACTIVE	01/01/2017
SNYDER, LINDA M	Election Worker or Judge	ACTIVE	01/01/2017
SOKOL, MARILYN J	Election Worker or Judge	INACTIVE	01/01/2017
SOOY, MICHAEL G	Election Worker or Judge	ACTIVE	01/01/2017
SPRING, ROBERTA F	Election Worker or Judge	ACTIVE	01/01/2017
STARR, KRISTY A	Election Worker or Judge	ACTIVE	01/01/2017
STAVENHAGEN, MARY J	Election Worker or Judge	ACTIVE	01/01/2017
STEFFEK, FRANK J	Election Worker or Judge	ACTIVE	01/01/2017
STEFFEK, KATHLEEN L	Election Worker or Judge	ACTIVE	01/01/2017
STEINBACH, SUSAN C	Election Worker or Judge	ACTIVE	01/01/2017
STERN, LILLIAN S	Election Worker or Judge	INACTIVE	01/01/2017
STEWART, SUSAN M	Election Worker or Judge	ACTIVE	01/01/2017
STILLINGS, BARRETT J	Election Worker or Judge	INACTIVE	01/01/2017
STILWAGNER, FRANK S	Election Worker or Judge	ACTIVE	01/01/2017
STOCKEL, DOLORES P	Election Worker or Judge	ACTIVE	01/01/2017
STOKA, THOMAS E	Election Worker or Judge	ACTIVE	01/01/2017
STRAKA, WILLIAM J	Election Worker or Judge	ACTIVE	01/01/2017
STRICKLAND, ROBERT P	Election Worker or Judge	ACTIVE	01/01/2017
STROM, HELEN	Election Worker or Judge	ACTIVE	01/01/2017
STROM, JOSEPH P	Election Worker or Judge	INACTIVE	01/01/2017
STUDNICK, GWENDOLYN J	Election Worker or Judge	ACTIVE	01/01/2017

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STULGATE, JASON C	Election Worker or Judge	ACTIVE	01/01/2017
SUTHERLAND, TERRY L	Election Worker or Judge	ACTIVE	01/01/2017
SWANSON, SHARLA J	Election Worker or Judge	ACTIVE	01/01/2017
SWANSON, STUART R	Election Worker or Judge	ACTIVE	01/01/2017
SZOPINSKI, LAURA A	Election Worker or Judge	ACTIVE	01/01/2017
SZUMNY, AMY	Election Worker or Judge	ACTIVE	01/01/2017
TABB, LYNN D	Election Worker or Judge	ACTIVE	01/01/2017
TABBERT, PEARL M	Election Worker or Judge	ACTIVE	01/01/2017
THANEPOHN, LISA A	Election Worker or Judge	ACTIVE	01/01/2017
THEISEN, ERIC B	Election Worker or Judge	ACTIVE	01/01/2017
THIEDE, LINDA K	Election Worker or Judge	ACTIVE	01/01/2017
THOMSON, TIFFANY L	Election Worker or Judge	ACTIVE	01/01/2017
THORNE, JUDITH M	Election Worker or Judge	ACTIVE	01/01/2017
TILLMAN, BARBARA J	Election Worker or Judge	ACTIVE	01/01/2017
TILLMAN, DALE E	Election Worker or Judge	ACTIVE	01/01/2017
TRUMBOWER, MARIELA	Election Worker or Judge	ACTIVE	01/01/2017
TSCHERWENKA, LINDA	Election Worker or Judge	ACTIVE	01/01/2017
URBAN, CATHERINE E	Election Worker or Judge	ACTIVE	01/01/2017
VALENTYN, TONY A	Election Worker or Judge	ACTIVE	01/01/2017
VAVERKA, VANESSA A	Election Worker or Judge	ACTIVE	01/01/2017
VELAZQUEZ, MARIA D	Election Worker or Judge	ACTIVE	01/01/2017
VEST, JORDAN C	Election Worker or Judge	ACTIVE	01/01/2017
VIDAD, DEBORAH L	Election Worker or Judge	ACTIVE	01/01/2017
VILLAGOMEZ, ARGELINO	Election Worker or Judge	ACTIVE	01/01/2017
VINCELETTE, PAUL T	Election Worker or Judge	ACTIVE	01/01/2017
VITOLA, LISA A	Election Worker or Judge	ACTIVE	01/01/2017
VIZ, MARY P	Election Worker or Judge	ACTIVE	01/01/2017
VOIGT, DOROTHY A	Election Worker or Judge	ACTIVE	01/01/2017
VOLLRATH, DAVID C	Election Worker or Judge	ACTIVE	01/01/2017
VON HEIMURG, FREDRICK S	Election Worker or Judge	ACTIVE	01/01/2017
WAGNER, JERROLD J	Election Worker or Judge	ACTIVE	01/01/2017
WALKER, RUTH H	Election Worker or Judge	ACTIVE	01/01/2017
WALL, GLORIA E	Election Worker or Judge	ACTIVE	01/01/2017
WALSH, JONATHAN A	Election Worker or Judge	ACTIVE	01/01/2017
WALTERS, KATHLEEN A	Election Worker or Judge	ACTIVE	01/01/2017
WARCHOL, BONNIE R	Election Worker or Judge	ACTIVE	01/01/2017
WARD, JANICE A	Election Worker or Judge	ACTIVE	01/01/2017

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	Planning and Programming Chief	ACTIVE	01/01/2017
WASHINGTON, PATRICIA B	Election Worker or Judge	ACTIVE	01/01/2017
WAUGH, BILLIEJO M	Election Worker or Judge	ACTIVE	01/01/2017
WAUGH, KENNETH G	Election Worker or Judge	ACTIVE	01/01/2017
WAWERU, LAURA L	Election Worker or Judge	ACTIVE	01/01/2017
WAZOWICZ, PAUL J	Election Worker or Judge	ACTIVE	01/01/2017
WEAVER, JAMIE L	Election Worker or Judge	ACTIVE	01/01/2017
WEIRICH, MARY H	Election Worker or Judge	ACTIVE	01/01/2017
WEISS, ROBERT E	Election Worker or Judge	ACTIVE	01/01/2017
WELLS, MARY A	Election Worker or Judge	ACTIVE	01/01/2017
WELZIEN, STEPHANY G	Election Worker or Judge	ACTIVE	01/01/2017
WENDT, DONALD L	Election Worker or Judge	ACTIVE	01/01/2017
WHITE, JAMES D	Election Worker or Judge	INACTIVE	01/01/2017
WHITE-ZMIGROCKI, ALICE M	Election Worker or Judge	ACTIVE	01/01/2017
WHITING, MYLES J	Election Worker or Judge	INACTIVE	01/01/2017
WILCOXON, FAUNTIE	Election Worker or Judge	ACTIVE	01/01/2017
WILLIS, MARY A	Election Worker or Judge	ACTIVE	01/01/2017
WILLSEY, JEFFREY L	Election Worker or Judge	ACTIVE	01/01/2017
WINECKI, LAWRENCE J	Election Worker or Judge	ACTIVE	01/01/2017
WINGER, HAILEY A	Election Worker or Judge	INACTIVE	01/01/2017
WINTER, KENNETH W	Election Worker or Judge	ACTIVE	01/01/2017
WINTER, PATRICIA A	Election Worker or Judge	ACTIVE	01/01/2017
WITTMAYER, ELLIOT J	Election Worker or Judge	INACTIVE	01/01/2017
WODKA, RONALD S	Election Worker or Judge	ACTIVE	01/01/2017
WOLF, BARBARA J	Election Worker or Judge	ACTIVE	01/01/2017
WOLFE, MARGRET A	Election Worker or Judge	ACTIVE	01/01/2017
WOMACK, GREGORY L	Election Worker or Judge	ACTIVE	01/01/2017
WOODBURNE, LYNDA L	Election Worker or Judge	ACTIVE	01/01/2017
WOODS, ALICE L	Election Worker or Judge	ACTIVE	01/01/2017
WRIGHT, KEVIN W	Election Worker or Judge	ACTIVE	01/01/2017
YANG, BLAKE L	Election Worker or Judge	INACTIVE	01/01/2017
YARGER, RODNEY G	Election Worker or Judge	ACTIVE	01/01/2017
YUILL, BEVERLY J	Election Worker or Judge	ACTIVE	01/01/2017
ZAGALAK, WILLIAM M	Election Worker or Judge	ACTIVE	01/01/2017
ZAKOSEK, GEORGIANNA	Election Worker or Judge	ACTIVE	01/01/2017
ZAKOSEK, JERRY	Election Worker or Judge	ACTIVE	01/01/2017
ZAMUDIO, ESTHER E	Election Worker or Judge	ACTIVE	01/01/2017

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	ZAPATA, CONCEPCION J	Election Worker or Judge	ACTIVE	01/01/2017
	ZELAYA, NIGEL A	Election Worker or Judge	ACTIVE	01/01/2017
Court Services/Adult Drug Court				
	CONNELL, KADE A	Adult Drug Court PO	ACTIVE	10/11/2016
	WILLIE, JAMEICE S	Adult Drug Court PO	ACTIVE	07/11/2016
		Probation Officer	ACTIVE	07/11/2016
		Senior Adult Drug Court PO	ACTIVE	07/11/2016
Court Services/Court Services Administration				
	FEARON, MICHAELA A	Pretrial Probation Officer	INACTIVE	10/24/2016
	KNIGHT, NAOMI R	Probation Officer	ACTIVE	02/27/2017
	KUBAT, TIMOTHY R	Probation Officer	ACTIVE	12/13/2016
		Youth Counselor JJC	ACTIVE	12/13/2016
	LITZ, DANIELLE M	Pretrial Probation Officer	ACTIVE	10/24/2016
	VARGAS, KIMBERLY	Bilingual Receptionist	ACTIVE	01/17/2017
		Support Staff	ACTIVE	01/17/2017
	WASER, ABIGAIL E	Probation Officer	ACTIVE	06/19/2017
	WILLIAMS, TAMARA A	Probation Officer	ACTIVE	01/17/2017
		Senior Probation Officer	ACTIVE	01/17/2017
Court Services/Diagnostic Center				
	BELMONTE, ANA S	Post Doctoral Fellow	ACTIVE	09/01/2016
		Psychology Intern	ACTIVE	09/01/2016
	BROWNFIELD, CHAD R	Post Doctoral Fellow	ACTIVE	09/01/2016
		Staff Psychologist	ACTIVE	09/01/2016
	FULLMER, TARA L	Psychology Intern	ACTIVE	09/01/2016
	LOUCKS, KIMBERLY N	Post Doctoral Fellow	ACTIVE	09/01/2016
		Psychology Intern	ACTIVE	09/01/2016
Court Services/Juvenile Justice Center				
	BRYANT, TYISHA R	Youth Counselor JJC	ACTIVE	09/19/2016
	DONAT, EMILY E	Youth Counselor JJC	ACTIVE	09/19/2016
	LAMZ, ALYSSE C	Youth Counselor JJC	ACTIVE	12/13/2016
	SKONIECKE, TRAVIS W	Youth Counselor JJC	ACTIVE	12/13/2016
	SPEARS, LEON C	Youth Counselor JJC	ACTIVE	12/13/2016
	SPERRY, TAYLOR W	Youth Counselor JJC	INACTIVE	12/13/2016
Development/County Development				
	ARIS, TRACY K	Zoning Board	ACTIVE	12/13/2016
	BAUGHMAN, AMY S	Admin Officer Code Enforcement	ACTIVE	01/01/2017
		Election Worker or Judge	ACTIVE	01/01/2017

