

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

MINUTES OF MONDAY, JUNE 14, 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; Scott Breeden and Robert Bless. Paula Yensen was absent. Also in attendance: Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Bob Ivetic, Human Resources; Dennis Sandquist, Planning and Development; and Tiki Carlson E-911.

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

MINUTES OF PREVIOUS MEETING

Mr. Dvorak made a motion, seconded by Mr. Breeden to recommend approval of the committee minutes of May 5, 2010 and May 24, 2010 as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC COMMENT: None

PRESENTATIONS: None

NEW BUSINESS

*Planning Division Reorganization (memo):* Committee members entered into a discussion regarding reorganizing of the Planning Division, Renaming and Reclassifying Positions and adjusting staff salaries. The three following Resolutions have already been to the Planning and Development Committee and Finance and Audit Committee to reorganize the Planning Division of the Planning and Development Department into two separate divisions. The net result will save the County \$27,000 annually. If the Community Development duties decrease, the Administrator position will move back into the Planning Division and if the grant goes away the positions will revert back to their current positions.

*Resolution authorizing the Planning Division be Split in Two Separate Divisions:* Committee members reviewed a Resolution authorizing the Planning Division be split into Two Separate Divisions. Ms. Draffkorn made a motion, seconded by Mr. Dvorak to recommend approval of the above Resolution as presented. The motion carried with the majority of Members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Salgado) aye (Schuster) nay.

*Resolution authorizing an Increased Salary Scale for Two Community Development Division Positions and a Stipend for the Acting Principal Planner:* Committee members reviewed a Resolution authorizing an increased salary scale for two Community Development Division Positions and a Stipend for the Acting Principal Planner. Mr. Breeden made a motion, seconded by Ms. Draffkorn to recommend approval of the above Resolution as presented. Normal increases allow for an increase of up to 6%. This would be a 20% increase for the Principal Planner and the others would be placed at the mid-point scale for others. If the grant for the program goes away all staffing would be reviewed. The CDBG caps have been included in the pay. The division has worked with Human Resources to facilitate these changes. The Grant will pay for the IMRF costs as well. These increases are due to the changes in the employees duties. After a lengthy discussion, the motion carried with the majority of Members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Salgado) aye (Schuster) nay.

*Resolution Renaming the Community Development Division's Existing Positions:* Committee members reviewed a Resolution renaming the Community Development Division's Existing Positions. Mr. Bless made a motion, seconded by Ms. Draffkorn to recommend approval of the above Resolution as presented. The motion carried with the majority of Members present voting aye on a roll call vote (Bless, Breeden, Draffkorn, Dvorak, Salgado) aye (Schuster) nay.

Mr. Bless temporarily left committee at 8:33a.m.

*Resolution authorizing Workers' Compensation Claim #09-3200-02BJ Settlement and Budget Line Item Transfer:* Committee members reviewed a Resolution authorizing Workers' Compensation Claim #09-3200-BJ Settlement and Budget Line Item Transfer. Mr. Breeden made a motion, seconded by Mr. Dvorak to recommend approval of the above Resolution as presented. This Resolution was taken out of order and has already been reviewed and approved by Management Services and the Finance and Audit Committees. This is a career ending injury for a patrol officer that fell while serving papers. The officer has reached maximum medical improvement. The officer has filed a separate lawsuit against the property owner so the County could go after this settlement if he recovers any funds from that lawsuit.

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After discussion, the motion carried with all members present voting aye on a roll call vote (Breedon, Draffkorn, Dvorak, Salgado, Schuster)

Mr. Bless returned to committee at 8:38a.m.

*Resolution authorizing Workers' Compensation Claim #07-3210BU(2) Settlement and Budget Line Item Transfer:* Committee members reviewed a Resolution authorizing Workers' Compensation Claim #07-3210BU(2) Settlement and Budget Line Item Transfer. Mr. Breedon made a motion, seconded by Mr. Dvorak to recommend approval of the above Resolution as presented. Mr. Labaj reported that this is another claim for a career ending injury. This claim is for a corrections officer that slipped on some water in front of an elevator. The individual also tried to add some previous injuries onto this claim, which was denied. This person has applied for Social Security disability so it is important to settle this claim in a timely manner so it does not include any Medicare set asides. After lengthy discussion, the motion carried with all members voting aye on roll call vote (Bless, Breedon, Draffkorn, Dvorak, Salgado, Schuster)

