

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

MINUTES OF MONDAY, SEPTEMBER 8, 2008

Chairman Orphal called the committee meeting to order at 8:15 a.m. The following members were present: Lyn Orphal, Chairman; John Jung, Jr.; Sandra Salgado; Sue Draffkorn and Randy Donley. Ed Dvorak arrived at 8:18a.m. Anna May Miller was absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; Cindy Kozlowski, Financial Analyst; Pat McNulty, Health Department; 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 joint Human Resources and Finance & Audit Committee minutes of September 2, 2008. Two typographical errors were noted. Ms. Draffkorn made a motion, seconded by Ms. Salgado, to approve the minutes as corrected. The motion carried with all members present voting aye on a voice vote.

PUBLIC COMMENT: None

PRESENTATIONS: None

Mr. Dvorak arrived at 8:18a.m.

NEW BUSINESS

FY08/09 Budget Reviews – Employee Benefit Fund: Committee members reviewed the FY08/09 maintenance budget for the Employee Benefit Fund. Mr. Sarbaugh apologized for not having the budgets for the Social Security Fund and IMRF Fund available for review. It was noted that an additional Human Resource Committee meeting may be required to review these budgets at a later date. Committee members were informed that the premium cost projections were based upon the current year premium costs, departmental rosters and an increase of 9% for premium renewal. Mr. Sarbaugh reminded committee members that the County is now self funded for the second year and the County does not have a clear track record of costs. He noted that the goal is to keep the premiums going and make sure what is collected is what the true costs are. The premiums were increased by 9% for the next budget year. Being in the self funded program has helped with a lower annual increase. Ms. Salgado made a motion, seconded by Ms. Draffkorn to recommend the maintenance budget for the Employee Benefit Fund as presented. Committee members were informed that the County pays a life/health benefit of \$10,000-\$15,000 upon the death of an employee to the family. This amount is doubled if the death occurs from car accident on the way to work. He stated he usually budgets for 3 per year and questioned if this amount should be changed. Committee members questioned if this was a requirement of the County. It was noted that this is not a requirement and this could be cut from the budget if it becomes a huge budget crunch. Committee members noted that it would be interesting to find out what premium costs would be for this benefit. After a lengthy discussion, the motion carried with all members present voting aye on a voice vote.

Discussion on new position requests for FY2009: Committee members were provided with a list of the supplemental requests for FY08/09. It was noted that the Departments are aware of the need for less. The priorities of each department are being reviewed. Committee members discussed the amount to budget for a wellness program for the County. It was stated that there would be a \$25,000 - \$30,000 expense to hire an outside group to hold a health risk assessment, which would be the biggest expense for this program. Committee members agreed that they would like to see some funding set aside for this program and feel the County would realize future benefits from this program. Chairman Orphal noted that she would like to see \$35,000 set aside for the program and feels this should be a priority. Committee members reviewed a list of the supplemental requests for the new budget year. Departments have recognized the need for less. Mr. Austin noted that one of the requests include the need to hire a full time Veterinarian for Animal Control. Dr. Mehanovic is looking to leave the County, but, would like to have someone in place prior to the end of his contract. It was noted that some cost savings could be realized by hiring a full time vet. Committee members were requested to review the supplemental requests and let Mr. Sarbaugh know if there were any questions. It was noted that every request will be reviewed but every department will have to take into account the current economy.

OLD BUSINESS: None

REPORTS: None

EXECUTIVE SESSION: None

ADJOURNMENT: Ms. Salgado made a motion, seconded by Ms. Draffkorn to adjourn at 8:58 a.m. The motion carried with all members present voting aye.

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RECOMMENDED FOR BOARD/COMMITTEE ACTION:

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