New Hire Report
from 07/01/2016 - 06/30/2017

	FALK, MARC A	Zoning Board	ACTIVE	12/13/2016
	LAKE, MARY M	Zoning Board	ACTIVE	12/13/2016
	MICHALSEN, ANN D	Zoning Board	ACTIVE	12/13/2016
	MILLEN, MARGUERITE E	Zoning Board	ACTIVE RETIREE	12/13/2016
	PIERARD, WENDY L	Election Judge	ACTIVE	12/13/2016
		Zoning Board	ACTIVE	12/13/2016
Finance				
	BARAJAS, MARIBEL	Accounts Payable Clerk	ACTIVE	04/10/2017
		Staff Acct/Reimbursement Special	ACTIVE	04/10/2017
Health				
	CHRISTIANSON, LEAH I	Public Health Intern	INACTIVE	07/01/2016
	GRISWOLD, LEIGHA M	CHS II Comm Health Practitioner	ACTIVE	01/30/2017
	LARSEN, ROLAND J	Public Health Intern	ACTIVE	05/22/2017
	LYONS, REBECCA K	CHS III Initiative Coordinator	ACTIVE	01/30/2017
	MAHMOOD, SARWAR S	CHS III Epidemiologist	ACTIVE	01/10/2017
	SUNDELL, RANDY P	CHS III Initiative Coordinator	ACTIVE	01/30/2017
	ZENG, STACY J	CHS III Health Planner	ACTIVE	05/30/2017
		Medical Reserve Corps Coord	ACTIVE	05/30/2017
Human Resource Management				
	RUBO, CHANCE	Human Resource Assistant	INACTIVE	08/05/2016
		Scanning intern	INACTIVE	08/05/2016
	WETZEL, SYLVIA L	Executive Director	ACTIVE	05/10/2017
Information Technologies				
	BRINKLEY, EDDIE III	GIS Intern	ACTIVE	06/12/2017
	OMALLEY, EVERETT T	CAD Specialist II	ACTIVE	06/26/2017
		GIS Intern	ACTIVE	06/26/2017
Judiciary and Courts				
	BRODHEAD, STEPHEN R	Court Bailiff	ACTIVE RETIREE	06/22/2017
		Probation Officer	ACTIVE RETIREE	06/22/2017
	JOHNSON, KEITH A	16th Judicial Circuit Judge	ACTIVE	09/01/2016
	MEHLICK, MICHAEL J	Staff Attorney	ACTIVE	09/07/2016
	NUDO, GRACE I	Paralegal	ACTIVE	08/22/2016
	PETERSEN, CHARLES E	16th Judicial Circuit Judge	ACTIVE	01/01/2017
	SCOTT, BRITTANY E	Paralegal	ACTIVE	09/26/2016
	TARTER, TODD B	16th Judicial Circuit Judge	ACTIVE	08/01/2016
	ZARATE, LESLIE	Family Court Admin Assistant	ACTIVE	05/22/2017
		Secretary Receptionist	ACTIVE	05/22/2017

New Hire Report

from 07/01/2016 - 06/30/2017

Merit Commission

ZIES, TODD A	Secretary Merit Commission	ACTIVE	04/11/2017
	Vice Chairman Merit Commission	ACTIVE	04/11/2017

Public Defender

DLHY, DEREK R	Assistant Public Defender	ACTIVE	01/09/2017
FERNANDEZ, JUSTINE A	Assistant Public Defender	ACTIVE	12/01/2016
KELLY, LAURIE A	Assistant Public Defender	ACTIVE	12/05/2016
MALKO, MARTA	Assistant Public Defender	ACTIVE	01/09/2017
TILMON, MICHELLE J	Assistant Public Defender	ACTIVE	10/31/2016

Regional Office of Education

ADEME, MICHAEL J	Communicators Coordinator	ACTIVE	10/24/2016
ANDERSON, BRITTNI T	ALOP Graduation Coach	INACTIVE	08/31/2016

Sheriff/Adult Corrections

BARGAS, JENNAFER N	Correctional Officer	INACTIVE	08/29/2016
GARCIA, ALAN	Correctional Officer	ACTIVE	01/02/2017
GUERRERO, KARINA	Information Specialist	ACTIVE	08/29/2016
JOHNSON, ERIC D	Correctional Officer	ACTIVE	01/02/2017
MORGAN, ALEXANDER S	Correctional Officer	ACTIVE	08/29/2016
REICHARDT, RYAN T	Correctional Officer	ACTIVE	02/16/2017
RODRIGUEZ, ANTONIO P	Correctional Officer	ACTIVE	08/29/2016
SCEEREY, JOSEPH W	Correctional Officer	ACTIVE	08/29/2016
TOWNSEND, ZACHARY W	Correctional Officer	ACTIVE	02/16/2017
TURCIOS, STEVEN G	Correctional Officer	ACTIVE	02/16/2017
WAGNER, ANDREW S	Correctional Officer	ACTIVE	01/02/2017
WILWERS, CHRISTOPHER T	Correctional Officer	ACTIVE	08/29/2016

Sheriff/Court Security

BECK, ZACHARY J	Court Security Officer	ACTIVE	06/26/2017
GARCIA, RAYMOND K	Court Security Officer	ACTIVE	06/26/2017
GONZALES, GIDEON W	Court Security Officer	ACTIVE	09/12/2016
IRIZARRY, JONATHAN	Court Security Officer	ACTIVE	01/02/2017
JACKSON, KEVIN D	Correctional Officer	ACTIVE RETIREE	03/06/2017
	Court Security Officer	ACTIVE RETIREE	03/06/2017
KEINATH, KEVIN R	Court Security Officer	ACTIVE	01/02/2017
KURTZ, TRAVIS B	Court Security Officer	INACTIVE	07/25/2016
MUEHLBAUER, MARISSA J	Administrative Assistant	ACTIVE	03/27/2017
	Court Security Officer	ACTIVE	03/27/2017
OLSON, VICKI L	Court Security Officer	ACTIVE	06/26/2017

New Hire Report

from 07/01/2016 - 06/30/2017

	ZOCHERT, SARAH T	Court Security Officer	ACTIVE	06/26/2017
Sheriff/Sheriff				
	ARREDONDO, ALEJANDRA	Information Specialist	ACTIVE	02/27/2017
	KRAMER, AMANDA E	Information Specialist	ACTIVE	12/19/2016
	MANSKI, MATTHEW R	Peace Officer	ACTIVE	09/12/2016
	QUINN, KYLE D	Peace Officer	ACTIVE	01/02/2017
	ROJKOWSKI, RYAN R	Peace Officer	ACTIVE	09/26/2016
	SALGADO, NORA	Information Specialist	ACTIVE	02/27/2017
	SCHULTZ, MATTHEW J	Peace Officer	ACTIVE	03/27/2017
	WASSON, RYAN D	Peace Officer	ACTIVE	01/02/2017
State's Attorney				
	BA, LEI	Law Intern	ACTIVE	06/12/2017
	BOSSHART, TIMOTHY F	Investigator	ACTIVE	07/01/2016
	CARRILLO, MARISELA	Bilingual Admin Assistant	ACTIVE	01/18/2017
	CERDA, NOHEMI	Bilingual Admin Assistant	ACTIVE	09/19/2016
	DAVIS, ANGELA L	Assistant States Attorney	ACTIVE	01/17/2017
	FENTON, RACHAEL L	Administrative Assistant	ACTIVE	09/19/2016
	FOWLER, MICHELLE	Assistant States Attorney	ACTIVE	01/23/2017
	FRYE, MAXWELL A	Intern	ACTIVE	10/16/2016
	HERONEMUS, MICHELLE R	Administrative Assistant	ACTIVE	01/23/2017
	HIDALGO, ALMA R	Bilingual Victim Advocate	ACTIVE	02/28/2017
	JACKSON, MARGARET M	Assistant States Attorney	ACTIVE	08/15/2016
		Law Clerk	ACTIVE	08/15/2016
	LACHANSKI, LINDSEY T	Assistant States Attorney	ACTIVE	04/12/2017
	MULLARKEY, BETH E	CAC Investigator	ACTIVE	12/19/2016
	O'BRIEN, DONALD A	Assistant States Attorney	ACTIVE	07/11/2016
	ORSOLINI, MICHAEL G	Investigator	ACTIVE	12/01/2016
	PEREZ, ANGIE Y	Administrative Assistant	ACTIVE	01/23/2017
	SCHICK, JULIA C	Juvenile Justice Council Coord	ACTIVE	12/01/2016
	STANFA, ANNE C	Assistant States Attorney	ACTIVE RETIREE	12/01/2016
	URIBE, ERICK	Law Intern	ACTIVE	05/30/2017
	WEBB, ALAN D	CAC Investigator	ACTIVE	03/16/2017
Transportation				
	BIGBIE, RYAN N	Transportation Planner I	ACTIVE	06/12/2017
	CAREY, MICHAEL D	Highway Maintainer I	INACTIVE	12/01/2016
	GONZALEZ, CODY R	Highway Maintainer I	ACTIVE	04/03/2017
	HALAN, NICHOLAS A	Engineering Co op Intern	INACTIVE	12/14/2016

New Hire Report

from 07/01/2016 - 06/30/2017

	Engineering Co-op Intern	INACTIVE	12/14/2016
HEWITT, NICHOLAS P	Highway Maintainer I	ACTIVE	04/03/2017
JORDAHL, NILS T	Civil Engineer II	ACTIVE	08/01/2016
KROG, BRUCE R	Highway Maintainer I	ACTIVE	12/01/2016
LARSON, LISA A	Admin Ofc I Receptionist	ACTIVE	12/13/2016
	Permit Engineer	ACTIVE	12/13/2016
MADIGAN, ANTHONY J	Highway Maintainer I	INACTIVE	12/01/2016
SENECHALLE, CLAYTON J	Engineering Co op Intern	ACTIVE	05/22/2017
SEYLLER, TIMOTHY R	Highway Maintainer I	ACTIVE	04/03/2017
	Tech I	ACTIVE	04/03/2017
SUNDQUIST, DUSTIN J	Highway Maintainer I	ACTIVE	04/03/2017
THOMPSON, DONALD T	Highway Maintainer I	ACTIVE	12/01/2016
	Tech I	ACTIVE	12/01/2016
<hr/>			
Workforce Development			
POGUE, CYNTHIA	Career Resource Specialist	ACTIVE	08/29/2016
RILEY, RENE L	Career Resource Specialist	INACTIVE	12/27/2016
TODD, NINA S	Career Resource Specialist	ACTIVE	12/27/2016

Total New Hires 767

New Hires EEO Report 07/01/16 - 6/30/17

Gender



Total = 767 (100%)

Female = 439 (57 %)

