

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

MINUTES OF MONDAY, MAY 10, 2010

Chairman Salgado called the committee meeting to order at 8:15 a.m. The following members were present: Sandra Fay Salgado, Chairman; Scott Breeden; Sue Draffkorn; Ersel Schuster; Robert Bless; and Ed Dvorak. Paula Yensen was absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Nicole Gattuso, GIS; Pam Palmer and Shannon Teresi, Auditor; 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 April 12, 2010. Mr. Breeden made a motion, seconded by Ms. Draffkorn, to approve the minutes as presented. The motion carried with all members present voting aye on a voice vote.

Ms. Palmer introduced Ms. Shannon Teresi, the new internal auditor from her department to committee members.

PUBLIC COMMENT

None

PRESENTATIONS

None

NEW BUSINESS

Resolution authorizing settlement of Workers' Compensation Claims 08-3210-02, 07-3210-09D and 09-6100-01: Committee members reviewed a Resolution authorizing settlement of Workers' Compensation Claim 08-3210-02. Mr. Labaj reported that this claim involved a corrections officer who sustained an injury to a left arm while engaged in a training session. Training procedures have since been changed to reduce accidents during these activities. Mr. Labaj noted there have been fewer injuries since implementing these changes. Mr. Dvorak made a motion, seconded by Ms. Schuster 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, Salgado)

Claim 07-3210-09D: Committee members reviewed a Resolution authorizing settlement of Workers Compensation Claim 07-3210-09D. Mr. Dvorak made a motion, seconded by Mr. Bless to recommend approval of the above Resolution as presented. This injury was a contested claim that was denied because of a lack of evidence. The employee reported that there was an episode of "popping" while walking in February of 2007. Prior to this event the employee informed her physician that her knee was bothering her since November of 2006. The employee was advised to submit her medical billings to her group health care insurance. Mr. Labaj reported this settlement is to close out this case. The motion carried with all members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Salgado)

Claim 09-6100-01: Committee members reviewed a Resolution authorizing settlement of Workers Compensation Claim 09-6100-01. A custodian sustained a left shoulder injury when he slipped on ice near a trash compactor. Surgery was performed in February of 2009 for repairs to his left shoulder and the employee was able to return to full duty in July 2009. Mr. Dvorak 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, Breeden, Draffkorn, Dvorak, Schuster, Salgado)

Resolution authorizing Blue Cross & Blue Shield of Illinois as the provider of administrative services including stop loss coverage and employee medical, dental and optical insurance for the period of 7/1/10 through 6/30/11: Committee members reviewed a Resolution authorizing Blue Cross & Blue Shield of Illinois as the provider of administrative services including stop loss coverage and employee medical, dental and optical insurance for the period of 7/1/2010 through 6/30/11. Mr. Ivetic reported that most healthcare plans are seeing an increase of double digits in response to the healthcare reform bill. Being self funded gives a little leeway and therefore the County is able to offer less because of reserves. Because of the alarming trend being seen in prescription costs the County will have to encourage the use of generic drugs as opposed to non-generic use. Presentations will be given to each department on this issue. The co-pay for generic prescriptions will be less than the name brand to entice employees to use the generic drugs. Employees are also encouraged to chose HMO as well. Committee members were informed they are making changes to the plans incrementally because of the labor agreements. If there should be more movement in the agreements it would require that the contracts be reopened. All the plans are currently tied together. If there are dramatic changes to the plans, it would impact all non-union employees, creating a separate plan, which would increase the administrative costs for the County. Mr. Ivetic stated it is key to start by being proactive to increase the use of the generics prescriptions and to negotiate flexibility into the plans so that everyone remains on the same plan. It was stated that it may be

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necessary to make some adjustments to the plan, midyear to address any issues that may have come up in the meantime. It was stated that this issue was addressed in this morning's message from the County Administrator. After a lengthy discussion, the motion carried with all members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Salgado)

Resolution authorizing GIS Office Reorganization: Committee members reviewed a Resolution authorizing GIS Office Reorganization. Committee members were informed that two months ago an operations specialist retired. This was a 30 year employee of the County's. Projects within the department have shifted, making this position a GIS analyst. At that time it was decided to restructure the department to fit the needs of the department. There will be no impact to the budget. Committee members were informed this change would create more efficiency within the department. Mr. Breeden 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, Salgado)

Discussion on FY11 Wage Increases: Committee members entered into a discussion on FY11 wage increases for County Board Members, Elected Officials and County Non-Union Employees. Mr. Austin stated that this is really three different discussions, one regarding the County Board Members, one regarding the Elected Officials and one for the non-union County Employees. A County Board Member requested this information be placed on the Human Resource Agenda to discuss a possible freeze to the County Board Members salaries. Committee members were informed that changing the County Board Members' pay may need to be done by separate action as their pay is determined 180 days prior to seating of the new board members. Changes would need to be completed this month. The Elected Officials pay is already set in motion as well and the structure would require separate action to undo as well. A decision regarding the employee's pay will not be needed until we get closer to budget review. It was suggested that this issue be discussed at the Finance and Audit Committee. If that committee decides it is feasible to review this issue, a State's Attorney's opinion could be requested to find out if there could be a "freeze" put on these salaries.

OLD BUSINESS

None

REPORTS

Directors Report: Mr. Ivetic joined committee members to provide his Directors report. Committee members were presented with a report from Blue Cross and Blue Shield of Illinois highlighting effective dates of some of the provisions in the plan. Certain provisions in the plan will not affect the County for a year. Other provisions will change on particular days. The committee will be informed as the changes are scheduled to take effect.

Committee members were reminded that the union employees in the Circuit Clerks office are scheduled wage reopener this year. Dates for these negotiations have not been set at this time.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Mr. Breeden to adjourn at 9:23 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 08-3210-02
- Resolution authorizing settlement of Workers' Compensation Claim 07-3210-09D
- Resolution authorizing settlement of Workers' Compensation Claim 09-6100-01
- Resolution authorizing Blue Cross & Blue Shield of Illinois as the provider of administrative services for the period of 7/1/10 through 6/30/11
- Resolution authorizing GIS Office Reorganization

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