

Approved 9/22/20
MINUTES
County Operations Committee
August 25, 2020
@ 1:30 p.m.

MEMBERS PRESENT:	Rob Reneau – Chairman, Jennifer Groves Allison – Vice Chairman; Linda Daley (<i>teleconference</i>), Betty Duncan (<i>teleconference</i>), Steven Rieker , William Watkins, Jr.
MEMBERS ABSENT:	Kate Pastucha
OTHERS PRESENT:	Scott Sorrel – County Administrator; Shauna Musselman – Assistant County Administrator, Jennie Cordis Boswell - State's Attorney's Office; Angela Loftus – Asst. Director of Human Resources; Gretchen Pearsall – Director of Strategic Communications; Brian Asbell , Doug Gaa , Jim Middlemas – Sheriff's Office

Call to Order

Chairman Reneau called the meeting to order at 1:31 p.m.

A motion to allow the participation of Ms. Daley and Ms. Duncan via teleconference was made by Mr. Watkins and seconded by Ms. Groves Allison. The motion to approve carried unanimously (4-0).

Approval of Minutes

A motion to approve the executive session minutes of May 26, 2020 and regular session minutes of July 28, 2020, after corrections, was made by Ms. Duncan and seconded by Ms. Groves Allison. The motion to approve carried unanimously (6-0).

Informational

• **Workforce Report**

Mr. Sorrel advised that the current report covers applicants, demographics, new hires and separations for July 2020 and a comparison of July 2019 and July 2020 figures. He noted a significant decrease in year over year posted positions, with only 9 positions posted in July 2020 as compared to 23 in July 2019. He commented that with the closing of Heddington Oaks, the racial and ethnicity composition of the workforce is less reflective of the community and indicated that this issue be a topic of conversation moving forward. He also suggested a review and revision to EEO (Equal Employment Opportunity) policies to reflect not only minority and ethnicity hiring but the addition of LGBTQ language as well.

• **Furlough & Layoff Report**

Mr. Sorrel advised that as of August 20, 2020, 194 layoffs, both permanent and temporary have been submitted to Human Resources. He stated that 12 employees were physically on either furloughed or on temporary layoff as of that date, 166 had completed their furlough or temporary layoff, and 16 employees were permanently laid off. He advised that the County has seen \$1.2 million in gross wage savings with a total of 1,127 total weeks of furloughs and temporary layoffs.

Mr. Rieker asked how wage savings align with budget adjustment expectations, and Mr. Sorrel advised that the numbers are closely aligned at this point. Ms. Groves Allison asked staff reductions have resulted in any departmental service issues. Mr. Sorrel advised that permanent layoffs in the Facilities Department have resulted in some reassignment of personnel and loss of

flexibility; however, although there may be some degradation of service there have been no thorough studies or reports completed on that issue at this time.

Resolution

- **IMRF Benefit Protection Leave**

A motion to approve was made by Mr. Rieker and seconded by Mr. Watkins. Ms. Musselman advised that IMRF allows members to receive benefit protection leave for periods the member is on unpaid leave such as furlough. She stated that participants who take an authorized IMRF Benefit Protection Leave may receive service credit for up to a maximum of 12 months provided the member repays IMRF member contributions. She noted that the employer pays the employer rate for the qualifying weeks; however, the payment is factored into future IMRF rates. She stated that in order to approve qualifying requests from members, IMRF requires Peoria County to have a resolution on file.

The motion to approve carried unanimously (6-0), with Ms. Daley and Ms. Duncan voting aye via teleconference.

Adjournment

The meeting was adjourned by Chairman Reneau at 1:43 p.m.

Recorded and Transcribed by: Jan Kleffman