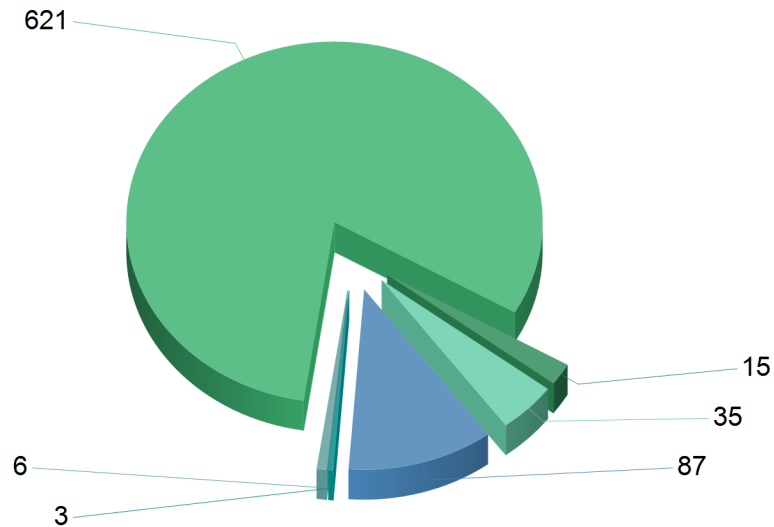
Male = 328 (43 %)

New Hires EEO Report 07/01/16 - 6/30/17

Race

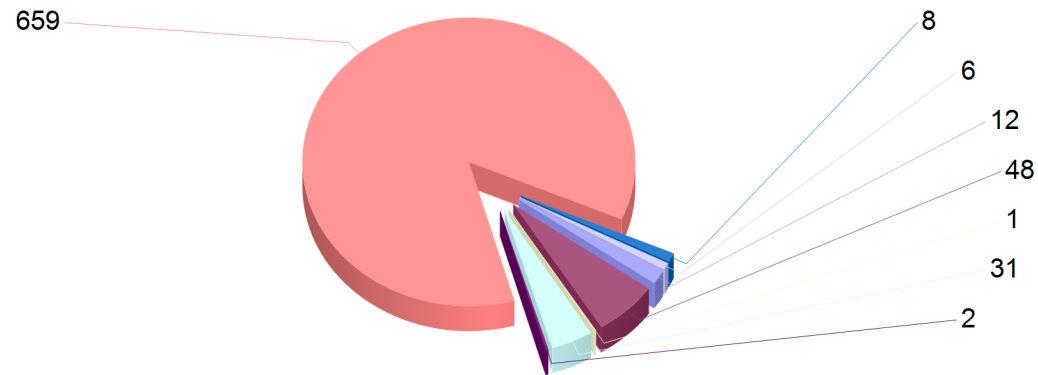
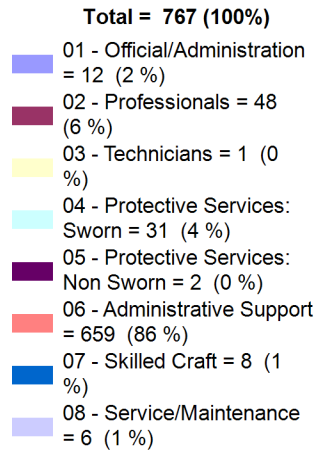
Total = 767 (100%)

Asian = 15 (2 %)
Black = 35 (5 %)
Hispanic or Latino = 87 (11 %)
Native Hawaiian or Other Pacific Islander = 3 (0 %)
Two or More Races = 6 (1 %)
White = 621 (81 %)



New Hires EEO Report 07/01/16 - 6/30/17

EEOC Category



Termination Report

from 07/01/2016 - 06/30/2017

Department		Termination Date
Employee Name		
Animal Control		
ABBATE, OLIVIA R		01/27/17
CAMPBELL, MICHELE L		12/02/16
ELLIOTT, KATHRYN C		05/13/17
HOFFMAN, JANET		08/08/16
KLECZ, SAMANTHA J		11/03/16
MANNION, KARI E		07/31/16
MULVANEY, SHANNON M		10/06/16
SORENSEN, SAMANTHA A		04/29/17
Building Management		
GENSLINGER, RICKY E		05/01/17
PIKOWSKI, JAMES A		05/11/17
REMIYAC, MARY A		01/03/17
STOVER, SUSAN M		11/18/16
Circuit Clerk		
BERKELEY, BRIAN L		11/10/16
BURGESS, ALYSSA		05/05/17
CHABOWSKI, STACI		02/22/17
CINTA, SYLVIA		01/11/17
DOWD, SARAH		02/07/17
DUFFY, CASSANDRA A		05/16/17
KEIFER, STEPHANIE ANN		12/02/16
MAHER, BRIDGET O		02/10/17
REFORMADO, KATRYNA		09/21/16
ROGERS, KELLY L		11/14/16
STRAGGAS, JEFFREY R		07/22/16
VELASQUEZ, CHERYL R		09/22/16
WEBER, DOLORES A		08/05/16
WITUK, PATTY J		04/03/17
County Auditor		
HARAHAN, JOHN F		09/24/16

Termination Report

from 07/01/2016 - 06/30/2017

County Board

CASTRO, CRISTINA	12/05/16
HAIMANN, JOSEPH	12/05/16
NARDONE, VINCENT J	05/06/17
VAZQUEZ, MARIA M	12/05/16

County Clerk

KLIMCZAK, ANTOINETTE M	06/01/17
TONIOLO, MICHAEL J	06/02/17

County Clerk Elections-PR Only/County Clerk Elections - PR Only

BALDWIN, KEITH R	06/01/17
BECKER, MICHAEL J	06/01/17
BONCHER, MARY	06/01/17
BURG, WILLIAM L	06/01/17
CHEETHAM, JUDITH M	06/01/17
CHEETHAM, THOMAS G	06/01/17
CHOJNACKI, CHERYL A	06/01/17
DALEY, DANIEL J	06/01/17
DAVIS, KATHLEEN S	06/01/17
DELO, OLIVIA N	06/01/17
DORROUGH, FREDERICK W	06/01/17
ELLINGTON, REBECCA L	06/01/17
ENGELHARDT, MCKIMMON M	06/01/17
ERICSON, DONALD R	06/01/17
FAHNESTOCK, PAULETTE L	06/01/17
FILIPIAK, REGINA E	06/01/17
FLETCHER, MAKENZIE N	06/01/17
FRANCO, KATE	06/01/17
GHADERI, GABRIELLE D	06/01/17
GIBSON, STEPHEN E	06/01/17
GIRON, GIOVANNI	06/01/17
GOMOLL, PAUL E	06/01/17
GRAHAM, DEBORAH L	06/01/17
HAMILTON, ELEANOR W	06/01/17
HARVEY, ANDREW W	06/01/17
HERNANDEZ, JAZMINE	06/01/17

Termination Report
from 07/01/2016 - 06/30/2017

HOLMER, NATHANIEL A	06/01/17
HOLMES, ANGELA J	06/01/17
JUAREZ, KARLA A	06/01/17
MAAS, CURT R	06/01/17
MATRAS, MATTHEW M	06/01/17
MAURICIO, JESUS	06/01/17
MCGOWAN, JEANNE M	06/01/17
MELGOSA, SANDRA L	06/01/17
MENDOZA, ALEXIS A	06/01/17
MICEK, DONALD J	06/01/17
MONTELONGO, JONATHAN A	06/01/17
MOTT, ROSALYN	06/01/17
NELSON, JOSHUA P	06/01/17
NGUYEN, ALEXIS M	06/01/17
NUNES, PETER J	06/01/17
PHORASAVONG, KAILEE S	06/01/17
RILEY, CARTER Q	06/01/17
RODRIGUEZ, KIM E	06/01/17
ROMASANTA, SKYLAR A	06/01/17
RUSSELL, KATHERINE A	06/01/17
RUSSELL, STEPHANIE C	06/01/17
SALAS, ALEJANDRO	06/01/17
SARGENT, SCOTT B	06/01/17
SCIMECA, LINDA S	06/01/17
SCOTT, WELLESLEY E	06/01/17
SILVA, JACQUELINE	06/01/17
SKOWRONSKI, DAVID	06/01/17
SMOCZYNSKI, ISABEL G	06/01/17
SOKOL, MARILYN J	06/01/17
STERN, LILLIAN S	06/01/17
STILLINGS, BARRETT J	06/01/17
STROM, JOSEPH P	06/01/17
WHITE, JAMES D	06/01/17
WHITING, MYLES J	06/01/17
WINGER, HAILEY A	06/01/17
WITTMAYER, ELLIOT J	06/01/17
WOODY, BRAD M	06/01/17

Termination Report

from 07/01/2016 - 06/30/2017

YANG, BLAKE L

06/01/17

Court Services/Adult Drug Court

COLE, TOYYA M

06/28/17

COPHER, DAVID C

06/09/17

REUSCH, RANDY L

10/28/16

Court Services/Court Services Administration

ESTATE OF EMANUEL, WILLIAM J Jr

09/13/16

FEARON, MICHAELA A

10/27/16

GREENE-HOOPER, ANGELA A

04/28/17

GULLANG, JENNIFER A

03/16/17

MARKU, DANA R

03/03/17

NELSON, IRA D

04/03/17

POXSON, KACEE L

05/17/17

SUMMERS, CARRIE B

03/17/17

Court Services/Diagnostic Center

BRENZINGER, MARK A

11/01/16

PAPPAS, MORGAN M

08/31/16

RIXEY, DONNA M

08/31/16

Court Services/Juvenile Justice Center

CASTROVILLO, MELISSA R

06/15/17

JAMES, ALEXANDER R

03/22/17

KING, AVIANCE M

08/18/16

KORTE, MELISSA A

08/11/16

LAHEY, KELLEY D

03/22/17

OMARA, RYAN K

09/06/16

RUOPP, TRAVIS M

08/30/16

SANCHEZ, ALISSA L

03/31/17

SUIRE, JONATHAN M

07/22/16

TOSKA, VETIME

09/08/16

Development/County Development

KEELING, GLEN

11/04/16

Finance

GONZALEZ, CORDELIA H

11/04/16

Termination Report from 07/01/2016 - 06/30/2017

Health

BOLINE, SARA J	10/14/16
COOK, EMMA E	12/14/16
EDER, DANIEL	12/02/16
FEARDAY, JENNIFER A	06/23/17
MURPHY, NANCY O	12/02/16
PETERS, BECKY L	02/08/17
PLATTOS, ALYSE M	10/18/16
WALSH, JEANNETTE M	11/10/16

Human Resource Management

RUBO, CHANCE	09/08/16
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Information Technologies

ANDERSON, MICHAEL D	04/28/17
JACKSON, GRAHAM	07/01/16
LAKE, WILLIAM D	06/30/17
STOVER, PEGGY I	06/14/17
TAYLOR, AUSTIN S	09/16/16

Judiciary and Courts

BIDDLE, BARBARA J	06/02/17
BRACKETT, ROBERT	06/30/17
GUZMAN, FAVIOLA G	09/16/16
HAENISCH, KERRY A	07/27/16
JONES, DAVID L	11/30/16
KEARNEY, ROBERT M	02/24/17
MATTHEWS, OTIS B	04/28/17
SCHIMMEL-YOUNG, JUDY M	04/03/17
SEIFRID, KATHRYN	04/28/17

Merit Commission

THE ESTATE OF WENNMACHER, STEPHEN W	12/12/16
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Public Defender

