

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

MINUTES OF MONDAY, APRIL 10, 2006

Chairman Orphal called the committee meeting to order at 8:30 a.m. with the following members present: Lyn Orphal, Chairman; Anna May Miller; Ed Dvorak; Ann Gilman and Tina Hill. Sue Draffkorn arrived at 8:33a.m. John Jung was absent. Also in attendance: Ralph Sarbaugh, Associate County Administrator-Finance; Bob Ivetic, Human Resources; Peter Austin, County Administrator; Pam Palmer, Auditor; Pat McNulty, Health Department; 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 March 27, 2006. Ms. Miller made a motion, seconded by Mr. Dvorak to approve the March 27, 2006 minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

Ms. Draffkorn arrived at 8:33a.m.

NEW BUSINESS

None

OLD BUSINESS

Resolution authorizing a wage stipend to the Chief Deputy Auditor for the period of vacancy of the County Auditor position: Committee members reviewed a Resolution authorizing a wage stipend to the Chief Deputy Auditor for the period of vacancy of the County Auditor position. Ms. Palmer noted that she was directed by the Finance Committee to bring this back to committee after an appointment to the Auditor has taken place. Committee members questioned what her role as Deputy County Auditor consisted of and she stated she was to complete the duties of the auditor when unavailable. Chairman Orphal called for a motion. The Resolution failed because of a lack of a motion.

Resolution authorizing acceptance of a \$58,129.40 grant from the Illinois Department of Public Health for a Mosquito Vector prevention Program and an emergency appropriation to the Health Department's FY05-06 budget: Committee members reviewed a Resolution authorizing acceptance of a \$58,129.40 grant from the Illinois Department of Public Health for a Mosquito Vector prevention Program and an emergency appropriation to the Health Department's FY05-06 budget. Committee members noted that the fourth "whereas" should include the recommendation of the Human Resource and Finance Committees. Ms. Miller made a motion, seconded by Mr. Dvorak, to recommend approval of the above Resolution as amended. The motion carried with all members present voting aye on a roll call vote (Miller, Gilman, Dvorak, Draffkorn, Hill, Orphal)

Resolution authorizing the acceptance of an additional \$28,617 in grant funding from the Illinois Department of Human Services and an emergency appropriation to the Health Department FY06 budget: Committee members reviewed a Resolution authorizing the acceptance of an additional \$28,617 in grant funding from the Illinois Department of Human Services and an emergency appropriation to the Health Department FY06 budget. Mr. McNulty stated this is additional funding for the WIC program. 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 (Miller, Gilman, Dvorak, Draffkorn, Hill, Orphal)

Discussion of Group Health Insurance: Committee members joined in a discussion with Mr. Ivetic regarding the Group Health Insurance Task Force. Mr. Ivetic stated he is very impressed with the involvement of the Health Insurance task force members. He stated they have formulated three suggestions that could help to reduce our health insurance premiums. The first item was to develop and provide a wellness program for all staff, with the goal being to reduce claims exposure over time. The second recommendation is to increase the current PPO "out of network" deductible (for use of any physicians who are not part of the Blue Cross/Blue Shield PPO network) and the final recommendation was to adopt the standard Blue Cross/Blue Shield 3 tier prescription drug program. By instituting these minor changes to our contract, we have received word that our contract will increase by only 2.7%. That is wonderful news compared to past increases. Committee members stated the Task Force should continue to meet and discuss information as it comes forward. Committee members stated that a press release should be issued to notify the public of the savings implemented. Mr. Ivetic stated that until the contracts are in hand and signed, he would suggest this be done at a later date. Committee members questioned whether self insurance programs have been researched and suggested Mr. Ivetic check with area municipalities who have switched to this type of program for future discussion. A Health Insurance consortium is being investigated regarding possible group savings.

Discussion of Post Employment Retirement Benefits (GASB-45): Mr. Sarbaugh and Ms. Palmer joined committee members, on a request by the Budget Advisory Committee to discuss post employment retirement benefits. GASB-45 requires, in 2008, to start accounting for post retirement benefits. Mr. Sarbaugh noted that the county would need an actuarial study completed to determine future costs to the County. The Budget Advisory Committee has recommended that this study be budgeted for as soon as possible.

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Committee members questioned what the cost of a study would be. They were informed that this would cost approximately \$30,000. The consensus of the committee was to recommend the Finance Committee budget for the actuarial study in the 2007 budget. Mr. Sarbaugh stated that this should be discussed in committee again as he wants committee members to understand some of the GASB requirements. He noted that personnel issues that were discussed at the Budget Advisory Committee also should be discussed in committee at a later date.

EXECUTIVE SESSION

None

REPORTS

Human Resource Director's Report: Mr. Ivetic reported that negotiations for unit three have been scheduled for this Thursday. Mediation has been scheduled for April 28th for Building Operations and Highway units 150. A meeting is scheduled this Wednesday to meet with Ms. Connors for suggested changes to the personnel policy. Staff has been looking into scheduling some "end of life" decision sessions sometime in May.

ADJOURNMENT

Ms. Hill made a motion, seconded by Ms. Gilman to adjourn at 9:30 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 acceptance of a \$58,129.40 grant from the Illinois Department of Public Health for a Mosquito Vector Prevention Program and an emergency appropriation to the Health Department's FY06 budget

Recommend approval of Resolution authorizing acceptance of an additional \$28,617 in grant funding from the Illinois Department of Human Services and an emergency appropriation to the Health Department FY06 budget

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