

**Erica Firnhaber**

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Thursday, July 02, 2020 2:05 PM  
**To:** Gina Vonderheide  
**Subject:** Greivance  
**Attachments:** FOP greivance.docx

Gina,

It was finally explained to me that there are 3 groups of employees with concerns at the Sheriff's department. The language in the original remedy was very confusing and I was not sure what was trying to be accomplished. I have attached a document that I believe clarifies number 3 and will keep more issues from arising. I will bring a hard copy up to your office.

I am not sure how this can be changed before Wednesday but if the other is passed I am not sure it wont create problems. We are not reimbursing any employee. It is a payroll issue and will be payroll checks and deductions.

Please advise,

*Erica Firnhaber*  
Shelby County Treasurer  
P.O. Box 326  
Shelbyville, IL 62565  
217-774-3841

6-3-20 Remedy Agreement of Grievance with Shelby Co. FOP

\*Meeting was held between Shelby Co. Board Grievance Comm. And Shelby Co. FOP representatives.

\*The following settlement and terms were agreed to by All.

\*The agreement was presented to the Shelby County Board on 6-10-20 and will be presented for approval of the board on 7-8-20.

\*The one time options can be elected by any Shelby County FOP employee at the next payroll period.

This Remedy is to allow a Shelby County Sheriff Department FOP members to change the election they made 5-9-20 and take another option. This is when Shelby County payroll period moved to arrears.

Group 1- Chose not to cash out benefit time and will accept the one week pay period.

Group 2- Chose to cash out 40 hours of benefit time to receive a 2 week paycheck. Some of these employees will elect to buy back that benefit time in 4 hour increments over 10 pay periods. This will credit their benefit time 4 hours every two weeks for a total of the 40 hours cashed out.

Group 3- Chose not to cash out on the 5-15-20 pay period and would now like to exercise that option due to financial hardship. Those who chose this option now will receive a paycheck that will be 2 weeks pay based on work complete and up to 40 hours buy out of a benefit time. This is a one time option to correct the 5-15-20 payroll.

Dale Wetherell-Grievance Chairperson

Mark Russillo--FOP

David Swits -Grievance Comm.

Daine Burkhead-FOP

Gary Patterson-Grievance Comm.

Justin Dudra-FOP

Gina Vonderheide -States Attorney

Jeff Wood-FOP

## Erica Firnhaber

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Thursday, July 09, 2020 8:45 AM  
**To:** Gina Vonderheide  
**Cc:** dswits9430@gmail. com; Gary Patterson  
**Subject:** Grievance remedy  
**Attachments:** Greivance resolution.pdf

Gina,

I am disappointed you did not get back with me as you said you would regarding the Remedy Agreement for the Grievance. I spoke with you about the concerns I had and you admitted that the language was probably not very good and that you would call me back. I never received that call. I expressed concern that if this passed as written it would cause more issues. This language did indeed pass and now will need clarification and will need to be determined as legal.

AFSCME specifically asked for employees to be able to have a payroll loan to which we said no because it is illegal. This in effect is exactly what is now could possibly be done with FOP employees if they are allowed to buy back benefit time cashed out in May. In essence we just gave them a payroll loan and they are going to pay it back. I will need legal guidance that this is in fact legal to do through payroll. If we move forward allowing FOP to do this, I would think AFSCME could have an issue given they were told it was illegal and was not allowed.

Number 3 in this remedy makes no sense. When I spoke with you, I clearly stated that this is not a reimbursement issue as the county has nothing to reimburse the employees. There has been no loss to any employee during this process nor have they used personal money for county business for which the county would need to reimburse them for. If in fact #3 is to allow employees to now cash out benefit time up to 40 hours that has not been stated clearly. It would be processed as a payroll check and the FOP contract clearly states that is one check. The only time the contract calls for 2 checks is when we process retro active raises upon settlement of a new contract.

I would greatly appreciate your direction not only to myself but the board and FOP as to how this process can move forward in a legal manner.

