

From: Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>

Date: May 11, 2021 at 1:38:20 PM CDT

To: bbennett@shelbycounty-il.com, district2@shelbycounty-il.com, bcoffman@shelbycounty-il.com, okaw1@shelbycounty-il.com, porkfarmer@hotmail.com, earl885@gmail.com, windsor1@shelbycounty-il.com, rdhite@frontiernet.net, lplenz@consolidated.net, plines1960@gmail.com, district7-1@shelbycounty-il.com, rose2@shelbycounty-il.com, paul.canaday@me.com, DerekPearcySC@gmail.com, jpstorage51@yahoo.com, hwycomm80@hotmail.com, state1947@hotmail.com, metski73@gmail.com, lccwilliams.lw@gmail.com, slifarms4@gmail.com, dswits9430@gmail.com

Cc: statesattorney@shelbycounty-il.com

Subject: FW: Vacation pay and comp time

County Board Members,

This email is to inform the board of some issues that need to be addressed. The first 2 attachments are what was attached to the email yesterday and the M.H. attendance reports were sent from someone at the Sheriff's department this morning.

I would ask that the email below be read carefully and the amount of paid time off that was awarded to the departing employee be understood as this equates to a lot of money paid on the back of taxpayers that was NOT in the union agreement nor is it according to law. This employee worked for the county for 1 year and 2 days and received 120 hours of vacation pay. When this practice is department wide and or county wide then it is over compensation of equaling hundreds of thousands of dollars over a short period of time. This practice is a big part of the payroll audit and the ISP investigation. It creates large overpayments when employees leave employment or retire. I would like to note also that the cashing out of vacation time at the end of each calendar year despite the amount of service year left, creates a huge IMRF liability and increases the pension payments to these employees. Both the AFSCME and FOP Union contracts specifically require a department head to work to get the time used within 18 months and if that is not possible to allow it to be cashed out. As with this employee, the 40 hours was cashed out 2 weeks prior to her anniversary date. Another employee who received his 1 year anniversary vacation time last November cashed out that 40 hours in December and then received 80 hours in January. This increases his pay and his pension that will be a liability to taxpayers for decades to come should he remain employed.

The other issue I would like to bring to your attention is the last page of the documentation the Sheriff's department sent. M.H. was allowed to bank 512.75 hours of comp time when the FOP contract specifically states no more than 480 hours. She used 33.75 on this last payroll that she will be employed and therefore can cash out 479. This again is in clear violation of a contract that taxpayers have paid a committee, labor relations attorney and arbitrator to settle only to not be followed in any way. Each time it is violated it is at a huge cost to taxpayers and huge benefit to employees. There is no transparency and taxpayers are not aware of how their money is being spent.

The last point I would like to make is that the attendance sheets that were submitted can not be confirmed prior to May 17, 2020 when timesheets were submitted and time was tracked. The hours from 12/30/2017 through May 16, 2020 are the subject of the ISP investigation and the forensic payroll audit that taxpayers are paying for. Unfortunately that audit is not complete. Time will tell what the outcome of that is.

I again will reiterate that according to law we have to have meticulous records for payroll or we put the taxpayers at risk of large fees and fines. It is our ethical duty to uphold these contracts and laws of this state and nation. I am asking that these issues be addressed as the longer this goes on the more illegal payments increase.

If you have any questions, please contact me.

Thank you,

Erica Firnhaber

Shelby County Treasurer

P.O. Box 326

Shelbyville, IL 62565

217-774-3841

From: Shelby County Treasurer - Erica Firnhaber
Sent: Monday, May 10, 2021 3:29 PM
To: sc515@scso87.org; statesattorney@shelbycounty-il.com; district7-1@shelbycounty-il.com
Subject: Vacation pay and comp time

Sheriff Koonce, State's Attorney Kroncke and Chairman Orman,

Attached is documentation for Missy Haynes and the hours she has received for vacation. Missy was hired 12/30/2017. She cashed out 40 hours of vacation on 12/14/2018, 2 weeks before her one year anniversary. 2 days after her 1 year service date, Missy received 80 hours of vacation. This was 80 hours of unearned vacation time. She was again awarded 80 hour on 1/1/2020 and 1/1/2021. These hours are an overpayment if they are cashed out of 51 hours.

Missy should receive vacation of 229 hours for her service to Shelby County.

12/30/2018=40	actual 12/14/2018=40
12/30/2019=80	actual 1/1/2019 =80
12/30/2020=80	actual 1/1/2020=80
5/8/2021=29	actual 1/1/2021=80
=229	=280

I am asking for direction from the State's Attorney and the Chairman of the board for direction on this payment. There is a payroll audit being performed on this department and I know that this vacation pay

is a part of that and the ISP investigation. I do not want to process this overpayment without clear legal direction.

I would also like to request documentation to support the 479 hours of comp time accumulated. I have documentation from May 17, 2020 when timesheets started tracking time. I know there is also questions into all hours worked that are a part of the payroll audit. I would like supporting documentation as the cash out of this time will be \$9,700 plus dollars.

I do not plan to process this time on this payroll as we are on a deadline to get the file to the bank. I will plan to process this in 2 weeks should the State's Attorney and Board give the legal direction to do so. If you have any questions regarding this issue, please contact me.

Thank you,

Erica Firnhaber

Shelby County Treasurer

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