



AGENDA

County Operations Committee

Tuesday, August 25, 2020

@ 1:30 PM

Peoria County Courthouse, Room 403

1. **Call to Order**
2. **Approval of Minutes**
 - May 26, 2020 (*Executive Session Minutes*)
 - July 28, 2020 (*Regular Session Minutes*)
3. **Informational Items/Reports/Other Minutes/Updates**
 - Workforce Report
 - Furlough & Layoff Report
4. **Resolution**
 - IMRF Benefit Protection Leave
5. **Miscellaneous**
6. **Adjournment**

DRAFT
MINUTES
County Operations Committee
July 28, 2020
@ 1:00 p.m.

MEMBERS PRESENT:	Rob Reneau – Chairman, Jennifer Groves Allison – Vice Chairman; Linda Daley (<i>teleconference</i>), Betty Duncan , Kate Pastucha (<i>teleconference</i>), Steven Rieker , William Watkins, Jr.
MEMBERS ABSENT:	
OTHERS PRESENT:	Scott Sorrel – County Administrator; Shauna Musselman – Assistant County Administrator, Jennie Cordis Boswell - State's Attorney's Office; Steve Kelly – Attorney

Call to Order

Vice Chairman Grove Allison called the meeting to order at 1:04 p.m.

A motion to allow the participation of Ms. Daley and Ms. Pastucha via teleconference was made by Ms. Groves Allison and seconded by Ms. Duncan. The motion to approve carried unanimously (5-0).

Approval of Minutes

A motion to approve the minutes of June 23, 2020 was made by Ms. Duncan and seconded by Ms. Daley. The motion to approve carried unanimously (7-0).

Informational

- **Workforce Report**

Mr. Sorrel advised that the current report covers applicants, demographics, new hires and separations for June 2020 and a comparison of June 2019 and June 2020 figures. He stated that 23 positions were posted in June 2019, while 9 positions posted in June 2020. He commented that two hires were made in June, although he stressed that although the hires are reflective of this particular month, the positions may have been posted in a prior month. He advised that 79 of a total 87 separations in June were Heddington Oaks related layoffs.

Ms. Pastucha noted that a disproportionate number of staff reductions in the past several months has been minorities. Mr. Sorrel remarked that the racial and ethnicity composition of Heddington Oaks employees was substantially minority-based, and nearly all the separations of minorities occurred at Heddington Oaks as a result of downsizing the operation. He acknowledged that after Heddington Oaks closes, the County must endeavor to diversify the workforce as absent that facility, the County is not reflective of the community at large.

- **Liability & Worker's Compensation Report**

Mr. Sorrel advised that a total of 6 liability claims have been filed in 2020 to date, with 2 claims currently open and active. He stated that nearly \$6,600.00 in liability costs in 2020 have been paid through the end of June, with over \$2,500.00 remaining in reserves.

Mr. Sorrel advised that a total of 26 worker's compensation claims have been filed in 2020 to date, with 6 claims currently active. He stated that \$51,635.00 in costs in 2020 have been paid, with \$20,000.00 remaining in reserves.

Ms. Daley asked if it would be possible to file a worker's compensation claim while working remotely. Mr. Kelly a claim would be dependent on the type of injury, and whether an injury occurring at home was work related or sustained due to a risk at home. He noted that coverage currently includes employees who travel to various sites and are injured in the course of their employment. He remarked that the mechanism of injury would be examined for any injury occurring in the home and a determination made as to whether the injury was related to work.

- **Furlough & Layoff Report**

Mr. Sorrel advised that as of July 24, 2020, 194 layoffs, both permanent and temporary have been submitted to Human Resources. He stated that 11 employees at that time were physically on either furloughed or on temporary layoff, 167 had completed their furlough or temporary layoff, and 16 employees were permanently laid off. He advised that the County has seen \$1,075,000.00 in gross wage savings due to furloughs and temporary layoffs before unemployment liabilities have been applied. He remarked that unemployment reports are received quarterly by the State of Illinois, adding that initial COVID-19 impacted reports will not be received until September 2020.

A motion to go into executive session to discuss a Worker's Compensation Case was made by Mr. Watkins and seconded by Ms. Groves Allison. The motion carried unanimously (7-0).

EXECUTIVE SESSION

Regular session resumed upon a motion by Mr. Rieker and second by Ms. Duncan.