ADAM, MONA M	06/30/17
BENJAMIN, MELYNDA L	11/18/16
ESTATE OF BROWN, GREGORY A	09/11/16

Termination Report

from 07/01/2016 - 06/30/2017

MEYERS, PAUL C	05/04/17
Recorder	
FERNOW, LYND A	01/03/17
Regional Office of Education	
ANDERSON, BRITTNI T	10/21/16
KAMPS, ELLEN J	06/30/17
LABOUFF, PATRICK F	05/31/17
WEIL, STEFFANIE A	09/09/16
Sheriff/Adult Corrections	
BARGAS, JENNAFER N	05/25/17
BECK, DARREN J	07/07/16
BORNEMANN, TIMOTHY J	12/26/16
FLOWERS, GREGORY M	08/01/16
HAYES, PHILIP L	02/01/17
ROOT, SAMUEL J	04/07/17
TANT, DOMI L	06/01/17
VANBUREN, AUSTIN JAMES	01/18/17
Sheriff/Court Security	
BATITSAS, PETER S	12/16/16
JOHNSON, CHRISTOPHER J	03/22/17
KURTZ, TRAVIS B	09/23/16
LANDBERG, KEITH D	06/23/17
OESTERREICHER, CLAUDE L	09/02/16
OLSEN, KYLE D	05/30/17
THE ESTATE OF QUINN, HOLLY A	04/07/17
VAN VLERAH, ROGER A	07/29/16
Sheriff/Sheriff	
GENTRY, BRANDEN W	05/02/17
O'HARA, DANIEL T	08/12/16
POGORZELSKI, EDWARD A	08/01/16
REITMEYER, STEVEN E	03/02/17
ROSEBUSH, THOMAS F	08/02/16
SAENZ PESINA, EVER	04/02/17
STONER, KIMBERLY C	12/30/16

Termination Report

from 07/01/2016 - 06/30/2017

State's Attorney

BERG, DAVID M	10/14/16
CURTISS, DANIELLE A	07/08/16
FUENTES, MARIELENA	01/04/17
GAEKE, NICHOLAS R	07/01/16
HENKE, BRITTANY L	12/05/16
HOFFMAN, ALICIA L M	08/17/16
HUGHES, MARY ELLEN	04/07/17
JONES, ALLISON R	10/22/16
KLIMOWSKI, JULIE E	05/19/17
MONTOYA, NEOMI	11/08/16
PATRICOSKI, AMANDA K	08/05/16
SCHWERTLEY, SCOTT A	03/03/17
VOIRIN, LINDA R	01/13/17
WINTER, CAROL A	02/03/17

Supervisors of Assessment

CARBONE, MICHAEL J	07/25/16
GRATTON, CATHERINE M	02/06/17
HAMMER, GRETCHEN E	08/12/16
KEISER, JAMES P	07/25/16

Transportation

CAREY, MICHAEL D	02/22/17
FREELAND, ROBERT A	12/09/16
HALAN, NICHOLAS A	12/30/16
HUI, MAN FUNG	12/02/16
INGRAM, BRUCE O	09/30/16
KNAPP, PATRICK M	04/07/17
MADIGAN, ANTHONY J	03/09/17
MOORE, JEFFREY D	08/05/16
NOONAN, KEALAN J	09/23/16
SALZBRUNN, SUSAN M	03/06/17
THE ESTATE OF FLOCK, BONNIE J	05/17/17

Termination Report from 07/01/2016 - 06/30/2017

Workforce Development

CHAN, THOMAS D

02/09/17

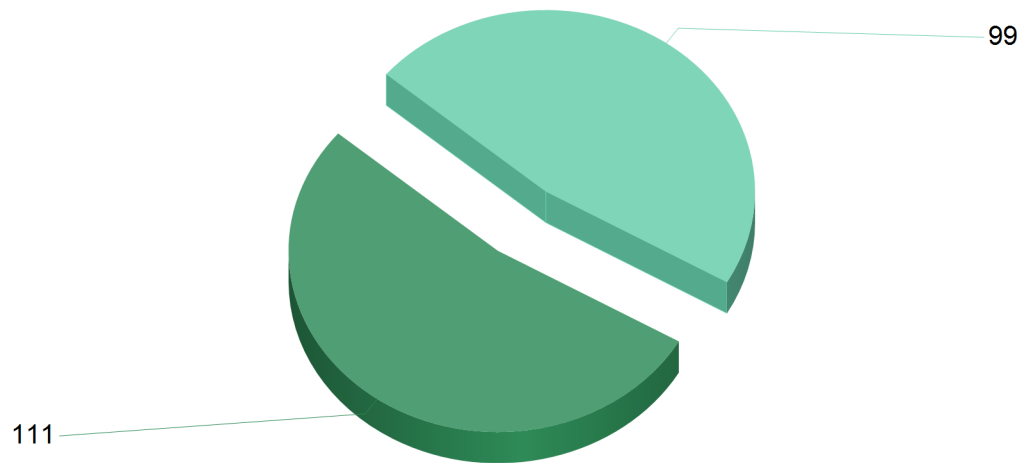
RILEY, RENE L

05/08/17

Total Terminations 210

Termination EEO Report 07/01/16 - 6/30/17

Gender



Total = 210 (100%)

Female = 111 (53 %)

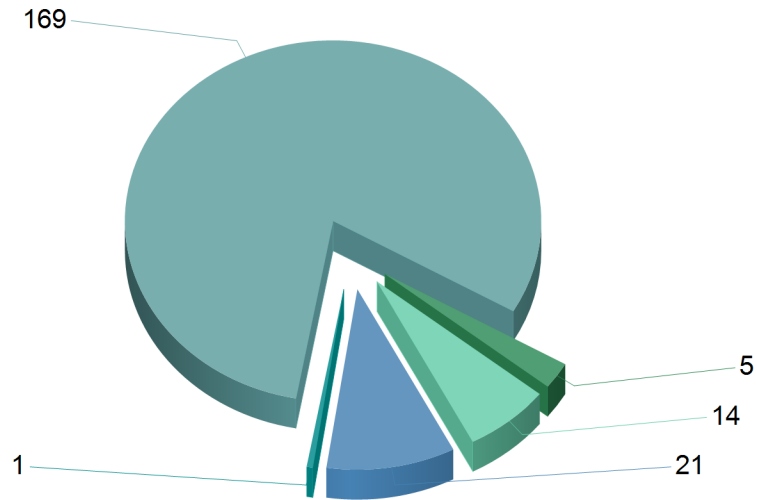
Male = 99 (47 %)

Termination EEO Report 07/01/16 - 6/30/17

Race

Total = 210 (100%)

Asian = 5 (2 %)
Black = 14 (7 %)
Hispanic or Latino = 21 (10 %)
Native Hawaiian or Other Pacific Islander = 1 (0 %)
White = 169 (80 %)

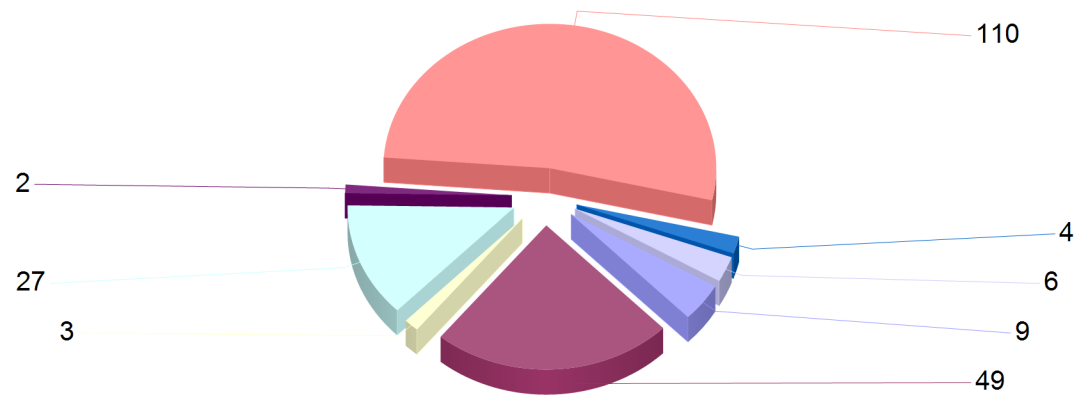


Termination EEO Report 07/01/16 - 6/30/17

EEOC Category

Total = 210 (100%)

- 01 - Official/Administration = 9 (4 %)
- 02 - Professionals = 49 (23 %)
- 03 - Technicians = 3 (1 %)
- 04 - Protective Services: Sworn = 27 (13 %)
- 05 - Protective Services: Non Sworn = 2 (1 %)
- 06 - Administrative Support = 110 (52 %)
- 07 - Skilled Craft = 4 (2 %)
- 08 - Service/Maintenance = 6 (3 %)



New Hire Report
from 07/01/2017 - 06/30/2018

Department	Employee Name	Job Title	Employee Status	Hire Date
Animal Control	CARBAUGH, STEVEN H	Warden	ACTIVE	06/07/2018
	CORTEZ, SARAH C	Kennel Assistant	ACTIVE	02/23/2018
	FLOWERS, DANIELLE T	Kennel Assistant	INACTIVE	11/05/2017
Building Management	BERTUCCI, JACOB M	Maintenance Worker	ACTIVE	11/06/2017
	BROWN, RYAN C	Maintenance Worker	ACTIVE	11/06/2017
	ELIAS, JUAN A	Maintenance Worker	INACTIVE	12/27/2017
	SCHULTZ, FAITH A	Maintenance Worker	ACTIVE	05/02/2018
	VALERIO, JOSE L	Maintenance Worker	ACTIVE	05/07/2018
Circuit Clerk	BROUCH, BARBARA J	Deputy Clerk	ACTIVE	03/26/2018
	FERREL, LATIMER	Deputy Clerk	ACTIVE	05/21/2018
	HOLT, CODY A	Deputy Clerk	ACTIVE	08/28/2017
	KUNCL, ADAM B	Security Officer	ACTIVE	06/04/2018
	LAHL, SARAH D	Deputy Clerk	ACTIVE	08/14/2017
	LIBERIO, NICOLE E	Deputy Clerk	ACTIVE	02/26/2018
	MEEKS, TAMARA K	Deputy Clerk	ACTIVE	03/26/2018
	VALDEZ, CHEYANNE E	Deputy Clerk	ACTIVE	08/28/2017
	VALENCIA CRUZ, MONICA B	Deputy Clerk	ACTIVE	01/29/2018
Community Reinvestment	SCHERKENBACH, LAURA B	COC Program Coordinator	INACTIVE	12/11/2017
Coroner	BRADSHAW, CURT A	Deputy Coroner	ACTIVE	03/12/2018
	GAMBOA, ANDREW J	Para Deputy Coroner	ACTIVE	12/01/2017
	HEROUT, CARL H	Deputy Coroner	ACTIVE	07/02/2017
		Para Deputy Coroner	ACTIVE	07/02/2017
	MCCUMBER, BRIAN E	Para Deputy Coroner	ACTIVE	08/13/2017
	MCKELLAR, CAROL L	Administrative Assistant	ACTIVE	11/06/2017
County Auditor	CELLA, JENNIFER M J	Administrative Assistant	ACTIVE	04/02/2018
	OSCARSON, MARIOLA A	Deputy Auditor	ACTIVE	09/05/2017
County Board	FORD, RONALD	Board Member	ACTIVE RETIREE	04/10/2018

