

# Willowbrook to determine who is on the payroll

By PETER HARRIGAN

The nearly 4,000 employees at the Willowbrook Developmental Center will be required to complete questionnaires within the next several weeks so officials at the institution can learn just who works there and what their qualifications are, it was announced today.

"We have never been able to put together a complete personnel roster," Sherman McCoy, Willowbrook's deputy

director for institution administration, said in announcing the move. "That may sound like bad management; and it is," he added.

McCoy said the questionnaire program will enable administrators at the sprawling institution to better assign employees in line with their qualifications and to meet requirements of a consent decree signed last April as a result of a lawsuit over conditions at Willowbrook.

The one-page questionnaire, which basically duplicates information generally found on employment applications, is to be completed by about 2,800 persons who work in Willowbrook's 27 residence buildings by Oct. 23.

Another 1,100 persons involved in "supportive services" — food service, laundry, maintenance and others — must submit their

completed questionnaires by Nov. 8, McCoy said.

While those two dates coincide with pay days at Willowbrook, McCoy said actions such as withholding a check will not be used against any workers who might refuse to fill out a questionnaire. He added, however, that the cooperation of all employees is being requested.

A memorandum informing Willowbrook employees of the questionnaire program and payroll audit was circulated today by Harold C. Pipenbrink, the institution's director.

McCoy said information from the questionnaires — which will eventually be fed into computers for analysis — will be used for a variety of purposes, including work assignments and a review of employees' qualifications.

"We want to identify our work force, find out who they are and what they can do," McCoy stated.

He said the program will enable Willowbrook officials to review work assignments and to deal with criticisms, voiced in connection with a legal challenge of conditions at the institution, that staffing patterns vary greatly from building to building.

**If employees in some buildings are overly qualified and**

those in other buildings are under-qualified, the questionnaire program will detect that and permit changes to be made, McCoy explained.

The personnel survey will also help identify employees who may have learned new skills since joining the Willowbrook staff and receiving work assignments, he said.

While admitting that Willowbrook's personnel records are at present incomplete, McCoy said he doubted whether there are any phantom employees — persons who do not actually work but have checks issued in their name — on the center's payroll.

"There are no phantom employees that I know of, but if there are any this audit will find them," he said.

The questionnaire program is a result of a consent decree signed by the state to settle the lawsuit brought over conditions at Willowbrook. Steps to reduce the institution's patient population and increase staffing have already been taken and, McCoy said, the personnel survey will provide for a better utilization of available manpower.

"Changes have so far taken place only in very perceptible areas," he said. "This will provide us with a means of looking to those areas that have been neglected."