

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

MINUTES OF MONDAY, OCTOBER 27, 2008

Chairman Orphal called the committee meeting to order at 8:15 a.m. The following members were present: Lyn Orphal, Chairman; Sandra Salgado; Ed Dvorak; Sue Draffkorn; Randy Donley; and John Jung, Jr. Anna May Miller was absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; Pat McNulty, Health Department; John Labaj, Deputy County Administrator; and Tricia Pechotta, Human Resources.

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 Human Resources Committee minutes of September 22, 2008. Ms. Salgado made a motion, seconded by Mr. Jung, 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 Settlement of Workers' Compensation Claim #06-3200-08, Resolution authorizing Settlement of Workers' Compensation Claim #08-4300-01, Resolution authorizing Settlement of Workers' Compensation Claim #07-0600-01, Resolution authorizing Settlement of Workers' Compensation Claim #06-3210-01 and #06-3210-12D: Committee members reviewed four Resolutions for settlement of some workers compensation claims prior to the end of the year. Mr. Labaj noted that this is also in anticipation of some changes being made to our third party administrator. Committee members reviewed Resolution authorizing Settlement of Workers' Compensation Claim #06-3200-08, Resolution authorizing Settlement of Workers' Compensation Claim #08-4300-01, Resolution authorizing Settlement of Workers' Compensation Claim #07-0600-01, Resolution authorizing Settlement of Workers' Compensation Claim #06-3210-01 and #06-3210-12D. Ms. Salgado made a motion, seconded by Mr. Jung to recommend approval of the above Resolutions as presented. The motion carried with all members present voting aye on a roll call vote (Donley, Draffkorn, Dvorak, Jung, Salgado, Orphal) Mr. Labaj informed committee members that there are approximately 24 open workers compensation cases, which is still under market standards for the amount of employees the county has.

Resolution to authorize County financial support of a breast and cervical cancer program in for FY09: Committee members reviewed a Resolution to authorize County financial support of a breast and cervical cancer program in FY09. Mr. McNulty noted that this Resolution allows for the continuation of the county funding portion for the cost of the Illinois Breast and Cervical Cancer program in the County. Mr. McNulty noted that this program is a success and they have been finding women in need of additional help that would have went without diagnosis without this program. Mr. Jung made a motion, seconded by Ms. Salgado 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, Salgado, Orphal)

OLD BUSINESS: None

REPORTS

Mr. Austin reported that Mr. Ivetic is attending a conference today, the Illinois Public Employee Relations Council. This group provides information on Labor and Management Union issues. Mr. Austin noted that it will be interesting to see how the labor unions reaction to the slowdown in the economy. It will be a tough next 6 months as they confront the reality on how to best mesh with the regular employees and keep their increases the same. Negotiations are expected for Unit 3 FOP, which includes the non-sworn unit in the Sheriff's Department, Unit 150 for both Facilities and Highway, and the Circuit Clerks office. If they can't get settlement for lesser increases, they may be able to obtain longer contracts. They will probably get more than 3% depending on the economy and inflation. The regular employees will only get 3% and are thankful that we are able to give that amount. The goal is to get a letter out to the employees informing them of what is going on with the County and let them know what the County is going to do for them. They want to keep staff motivated in order to keep additional unions from forming within the County. Mr. Austin noted they also need to inform everyone of what is lawful and not lawful regarding union communications.

Mr. Sarbaugh noted that there were a lot of position requests for the new budget year, but, revenues are down quite a bit, so only six new positions are being approved for the General Fund. IT will receive a Project Manager. This person is slated to be hired mid-year. There are two new deputy positions for the truck enforcement program in the Sheriff's Department. Revenues should be brought in from fines from the truck enforcement program. The ticket costs for this program are quite large. An additional process server will be hired. With the department being inundated with foreclosure and evictions, the department has seen a lot of overtime costs. A legal administrative specialist will be hired for the State's Attorney's office. The individual will

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split their duties between the felony division and help with support of the victim witness coordinator. The last position will be to hire a Solid Waste Manager which will be placed under the Environmental Health Division to help with the monitoring of contracts for the waste haulers and help with environmental issues. The Solid Waste Coordinator position is better placed within the Environmental Health Department.

Committee members questioned Administration regarding the cost for the integrated justice system. They noted they were under the impression this would be a low cost system since the county would be a model for this type of system. Committee members were informed that the courts integration should be completed and running during the first half of 2009. Part of this process includes the county changing from groupwise to exchange. Then they will want to connect the system to the law enforcement side. Currently there is a very high cost contract employee that is working on a consulting basis at approximately \$15,000 per month. The County cannot continue to pay this high cost that is one of the reasons for hiring the project manager for IT, who will be transitioned in. The Courts have hired and are currently paying for the contract employee so they have oversight for this person as well. This will change as the county cannot afford to hire this person indefinitely. To date the project has cost 1/2 million dollars from the general fund to fund the study and provide a roadmap of how to connect the court side of the system to the law enforcement side.

Mr. Sarbaugh informed committee members that seven additional positions were approved through the special revenue funds. Three new Highway positions, three new Mental Health positions and one new position for GIS were approved. These will go to the Finance and Audit Committee for approval. Mr. Sarbaugh noted that when Valley Hi submitted their supplemental requests, they were the requests of the former Administrator. Administration wanted to work with the new Valley Hi Administrator so they could review what the projected staff requirements would be. They had originally requested \$611,000 in personnel requests with an additional cost of \$200,000 for benefits. Administration was able to eliminate half of the requests made by Valley Hi. By reclassifying some of their current positions they were able to cut these requests to a total of \$184,000, which included the benefit costs. In the past Valley Hi has had the flexibility to hire staff as needed. Now Valley Hi must follow the County Policy with its hiring constraints. There will be two other discussions that will take place in Finance and Audit. The Solid Waste Planner position, three Mental Health salary adjustment requests, and the Valley Hi positions request. Mr. Sarbaugh noted that no salary adjustments were approved because of the recently completed wage and salary study so that is why this is being forwarded to Finance for discussion. Mr. Sarbaugh noted that he has been informed by IMRF to expect a 23% increase in employer contribution rate in 2010. This is another issue that will need to be discussed by Finance.

Ms. Tricia Pechotta, Chairman of the Wellness Committee joined committee members for presentation of a draft of the wellness plan. The purpose is to improve the health and wellness of County employees. The goal is to help the employees gain greater wellness to reduce health care and absenteeism costs for the County. Greater wellness will also result in improved family and personal lives, happier employees and reduced incidences of illness. The County was able to fund the wellness program for the coming year. Committee members thanked Ms. Pechotta for the information.

EXECUTIVE SESSION: None

ADJOURNMENT: Ms. Draffkorn made a motion, seconded by Mr. Dvorak to adjourn at 9:19 a.m. The motion carried with all members present voting aye.

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RECOMMENDED FOR BOARD/COMMITTEE ACTION:

- Resolution authorizing settlement of Workers' Compensation Claim #06-3200-08
- Resolution authorizing settlement of Workers' Compensation Claim #08-4300-01
- Resolution authorizing settlement of Workers' Compensation Claim #07-0600-01
- Resolution authorizing settlement of Workers' Compensation Claim #06-3210-01 and #06-3210-12D
- Resolution to authorize County financial support of a breast and cervical cancer program for FY09

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