New Hire Report

from 07/01/2017 - 06/30/2018

County Clerk

CLAYTON, MYLES C	Election Worker or Judge	ACTIVE	06/18/2018
COLE, REBECCA L	Election Worker or Judge	ACTIVE	06/18/2018
CRODDY, DEBRA A	Administrative Officer	INACTIVE	09/10/2017
	Clerk V	INACTIVE	09/10/2017
	Human Resource Specialist	INACTIVE	09/10/2017
DUGGAN, JOHN P	Assistant Chief Deputy	ACTIVE	05/20/2018
	General Legal Council	ACTIVE	05/20/2018
FECHNER, JEFFREY P Jr	Election Worker or Judge	ACTIVE	06/18/2018
FECHNER, JONATHAN A	Election Worker or Judge	ACTIVE	06/18/2018
LEACH, GORDON R	Election Worker or Judge	ACTIVE	06/18/2018
MOSS, DAVID G	Election Worker or Judge	ACTIVE	06/18/2018
NEVILLE, HILLARY J	Clerk I	ACTIVE	11/29/2017
ROMERO, MARY S	Clerk V	ACTIVE	06/18/2018
ROMERO, RENE Sr	Clerk V	ACTIVE	06/18/2018

County Clerk Elections-PR Only/County Clerk Elections - PR Only

ADRIATICO, KATHERINE L	Election Worker or Judge	ACTIVE	03/20/2018
ARANA, ARIELYNNE S	Election Worker or Judge	ACTIVE	03/20/2018
ARBEEN, TYLER J	Election Worker or Judge	ACTIVE	03/20/2018
BAMBACH, MARGARET M	Election Worker or Judge	ACTIVE	03/01/2018
BARCLAY, ISIE I	Election Worker or Judge	ACTIVE	02/08/2018
BARCLAY, KENNETH J	Election Worker or Judge	ACTIVE	02/08/2018
BARNES, KATHERINE S	Election Worker or Judge	ACTIVE	02/03/2018
BATES, MICHAEL A	Election Worker or Judge	ACTIVE	03/20/2018
BIEWALD, MARK S	Election Worker or Judge	ACTIVE	02/13/2018
BIRKHEAD, MYLES L	Election Worker or Judge	ACTIVE	02/01/2018
BOONE, LENORA K	Election Worker or Judge	ACTIVE	03/20/2018
BRANDT, RUSSELL O	Election Worker or Judge	ACTIVE	03/20/2018
BRIDGES, DONNA M	Election Worker or Judge	ACTIVE	03/20/2018
BUGG SHADRICK, LOIS M	Election Worker or Judge	ACTIVE	02/03/2018
BURDICK, RICHARD E	Election Worker or Judge	ACTIVE	03/20/2018
BURIN, REGINA E	Election Worker or Judge	ACTIVE	03/20/2018
CAHILL, LAURIE A	Election Worker or Judge	ACTIVE	03/20/2018
CAHILL, PATRICK C	Election Worker or Judge	ACTIVE	03/20/2018
CANNIZZARO, MARGARET A	Election Worker or Judge	ACTIVE	03/20/2018
CAVENDER, ALLEN E	Election Worker or Judge	ACTIVE	03/20/2018
CHAN, PATRICK	Election Worker or Judge	ACTIVE	03/20/2018

New Hire Report

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CHAUDHRY, TAHIRA A	Election Worker or Judge	ACTIVE	03/20/2018
CHAVEZ, AHTZIRI	Election Worker or Judge	ACTIVE	03/20/2018
CHURCHILL, DIANNE C	Election Worker or Judge	ACTIVE	02/16/2018
CIOMBOR, MARYLOU B	Election Worker or Judge	ACTIVE	02/03/2018
CIOMBOR, RICHARD F	Election Worker or Judge	ACTIVE	02/03/2018
COMSTOCK, DIANE P	Election Worker or Judge	ACTIVE	03/20/2018
CONWAY, CINDY A	Election Worker or Judge	ACTIVE	03/20/2018
CORYELL, MARGARET A	Election Worker or Judge	ACTIVE	03/20/2018
COZZONI, TREVOR F	Election Worker or Judge	ACTIVE	03/20/2018
CYRIER, JOHNATHON E	Election Worker or Judge	ACTIVE	03/20/2018
DAVIS, DEMETRIA L	Election Worker or Judge	ACTIVE	03/01/2018
DELGADO, YAJAIRA	Election Worker or Judge	ACTIVE	03/20/2018
DITTMAN, LINDA H	Election Worker or Judge	ACTIVE	02/03/2018
DUNLAP, RYAN W	Election Worker or Judge	ACTIVE	03/20/2018
DUNNE, JUDY A	Election Worker or Judge	ACTIVE	03/20/2018
DURAN-ALANIS, GRISELDA	Election Worker or Judge	ACTIVE	03/20/2018
EVANS, JAMES A	Election Worker or Judge	ACTIVE	03/20/2018
FISCHER, KATHRYN R	Election Worker or Judge	ACTIVE	03/01/2018
FITZHUGH, APRIL C	Election Worker or Judge	ACTIVE	02/03/2018
FLORES, CARLOS S	Election Worker or Judge	ACTIVE	03/20/2018
FOSTER, SIMON A	Election Worker or Judge	ACTIVE	03/20/2018
FREDERICK, ISABEL N	Election Worker or Judge	ACTIVE	03/20/2018
FREER, DIANE M	Election Worker or Judge	ACTIVE	03/20/2018
GABIOUD, MARY F	Election Worker or Judge	ACTIVE	03/20/2018
GALLAGHER, EMILY E	Election Worker or Judge	ACTIVE	03/20/2018
GEORGE, SOPHIA R	Election Worker or Judge	ACTIVE	03/20/2018
GIBBONS, ADAM D	Election Worker or Judge	ACTIVE	03/20/2018
GRACE, CHERYL A	Election Worker or Judge	ACTIVE	03/20/2018
GRANT, PATRICIA A	Election Worker or Judge	ACTIVE	03/20/2018
GREENWALD, COOPER J	Election Worker or Judge	ACTIVE	03/20/2018
HANKAMP, LISA M	Election Worker or Judge	ACTIVE	03/20/2018
HARRIS, DENNIS J	Election Worker or Judge	ACTIVE	03/20/2018
HAYES, MEGHAN E	Election Worker or Judge	ACTIVE	03/20/2018
HEIN, THERESE A	Election Worker or Judge	ACTIVE	03/20/2018
HERNANDEZ, JOSE M	Election Worker or Judge	ACTIVE	03/20/2018
HOYNE, GARY R	Election Worker or Judge	ACTIVE	03/01/2018
HUBBARD, AUTUMN N	Election Worker or Judge	ACTIVE	02/07/2018

New Hire Report

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HUBBARD, CYNTHIA A	Election Worker or Judge	ACTIVE	03/20/2018
HUMMELL, KIMBERLY A	Election Worker or Judge	ACTIVE	02/03/2018
HUYNH, SARAMAYA V	Election Worker or Judge	ACTIVE	03/20/2018
JACKSON, TERRANCE D	Election Worker or Judge	ACTIVE	03/20/2018
JACOBY, ANGEL M	Election Worker or Judge	ACTIVE	03/20/2018
JIMENEZ, LESLIE	Election Worker or Judge	ACTIVE	03/20/2018
JONES LEAK, ANGELO P	Election Worker or Judge	ACTIVE	03/20/2018
JONES, JAMES J	Election Worker or Judge	ACTIVE	03/08/2018
KARIS, LAUREL L	Election Worker or Judge	ACTIVE	03/20/2018
KASPER, GERALD D	Election Worker or Judge	ACTIVE	03/20/2018
KERBER, MARY J	Election Worker or Judge	ACTIVE	03/20/2018
KIVIKOSKI, ASHLEY N	Election Worker or Judge	ACTIVE	03/01/2018
KNOWLES, WILLIAM R	Election Worker or Judge	ACTIVE	03/20/2018
KONERTZ, FAITH M	Election Worker or Judge	ACTIVE	03/18/2018
KOSTUR, STANLEY J	Election Worker or Judge	ACTIVE	03/20/2018
KOWALSKI, KARINA	Election Worker or Judge	ACTIVE	03/20/2018
KUCERA, THOMAS J	Election Worker or Judge	ACTIVE	03/20/2018
KUSCHEL, PAMELA J	Election Worker or Judge	ACTIVE	03/20/2018
LABUTKA, JOSEPH S	Election Worker or Judge	ACTIVE	03/20/2018
LANDRY, KEITH R	Election Worker or Judge	ACTIVE	03/20/2018
LEMUS, RAUL	Election Worker or Judge	ACTIVE	03/20/2018
LEWIS, ADELINE R	Election Worker or Judge	ACTIVE	03/20/2018
LOSURDO, FRANCESCO G	Election Worker or Judge	ACTIVE	03/20/2018
LOTTERER, ABIGAIL E	Election Worker or Judge	ACTIVE	03/20/2018
LUCEK, THOMAS N	Election Worker or Judge	ACTIVE	03/20/2018
MALLORY, ANNIA J	Election Worker or Judge	ACTIVE	03/20/2018
MARTINEZ, ANDREW C	Election Worker or Judge	ACTIVE	03/20/2018
MATHIS, DEIDRE J	Election Worker or Judge	ACTIVE	03/20/2018
MCCLURE, GRACE M	Election Worker or Judge	ACTIVE	03/20/2018
MCCUNE, SAMANTHA R	Election Worker or Judge	ACTIVE	03/01/2018
MEDINA, DUDIVAN	Election Worker or Judge	ACTIVE	02/03/2018
MERRINGTON, PAULA G	Election Worker or Judge	ACTIVE	03/20/2018
MILLER, CHRISTOPHER J	Election Worker or Judge	ACTIVE	03/20/2018
MILLER, EMMA C	Election Worker or Judge	ACTIVE	03/01/2018
MILLER, VIRGINIA M	Election Worker or Judge	ACTIVE	03/20/2018
MOSCHINI, NICHOLAS J	Election Worker or Judge	ACTIVE	03/19/2018
MOTCHNIK, DANIEL A	Election Worker or Judge	ACTIVE	03/20/2018

