

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

MINUTES OF MONDAY, FEBRUARY 11, 2008

Chairman Orphal called the committee meeting to order at 8:17 a.m. The following members were present: Lyn Orphal, Chairman; Sue Draffkorn; Ed Dvorak; John Jung; Anna May Miller; Sandra Salgado and Randy Donley. Also in attendance: Pete Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; Bob Ivetic, Human Resources; interested public and the press.

Lyn Orphal, Chairman
Randy Donley Sue Draffkorn
Ed Dvorak John Jung, Jr.
Anna May Miller Sandra Fay Salgado

MINUTES OF PREVIOUS MEETING

Committee members reviewed the committee minutes of the January 14, 2008. Ms. Miller made a motion, seconded by Ms. Salgado, 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 Worker's Compensation Claim Settlement: Committee members reviewed a Resolution authorizing Worker's Compensation Claim Settlement. This claim is for a Highway Maintenance Worker that slipped while picking up garbage and debris in a road ditch. A settlement was previously approved by the committee but was rejected by the claimant because he felt he should be awarded a claim based upon 25% loss of use of a leg versus 20% loss of use of a leg, bringing the settlement amount \$5,520.97 higher than previously approved. Mr. Jung 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 (Donley, Draffkorn, Dvorak, Jung, Miller, Salgado, Orphal)

OLD BUSINESS

None

REPORTS

Human Resources Director Report: Committee members reviewed the Goals and Objectives for Mr. Ivetic for 2008. Mr. Austin noted he has prepared a similar report for each of the Department Heads. These goals and objectives are reviewed with the Department Heads about 3 times per year. The first three items on his list included to review and revise job descriptions, implement approved job classification system and wage/salary structure and implement the IRIS system and position control system. With the completion of these items he has created a standard format for everyone to follow. Mr. Ivetic will now review and recommend a revised Performance Appraisal system and implement upon approval. This tool will help to measure performance and will get high performers a higher increase without taking funds from other employees. Mr. Ivetic will be working to begin negotiations for the Collective Bargaining Agreements. The Operating Engineers #150 agreement ends June 30th with hopes to begin negotiations in April and the FOP Unit III contract ends on November 30th.with hopes to begin negotiations in August or September. Mr. Ivetic reported that he would like to develop an employee wellness program. With the County now being self funded the money that is saved will be our own. He noted that he would partner with the Health Department and talk to other groups that already have wellness programs in place in order to create a program for the County. The department will be revising the county job application and will work with the Information Technology Department to develop and implement an on line application process. The department will remain active on issues surrounding Valley Hi. Mr. Ivetic noted that succession planning is needed in some departments for long term employees who will be retiring in the near future.

EXECUTIVE SESSION

None

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Mr. Jung to adjourn at 10:11. The motion carried with all members present voting aye.

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RECOMMENDED FOR BOARD/COMMITTEE ACTION:

Resolution authorizing Worker's Compensation Claim Settlement

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