*Erica Firnhaber*  
Shelby County Treasurer  
P.O. Box 326  
Shelbyville, IL 62565  
217-774-3841

## Erica Firnhaber

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Wednesday, July 15, 2020 3:39 PM  
**To:** Gina Vonderheide  
**Cc:** bbennett@shelbycounty-il.com; Bob Simpson; Bobby Orman; Bruce Cannon; Bryon Coffman; dswits9430@gmail.com; Denny D; Earl Baker; Frank Mulholand; Gary Gergeni; Gary Patterson; Jesse Durbin; lplenz@consolidated.net; LaVonne Chaney; Lynn Williams; metski73@gmail.com  
**Subject:** FW: Grievance remedy  
**Attachments:** Greivance resolution.pdf

Gina,

I am resending the email from 7/9/2020. I have not heard from you or been given any direction as to how we can legally proceed. We will be processing payroll next week and will potentially have employees who want to buy back benefit time. This is clearly a payroll loan and is not legal. AFSCME specifically requested to do this and they were told no. If an employee requests to cash out benefit time, it will be a payroll check and will be processed as one check as every employee in the county receives. This is not a reimbursement because the employee has not spent or lost personal money that the county needs to repay them for.

I would appreciate a response by 10:00 a.m. on Monday as we will have to start processing payroll.

Thank you,  
Erica

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Thursday, July 09, 2020 8:45 AM  
**To:** Gina Vonderheide <statesattorney@shelbycounty-il.com>  
**Cc:** dswits9430@gmail.com <dswits9430@gmail.com>; Gary Patterson <rose2@shelbycounty-il.com>  
**Subject:** Grievance remedy

Gina,

I am disappointed you did not get back with me as you said you would regarding the Remedy Agreement for the Grievance. I spoke with you about the concerns I had and you admitted that the language was probably not very good and that you would call me back. I never received that call. I expressed concern that if this passed as written it would cause more issues. This language did indeed pass and now will need clarification and will need to be determined as legal.

AFSCME specifically asked for employees to be able to have a payroll loan to which we said no because it is illegal. This in effect is exactly what is now could possibly be done with FOP employees if they are allowed to buy back benefit time cashed out in May. In essence we just gave them a payroll loan and they are going to pay it back. I will need legal guidance that this is in fact legal to do through payroll. If we move forward allowing FOP to do this, I would think AFSCME could have an issue given they were told it was illegal and was not allowed.

Number 3 in this remedy makes no sense. When I spoke with you, I clearly stated that this is not a reimbursement issue as the county has nothing to reimburse the employees. There has been no loss to any employee during this process nor have they used personal money for county business for which the county would need to reimburse them for. In fact #3 is to allow employees to now cash out benefit time up to 40 hours that has not been stated clearly. It would be

processed as a payroll check and the FOP contract clearly states that is one check. The only time the contract calls for 2 checks is when we process retro active raises upon settlement of a new contract.

I would greatly appreciate your direction not only to myself but the board and FOP as to how this process can move forward in a legal manner.

*Erica Firnhaber*  
Shelby County Treasurer  
P.O. Box 326  
Shelbyville, IL 62565  
217-774-3841

6-3-20 Remedy Agreement of Grievance with Shelby Co. FOP

\*Meeting was held between Shelby Co Board Grievance Comm and Shelby Co. FOP representatives

\*The following settlement and terms were agreed to by All

\*The agreement was presented to the Shelby County Board on 6-10-20 and will be presented

For approval of the board on 7-8-20.

\*The one time options can be elected by any Shelby County FOP employee at the next payroll period

This Remedy is to allow a Shelby County Sheriff Dept FOP member to change the election they made 5-9-20 and take another option. This is when Shelby County payroll periods moved to arrears.

1. Some Employees will Accept the one-week offset

2. Some employees will agree to up to 40 hrs of pay for the move to arrear week. They will pay back the hours at 4 hrs per pay period until payback is reached. Replenish of leave banks used on 5-15-20 payroll can be done up to 40 hrs.

3. Upon implementation, all Reimbursements will be made to employees by the County under a separate check.

Dale Wetherell-Grievance chairperson

Mark Russillo --FOP

David Swits—Grievance Comm.

Daine Burkhead-FOP

Gary Patterson—Grievance Comm.

Justin Dudra--FOP

Gina Vonderheide –States Attorney

Jeff Wood-FOP

FILED  
JUN 29 2020

*Jessie Joy*  
SHELBY COUNTY CLERK

\* RECD 5/10  
1:10

THE GRIEVANCE COMMITTEE AGREED THE RESTORED PAY WOULD BE GIVEN BACK ON A SEPARATE CHECK INSTEAD OF BEING ADDED TO A NORMAL 80 HOUR PAYCHECK SO IT WOULD SAVE ON TAXES.