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NAEGELE, ROBERT A	Election Worker or Judge	ACTIVE	03/20/2018
NAKAJIMA-PERKO, JUNKO	Election Worker or Judge	ACTIVE	03/20/2018
NAWROCKI, LAURA M	Election Worker or Judge	ACTIVE	03/01/2018
NELSON, CONNIE A	Election Worker or Judge	ACTIVE	02/03/2018
NGO, VICTORIA H	Election Worker or Judge	ACTIVE	03/01/2018
NGUYEN, SERENA T	Election Worker or Judge	ACTIVE	03/01/2018
NICOSIA-WILKINSON, VANESSA L	Election Worker or Judge	ACTIVE	03/20/2018
NOWAK RITTMAN, MARY E	Election Worker or Judge	ACTIVE	03/20/2018
NUNEZ, GABRIELLA V	Election Worker or Judge	ACTIVE	03/20/2018
OBAREK, JUSTIN M	Election Worker or Judge	ACTIVE	03/19/2018
OBAREK, STEVEN S	Election Worker or Judge	ACTIVE	03/19/2018
O'CONNELL, DANIEL D	Election Worker or Judge	ACTIVE	03/01/2018
OGUNLEYE, PROMISE O	Election Worker or Judge	ACTIVE	03/20/2018
PENA, JAELLY	Election Worker or Judge	ACTIVE	03/01/2018
PHILIPS, ROBERT D	Election Worker or Judge	ACTIVE RETIREE	03/20/2018
	Printshop Mailroom Worker	DONOTUSE	03/20/2018
PIOCH, JAMES A	Election Worker or Judge	ACTIVE	02/13/2018
PIOCH, MARY-ELLEN	Election Worker or Judge	ACTIVE	02/13/2018
PORTEOUS, CHARLOTTE A L	Election Worker or Judge	ACTIVE	03/20/2018
PULEO, JILL E	Election Worker or Judge	ACTIVE	03/01/2018
QUANTOCK, DIANE R	Election Worker or Judge	ACTIVE	03/01/2018
RAPIER, MADISYN P	Election Worker or Judge	ACTIVE	03/20/2018
ROBERTS, ELLIE G	Election Worker or Judge	ACTIVE	03/20/2018
ROBLEDO, YANIRA M	Election Worker or Judge	ACTIVE	03/20/2018
RODRIGUEZ BELTRAN, AMY A	Election Worker or Judge	ACTIVE	03/01/2018
RUFFIN, ANITA L	Election Worker or Judge	ACTIVE	02/16/2018
RUFFIN, LAWRENCE D Jr	Election Worker or Judge	ACTIVE	03/20/2018
RUNNER, EDWARD C	Election Worker or Judge	ACTIVE	03/20/2018
SAAM, TYLER J	Election Worker or Judge	ACTIVE	03/20/2018
SENGSTOCK, ANNABEL R	Election Worker or Judge	ACTIVE	03/01/2018
SHALLCROSS, DYLAN T J	Election Worker or Judge	ACTIVE	03/20/2018
SHUMOW, LEE B	Election Worker or Judge	ACTIVE	03/01/2018
SIETE, AUSTIN W	Election Worker or Judge	ACTIVE	03/18/2018
STANCZYK, CHRISTOPHER A	Election Worker or Judge	ACTIVE	03/20/2018
SWANSON, RILEIGH E	Election Worker or Judge	ACTIVE	03/01/2018
TEMPLEMAN, RICHELLE J	Election Worker or Judge	ACTIVE	03/17/2018
THOMAS, BARRY S	Election Worker or Judge	ACTIVE	03/15/2018

New Hire Report
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	THUROW, FIONA A	Election Worker or Judge	ACTIVE	03/01/2018
	TOBIAS, JAYNN V	Election Worker or Judge	ACTIVE	03/20/2018
	VAN DE VEIRE, JIM R	Election Worker or Judge	ACTIVE	03/20/2018
	VAN DEN AKKER, SARA R	Election Worker or Judge	ACTIVE	03/01/2018
	VASQUEZ PEREZ, ELSA S	Election Worker or Judge	ACTIVE	03/01/2018
	VILLARREAL, LISA S	Election Worker or Judge	ACTIVE	03/20/2018
	VOLPE, MARIA	Election Worker or Judge	ACTIVE	03/20/2018
	WILSON, MATTHEW J	Election Worker or Judge	ACTIVE	03/19/2018
	ZAUHAR, GENEVIEVE A	Election Worker or Judge	ACTIVE	03/20/2018
	ZAWADA, JEFFREY	Election Worker or Judge	ACTIVE	02/03/2018
	ZEMAN, MARIANNE C	Election Worker or Judge	ACTIVE	03/01/2018
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Court Services/Adult Drug Court				
	FISCHER, LENA L	Adult Drug Court PO	ACTIVE	10/23/2017
		Probation Officer	ACTIVE	10/23/2017
<hr/>				
Court Services/Court Services Administration				
	HOLMES, JASMIN S	Probation Officer	ACTIVE	09/19/2017
		Youth Counselor JJC	ACTIVE	09/19/2017
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Court Services/Diagnostic Center				
	BROWN, TIFFANY C	Psychology Intern	ACTIVE	09/01/2017
	LYTTLES, MARY E	Psychology Intern	ACTIVE	09/01/2017
	VANOPSTALL, ASHLEY L	Post Doctoral Fellow	ACTIVE	09/01/2017
		Psychology Intern	ACTIVE	09/01/2017
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Court Services/Juvenile Justice Center				
	BEAVERS, ALYSSA C	Youth Counselor JJC	ACTIVE	06/19/2018
	BREWER, CARL D	Youth Counselor JJC	INACTIVE	10/31/2017
	CABALLERO, JOSEPH	Youth Counselor JJC	ACTIVE	05/22/2018
	CYKO, NATALIE K	Youth Counselor JJC	ACTIVE	09/19/2017
	FORD, SHANA	Youth Counselor JJC	ACTIVE	10/31/2017
	HILLMAN, BRYAN J	Youth Counselor JJC	ACTIVE	05/29/2018
	HOFFMANN, HEATHER A	Youth Counselor JJC	ACTIVE	05/15/2018
	IRUME, BYRON O	Youth Counselor JJC	ACTIVE	10/31/2017
	KLIMPKE, CHRISTOPHER G S	Youth Counselor JJC	ACTIVE	09/19/2017
	KONRAD, MIRANDA J	Youth Counselor JJC	INACTIVE	09/19/2017
	MEDRANO, ANTHONY	Youth Counselor JJC	ACTIVE	06/26/2018
	MONARREZ, PATRICIA	Youth Counselor JJC	ACTIVE	06/05/2018
	NUNEZ, ALELY	Youth Counselor JJC	INACTIVE	07/25/2017
	PAYAN, AURIEL	Youth Counselor JJC	ACTIVE	10/31/2017

New Hire Report

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	PEDERSON, TRACEY N	Youth Counselor JJC	ACTIVE	07/25/2017
	PEREZ CORTES, SHAQUILLE D	Youth Counselor JJC	INACTIVE	10/31/2017
	RICHARDS, LAUREN A	Youth Counselor JJC	ACTIVE	06/19/2018
	ROSAS, BRITTANY T	Youth Counselor JJC	ACTIVE	10/31/2017
	SEAL, KEVIN T	Youth Counselor JJC	ACTIVE	06/05/2018
	SIMPSON, SARA E	Youth Counselor JJC	ACTIVE	06/19/2018
	SKUBISZ, KATHLEEN M	Youth Counselor JJC	ACTIVE	10/31/2017
	SMITH, SHAUNA R	Youth Counselor JJC	ACTIVE	07/25/2017
	TORKILSEN, RONALD J Jr	Court Bailiff	ACTIVE	03/14/2018
		Youth Counselor JJC	ACTIVE	03/14/2018
	WISCHNACK, ELMER J	Youth Counselor JJC	ACTIVE	06/26/2018
Development/County Development				
	FARRUGGIA, ANTHONY T	Zoning Planner	ACTIVE	11/29/2017
	HANLON, RENEE W	Zoning Planner	INACTIVE	10/23/2017
	KERIAZAKOS, ELEA N	Administrative Officer	ACTIVE	05/21/2018
	PALATINUS, JOSEPH J	Plan Examiner Building Inspector	ACTIVE	12/13/2017
Environmental Management				
	MINO, JESSICA M	Resource Management Coordinator	ACTIVE	12/13/2017
Finance				
	HOFFMAN, MATTHEW R	WIA Fiscal Manager	ACTIVE	06/18/2018
Health				
	BOWEN, KRISTINA K	CHS II Environ Hlth Practitioner	ACTIVE	11/20/2017
	BULIK, PAVLO	CHS III Health Data Qlty Coord	ACTIVE	04/09/2018
	ENOH, TEDDY E	CHS II Public Health Nurse	ACTIVE	03/19/2018
	GAEDT-RAMIREZ, LORI L	CHS II Public Health Nurse	INACTIVE	09/13/2017
	HAUSER, LISE C	Asst Dir Public Health Nursing	ACTIVE	07/03/2017
	KELLY, CYNTHIA J	CHS II Public Health Nurse	INACTIVE	09/27/2017
	MARQUES REGINATO, CLAUDIA	Medical Reserve Corps Coord	ACTIVE	09/14/2017
	MEYER, KIMBER A	Public Health Intern	ACTIVE	04/23/2018
	ORTEGA, ASTAZIE	CHS III Initiative Coordinator	ACTIVE	03/19/2018
	SABO, SUMMER L	Public Health Intern	ACTIVE	05/22/2018
	SENGLAUB, CLAIRE M	Substance Abuse Prevention Coord	ACTIVE	12/11/2017
Human Resource Management				
	ENGLISH, SHEILA	Human Resource Coor Intern	INACTIVE	07/21/2017
	PING, MARY A	Human Resource Coordinator	ACTIVE	04/10/2018
		Senior HR Generalist	ACTIVE	04/10/2018
Information Technologies				

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	GRAHOVEC, ZACKARY M	Desktop Support Analyst I	ACTIVE	06/11/2018
	HAUGEN, GRIFFIN H	GIS Intern	ACTIVE	06/18/2018
Judiciary and Courts				
	CHAVES, VICTORIA E	Staff Attorney	ACTIVE	03/08/2018
	DIELMANN, JEFFREY W	Court Bailiff	ACTIVE	03/01/2018
		Election Worker or Judge	ACTIVE	03/01/2018
	ENGLISH, MIKE J	Court Bailiff	ACTIVE	07/05/2017
	GAGLIANO, JOHN V	Court Bailiff	ACTIVE	06/13/2018
	HICKS, WILLIAM C	Court Bailiff	ACTIVE	06/13/2018
	HUDSON, NANCY A	Court Bailiff	ACTIVE	07/12/2017
	MCCULLOUGH, MONICA L	Court Bailiff	ACTIVE	07/05/2017
	PARGA, SANDRA T	16th Judicial Circuit Judge	ACTIVE	10/02/2017
	SMOGER, DARREN G	Court Bailiff	ACTIVE	07/05/2017
	WARFEL, SUSAN M	Chief Bailiff Criminal	ACTIVE RETIREE	06/11/2018
		Court Bailiff	ACTIVE RETIREE	06/11/2018
Kane Comm				
	JONES, JEREMY L	Telecommunicator	INACTIVE	09/03/2017
	SWANSON, SAMUEL A	Telecommunicator	INACTIVE	09/11/2017
Public Defender				
	CONRAD, KEVIN P Jr	Assistant Public Defender	ACTIVE	08/14/2017
	KERELUK, MICHAEL F	Assistant Public Defender	ACTIVE	06/18/2018
		Staff Attorney	ACTIVE	06/18/2018
	ROELFSEMA, RANDALL W	Assistant Public Defender	ACTIVE	12/28/2017
Regional Office of Education				
	ALGRIM, KATHLEEN M	Dir of Innovative Professional Learning	ACTIVE	07/03/2017
	MAHALIK, MURPHY M	JJC Teacher	ACTIVE	08/01/2017
	MORENO, ALEJANDRA	Career Resource Specialist	ACTIVE	01/08/2018
		Comm Youth LDR ROE	ACTIVE	01/08/2018
	YODER, CONRAD J	IT Technician	ACTIVE	04/16/2018
Sheriff/Adult Corrections				
	BOWERS, SAMUEL C	Correctional Officer	ACTIVE	02/05/2018
	CUEVAS-ESCOBEDO, MANUEL	Correctional Officer	ACTIVE	07/10/2017
	FUERST, THOMAS L III	Correctional Officer	INACTIVE	12/04/2017
	GLODOWSKI, MONIKA	Information Specialist	ACTIVE	05/21/2018
	IBARRA, FRANCISCO J Jr	Correctional Officer	ACTIVE	07/10/2017
	MONTEMAYER, MICHAEL B	Correctional Officer	ACTIVE	08/14/2017
		Court Security Officer	ACTIVE	08/14/2017

