

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

MINUTES OF MONDAY, APRIL 12, 2010

Vice Chairman Breeden called the committee meeting to order at 8:18 a.m. The following members were present: Scott Breeden, Vice Chairman; Sue Draffkorn; Ersel Schuster; Robert Bless; and Paula Yensen. Ed Dvorak and Sandra Fay Salgado were absent. Also in attendance: Peter Austin, County Administrator; John Labaj, Deputy County Administrator; and Bob Ivetic, Human Resources.

	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 March 8, 2010 and joint minutes of Human Resources and Finance and Audit Committees of April 6, 2010. Ms. Schuster made a motion, seconded by Ms. Yensen, 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 08-5100-06: Committee members reviewed a Resolution authorizing settlement of Workers' Compensation Claim 08-5100-06. Mr. Labaj reported that this resolution had the wrong claim number listed and a corrected Resolution has been placed on the desk for review. This claim is for a case management RN that is on staff in the Health Department. While going to a home visit with a client, the resident's dog, jumped at the door causing the employee to step back and fall to the ground. An MRI showed a lateral meniscus tear, advanced chondromalacia and a partial ACL tear. Ms. Yensen stated that the Resolution should read "approved by *the* Human Resource Committee instead of *your*." After discussion, Ms. Draffkorn made a motion, seconded by Ms. Yensen to recommended approval of the above Resolution as amended. The motion carried with all members present voting aye on a roll call vote (Bless, Draffkorn, Schuster, Yensen, Breeden) Mr. Labaj noted that with each settlement they try to create "corrective actions" in order to prevent future injuries, but, since this happened at a clients home it is hard, other than to tell the employees to be careful in homes where they have animals, and to make sure these animals are restrained prior to a visit, there is not much that can be changed.

Resolution authorizing the appointment of the Chief County Assessment Officer: Mr. Austin joined committee members to make a recommendation for a new Chief Assessment Officer for the County. Mr. Austin reviewed the Assessments Recruitment process that was followed with committee members. Brochures were mailed to every County in the State as well as townships in McHenry County and surrounding County Assessor's offices. The State was scheduled, during this process, to offer the exam that is required to be passed in order to qualify as the Chief Assessor. Twelve (12) individuals took this exam. Out of the applicants, seven were chosen to be interviewed. Three of those interviewed were invited back for a second interview. One of the applicants opted out at this time. Mr. Breeden stated that he was impressed with the process taken for recruitment for this position the great candidates to choose from. He stated it was an attractive interesting process. After discussion, Ms. Schuster made a motion, seconded by Ms. Draffkorn to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote. (Bless, Draffkorn, Schuster, Yensen, Breeden)

Discussion on Employee Health Insurance Renewal: Mr. Ivetic joined committee to enter into discussion regarding the upcoming employee health insurance renewal program. Committee members were reminded that 70% of the employees are currently using PPO health insurance. Because of the changes currently passed in Washington, there will be some degree of uncertainty with most of the the changes affecting plans starting in January of 2011. It is hopeful that more information will be brought forward prior to 2011. Because of these changes, the current costs are going through the roof. With the changes being made in health care reform the county needs to be cognizant of the various labor organizations within the County because healthcare is a part of these agreements. So far the County has been able to keep these agreements with the same benefits as the other employees of the county. Small changes to these contracts can be made without entering into additional negotiations, but, if there is a large change, the contracts would have to be opened for additional negotiations. If a deductible were to be raised \$25, there would probably be no discussion, but, if raised by \$150, this would require additional negotiations. Mr. Ivetic reminded committee members this becomes a larger issue, because of the staggered union contracts, which they don't have to agree to until the contract opens. The deductible is currently set at \$150 with the county looking to increase this to \$200, with a goal to eventually reach \$250. Mr. Ivetic noted that this could be a lengthy process since all of the contracts are staggered. Approximately 40-50% of the county is union. So far there hasn't been too much of a challenge when requesting a \$25

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increase in the deductible per year. Drugs/prescriptions use is still an issue for the County. We are currently using a three tier prescription benefit plan. Committee members were informed they are looking into employee participation differently to give employees incentives to move to generic drugs. There is an increase of 5 to 9% expected, and it is hopeful that the increase is towards the lower end. There will be increases for both the employee and employer. Education of the health program is a priority for the County. There will be a focus on prescription use and how to use the health insurance more intelligently. Mr. Ivetic noted that there will be a change to how consumers approach healthcare. It was stated that it is good to have conversation on this issue but it still may be hard to get physicians to change how healthcare issues are dealt with. Committee members were informed that they are holding this conversation now in order to bring something forward to their May meeting for consideration in anticipation of open enrollment in June. They will be looking at trends in the industry, an increase to the PPO deductible and to figure out a program in order to decrease prescription costs. When the County went self-funded, it benefited both the County and employees. Most plans are seeing double digit premium increases. The County has been fortunate to maintain a yearly surplus and have been able to share the savings seen with their employees. Mr. Ivetic stated they will also be looking into the use of creating "flexible spending accounts". These are tax free accounts to be used for medical services. This does come with a cost so they are reviewing if this would be a benefit if these are used to soften the blow to increased prescription costs. This program would have an administration cost to the County and would have to be part of the employee education.

OLD BUSINESS

None

REPORTS

Directors Report: Mr. Ivetic joined committee members to provide his Directors report. He informed committee members that Ms. Perchotta, in the Human Resources Department has been very busy working on the Insurance/Wellness programs for the County. One time per month, a wellness newsletter is emailed to the County employees.

The department is in the process of holding its second health risk assessment. By holding these events yearly, employees are able to track their progress through the wellness programs. They have been working with Centegra and the Health Department to promote wellness programs that are being proposed. Several types of fitness programs have been scheduled and they are trying to incorporate various additional programs for the employees. The Walk Day program was postponed because of weather. This will be rescheduled in the near future.

Mr. Ivetic reported that one union session was held last week. An additional negotiating session has been scheduled this Friday at the union offices. All of the language issues in the contract have been agreed upon. The contracts have been status quo, the same as the other contracts in the County. The remaining issues are economic and they are far apart on these issues. The unions will have to demonstrate that their employees are underpaid in order to get any increases.

Vice Chairman Breeden stated he would like to add to the agenda at the next committee a Resolution to "freeze" the salaries of the County Board Members for the next two years. He stated that this is an issue that needs to be discussed by the Committee. Mr. Austin stated he would check the county board rules regarding this suggestion.

Mr. Ivetic informed committee members that the County will have to initiate discussion with Unit One, the biggest union group in the County by the end of the year. He stated it is easy to be tough with Animal Control or Transportation, but, the bigger units have a huge impact on the other contracts in the County. We have to be aware of these contracts and arbitration as well as what is being awarded. Economic issues will be the big issue. There is a different climate, based upon reality, so they don't expect any big changes within the coming year.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Yensen made a motion, seconded by Ms. Draffkorn to adjourn at 9:15 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 08-5100-06
Resolution authorizing the appointment of the Chief County Assessment Officer

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