

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

MINUTES OF MONDAY, SEPTEMBER 11, 2006

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

Lyn Orphal, Chairman  
Sue Draffkorn                      Ed Dvorak  
Ann Gilman                         Tina Hill  
John Jung, Jr.                      Anna May Miller

Chairman Orphal requested that committee members take a moment of silence to remember those individuals lost in the 911 tragedy 5 years ago today.

MINUTES OF PREVIOUS MEETING

Committee members reviewed the Human Resources Committee minutes of August 28, 2006. Ms. Hill made a motion, seconded by Ms. Gilman to approve the August 28, 2006 minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC PARTICIPATION

None

NEW BUSINESS

*FY06/07 Budget Review – Employee Benefit Fund; Social Security Fund; and IMRF Fund:* Mr. Sarbaugh noted that these items have been pulled until the special Human Resources meeting being scheduled for September 18<sup>th</sup> at 8:15a.m. He noted that these funds as well as the personnel supplemental requests will be reviewed at the special meeting.

*Resolution authorizing the acceptance of two position classification updates and salary adjustments for three positions on the McHenry County Mental Health Board 06 roster:* Pulled for future discussion

*Resolution authorizing the acceptance of position classification updating the Behavioral Healthcare Coordinator position on the McHenry County Mental Health Board 06 roster and increasing the hiring salary limit:* Committee members reviewed a Resolution authorizing the acceptance of position classification updating the Behavioral Healthcare Coordinator position on the McHenry County Mental Health Board 06 roster and increasing the hiring salary limit. Ms. Lewis noted that they have been assessing positions and would like to update all manager positions to include the manager title into their position name. She noted that this position requires an increase in the hiring salary as well. She noted that she has lost two potential employees because of the current salary constraints. She noted they are looking for a specific trained person with specific accreditations. After review, Ms. Hill made a motion, seconded by Mr. Jung to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote (Hill, Jung, Gilman, Dvorak, Draffkorn, Orphal)

*Resolution authorizing the acceptance of an additional \$38,000 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 \$38,000 in grant funding from the Illinois Department of Human Services and an emergency appropriation to the Health Department FY06 budget. Ms. Gilman made a motion, seconded by Ms. Hill to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote (Hill, Jung, Gilman, Dvorak, Draffkorn, Orphal)

*Discussion and Consideration of 2007 Merit, Grade and Range Adjustment:* Mr. Sarbaugh noted that Mr. Austin has requested the committee members to establish what we believe will be the merit increase for the following budget year. Mr. Sarbaugh noted that 4% has been suggested and he would like to start calculating the budget to bring the merit budgets forward to the special meeting on Monday. Mr. Ivetic noted that his research indicates that mid-year projections have reached 3.8% and believe we will see an increase of 4% in the near future. He noted that base salary adjustments may have to be adjusted by approximately 1.5%. He noted they would know more information for the meeting on Monday. He noted this amount may be less. Committee members told Mr. Sarbaugh to use the 4% increase and to bring a range chart for review. It was noted that 4% would be used if there is funding available.

OLD BUSINESS

EXECUTIVE SESSION

None

REPORTS

*Human Resources Director Report:* Mr. Ivetic stated that a mediation session has been scheduled for September 12<sup>th</sup> for Local 150 for both Facilities and Highway. He noted he has not received any feedback from the unions so we will have to wait and see after tomorrow's meeting.

Mr. Ivetic reported that he met with Blue Cross/Blue Shield officials last week to discuss early trends in the industry. He stated that based on early projections, we are currently running an 89% ratio. He noted they like to see an 82% ratio meaning we are running slightly higher than the current trends. This could be caused by one large claim. He noted we will wait to see how this plays out.

ADJOURNMENT

Mr. Jung made a motion, seconded by Ms. Gilman to adjourn at 8:53 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 acceptance of position classification updating the Behavioral Healthcare Coordinator position on the McHenry County Mental Health Board 06 roster and increasing the hiring salary limit

Recommend approval of Resolution authorizing the acceptance of an additional \$38,000 in grant funding from the Illinois Department of Human Services and an emergency appropriation to the Health Department FY06 budget

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