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	PEPLOW, MICHAEL J	Correctional Officer	ACTIVE	02/05/2018
	RAUGHLEY, SCOTT R	Correctional Officer	ACTIVE	07/10/2017
	RICHARDSON, KEVIN E	Correctional Officer	ACTIVE	07/24/2017
Sheriff/Court Security				
	BURNETTE, JEFF A	Court Bailiff	ACTIVE	07/05/2017
		Court Security Officer	ACTIVE	07/05/2017
	EISENMAN, FRANCISCO S	Correctional Officer	ACTIVE RETIREE	09/08/2017
		Court Security Officer	ACTIVE RETIREE	09/08/2017
Sheriff/Sheriff				
	BURCH, STEVEN M	Peace Officer	ACTIVE	09/10/2017
	FETZER, RYAN R	Peace Officer	ACTIVE	03/26/2018
	GREGORY, DANIEL Z	Peace Officer	ACTIVE	08/28/2017
	KRUEGER, DUSTIN J	Peace Officer	ACTIVE	09/10/2017
	MAZZEO, RUDOLF J	Correctional Officer	ACTIVE	12/04/2017
		Peace Officer	ACTIVE	12/04/2017
	NICKELS, JOSHUA G	Peace Officer	ACTIVE	03/26/2018
	PAYNE, ROMOND D	Peace Officer	INACTIVE	09/10/2017
	SALAVA, CHRISTOPHER L	Peace Officer	ACTIVE	03/26/2018
	WEZDECKI, VICTOR J	Peace Officer	ACTIVE	03/26/2018
State's Attorney				
	BELSHAN, DAVID F	Assistant States Attorney	ACTIVE	02/20/2018
	BENATUIL, ALEXANDRA E	Assistant States Attorney	ACTIVE	02/05/2018
	BUSLJETA, AMANDA C	Assistant States Attorney	ACTIVE	03/27/2018
	CHAIDEZ NAVAR, SANDRA E	Administrative Assistant	ACTIVE	01/24/2018
	CHRISTIAN, CIANA	Administrative Assistant	INACTIVE	08/07/2017
	DELANO, JONELLE E	Administrative Assistant	ACTIVE	09/18/2017
	DIAZ, EDIBERTO	CAC Bilingual Investigator	INACTIVE	02/13/2018
	GONZALEZ, GALILEA	Administrative Assistant	ACTIVE	01/24/2018
	GUEBERT, PAUL T	Assistant States Attorney	ACTIVE	03/05/2018
	GUERRERO-CADENA, LIZBETH	Bilingual Receptionist	ACTIVE	04/11/2018
	HOOGEWERF, ERICA M	Assistant States Attorney	ACTIVE	06/12/2018
	KARAYANNIS, KATHLEEN A	Assistant States Attorney	ACTIVE	08/21/2017
		Intern	ACTIVE	08/21/2017
	LEUCHTMANN, ANDREW	Assistant States Attorney	ACTIVE	03/19/2018
	MCCALL, CHRISTOPHER R	Assistant States Attorney	ACTIVE	05/07/2018
	MERRITT, CHRISTOPHER J	Election Worker or Judge	ACTIVE	10/02/2017
		Investigator	ACTIVE	10/02/2017

New Hire Report

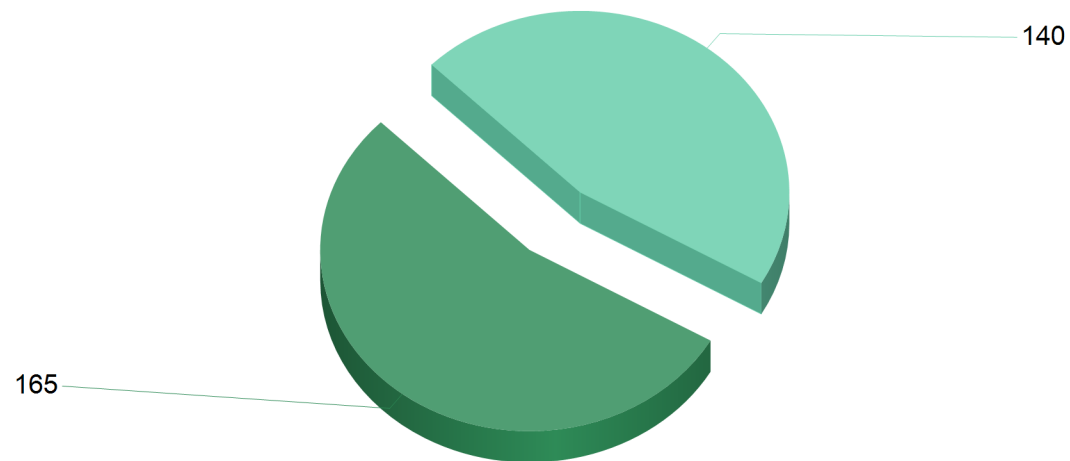
from 07/01/2017 - 06/30/2018

		Office Services	ACTIVE	10/02/2017
	MITCHELL, MICHAEL L	Assistant States Attorney	ACTIVE	03/13/2018
	MOELLER, ROBERT O	Assistant States Attorney	ACTIVE	02/05/2018
	NAVARRETE, SANDRA	CAC Investigator	ACTIVE	09/07/2017
	SADLER, HILLARY R	Assistant States Attorney	ACTIVE	08/21/2017
		Law Intern	ACTIVE	08/21/2017
	SALINAS-RAMIREZ, SUSAN	Forensic Interviewer	ACTIVE	05/21/2018
	SCHROEDER, MARISOL	Forensic Interviewer	INACTIVE	08/14/2017
	TORRES, JESSICA S	Assistant States Attorney	INACTIVE	12/18/2017
Supervisors of Assessment				
	BINGHAM, KATHERINE L	Information Processor	ACTIVE	02/01/2018
	DARATA, BRUCE P	Board of Review Alternate	ACTIVE	08/16/2017
	RUDMAN, JERALD L	Board of Review Alternate	ACTIVE	08/30/2017
Transportation				
	HARRIS, JOSEPH	Highway Maintainer I	INACTIVE	11/16/2017
	JIMENEZ JR, PURIFINO	Highway Maintainer I	INACTIVE	11/16/2017
	JOSTES, RUSSELL C	Permit Engineer	INACTIVE	12/18/2017
	LANCASTE, DANIEL P	Highway Maintainer I	ACTIVE	05/01/2018
	NICOLOSI, MATTHEW J	Highway Maintainer I	ACTIVE	06/01/2018
	PAGAN-ORTIZ, KEISHLA M	Permit Engineer	ACTIVE	05/15/2018
	PETERS, HANNAH N	Intern	ACTIVE	05/17/2018
	SWANSON, HENRY M	Highway Maintainer I	ACTIVE	05/01/2018
	YOUNG, ASHLEY B	Accountant II	ACTIVE	06/18/2018
		Senior HR Generalist	ACTIVE	06/18/2018
Treasurer/Collector				
	SHOOK, KATHLEEN M	Cashier	ACTIVE	04/03/2018
Veteran's Commission				
	ARTEAGA, JESUS R	Veterans Service Officer	ACTIVE	01/29/2018
Workforce Development				
	WEILER, CHERYL A	Career Specialist	ACTIVE	01/08/2018
		Employment & Training Rep	ACTIVE	01/08/2018

Total New Hires 305

New Hires EEO Report 07/01/17 - 6/30/18

Gender



Total = 305 (100%)

Female = 165 (54 %)

Male = 140 (46 %)

New Hires EEO Report 07/01/17 - 6/30/18

Race

Total = 305 (100%)

Asian = 8 (3 %)
American Indian or Alaska Native = 1 (0 %)
Black = 23 (8 %)
Hispanic or Latino = 51 (17 %)
Native Hawaiian or Other Pacific Islander = 1 (0 %)
Two or More Races = 8 (3 %)
White = 213 (70 %)

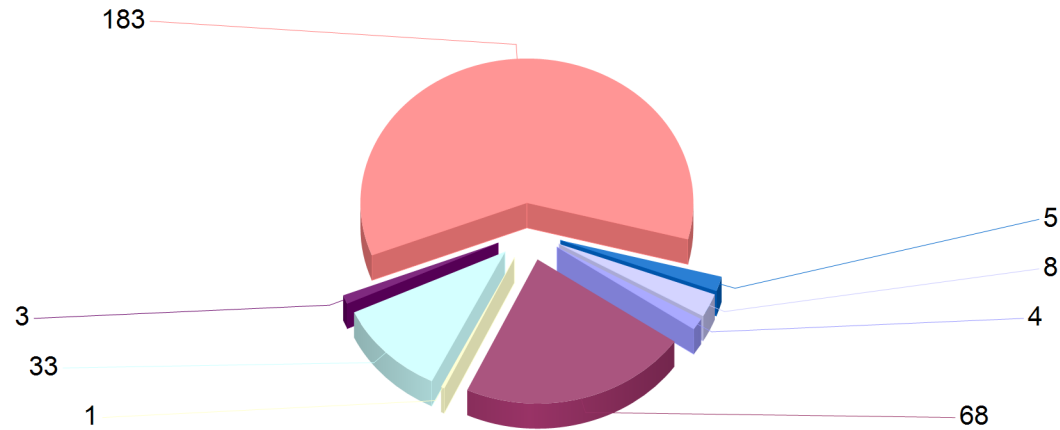


New Hires EEO Report 07/01/17 - 6/30/18

EEOC Category

Total = 305 (100%)

- 01 - Official/Administration = 4 (1 %)
- 02 - Professionals = 68 (22 %)
- 03 - Technicians = 1 (0 %)
- 04 - Protective Services: Sworn = 33 (11 %)
- 05 - Protective Services: Non Sworn = 3 (1 %)
- 06 - Administrative Support = 183 (60 %)
- 07 - Skilled Craft = 5 (2 %)
- 08 - Service/Maintenance = 8 (3 %)



Termination Report

from 07/01/2017 - 06/30/2018

Department		Termination Date
Employee Name		
Animal Control		
COOK, CODI J		05/29/18
FLOWERS, DANIELLE T		11/27/17
HOWEN, MONICA L		03/29/18
PRONENKO, KATRINA S		10/21/17
Building Management		
ELIAS, JUAN A		02/09/18
KNORR, IAN-MICHAEL		12/01/17
SHARP, ERIC J		05/04/18
SUMMERS, MICHAEL E		12/01/17
THOMAS, TYLER J		07/14/17
Circuit Clerk		
BOYNTON, TAYLOR J		12/06/17
BRYSEWICZ, KATHLEEN J		04/27/18
FORS, LAURA M		11/07/17
GODDARD, MABEL		12/08/17
JORDAN, KATHERINE		07/21/17
KURTH, ASHLEY E		10/13/17
PETERS, JOHN R		02/02/18
RICHERT, AMITY		04/27/18
SMITH, LISA M		03/05/18
SMITH, WENDY L		07/05/17
STOREY, JESSICA T		07/18/17
SULLIVAN, LINDA L		03/05/18
VERMAAT, KATHLEEN M		04/04/18
ZEPEDA, CAROLINA		07/25/17
Community Reinvestment		
SCHERKENBACH, LAURA B		05/31/18
Coroner		
RENWICK, ANNA MAE		12/04/17
RODGERS, ANTHONY N		11/01/17

