



THE BOARD OF COMMISSIONERS OF THE COUNTY OF LAKE



2293 North Main Street
Crown Point, Indiana 46307

Office: (219) 755-3200
Home: (219) 322-4139
Fax: (219) 755-3064

GERRY J. SCHEUB, Second District

September 14, 2007

Guest Commentary By Commissioner Scheub

Earlier this year, the Good Government Report was released characterizing human resource management at the County level as almost non-existent. Unfortunately, that report, written almost a year prior failed to provide an accurate account of the County's human resource structure. Even though I, along with other elected officials pointed out to those in charge of the study that progress on human resources was being made, no mention of those facts were included in the report.

Contrary to the report's allegation, Lake County has a number of employees handling human resource issues. We have two employees who work full-time handling health insurance, retirement benefits and other personnel issues. In addition, each department and division of County government has either a personnel manager or a bookkeeper that handles daily human resource issues. In some cases where the department is small, that person spends a portion of their day handling these issues. In other larger operations such as the jail, Sheriff's Department or Community Corrections, one or more staff members are assigned to HR matters full-time. In addition, we have a full-time attorney available to advise on personnel matters.

Perhaps the most significant step in improving human resources at the County level was the hiring of Mr. Tom Dabertin as a human resources consultant 1 ½ years ago. He has worked to bring about new training and coordination of those who handle HR matters, and is available in person or by telephone to all employees on a regular basis. He brings knowledge, experience and professionalism at a cost that is far less than if we attempted to hire someone full-time with similar skills. This approach is in concert with other counties in Indiana, many of whom use a consultant to coordinate personnel efforts.