IF YOU "CASHED IN" BENEFIT TIME (SICK DAYS, COMP TIME, PERSONAL DAYS, OR VACATION DAYS), IN ORDER TO RECEIVE AN 80 HOUR PAYCHECK (BACK IN MAY)...

YOU HAVE TWO OPTIONS	OPTION 1	OR OPTION 2
NAME	LEAVE IT THE SAME (nothing changes)	REFUND 40 HOURS OF PAY & RESTORE BENEFIT TIME, THEN DEDUCT 4 HRS PER PAYCHECK FOR 10 PAY DAYS
RICK HOADLEY PT 16 SD 24	✓	✓
SEAN MCQUEEN SD 40		✓
ADAM HUDSON SD 40		✓
BRANDON GATTON SD 40		✓
BRENNON ATKINSON SD 40		✓
CWENTON WILLIAMS SD 40	✓	
DAINE BURKHEAD CT 20 VD 20		✓
DEVON DURBIN SD 40		✓
MEGAN WARNER SD 40	✓	
MISSY HAYNES SD 40		✓
TONYA ATTEBERRY SD 40	✓	
Chris Zakowski SD 40		✓
BOB ZAKOWSKI SD 40		✓
PEGGY SOKOLIS SD 40		✓
CINDY JONES SD 40		✓
JEFF MEEK SD 40	✓	
TIM CULBERSON VD 24 PT 16	✓	

THE GRIEVANCE COMMITTEE AGREED THE RESTORED PAY WOULD BE GIVEN BACK ON A SEPARTE CHECK INSTEAD OF BEING ADDED TO A NORMAL 80 HOUR PAYCHECK SO IT WOULD SAVE ON TAXES.

IF YOU RECEIVED A 40 HOUR PAYCHECK, INSTEAD OF AN 80 HOUR PAYCHECK (BACK IN MAY)...

YOU HAVE TWO OPTIONS

NAME	OPTION 1 LEAVE IT THE SAME (nothing changes)	OR OPTION 2 REFUND 40 HOURS OF PAY, THEN DEDUCT 4 HRS PER PAYCHECK FOR 10 PAY DAYS
ANDREW MUDGETTE		✓
BRANDON SARVER	✓	
CODY REEVES	✓	
DAVID MYERS		✓
DUSTIN LUSTIG	✓	
JACOB WASHBURN		✓
JEFF WOOD	✓	
JESSE BRANDT	✓	
JUSTIN DUDRA		✓
QUINCY WOOD	✓	
JACK EZELL		✓
ERICA BAILEY		✓
TINA WADE		✓



TITLE CHANGE  
WAS AFTER BOARD  
PASSED

## Settlement of Arrears Grievance

OPTION 1. LEAVE IT THE SAME

OPTION 2. REPLENISH YOUR BENEFIT TIME (WHICHEVER YOU USED)

OPTION 3. REQUEST PAY (40HRS) FOR THE WEEK MOVED TO ARREARS

(OPTION 2 AND OPTION 3 YOU WILL REPAY THE SETTLEMENT 4HRS PER PAYCHECK FOR 10 PAYS)

NAME	OPTION 1	OPTION 2	OPTION 3
ANDREW MUDGETTE			✓
BRANDON SARVER	✓		
CODY REEVES	✓		
DAVID MYERS			✓
DUSTIN LUSTIG	✓		
JACOB WASHBURN			✓
JEFF WOOD	✓		
JESSE BRANDT	✓		
JUSTIN DUDRA			✓
QUINCY WOOD	✓		
SEAN MCQUEEN	✓		
ERICA BAILEY			✓
TINA WADE			✓

## Settlement of Arrears Grievance

OPTION 1. LEAVE IT THE SAME

OPTION 2. REPLENISH YOUR BENEFIT TIME (WHICHEVER YOU USED)

OPTION 3. REQUEST PAY (40HRS) FOR THE WEEK MOVED TO ARREARS

(OPTION 2 AND OPTION 3 YOU WILL REPAY THE SETTLEMENT 4HRS PER PAYCHECK FOR 10 PAYS)

NAME	OPTION 1	OPTION 2	OPTION 3
RICK HOADLEY	✓		
ADAM HUDSON		✓	
BRANDON GATTON		✓	
BRENNON ATKINSON		✓	
CWENTON WILLIAMS		✓	
DAINE BURKHEAD		✓	
DEVON DURBIN		✓	
MISSY HAINES		✓	
TONYA ATTEBERRY	✓		
BOB ZAKOWSKI		✓	
PEGGY SOKOLIS		✓	
CINDY JONES	✓		
JEFF MEEK	✓		
TIM CULBERSON	✓		
JACK EZELL			✓

