

STATEMENT of GREGORY ZYVERT
for nomination to the
Cook County Employee Appeals Board.

Good morning Chairman Suffreden and Cook County Board of Commissioners. Thank you for allowing me the opportunity to present my qualifications to you for confirmation of my appointment to the Cook County Employee Appeals Board.

For the past forty-four (44) years I have been a resident of Chicago and consequently, Cook County. My first job after graduating from college was with the Cook County Department of Public Aid before it merged with the Illinois Department of Public Aid. While working at the Cook County Department of Public Aid I attended the University of Chicago, School Social Service Administration, graduating with an AM degree in 1974. Since graduating, I worked for, Lutheran Social Services of Illinois, Illinois Department of Mental Health, and the South East Community Health Organization.

In 1979, I started working as the Executive Director of the South East Community Health Organization, which later changed its name to the South East Alcohol and Drug Abuse Center (SEADAC). As Executive Director one of my major responsibilities was to handle the human resource activities. I learned a great deal about human resources over my thirty-four (34) years as Executive Director. I handled all aspects of human resources from hiring, firing, supervising employees, establishing personnel policies and carrying out those personnel policies at SEADAC.

At SEADAC I managed hundreds of employees and handled all of their human resource needs. I am proud to say that my time as Executive Director, handling human resources, the agency had had only two reported incidents of employee complaints to an outside governmental agency. The first was a report to the Hours and Wages division of the only Illinois Department of Employment Security. The agency went through an Hours and Wages review. The review found that SEADAC did not violate employees hours and wages rights. The second review was a report to the federal Equal Employment Opportunity Commission with a complaint of sexual discrimination by one of the supervisors. After that review SEADAC was found not to have violated the Equal Employment And Opportunity laws in relation to employee sexual discrimination.

I am proud of the fact that SEADAC handled its employee relations with the utmost standards. I realized that in order for the organization to operate effectively employees and management had to come to a reasonable resolution of difficulties. I worked very hard to balance the rights of employees and the obligation of the agency to make employee relations comfortable for all.

My knowledge and experience in handling employee relations will be a benefit to the Cook County Employee Appeals Board.

I am grateful for this opportunity to present my qualifications and bring my knowledge and expertise to the service of Cook County government.

Thank you for your time today in considering me for membership to the Cook County Employees Appeals Board.