

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

MINUTES OF MONDAY, FEBRUARY 27, 2006

Chairman Orphal called the committee meeting to order at 8:30 a.m. with the following members present: Lyn Orphal, Chairman; Ed Dvorak; John Jung; Anna May Miller and. Sue Draffkorn, Ann Gilman and Tina Hill were absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator and Bob Ivetic, Human Resources.

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 January 23, 2006. Mr. Jung made a motion, seconded by Ms. Miller to approve the January 23, 2006 minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

NEW BUSINESS

Resolution authorizing the reclassification of position number 010-E11-002-99 in the Planning and Development Department: Committee members reviewed a Resolution authorizing the reclassification of position number 010-E11-002-99 in the Planning and Development Department. Ms. Miller made a motion, seconded by Mr. Jung to recommend approval of the above Resolution as presented. Ms. Ehardt stated this is a reclassification from a GIS Analysis to a GIS Supervisor. This individual has taken on more duties with no additional increase in the salary. The motion carried with all members present voting aye on a roll call vote (Dvorak, Jung, Miller, Orphal) Committee members questioned whether this person would be moved to the GIS Department when that department is created. They were informed that this supervisor would remain in the Planning and Development Department to handle to duties of the department.

Resolution authorizing a Workers' Compensation Claim Settlement: Committee members reviewed a Resolution authorizing a Workers' Compensation Claim Settlement. Mr. Labaj reported that this is a claim from June of 1998. A Corrections Officer slipped on some water that ran out of an inmate's cell. He received treatment and has achieved maximum medical improvement. A settlement was previously offered, at 5% man as whole, which he denied. He was requesting 25%. Additional injury was caused by degenerative changes to the back. He was finally convinced to accept the 5% settlement. Mr. Jung made a motion, seconded by Ms. Miller to recommend approval of the above Resolution as submitted. The motion carried with all members present voting aye on a roll call vote (Dvorak, Jung, Miller, Orphal)

OLD BUSINESS

Committee members received a copy of the current employee roster. Chairman Orphal reminded committee members that this roster is for committee review only and is not a public document. Mr. Ivetic reported that personnel are listed in order, by code. Committee members questioned whether all departments have turned in their employee rosters. He reported that he is missing the roster for E911 as there is continued discussion with the E911 board. He stated that all the rosters were turned in on a timely basis. He noted there are still a few unclassified positions, most of which are unfilled positions. He informed committee members that he continues to work to classify all employees. Mr. Sarbaugh stated that they have to be careful because the list contains all the employees for all of the funds and they are not clear whether the County Board has control of these additional funds. Mr. Ivetic stated he will continue to work with the Department Heads to fill the open slots within their department.

Mr. Ivetic provided committee members with a "very rough draft" of the personnel policies. Mr. Ivetic, Mr. Austin and Mr. Sarbaugh will review this draft with recommended changes to be provided to Ms. Connor. Mr. Ivetic has a meeting scheduled with Ms. Connor on March to discuss the policies and recommended changes. Chairman Orphal stated she would like to attend this meeting with Mr. Ivetic. She stated the policies will come back to committee for further discussion.

EXECUTIVE SESSION

None

REPORTS

Human Resource Director's Report: Mr. Ivetic joined committee members to present his monthly report. He informed committee members that he met with the Health Insurance Task Force, with the next meeting being scheduled for March 14th. Alternatives were provided to Task Force members for review. He stated that he does not expect any huge changes to the employees insurance this year but he is setting the stage for next July. He stated it is a process. He requested the Task Force to look at self funding and is recommending they consider using an outside source. Mr. Austin reported there are agencies that are smaller than McHenry County who does self funding very successfully. He stated that we would need to outsource the bookkeeping if this is done. Mr. Sarbaugh stated that we want to make sure we get a good company to do this work as cheaper is not better. He stated we need a good company what knows how to handle these claims and issues that may arise.

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He reported that he will be meeting with Blue Cross representatives on March 8th to get preliminary renewal rates. He stated that he wants time in order to negotiate the rate. Committee members questioned whether we have a claims record that can be reviewed. He stated he would provide this at the next committee meeting.

Mr. Ivetic reported that he is in continued negotiations with the unions. He stated that negotiations for Building Operations and Highway have stalled. He stated that mediation was set up for March, but has been set back to April. The good news is that then we will be past the snow season. The biggest issue is the request to have Local 150 insurance coverage. Mr. Ivetic reported that the major disadvantage would be the insurance costs for that department would go up. He stated there is no advantage for the County to accept this, with a major disadvantage with the retiree's down the line. He stated he does not think now is the time to make this change, though it may be recommended at a later date.

Mr. Ivetic stated that he has been working with the Sheriff's to develop a pay scale for the marine patrol officers. He stated that the major concern is that we are not competitive to other areas that monitor the waterways. He noted that this should not change the budget for this area as some of the long term employees will not be returning.

Mr. Sarbaugh questioned why the Resolution for the reclassification was considered since a policy was established stating reclassifications would be heard during the budget process only. Mr. Ivetic stated that he is trying to clean up the employee rosters and questioned what the most efficient way of handling needed changes was. Mr. Austin stated that they are not seeing a lot of changes and suggested this be handled on a case by case basis. This request occurred because there was another employee involved and wanted to clear up the supervisor issue. Committee members stated that the procedure should be followed until an emergency situation arises.

ADJOURNMENT

Ms. Miller made a motion, seconded by Mr. Dvorak to adjourn at 9:07 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 the reclassification of position number 010-E11-002-99 in the Planning and Development Department

Recommend approval of Resolution authorizing a Workers' Compensation Claim Settlement

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