

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

MINUTES OF MONDAY, MARCH 27, 2006

Chairman Orphal called the committee meeting to order at 8:30 a.m. with the following members present: Lyn Orphal, Chairman; John Jung; Anna May Miller; Sue Draffkorn; Ann Gilman and Tina Hill. Ed Dvorak arrived at 8:34a.m. Also in attendance: Ralph Sarbaugh, Associate County Administrator-Finance; Bob Ivetic, Human Resources; Sandy Lewis and Jane Wacker, Mental Health Board.

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 March 13, 2006. Ms. Hill made a motion, seconded by Mr. Jung to approve the March 13, 2006 minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

Mr. Dvorak arrived at 8:34a.m.

NEW BUSINESS

Resolution authorizing additions to the Mental Health Department Roster of one full-time and two part-time Family Resource Developer positions and budget line item transfers in the Mental Health Board FY06 budget: Committee members reviewed a Resolution authorizing additions to the Mental Health Department Roster of one full-time and two part-time Family Resource Developer positions and budget line item transfers in the Mental Health Board FY06 budget. Ms. Miller made a motion, seconded by Ms. Hill to recommend approval of the above Resolution as presented. Ms. Lewis, Director of the Mental Health Board stated that in a recent meeting with Human Resources, it was determined that these three individuals do not meet the criteria to be an independent contractor. All funding for the positions are within the Mental Health Budget. The motion carried with all members present voting aye on a roll call vote (Orphal, Miller, Gilman, Dvorak, Draffkorn, Jung, Hill)

Resolution authorizing a new wage structure for the Sheriff's Marine Patrol Officers: Committee members reviewed a Resolution authorizing a new wage structure for the Sheriff's Marine Patrol Officers. Mr. Ivetic reported that this will give them a structure to work with for these positions. Ms. Gilman 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 (Orphal, Miller, Gilman, Dvorak, Draffkorn, Jung, Hill)

Discussion of Group Health Insurance: Mr. Ivetic reported that he has been meeting with the members of the Group Health Insurance Task Force. He stated that he is pleased with the participation of the group members. He noted that they have been very good at looking for ways to achieve cost savings for the County. He noted that "buy in" will be governed by the three labor groups. He suggested the group continue to meet, after a couple months break, at which time they can get into more details of ways to introduce change to the labor groups. He noted there are two components that drive the cost of the program, 1) the richness of the program and 2) the portion an employee pays. He noted that blended changes will need to be made. We currently have a custom prescription plan that is not in line with current Blue Cross/Blue Shield program. By using an off the shelf prescription plan, it would save the county over \$100,000 per year. This would also change how Blue Cross/Blue Shield looks at our plan. Next, with our PPO plan, most of the doctors belong to the Blue Cross PPO program, but some of the doctors the employees are using do not belong to the Blue Cross PPO network. There is not an incentive for the employee to use a physician that is in the network. He noted that with the PPO plan there is a deductible, we could raise the deductible for anyone using a physician who is not in the PPO network. This could save another \$50,000 per year. He stated that labor unions should buy in if the plans are not changed too much. He informed committee members that he thinks there will only be a single digit insurance increase this year and should know before the next committee meeting. The HMO plan for the county is a very standard Blue Cross program; it is the PPO plan that needs to be brought in line with Blue Cross Blue Shield programs. He recommended the County to continue to focus on wellness programs for the employees. The healthier they are, the lower the claims. Committee members suggested the County campuses be no smoking. Mr. Ivetic questioned whether the current insurance requirements for new employees could be changed. He would like to attract some quality employees but because of the way our insurance is structured, some new employees would not be eligible for insurance for four months. He noted that they are eligible for insurance after ninety days with "sign up" going to the next beginning of the month. If they are hired after the beginning of the month it ends of being longer than 90 days. He would like to change this requirement to 60 days in order to be a better tool to attract people. He noted that he would also like to implement these suggestions into the labor contracts. The unions are aware of the cost of insurance and understand the reasons for these changes. The insurance the labor unions are wanting is the local 150 insurance. He noted that up front costs are cheaper, but, we can't control the cost of the "unions" insurance and don't know what the costs could be in the future. Committee members questioned where the unions get their prescriptions and questioned whether they have to go to Countyside IL to get the prescriptions filled. They were informed that this is true. Mr. Ivetic reported that he would have the insurance numbers available at the next meeting with hopes for open enrollment May 15th through June 15th. He noted the need to have the open enrollment process.

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Discussion on draft of the Human Resources Policy and Procedure Manual: Committee members entered into a brief discussion regarding the preliminary draft of the new Human Resources Policy and Procedure Manual. Mr. Ivetic stated that he has been meeting with legal counsel regarding suggested changes with an additional meeting scheduled for next week. Mr. Sarbaugh questioned whether education reimbursement should be included in the manual. Committee members stated that training is handled within each departmental budget but, we do not have a "college reimbursement" program. They noted that no where in the manual does it state that an employee will be reimbursed for college and we do not want to start this program now. Chairman Orphal stated that an additional discussion will be held after the final "draft" of the Human Resources Policy and Procedure Manual has been completed.

OLD BUSINESS

None

EXECUTIVE SESSION

None

REPORTS

Human Resource Director's Report: See above.

ADJOURNMENT

Ms. Miller made a motion, seconded by Ms. Draffkorn to adjourn at 10:35 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 additions to the Mental Health Department Roster of one full-time and two part-time Family Resource Developer positions and budget line item transfers in the Mental Health Board FY06 budget
Recommend approval of Resolution authorizing a new wage structure for the Sheriff's Marine Patrol Officers

:ksf