Resolution

- **Worker's Compensation Case # 010015-005140-WC-01**

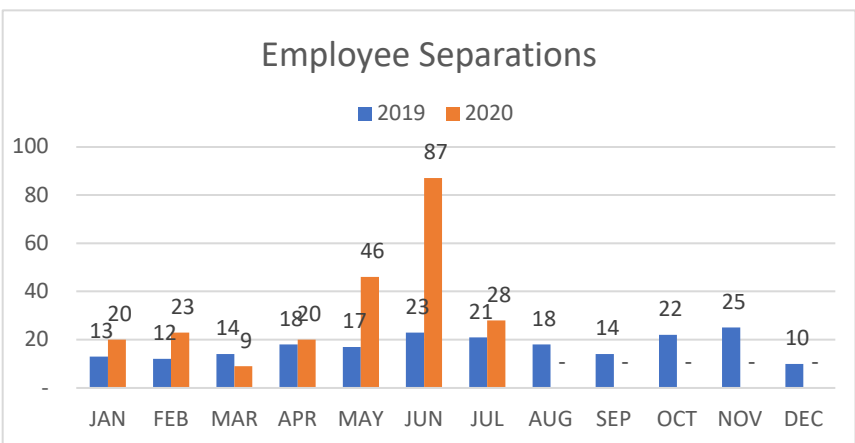
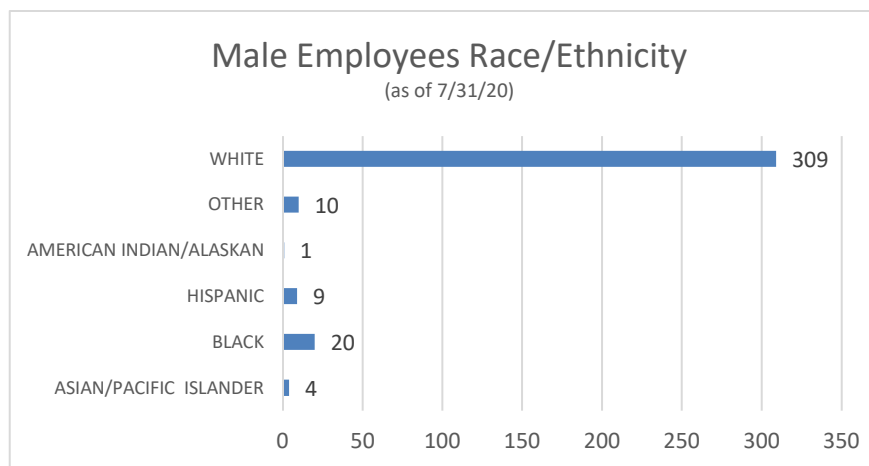
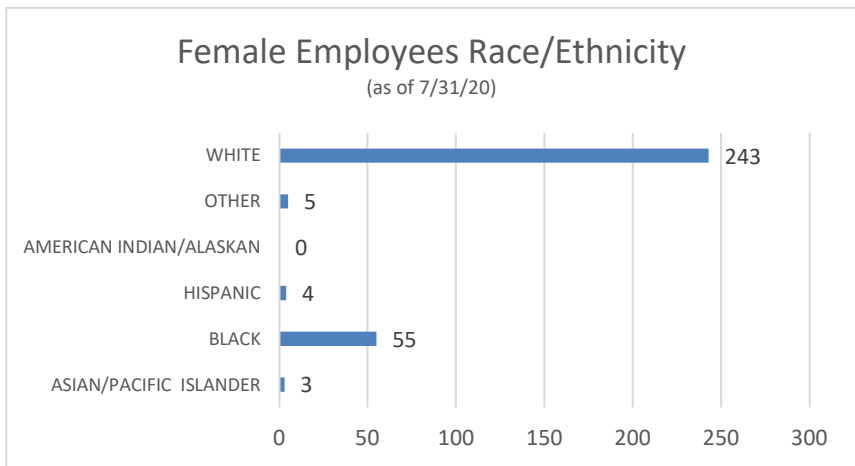
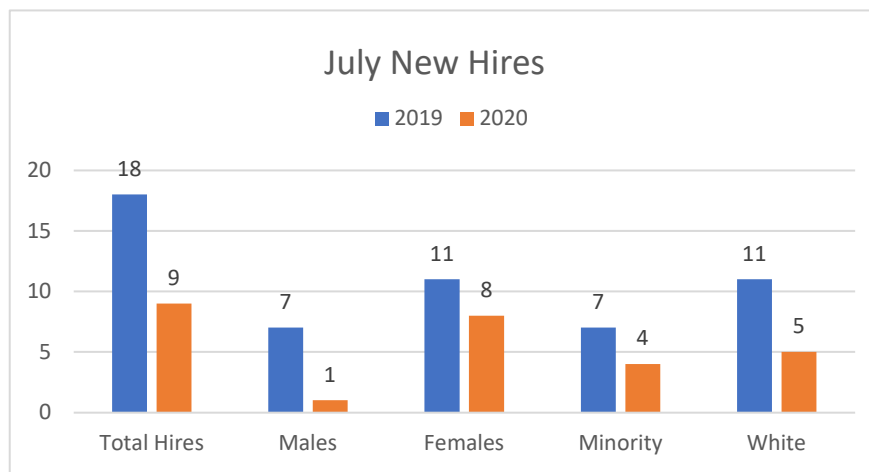
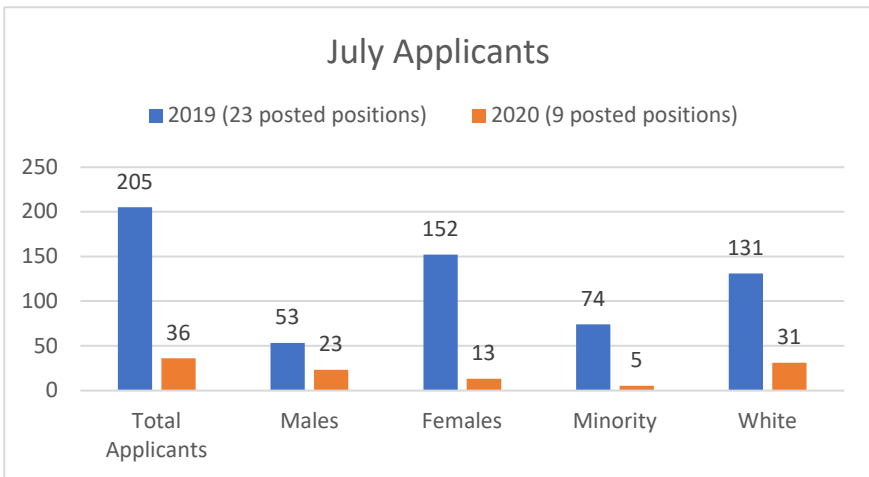
A motion to approve was made by Ms. Daley and seconded by Ms. Groves Allison. A roll call vote was taken and the motion carried unanimously (7-0).