*Resolution authorizing Workers' Compensation Claim #08-3200-02 Claim Settlement.* Committee members reviewed a Resolution authorizing Workers' Compensation Claim #08-3200-02 Claim Settlement. This claim is for a process server that slipped on some ice while serving a civil order in Hebron. This caused a career ending injury resulting in a Medicare set aside. Mr. Bless made a motion, seconded by Mr. Dvorak to recommend approval of the above Resolution as presented. The motion carried with all members present voting aye on a roll call vote (Bless, Breedon, Draffkorn, Dvorak, Salgado, Schuster) Committee members questioned Mr. Labaj if any of the workers compensation claims are taken before the workers compensation commission. Mr. Labaj reported that the Special State's Attorney has always recommended settlement as the workers compensation commission generally rules in favor of an employee. Management Services Committee members suggested that a small claim be denied and taken before the commission to find out what would happen to the claim.

*Resolution authorizing the Creation of a ETSB 9-1-1 PC Specialist Position in the Emergency Telephone System Board Department and a Budget Line Item Transfer in their FY2010 Budget:* Committee members reviewed a Resolution authorizing the Creation of a ETSB 9-1-1 PC Specialist Position in the Emergency Telephone System Board Department and a Budget Line Item Transfer in their FY2010 budget. Ms. Carlson joined committee members to discuss this request. She stated that in December of 2008 new software was purchased that is client based making it necessary to install the software onto each computer. A lot of the agencies are letting their IT staff go so the E911 department is being asked to support this software. There is funding in their budget to handle this request. It was noted that the County has a policy that new positions are to be considered during the budget process. This is a 24 hour 7 day a week department and they must have the staff to meet the needs of E-911. 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, Breedon, Draffkorn, Dvorak, Salgado, Schuster)

OLD BUSINESS: None.

REPORTS

*Directors Report:* Mr. Ivetic joined committee members to provide his Directors Report. The department is just finishing the enrollment process for employee health insurance benefits. They had over 60 changes that had to be input. The recent benefit fair, which included representatives from Blue Cross/Blue Shield, NACO, 457 plan, IMRF, Weight Watchers and the McHenry County Credit Union, was held in conjunction with open enrollment.

Last week there was a lot of recent development in the negotiations with the labor units. The SEIU had challenges put before the labor board. They had stated that the deputy coroners should fall under "peace officer" designation. It was ruled that they are not peace officers under the Act. This has been upheld under the Executive Director. There was also discussion with recent legislation in respect to the public sector that stated that, during the first contract, if a settlement cannot be reached, the contract can go into interest arbitration. It was asked if a contract would be retroactive and the board stated they are not sure and they would have to go to court to find out. The last time the group met for the coroners unit, a last best and final offer was presented to the group. The special states attorney was called and he recommends this offer to move forward. The same labor group works with the Animal Control Division which was also offered the last best and final offer. This labor group is refusing to bring these offers to its membership for a vote. Mr. Ivetic stated he would keep the committee members updated on the progress of the negotiations.

Committee members were informed that additional meetings may be needed to address the budget in August. The County Board will be approving the budget policy. There have been no changes to the policy. Committee members

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questioned if the portion that talks about elected official's salary should be changed. Mr. Sarbaugh stated that the salary has not changed but the CPI was put on hold. The policy states that changes can be made up to 180 days in advance of the effective date, that that statement addresses changes made.

EXECUTIVE SESSION: None.

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Mr. Breeden to adjourn at 10:26 a.m. The motion carried with all members present voting aye.

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**RECOMMENDED FOR BOARD/COMMITTEE ACTION:**

Resolution authorizing the Planning Division be Split in Two Separate Divisions

Resolution authorizing an increased salary scale for two Community Development Division Positions and a stipend for the Acting Principal Planner

Resolution renaming the Community Development Division's existing positions

Resolution authorizing Workers' Compensation Claim #09-3200-02BJ Settlement and Budget Line Item Transfer

Resolution authorizing Workers' Compensation Claim #07-3210-BU(2) Settlement and Budget Line Item Transfer

Resolution authorizing Workers' Compensation Claim #08-3200-02 Claim Settlement

Resolution authorizing the Creation of an ETSB 9-1-1 PC Specialist Position in the Emergency Telephone System Board Department and a Budget Line Item Transfer in their FY2010 Budget

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