(820 ILCS 115/4) (from Ch. 48, par. 39m-4)

Sec. 4. All wages earned by any employee during a semi-monthly or bi-weekly pay period shall be paid to such employee not later than 13 days after the end of the pay period in which such wages were earned. All wages earned by any employee during a weekly pay period shall be paid not later than 7 days after the end of the weekly pay period in which the wages were earned. All wages paid on a daily basis shall be paid insofar as possible on the same day as the wages were earned, or not later in any event than 24 hours after the day on which the wages were earned. Wages of executive, administrative and professional employees, as defined in the Federal Fair Labor Standards Act of 1938, may be paid on or before 21 calendar days after the period during which they are earned.

**Erica Firnhaber**

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Friday, July 17, 2020 10:56 AM  
**To:** Don Koonce; Rob McCall  
**Subject:** Grievance

Sheriff Koonce and Rob,

I would like to request a copy of the FOP grievance that was filed after the payroll change. I need the documentation in my records to be filed with the remedy that I already have a copy of. In order to process payments on county funds the proper documentation has to be presented and filed in the county Clerks office to validate such payments. Jessica could not provide a copy as one has not been filed in her office.

Thank you,

*Erica Firnhaber*  
Shelby County Treasurer  
P.O. Box 326  
Shelbyville, IL 62565  
217-774-3841

## Erica Firnhaber

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Monday, July 20, 2020 7:24 AM  
**To:** 'States Attorney'  
**Subject:** RE: FOP Remedy

Gina,

The attached document from previous email clearly shows it would be an overpayment. There was NO money withheld from any employee. They received pay for hours worked and if they chose to cash out benefit time they were compensated. Nothing was withheld.

IF we proceed with this remedy it will result in yet more overpayment of employees. IF we allow them to be paid then deduct 4 hours for 10 pay periods that is a cash advance through payroll. This is what we told AFSCME we would not do. You can not take public money and give it to an employee for them to buy it back.

I was never consulted during this process and I believe most board members do not understand payroll or the fact that employees lost nothing in this transition. Because they have been continually bombarded with the word lost they believe it. There was nothing lost and nothing to reimburse or refund. They were paid for what they worked.

Erica

**From:** States Attorney <statesattorney@shelbycounty-il.com>  
**Sent:** Friday, July 17, 2020 2:55 PM  
**To:** 'Shelby County Treasurer - Erica Firnhaber' <shcotre@shelbycounty-il.com>; 'Don Koonce' <sc515@scso87.org>  
**Cc:** bbennett@shelbycounty-il.com; 'Bob Simpson' <hwycomm80@hotmail.com>; 'Bobby Orman' <rcorman419@yahoo.com>; 'Bruce Cannon' <bcannon@shelbycounty-il.com>; 'dswits9430@gmail.com' <dswits9430@gmail.com>; 'Denny D' <okaw1@shelbycounty-il.com>; 'Earl Baker' <dist4@shelbycounty-il.com>; 'Frank Mulholand' <framul1945@hotmail.com>; 'Gary Gergeni' <windsor1@shelbycounty-il.com>; 'Gary Patterson' <rose2@shelbycounty-il.com>; 'Jesse Durbin' <porkfarmer@hotmail.com>; lplenz@consolidated.net; 'LaVonne Chaney' <district10@shelbycounty-il.com>; 'Lynn Williams' <lccwilliams.lw@gmail.com>; metski73@gmail.com  
**Subject:** RE: FOP Remedy

Erica,

Could you please clarify for me what you mean by illegal as it relates to any overpayment, and also what you mean by a payroll loan being illegal from your previous email? Brian and I began discussing this and if you could provide that clarification, it would help us to advise. Thank you.

