



**John C. Ackerman**

Tazewell County Board

*Continuing a Family Tradition of Community Service*

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## **Human Resources and Information Technology Positions**

I am very concern after seeing that the Finance and Personnel Committee tabled the HR and IT manager last night. I was not present for the entire conversation and if part of my confusion is because I do not properly understand the reasoning for tabling these, please let me know and help me understand. Currently I understand that the main reason for holding off on these positions was the current state of the economy and the perception this would have with the public as far as starting two new positions during a recession even though they are budgeted for. While I understand this line of reasoning, and do understand the image of new positions during a recession, I also believe we are forgetting the reasons to get these positions in the first place.

The HR Manager is needed to help reduce the flow of these consistent lawsuits involving improper or perceived improper disciplinary action. During the past campaign season this was a large subject of conversation; what are you going to do about these lawsuits. Not just I but most others stated that getting an HR Manager would be a huge step in reducing the amount of these lawsuits. Since the election, while touring the townships and municipalities, this has been a subject of conversation at every stop. While on one side of the ledger is the cost of hiring the position during a recession, on the other side is the large cost to the county of settling lawsuit after lawsuit. If this helps us avoid just one lawsuit a year, this position could very well pay for itself. One finale thought on this, name me one company our size that does not have a HR Manager, or for that mater a HR Department.

As far as the IT Manager, I was not aware of the numerous and diverse subjects lacking in this area until I went and talked with the municipalities and townships. From the township assessors to the voting booths to the most obvious lacking, the website, this was also a subject that was discussed at all the meetings. This is not a case of a luxury that can be put on the shelf; this is a case of look at the availability of information and accessibility of the information to the public in almost every county in the state compared to us. Peoria, McLean, Sangamon, Woodford for heaven sakes are further along as far as technology use than we are. We have had this on the shelf for too long already and this is costing the county in the ability of our employees to be able to do their jobs.

On both of these issues, please vote these out of committee and move them to the county board as a whole so we can discuss them and evaluate the need.

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