

HUMAN RESOURCES COMMITTEE  
McHenry County Administration Building  
667 Ware Road  
Woodstock, IL 60098

MINUTES OF MONDAY, DECEMBER 12, 2005

Chairman Orphal called the committee meeting to order at 8:30 a.m. with the following members present: Lyn Orphal, Chairman; Ed Dvorak; Ann Gilman; John Jung; Anna May Miller and Sue Draffkorn. Tina Hill arrived at 8:35a.m. Also in attendance: Chairman Ken Koehler; Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Bob Ivetic, Human Resources; Sandy Lewis, Bob Lesser, Jane Wacker, Bev Thomas, Dennis Smith, the Mental Health Board; Frank Gosser, Attorney for the Mental Health Board; and the press.

Lyn Orphal, Chairman	
Sue Draffkorn	Ed Dvorak
Ann Gilman	Tina Hill
John Jung, Jr.	Anna May Miller

MINUTES OF PREVIOUS MEETING

Committee members reviewed the Human Resources committee minutes of November 21, 2005. Chairman Orphal noted two typographical errors that create two part time *youth* positions, not *your* positions. Mr. Jung made a motion, seconded by Ms. Miller to approve the November 21, 2005 minutes as corrected. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

NEW BUSINESS

*Consideration of an employee's request for an IMRF Benefit Protection Leave (B. Ivetic):* Committee members reviewed an employee's request to have the County pay for the County portion of her IMRF for the year she was off work due to disciplinary action. A settlement was reached on September 29, 2005 and the issue of IMRF payment was excluded from the settlement. The proper vehicle for the issue of IMRF payment was through the legal action/settlement. The IMRF issue was excluded and Mr. Ivetic recommended the committee deny her request.

*Workers Compensation Claim Settlement:* This is to be discussed in executive session.

*Discussion with the Mental Health (708) Board regarding health insurance premium rates and other items of mutual interest:* Committee members reviewed a Resolution authorizing a budget line item transfer in the Fiscal Year 2005 budget between General Fund Departments – Court Services and Human Resources. Mr. Ivetic informed committee members that their office is in need of additional advertising budget. He stated he is working with departments that place advertisements for help to split the costs to the newspapers. He is also working with the local newspaper to get contract pricing for the ads that are placed weekly. Mr. Jung made a motion, seconded by Ms. Miller to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote (Miller, Gilman, Dvorak, Draffkorn, Jung, Hill, Orphal)

*Resolution authorizing a plan to compensate a Veterans Service Officer Trainee for the Veterans Assistance Commission of McHenry County:* Committee members were joined by Ms. Sandy Lewis, Director of the Mental Health Department, Frank Gosser, attorney for the Mental Health Board, Bev Thomas, Mental Health Board Chairman, Bob Lesser, Deputy Director, and Jane Wacker, Finance Director. Dennis Smith, former Director joined the committee for discussion as well. Committee members were informed that that Mr. Sarbaugh, Ms. Lewis and Mr. Lesser has entered into many discussions regarding the different policies and procedures for both the County and the Mental Health Board. Ms. Lewis provided an update regarding the Mental Health Board. She stated that the Illinois State Statute states that community mental health boards have the authority to construct, repair, operate, maintain and regulate mental health facilities in order to provide mental health services as defined by the local community mental health board, including services for the mentally ill, developmentally disabled and for the substance abuser. The Mental Health Board shall make rules and regulations concerning the rendition or operation of services and facilities which it directs, supervises or funds, not inconsistent with the provisions of this Act or with the rules and regulations of the Department of Human Services. The Board may employ personnel, including legal counsel, to carry out the purposes of this Act and prescribe duties of and salaries and provide other compensation for such personnel. The Board may also enter into multi-year employment contracts as may be necessary for the recruitment and retention of personnel and the proper functioning of the board. The Mental Health Board has separate budget levels from the General Tax Levy, Department of Human Services Funding and SAMHSA Grant Funding. The Role of the Board is the most comprehensive in the State which provides direct services through various agencies in the County. Ms. Lewis stated that by working with Mr. Sarbaugh they as well as Mr. Sarbaugh discovered that neither group has done a good job in understanding the differences in the statutes the Mental Health Board is required to work under. She stated that she wants to work on the differences in policies and procedures to eliminate the differences between the two boards. She stated there may still be some differences, because they have a responsibility to have the best staff in order to deal with crisis situations on a daily basis. She noted that they deal with quality of care issues and have to compete with the private sector. She stated that there is historically a 25% turnover rate in the industry and they have to take a stance in order to be competitive. She noted that additional personnel will be hired to handle the SAMHSA Grant. Some of the employees will include a research component, which will go far beyond record keeping. It was noted that research is needed to bring Mental Health Treatments forward. She noted she would keep the County informed regarding what is going on at the Mental Health Board. It was noted that she could not predict what would happen to personnel and salaries after the grant period as change is constant in the Mental Health field. She noted that some positions may go away and some salaries could change but they would deal with that after the grant goes away. She noted that the Board would be evaluating the need for additional space. Space needs have