Gina

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Friday, July 17, 2020 12:13 PM  
**To:** Gina Vonderheide <statesattorney@shelbycounty-il.com>; Don Koonce <sc515@scso87.org>  
**Cc:** bbennett@shelbycounty-il.com; Bob Simpson <hwycomm80@hotmail.com>; Bobby Orman <rcorman419@yahoo.com>; Bruce Cannon <bcannon@shelbycounty-il.com>; dswits9430@gmail.com <dswits9430@gmail.com>; Denny D <okaw1@shelbycounty-il.com>; Earl Baker <dist4@shelbycounty-il.com>; Frank Mulholand <framul1945@hotmail.com>; Gary Gergeni <windsor1@shelbycounty-il.com>; Gary Patterson <rose2@shelbycounty-il.com>; Jesse Durbin <porkfarmer@hotmail.com>; lplenz@consolidated.net; LaVonne Chaney

<district10@shelbycounty-il.com>; Lynn Williams <lccwilliams.lw@gmail.com>; metski73@gmail.com

**Subject:** FOP Remedy

Gina and Sheriff Koonce,

I have attached the list of number of employees who have requested the various remedies to the grievance. I have also created a document that breaks down the scenarios and the outcome of each scenario. I chose \$800 as a number for example and it would vary per employee.

I can not process the payroll as requested due to the fact it would be illegal overpayments or am I interpreting this incorrectly? Gina, I know that you are busy so I would like to ask if Brian Bach could look at the grievance and the remedy and advise?

Thank you,

*Erica Firnhaber*

Shelby County Treasurer

P.O. Box 326

Shelbyville, IL 62565

217-774-3841

THE GRIEVANCE COMMITTEE AGREED THE RESTORED PAY WOULD BE GIVEN BACK ON A SEPARTE CHECK INSTEAD OF BEING ADDED TO A NORMAL 80 HOUR PAYCHECK SO IT WOULD SAVE ON TAXES.

IF YOU RECEIVED A 40 HOUR PAYCHECK, INSTEAD OF AN 80 HOUR PAYCHECK (BACK IN MAY)...  
YOU HAVE TWO OPTIONS

NAME

OPTION 1 LEAVE IT THE SAME (nothing changes)	OR OPTION 2 REFUND 40 HOURS OF PAY, THEN DEDUCT 4 HRS PER PAYCHECK FOR 10 PAY DAYS
	✓
✓	
✓	
	✓
✓	
	✓
✓	
✓	
	✓
✓	
	✓
	✓
	✓
	✓

THE GRIEVANCE COMMITTEE AGREED THE RESTORED PAY WOULD BE GIVEN BACK ON A SEPARTE CHECK INSTEAD OF BEING ADDED TO A NORMAL 80 HOUR PAYCHECK SO IT WOULD SAVE ON TAXES.

IF YOU "CASHED IN" BENEFIT TIME (SICK DAYS, COMP TIME, PERSONAL DAYS, OR VACATION DAYS), IN ORDER TO RECEIVE AN 80 HOUR PAYCHECK (BACK IN MAY)...

YOU HAVE TWO OPTIONS

NAME

OPTION 1

OR OPTION 2

LEAVE IT THE SAME  
(nothing changes)

REFUND 40 HOURS OF PAY & RESTORE BENEFIT TIME,  
THEN DEDUCT 4 HRS PER PAYCHECK FOR 10 PAY DAYS

	✓	
		✓
		✓
		✓
		✓
✓		
		✓
		✓
✓		
✓		✓
		✓
		✓
		✓
✓		
✓		



<u>Scenario A</u>		<u>received a 40 hr paycheck</u>					
5/15 pay period	Worked 40 hrs	Paid 40 hrs	\$800	=	Whole		
Option 1	Leave the same			=	Overpaid 40 hrs \$800		
Option 2	Refund 40 hrs	\$800		=			
	reduce paycheck 4 hours 10 pay periods			=	0		
	\$80 x 10 = \$800						
<u>Scenario B</u>		<u>"cashed in" 40 hrs benefit time &amp; received 80 hr paycheck</u>					
5/15 pay period	Worked 40 hours	cashed 40 hrs benefit	\$1,600	=	Whole		
Option 1	Leave the same						
Option 2	Refund 40 hrs	Restore 40 benefit time	\$800	=	Overpaid and comped \$1600		
	Reduce paycheck 4 hours 10 pay periods			=	\$800 total overpayment		
	\$80 x 10 = \$800	reduction					

In this scenario the employee ends up \$800 overpaid at the end of the process. If any employee terminates employment there will not be recourse to collect the money.

