

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

MINUTES OF MONDAY, DECEMBER 8, 2008

Chairman Orphal called the committee meeting to order at 8:15 a.m. The following members were present: Lyn Orphal, Chairman; Sandra Salgado; Randy Donley and Ed Dvorak. Sue Draffkorn arrived at 8:33 a.m. Anna May Miller and Paula Yensen were absent. Also in attendance: Peter Austin, County Administrator; John Labaj, Deputy County Administrator; Bob Ivetic, Human Resources; and interested public.

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

MINUTES OF PREVIOUS MEETING

Committee members reviewed the Human Resources Committee minutes of November 10, 2008. Ms. Salgado made a motion, seconded by Mr. Dvorak, to approve the minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC COMMENT

None

PRESENTATIONS

None

NEW BUSINESS

*Resolution authorizing Workers' Compensation Claim Settlement in the amount of \$4,173.66:* Ms. Salgado made a motion, seconded by Ms. Draffkorn, to recommend approval of a Resolution authorizing Workers' Compensation Claim Settlement in the amount of \$4,173.66. Mr. Labaj provided a summary to the settlement and nature of injury. The employee was a road deputy who suffered a twisted ankle when he jumped over a fence while chasing a subject. This was an unavoidable injury with no corrective action taken. After discussion a roll call vote was called. The motion carried with all members present voting aye on a roll call vote (Draffkorn, Donley, Dvorak, Salgado and Orphal).

*Resolution authorizing a change to the pay-for-performance guidelines:* Ms. Draffkorn made a motion, seconded by Ms. Salgado, to recommend approval of a Resolution authorizing a change to the pay-for-performance guidelines. Mr. Ivetic reported that there are still a few employees that have reached or exceeded the maximum allowed salary range. The proposed Resolution would change the pay-for-performance guidelines to allow those employees exceeding the maximum salary range to receive a cash award based upon the annual merit salary and as approved by their department head. After discussion, a roll call vote was called. The motion carried with all members present voting aye on a roll call vote (Draffkorn, Donley, Dvorak, Salgado and Orphal).

OLD BUSINESS: None

REPORTS

*Human Resources Director's Report:* Mr. Ivetic informed committee members that union negotiations continue. Thursday he will be meeting with Facilities Management to continue discussions. He noted that the tone to these meetings has been excellent. On December 16 he will meet with representatives from the Service Employee's National Union and the Coroners' unit for a very early discussion of the issues and process. On December 19<sup>th</sup> he will meet with the Sheriff's Unit 3. A Special Assistant State's Attorney has been appointed to assist with negotiations with Animal Control.

Mr. Austin reported that as part of the new employee wellness program a "Brown Bag Luncheon" will be held on Tuesday, December 9<sup>th</sup> for learn ways to keep your heart healthy.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Mr. Dvorak to adjourn at 8:58 a.m. The motion carried with all members present voting aye.

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**RECOMMENDED FOR BOARD/COMMITTEE ACTION:**

Resolution authorizing Workers' Compensation Claim Settlement in the amount of \$4,173.66  
Resolution authorizing a change to the pay-for-performance guidelines

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