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been built into the budget of the grant. She noted that her goals are to get the issues on the table to understand the differences between the boards, know where the differences exists, understand why they exist and put the tools in place to handle these differences. Committee members stated that the health insurance premiums has created big issues with the County and we would like to see the Mental Health board work to bring these issues closer together. She noted that the goal is to spend time with Susan Conner and Mr. Sarbaugh to help work out the differences. Committee members thanked the Mental Health Board for attending today's meeting.

OLD BUSINESS

None

EXECUTIVE SESSION

Mr. Dvorak made a motion, seconded by Ms. Miller to enter into executive session at 9:20a.m. to discuss a Workers' Compensation Claim. The motion carried with all members present voting aye on a roll call vote (Miller, Gilman, Dvorak, Draffkorn, Jung, Hill, Orphal)

Ms. Gilman made a motion, seconded by Ms. Miller to return to regular session at 9:25a.m. The motion carried with all members present voting aye on a roll call vote (Miller, Gilman, Dvorak, Draffkorn, Jung, Hill, Orphal)

Ms. Gilman made a motion, seconded by Mr. Jung to recommend approval of the Resolution authorizing workers' compensation claim settlement for claim #02-3210-05, not to exceed \$87,000. The motion carried with all members present voting aye on a roll call vote (Miller, Gilman, Dvorak, Draffkorn, Jung, Hill, Orphal)

REPORTS

*Human Resource Director's Report:* Mr. Ivetic joined committee members to present his monthly report. He informed committee members that he has been in negotiations with Local 150. Next week he will meet with Hwy and the following week would be meeting with Building Ops. He stated he is making progress and hope to reach an agreement. He will keep committee members informed. The first meeting of the Health Insurance Task Force will take place at 9:00a.m. on Wednesday. He stated he has received a good deal of participation from all of the departments and the task force consists of a good cross section of employees. He stated he would provide an update at the next committee meeting.

Ms. Hill reported that the Art Works sub committee coordinator has placed the artwork from the courthouse on the walls in the Administration Building. This group is holding a self portrait workshop project. Ms. Gilman has volunteered to create a self portrait to show employees what this entails. Details of the projects will be distributed. The workshop will take place in January. Music for the employees Christmas party is being provided by the artworks committee. Later in the year an employees' art-show, with prizes will be held. It was noted that all of these projects are being done without tax-payer monies. Ms. Stelford will address the Department Head meeting to get cooperation from the departments.

ADJOURNMENT

Mr. Jung made a motion, seconded by Mr. Dvorak to adjourn at 9:33 a.m. The motion carried with all members present voting aye.

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**RECOMMENDED FOR BOARD/COMMITTEE ACTION:**

Recommend approval of Resolution authorizing workers' compensation claim settlement for claim #02-3210-05, not to exceed \$87,000

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