## Erica Firnhaber

---

**From:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Sent:** Monday, July 27, 2020 1:21 PM  
**To:** Bruce Cannon; Bob Simpson; dswits9430@gmail. com; Denny D; Don Koonce; Gary Patterson; Gina Vonderheide  
**Subject:** Arbitration

Committee Members, Sheriff Koonce and Gina,

In meeting with the Sheriff and Gary Patterson this morning a question has come to mind. I was informed that the grievance was going to arbitration. The question that has occurred to me is, what documentation are the arbitrators looking at to support the fact that employees have not been shorted any pay and are whole? The May 15 payroll only covered one week of work which was May 3 through May 9. The May 29 pay roll covered dates worked May 10-May 23. There is no pay for hours worked being held by the county. The grievance states that a week of pay is being held and this simply is not true.

Are these facts somehow presented? If this is forced to be paid it will be a double and possible triple payment of employees.

If I can provide any documentation to prevent overpayment from happening, I am happy to do so. 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

## Erica Firnhaber

---

**From:** Rose Township - Gary Patterson <rose2@shelbycounty-il.com>  
**Sent:** Friday, August 07, 2020 1:13 PM  
**To:** Shelby County Treasurer - Erica Firnhaber  
**Cc:** Gina Vonderheide; Don Koonce; David Swits  
**Subject:** Re: FOP Remedy

Erica, You are correct. If the payroll department would have been involved there would not have been a grievance.  
Gary

Sent from my iPhone

On Aug 7, 2020, at 12:23 PM, Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com> wrote:

Gary,

Then the grievance should state what it really means. How can it say one thing and mean another. The employees are whole. I am not talking to West and Co. about this. It is clear that employees are whole. Perhaps if the payroll department had been involved in discussions, it would have been clarified that we have paid them. I will not process a payment to an employee that we do not owe money to.

Thank you,

Erica

---

**From:** Rose Township - Gary Patterson <rose2@shelbycounty-il.com>  
**Sent:** Friday, August 07, 2020 11:58 AM  
**To:** Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com>  
**Cc:** Gina Vonderheide <statesattorney@shelbycounty-il.com>; Don Koonce <sc515@scso87.org>; David Swits <dswits9430@gmail.com>  
**Subject:** Re: FOP Remedy

We discussed the make whole with them and of course their was no doing that since the Grievance came after the policy was passed. We did the remedy based on our discussion of what the Grievance really meant. We discussed the solution with West&Co and they did not see a problem. Have you asked their opinion?

Gary

Sent from my iPhone

On Aug 7, 2020, at 10:48 AM, Shelby County Treasurer - Erica Firnhaber <shcotre@shelbycounty-il.com> wrote:

Gary,

When employees are whole, I don't know how you create a remedy to make them whole. So any further payment to an employee would be an overpayment. Taking 4 hours out of a paycheck is a payroll loan.

Erica

**From:** Rose Township - Gary Patterson <[rose2@shelbycounty-il.com](mailto:rose2@shelbycounty-il.com)>  
**Sent:** Friday, August 07, 2020 10:12 AM  
**To:** Shelby County Treasurer - Erica Firnhaber <[shcotre@shelbycounty-il.com](mailto:shcotre@shelbycounty-il.com)>  
**Cc:** Gina Vonderheide <[statesattorney@shelbycounty-il.com](mailto:statesattorney@shelbycounty-il.com)>; Don Koonce <[sc515@scso87.org](mailto:sc515@scso87.org)>; David Swits <[dswits9430@gmail.com](mailto:dswits9430@gmail.com)>  
**Subject:** Re: FOP Remedy

Erica, I have been working on processing of the Grievance remedies. The Grievance Comm, Sheriff Dept, States Attorney office, LEC, & FOP would all be glad to answer questions and help to process the elections. Any or all are available to help. I did not understand in your remedy example where anyone would be overpaid or how the County could come up short.

Thanks, Gary

Sent from my iPhone

**On Jul 17, 2020, at 12:13 PM, Shelby County Treasurer - Erica Firnhaber** <[shcotre@shelbycounty-il.com](mailto:shcotre@shelbycounty-il.com)> wrote:

Gina and Sheriff Koonce,

I have attached the list of number of employees who have requested the various remedies to the grievance. I have also created a document that breaks down the scenarios and the outcome of each scenario. I chose \$800 as a number for example and it would vary per employee.

I can not process the payroll as requested due to the fact it would be illegal overpayments or am I interpreting this incorrectly? Gina, I know that you are busy so I would like to ask if Brian Bach could look at the grievance and the remedy and advise?

Thank you,

*Erica Firnhaber*  
Shelby County Treasurer  
P.O. Box 326  
Shelbyville, IL 62565  
217-774-3841

<Employee remedy request.pdf>  
<Remedy examples.xlsx>