

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

MINUTES OF MONDAY, MARCH 8, 2010

Chairman Salgado called the committee meeting to order at 8:15 a.m. The following members were present: Sandra Fay Salgado, Chairman; Sue Draffkorn; Ed Dvorak; Ersel Schuster; Robert Bless; Scott Breeden and Paula Yensen. Also in attendance: Peter Austin, County Administration; John Labaj, Deputy County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; Bob Ivetic, Human Resources; Pam Palmer, Auditor; John Hadley, Facilities Management; and Lou Bianchi, Tom Carroll, Karen Rhodes, States Attorney.

Sandra Fay Salgado, Chairman  
JS "Scott" Breeden      Robert Bless  
Sue Draffkorn            Ed Dvorak  
Ersel Schuster            Paula Yensen

MINUTES OF PREVIOUS MEETING

Committee members reviewed the Human Resources Committee minutes of February 8, 2010. Ms. Yensen made a motion, seconded by Mr. Dvorak, to approve the minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC COMMENT

None

NEW BUSINESS

*Resolution authorizing settlement of Workers' Compensation Claim 08-3210-19:* Committee members reviewed a Resolution authorizing settlement of Workers' Compensation Claim 08-3210-19. Mr. Labaj reported that this corrections officer was injured while responding to loud disturbance. While responding to the disturbance, the officer stepped off a 7" riser and inadvertently twisted his ankle as well as injuring his left shoulder. This resulted in a rotator cuff tear. After surgery the officer was placed on modified duty and has now been discharged completely from treatment. After review, Ms. Draffkorn made a motion, seconded by Ms. Yensen to recommended approval of the above Resolution as submitted. The motion carried with all members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Yensen, Salgado). Committee members were informed that they are working with jail staff to rework the area where this fall occurred so additional injuries do not happen.

*Resolution authorizing Workers' Compensation Claim 05-6100-09:* Committee members reviewed a Resolution authorizing Workers' Compensation Claim 05-6100-09. Mr. Labaj informed committee members this claim is for a Valley Hi LPN where the county will have to deal with a Medicare set-aside for an injury to the right knee. This employee was kick while maneuvering a combative resident into the shower. This employee has had three knee surgeries with a total knee replacement being done in November of 2006. This employee was placed on modified duty but was unable to perform duties assigned because of complex region pain syndrome. This occurred in May of 2007 at which time the employee was terminated. The medical was stopped in November 2007. Social Security disability was approved in June of 2008. At that time it was thought that a settlement could be reached. This did not occur. Because of the career ending injury and the high rate of pay for this position this sets in motion the potential for a \$1.1 million dollar case. A Medicare set aside is required to protect Medicare interests. Medicare must approve the amount suggested amount. Because of the high claim this will go to our excess insurance carrier. A new policy was established where if a resident is agitated, staff is not to force a resident into the showers. After review, Mr. Dvorak made a motion, seconded by Mr. Bless to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Yensen, Salgado)

*Resolution authorizing mid-year salary adjustments to the salaries of several positions in the State's Attorney's Office:* Committee members reviewed a Resolution authorizing mid-year salary adjustments to the salaries of several positions in the State's Attorney's Office. Lou Bianchi, Tom Carroll and Karen Rhodes joined committee members to answer questions about the above Resolution. Committee members were informed that the first four requests are budget neutral. The increases are due to movement within the office. All five of the positions will be below the midpoint in their grade range. Because these requests are above 6% they must go before the County Board for approval. Committee members were informed that because there is a position within the office that has been vacant since December 2008, the other position is budget neutral as well. Per the County Board request, the department has not been filling positions as they are vacated. The felony assistant is the head of the arson unit and is the only fluent Spanish speaker in their office making her a valuable employee. Trying to compete for Spanish speaking attorneys is hard and when this person was promoted she was promised a raise. Unfortunately this fell through the cracks. She is now the lowest paid felony assistant in the office. Those hired after her are making more and so this becomes an equity issue. Mr. Bless made a motion, seconded

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by Mr. Dvorak to recommend approval of the above resolution as presented. Chairman Salgado noted that this is a good policy and those in the office should be promoted from within. If a new person was hired to fill a vacancy the department would not be required to come before the committee. Committee members voiced concern that hefty raises are being given when most industries outside of the county has had to reduce staff. They questioned if these raises could be given on a gradual basis. The State's Attorney stated that if this is not approved it could cause issues to the staff which would require the department to hire from the outside at a higher rate. They stated that the county has spent funds to train these individuals and therefore should be promoted from within. Committee members were informed that the County has 25 – 30 fewer employees than last year and the Chief of the Criminal Division should be paid more than those he is supervising. It was stated that Criminal Justice issues have not slowed down and each lawyer within the office contributes at least 30 minutes free to the County every day. It was stated that the County has not seen a reduction in services and it is important to have enough personnel to serve the public in order to keep the citizens of the county safe. After a lengthy discussion, the motion carried with all members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Yensen, Salgado)

PRESENTATIONS

None

OLD BUSINESS

None

REPORTS

*Directors Report:* Mr. Ivetic joined committee members to provide his Directors report. He informed committee members that the on line application process is a great hit. The department has been tracking the process to find out if the people are indeed using the system. This process is saving a lot of paper. The applications received to the appropriate department for review. The department has a designated computer so that applications can be completed within Human Resources. Ms. Palmer noted that as a department head this has been a great process.

Committee members thanked Mr. Ivetic for the presentation provided at the previous committee meeting. They stated that the presentation was very knowledgeable. Mr. Ivetic noted that the representatives will return in the Fall for an update.

There is nothing new to report regarding the labor negotiations. Animal Control has scheduled a mediation session with the SEIU at the end of the month. The committee will be informed of the outcome of this meeting.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Yensen made a motion, seconded by Ms. Draffkorn to adjourn at 9:03 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 08-3210-19
- Resolution authorizing settlement of Workers' Compensation Claim 05-6100-09
- Resolution authorizing mid-year salary adjustments to the salaries of several positions in the State's Attorney's Office

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