Adjournment

The meeting was adjourned by Vice Chairman Groves Allison at 1:36 p.m.

Recorded and Transcribed by: Jan Kleffman

County Operations - Workforce Dashboard - August 2020



Top Department Separations

	July 2019	July 2020
HO	12	12
PCSO	3	5

Layoffs (Permanent & Temporary)



As of 8/20/2020, 194 total layoffs (permanent & temporary) have been submitted to HR.

- ★ 12 EEs currently on furlough/temp layoff
- ★ 166 EEs have been on furlough/temp layoff
- ★ 16 permanent layoffs have been issued
- ★ 1,127 total weeks of furloughs/temp layoffs
- ★ \$1,193,065 gross wage savings due to perm/temp layoff

AGENDA BRIEFING

COMMITTEE: County Operations Committee
MEETING DATE: August 25, 2020

LINE ITEM:
AMOUNT:

ISSUE:

For **RESOLUTION:** Approve Benefit Protection Leave Service Credit

IMRF allows members to receive benefit protection leave for periods the member is on unpaid leave, such as furlough.

Participants who take an authorized IMRF Benefit Protection Leave (BPL) may receive service credit for up to a maximum of 12 months over the entire career, provided they pay the IMRF member contributions. The employer pays the employer rate for the qualifying weeks, but the payment is factored into future IMRF rates. For members who are approved in 2020 there will be a minor impact (based upon the number of requests) on the rate for 2022.

Human Resources has received eight qualifying BPL requests in 2020. In order to approve these requests, IMRF requires the County to have a resolution on file.

COUNTY BOARD GOALS:



HEALTHY VIBRANT COMMUNITIES

STAFF RECOMMENDATION:

To approve the IMRF Benefit Protection Leave resolution in order to allow Human Resources to approve the qualifying requests on file.

COMMITTEE ACTION:

PREPARED BY: Shauna Musselman, Assistant County Administrator

DEPARTMENT: County Administration

DATE: August 18, 2020

TO THE HONORABLE COUNTY BOARD)
)
COUNTY OF PEORIA, ILLINOIS)

Your County Operations Committee does hereby recommend passage of the following Resolution:

RE: IMRF Benefit Protection Leave

RESOLUTION

WHEREAS, Article 7 of the Illinois Pension Code (40 ILCS 5/7-139(a)(4)) provides that the governing body of a governmental unit may elect to allow service credit in the Illinois Municipal Retirement Fund to members who are placed on authorized leave of absence without pay; and,

WHEREAS, not more than twelve (12) complete months of creditable service for such authorized leave of absence shall be credited towards any benefit under Article 7 of the Pension Code; and

WHEREAS, no service credit may be issued for such authorized, unpaid leave unless an application for credits is submitted to the Board of Trustees of Illinois Municipal Retirement Fund while the employee is in a status of active employment;

NOW THEREFORE BE IT RESOLVED, that the County Board of Peoria County, elects to allow service credit to all eligible employees who have been placed on a period of authorized leave without pay, not to exceed twelve (12) months, until the rescission of this resolution; AND

FURTHER RESOLVED, that the Clerk shall be directed to maintain a record of this resolution for inspection, upon request by the Fund, and is further directed to certify IMRF Form 6.32, IMRF Benefit Protection Leave, upon the request of the affected employee(s).

RESPECTFULLY SUBMITTED,
County Health Committee