

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

MINUTES OF MONDAY, JANUARY 22, 2007

Chairman Orphal called the committee meeting to order at 9:00 a.m. The following members were present: Lyn Orphal, Chairman; Ed Dvorak; Sue Draffkorn; Sandra Fay Salgado; and Randy Donley. Virginia Peschke was absent. Anna May Miller arrived at 9:06a.m. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; and Bob Ivetic, HR Director; Jane Wacker, Mental Health; Julie Courtney, Workforce Network; Linda McMahon, HR; Tom Sullivan, IT; Pam Palmer, Auditor; Darlene Schifferer, Circuit Clerk; Marilyn Koeller, Recorder; Sue Ehardt, Planning & Development; and interested public.

Lyn Orphal, Chairman  
Randy Donley                      Sue Draffkorn  
Ed Dvorak                         Anna May Miller  
Virginia Peschke                 Sandra Fay Salgado

MINUTES OF PREVIOUS MEETING

Committee members reviewed the Human Resources Committee minutes of January 8, 2007. Mr. Dvorak made a motion, seconded by Ms. Draffkorn, to approve the January 8, 2007 minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

PRESENTATIONS

Mr. Ivetic informed committee members that they are progressing on the Human Resources/Payroll System. ADP has been in meetings with staff for the past week building the progression tables. Additional updates will follow.

Unit 1 negotiations are ongoing. A meeting has been scheduled for this Friday. Negotiations include the possible compression of their step tables (this unit currently has 20 steps). He reminded committee members that two years ago the corrections unit compressed their units to 10 steps. He stated that the compressed tables help with the retention of employees. Mr. Ivetic stated there has been some concern stated that the Sheriff's Department is becoming the "training" ground for officers. They get trained at County expense and then leave for a department that has a lower step table. Mr. Ivetic stated he would provide an update at a future meeting.

Ms. Miller arrived at 9:06a.m.

*Compensation Systems:* RSM McGladdrey: Committee members were joined by Patricia Larsen and Steve Sullivan for a presentation and of the Compensation System from RSM McGladdrey and Arch Pounian, Michael Metz and Angela Brauneis for a presentation and overview of the Compensation System from The Hay Group. Both groups presented their qualifications, program design and project overview to the committee members. Committee members thanked RSM McGladdrey and The Hay Group for their presentations.

Committee members questioned Mr. Ivetic regarding the next step for the Compensation System including the costs and time schedule involved. It was noted that at a previous committee meeting it was stated that a compensation study would cost approximately \$70,000. Mr. Sarbaugh noted that \$70,000 has been budgeted for FY2007 to pay for the compensation study. Both RSM McGraddrey and The Hay Group had previously stated they would be able to complete a compensation study for this amount. Mr. Ivetic stated that if the committee would feel more comfortable with additional presentations from other groups he could schedule these appointments. Committee members were informed that these two groups had previously been chosen to hear their presentations because they are the leaders in the industry and could complete a compensation study for the amount of \$70,000 - \$75,000. Committee members questioned what the next step in the process should be. It was suggested that we request a written proposal, with costs spelled out, from both presenters for review at a future committee meeting. Chairman Orphal provided the new committee members with an update regarding this program. She stated that the County currently is using the Slavin study to address their compensation program. This program is now over 10 years old and shows inequities and has not included market changes throughout the years. It was determined that a new study is needed to update job descriptions and address wage and salary issues. Mr. Austin stated that he has been in discussion with the Associate County Administrator-Finance regarding this issue and some funds have been set aside in anticipation of an increase in some of the wages. Committee members directed Mr. Ivetic to request a written compensation study proposal, with costs for review by the committee. Committee members also directed Mr. Ivetic to obtain references for both of these companies. They stated they are particularly interested in references from DuPage and DeKalb counties.

NEW BUSINESS

None

OLD BUSINESS

None

EXECUTIVE SESSION

None

REPORTS

*Human Resources Director Report: see above*

ADJOURNMENT

Ms. Salgado made a motion, seconded by Ms. Draffkorn to adjourn at 10:58 a.m. The motion carried with all members present voting aye.

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**RECOMMENDED FOR BOARD/COMMITTEE ACTION:**

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