



Human Resources Update

John Light, Director

Thursday, July 9, 2020

Lake County's Mission

Deliver exceptional, financially and environmentally responsive/responsible services that promote a safe, affordable, healthy, and resilient community.



Department Overview

*Human
Resources*

- **Primary functions and tasks**
 - Labor Relations
 - Benefits Administration
 - Risk Identification
 - Loss Prevention & Control
 - Claims Administration
 - Merit Commission
 - Payroll
 - Recruitment & Relations
 - Organizational Development
 - Employee Relations
- **Staffing**
 - 18 Full-time employees
- **Total departmental budget for FY20**
 - \$10,044,613 (General Fund/Risk & Liability Fund)



Previous 12 Months

*Human
Resources*

- **457 Plan transition**
- **Negotiated contract settlements with:**
 - **Local 150 - Department of Transportation**
 - **Local 150 – Public Works**
 - **Teamsters Local 700 – Court Security**
- **Personnel policy updates:**
 - **Drug & Alcohol-Free Workplace**
 - **Diversity & Inclusion Policy**
 - **Vacation & Sick Pay**
 - **Furlough Policy**
 - **Reduction in Force**



Previous 12 Months

*Human
Resources*

- In the area of loss control, saw a decline of 5% in worker's compensation claims
- Consolidated operations to the Waukegan Campus
- As a Department, have undergone several personnel changes in the form of 2 retirements and 3 resignations



Next 12 Months

*Human
Resources*

- **In the area of Labor Relations:**
 - **Reach a settlement with Teamsters Local 700 representing Correctional Officers**
 - **Negotiate successor agreements with:**
 - **MAP 282 – Sergeants**
 - **MAP 282 – Lieutenants**
 - **Local 150 – Facilities**
 - **Local 150 – Health Department**
 - **AFSCME Council 31 – Coroner’s Office**
 - **ICOPS – Sheriff Deputies**



Next 12 Months

*Human
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- **In the area of Recruitment:**
 - **Evaluate current online application system and if warranted, move to a new online application system**
 - **Improve outreach to stakeholders and candidates that support increasing diversity on all levels**
 - **Regular reports on turnover and recruitment**



Next 12 Months

*Human
Resources*

- **In the area of Policy Development:**
 - **On an ongoing basis, update personnel policies to ensure policies align with strategic goals:**
 - **Work from Home**
 - **Technology Use/Social Media**
 - **Personnel Records**
 - **Form partnerships with managers and employees to keep them abreast of new changes and make sure new policies are consistently applied**



Next 12 Months

*Human
Resources*

- **In the area of Diversity & Inclusion:**
 - **Listen to understand**
 - **Prioritize initiatives to promote demographic and cognitive diversity**
 - **Emerge as a leader by hiring and retaining a diverse workforce at all levels of the organization**
 - **Work with employees and Committee(s) to help these initiatives gain momentum**



Questions

Thank you for your time today!