Termination Report

from 07/01/2017 - 06/30/2018

County Auditor

RICH, ANDREA D	08/14/17
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County Board

DAHL, BRIAN W	04/07/18
MCGRATH, ELLYN M	06/28/18

County Clerk

CRODDY, DEBRA A	02/28/18
HERNANDEZ, MEGAN R	06/29/18

Court Services/Adult Drug Court

ESTATE OF KUNSTMAN, DONNA	12/30/17
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Court Services/Court Services Administration

BELLEVAGE, EDWARD R	10/02/17
BYERS, BRYANNA L	04/06/18
HEATHCOAT, LEE ANN	09/07/17
LITZ, DANIELLE M	05/18/18
NEVAREZ, IVETTE	06/28/18
PARRA, ANTHONY	05/02/18
ROSA, RAMON L	08/07/17
TERESE, MICHAEL R	07/01/17
TUCKER, DALE J	09/01/17

Court Services/Diagnostic Center

BELMONTE, ANA S	06/15/18
FULLMER, TARA L	08/31/17
LOUCKS, KIMBERLY N	06/22/18

Court Services/Juvenile Justice Center

ANSELME, RICK E	10/23/17
BREWER, CARL D	02/08/18
KONRAD, MIRANDA J	02/23/18
LAMZ, ALYSSE C	11/20/17
MAGANA, BRAULIO P	11/14/17
NUNEZ, ALELY	03/24/18
PEREZ CORTES, SHAQUILLE D	12/26/17
RENNER, MICHAEL W	06/11/18

Termination Report

from 07/01/2017 - 06/30/2018

ROEHR, MICHAEL D	06/11/18
SKONIECKE, THOMAS J	06/14/18
SPERRY, TAYLOR W	09/07/17

Development/County Development

BIEWER, BROOKE R	09/01/17
HANLON, RENEE W	10/27/17
MACK, THOMAS L	12/01/17
MAIR, JANINE M	03/01/18

Emergency Management Services

BRYANT, DONALD H	05/25/18
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Environmental Management

GOVRIK, CECILIA M	10/13/17
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Health

BLOOM, LISA M	03/09/18
BOW, LINDSAY E	04/13/18
GAEDT-RAMIREZ, LORI L	03/23/18
GRISWOLD, LEIGHA M	03/23/18
KELLY, CYNTHIA J	09/27/17
LANTIS, AMY J	04/20/18
LARSEN, ROLAND J	10/31/17
LYONS, REBECCA K	12/08/17
OKAPAL, JULIANA R	01/05/18
REYNA, TERESA A	04/06/18
SHANNON, JILLIAN R	08/11/17
SILLITTI, SHARON M	08/18/17
SUNDELL, RANDY P	04/13/18
WAMHOFF, BRANDI L	09/01/17

Human Resource Management

ENGLISH, SHEILA	10/30/17
JACKLOW, BARBARA L	07/18/17
MCCRIVEN, SHEILA	07/01/17
SCHLICHTING, KATHY J	08/23/17

**Termination Report
from 07/01/2017 - 06/30/2018**

Information Technologies

BRINKLEY, EDDIE III	08/10/17
EGGERS, COLIN J	09/05/17
OMALLEY, EVERETT T	06/04/18
SCONIERS, LARRY K	10/20/17
URDANETA, JORGE I	08/04/17

Judiciary and Courts

GREGORY, DONALD G	07/14/17
JEAMBNEY, KATHLEEN M L	04/13/18
LINDSEY, SUZANNA M	07/21/17
MEHLICK, MICHAEL J	09/08/17
SMITH, HENRY	07/14/17
ULLOA, LIZETTE	04/06/18

Kane Comm

FARRIS, DAVID D	05/31/18
JONES, JEREMY L	11/25/17
SWANSON, SAMUEL A	11/07/17

Other- Countywide Expenses/Aurora Election Expense

MCCOY, MICHAEL	06/15/18
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Public Defender

KEMMERLING, KATHLEEN M	05/15/18
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Recorder

BROWN, CARREN M	07/04/17
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Regional Office of Education

ESTATE OF KOESSL, DANIEL E	11/05/17
ESTATE OF SEARS, GARY H	03/30/18
GRENDA, RICHARD A	06/22/18
KURKOWSKI, RACHEL M	06/29/18
LECLERE, SHIRLEY	06/29/18
SHUMWAY, PAMELA J	06/23/18

Sheriff/Adult Corrections

CARTER, WAYNE A	11/01/17
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Termination Report from 07/01/2017 - 06/30/2018

DES JARDINE, MICHAEL A	05/01/18
FUERST, THOMAS L III	05/07/18
HANCZAR, MARISA A	01/01/18
LARRY, BRADLEY J	12/04/17
MARCRUM, LARRY S	12/01/17
SMITH, DONALD D	01/01/18
TOWNSEND, ZACHARY W	11/10/17
UNDESSER, JOHN R	09/09/17
WAGNER, ANDREW S	05/09/18

Sheriff/Court Security

LOPEZ, ALEXANDER	12/29/17
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Sheriff/Sheriff

BOBER, RAYMOND M Jr	06/04/18
BUMGARNER, THOMAS L	04/10/18
PAYNE, ROMOND D	12/26/17
ROBERTS, DAWN M	09/09/17
SALINAS, JOSEPH	01/13/18
TYLER, WILLIE J	12/31/17
WALLACE, KOREY A	02/13/18
ZYDZIK, CHRISTOPHER L	05/11/18

State's Attorney

BA, LEI	07/17/17
BEDERKA, ALEXANDER G	04/20/18
BLAND, JUDITH A	05/11/18
CARRILLO, MARISELA	02/02/18
CHRISTIAN, CIANA	11/03/17
COWART, MARINA LARK	12/22/17
DAVIS, ANGELA L	08/04/17
DIAZ, EDIBERTO	02/27/18
FAUSTO, RAQUEL	03/15/18
FLINN, KELLEY V	01/26/18
GONZALEZ, MELISSA	11/14/17
GONZALEZ, YASMIN	02/02/18
HALSEY, JANET	09/01/17
HATZIS, LINDSAY A	09/01/17

Termination Report
from 07/01/2017 - 06/30/2018

LACHANSKI, LINDSEY T	06/01/18
LANG HOMCO, DEBORAH A	01/19/18
MAGLIO, LAURA R	07/07/17
MARTIN, TIMOTHY E	09/18/17
MELZER, BRADLEY D	04/12/18
MOLINA, NYDIA	05/11/18
PEREZ, ANGIE Y	11/03/17
SCHROEDER, MARISOL	02/28/18
TORRES, JESSICA S	02/02/18
URIBE, ERICK	08/11/17

Supervisors of Assessment

HOUGH, WILLIAM R	08/02/17
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Transportation

ABNER, JOHN T	11/30/17
BENDA, LYDIA K	05/18/18
BIGBIE, RYAN N	05/11/18
HARRIS, JOSEPH	03/29/18
JIMENEZ JR, PURIFINO	03/29/18
JOSTES, RUSSELL C	01/19/18
LINDSAY, JEREMY	03/13/18
ROUSH, GARY	12/29/17
SENECHALLE, CLAYTON J	12/13/17

Veteran's Commission

BENSON, THOMAS G	01/26/18
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Workforce Development

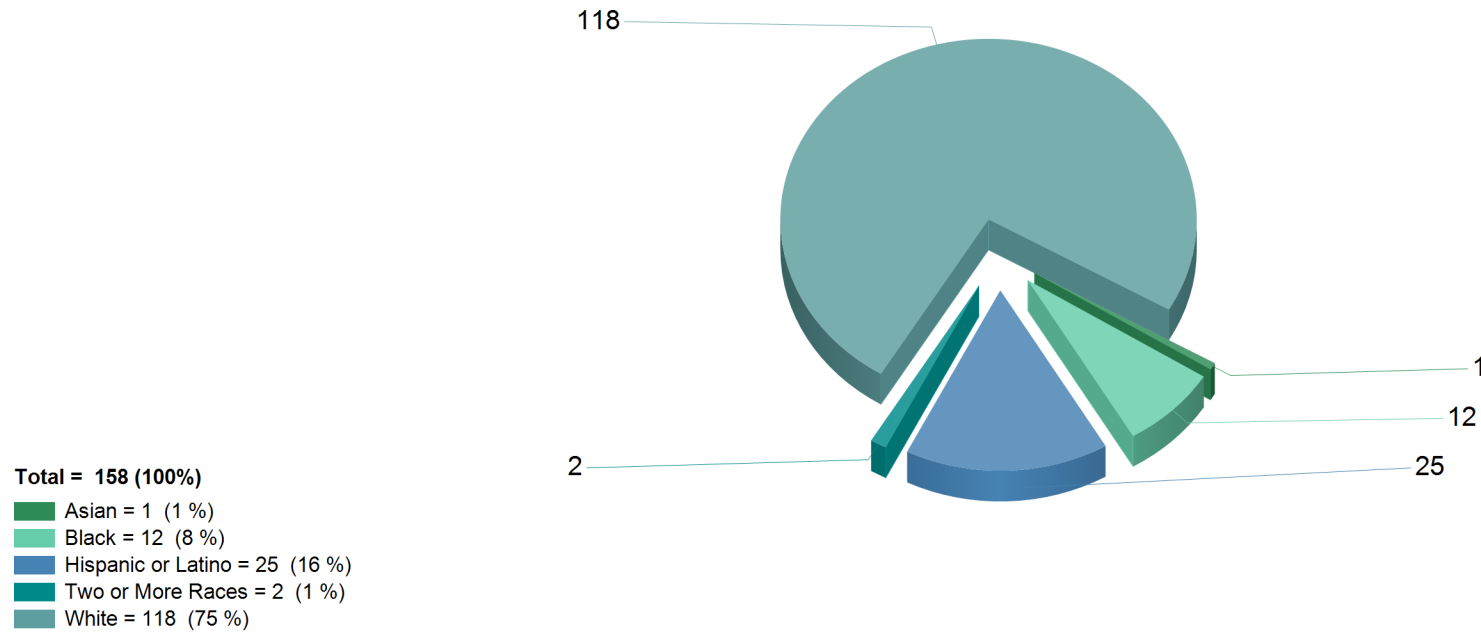
BRADBURY, KAREN M	11/17/17
GILLIAM, MONICA K	03/09/18

Total Terminations 158

Termination EEO Report

07/01/17 - 6/30/18

Race



Termination EEO Report 07/01/17 - 6/30/18

EEOC Category

Total = 158 (100%)

- 01 - Official/Administration = 11 (7 %)
- 02 - Professionals = 62 (39 %)
- 03 - Technicians = 3 (2 %)
- 04 - Protective Services: Sworn = 22 (14 %)
- 05 - Protective Services: Non Sworn = 6 (4 %)
- 06 - Administrative Support = 42 (27 %)
- 07 - Skilled Craft = 5 (3 %)
- 08 - Service/Maintenance = 7 (4 %)

