

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

MINUTES OF MONDAY, SEPTEMBER 13, 2010

Chairman Salgado called the Committee meeting to order at 8:17 a.m. The following members were present: Sandra Fay Salgado, Chairman; Ersel Schuster; Scott Breeden; Sue Draffkorn and Paula Yensen. Robert Bless and Ed Dvorak were absent. Also in attendance: Ken Koehler, County Board Chairman; Pete Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Robert Ivetic, Human Resources; Sheriff Keith Nygren, Undersheriff Andy Zinke and Angela Zuzevich-Wood, Sheriff's Department; Linda McMahon, Administrative Analyst; Cindy Kozlowski, Financial Analyst; Pat McNulty, Health Department; and interested public.

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

MINUTES

Committee members reviewed the minutes from the Human Resources Committee of August 23, 2010. After review, Ms. Schuster a motion, seconded by Ms. Yensen, to approve the minutes as presented. The minutes were approved with all members present voting aye on a voice vote.

PUBLIC COMMENT

None

PRESENTATION

None

NEW BUSINESS

Resolution Authorizing Workers' Compensation Claim Settlement No. 09-3210-10: Committee members reviewed a Resolution authorizing Workers' Compensation Claim Settlement No. 09-3210-10. Ms. Yensen made a motion, seconded by Mr. Breeden to recommend approval of the above Resolution as presented. Mr. Labaj stated this settlement has been recommended for a Corrections Officer that slipped on a yellow substance that was on the floor injuring his back. After physical therapy he returned to full duty on January 21, 2010. His treating physician stated he was not a candidate for surgery. A settlement of \$13,809.50 has been recommended. The motion carried with all members present voting aye on a roll call vote (Breeden, Draffkorn, Schuster, Yensen, Salgado)

Resolution Authorizing Workers' Compensation Claim Settlement No. 07-3210-20: Committee members reviewed a Resolution authorizing Workers' Compensation Claim Settlement No. 07-3210-20. Ms. Yensen made a motion, seconded by Ms. Draffkorn, to recommend approval of the above Resolution as presented. Committee members were informed this claim is from a Corrections Officer that was injured when an inmate was transferring a cart loaded with salt that weighed approximately 2,600 lbs. The cart got away from the inmate and pushed the cart and handle into the corrections' officers lower chest and stomach. Initial treatment was refused. The employee then filed various complaints of pain in her back, upper arms, right elbow, abdomen as well as a headache. The employee went to four specialists and had two examinations by an independent medical evaluation. The specialists concluded that the pain, of unknown etiology, and may be myofascial in nature. The employee has so many symptoms it's difficult to sort out which, if any, might be accident related. The employee retained an attorney and has agreed to a 5% MAW (Man as Whole) settlement of \$15,903.75. The motion carried with all members present voting aye on a roll call vote (Breeden, Draffkorn, Schuster, Yensen, Salgado)

Resolution Authorizing the Acceptance of a \$25,000 Grant and a budget line item transfer of \$45,000 within the Dental Budget and the Creation of a Full-Time Position in the Dental Care Clinic for FY2010-2011: Committee members reviewed a Resolution authorizing the acceptance of a \$25,000 grant and a budget line item transfer of \$45,000 within the Dental Budget and the creation of a full-time position in the Dental Care Clinic for FY2010-2011. Mr. Breeden made a motion, seconded by Ms. Yensen to recommend approval of the above Resolution as presented. Mr. McNulty stated that this Resolution would allow that a new full time position be created to meet the needs of the public and deliverables of the grant. This grant provides dental care and treatment to low income adults and children unable to obtain care elsewhere. The department does get Medicaid reimbursement which helps maximize services being offered. The Dental Care Clinic budget is self contained through a special fund and utilizes no county funding. The motion carried with all members present voting aye on a roll call vote (Breeden, Draffkorn, Schuster, Yensen, Salgado)

Resolution to Authorize County Financial Support of a Breast and Cervical Cancer Program and Acceptance of an IDPH Grant for FY2011: Committee members reviewed a Resolution to Authorize County Financial Support of a Breast and Cervical Cancer Program and acceptance of an IDPH Grant for FY2011. Ms. Yensen made a motion, seconded by Ms. Draffkorn to recommend approval of the above Resolution as presented. The Illinois Breast and Cervical Cancer Program (IBCCP) provides much of the

resources necessary to provide for comprehensive breast/cervical cancer screening and diagnoses for those women who otherwise could not afford to have this done. The County's cost to conduct this program will exceed the revenues received from the IDPH by \$158,000 for FY11. After a lengthy discussion, the motion carried with all members present voting aye on a roll call vote (Breedon, Draffkorn, Schuster, Yensen, Salgado)

Resolution to accept \$83,160 in additional Grant Funding from the Illinois Department of Public Health and to make an Appropriation to the Health Department's Proposed Budget: Committee members reviewed a Resolution to accept \$83,160 in additional grant funding from the Illinois Department of Public Health and to make an appropriation to the Health Department's proposed budget. Ms. Yensen made a motion, seconded by Ms. Draffkorn to recommend approval of the above Resolution as presented. Mr. McNulty stated this would allow the department to take a half time case manager to a full time case manager to help handle the increased caseload of the department. He stated that they have to show County participation in order to qualify for the grant. Once funding for the grant goes away the position would go away. Mr. Sarbaugh informed committee members that if this full time person gets laid off the County would be responsible for unemployment benefits that would cost at least \$400 per week. Mr. McNulty reminded committee members that this is an RN. Committee members voiced frustration that this department has not looked at the economy in order to make wiser decisions and they feel that they should not hire full time personnel when a part time person could work. They noted that this part time person may not work as well, but during these hard economic times it is important for each department head to look at the whole picture. Mr. McNulty stated that this person is already trained to handle this position and the patient load has doubled since the beginning of this program and feels this person could fill the requirements of this position better than hiring a new person that would require additional training. Committee members questioned what would happen if this Resolution should fail and asked if it could still be forwarded to the County Board for consideration. Mr. Austin reported that this, if taken to the County Board would then fall under new and unfinished business and considered separate from the consent agenda items. The motion failed with three nays (Breedon, Schuster, Yensen) and two ayes (Draffkorn, Salgado)

OLD BUSINESS:

Department Overtime: Chairman Salgado had previously requested information regarding overtime costs for each department. She also requested information by State's Attorney's opinion whether there could be some health insurance changes for County Board Members. The State's Attorney stated that changes cannot be made to the health insurance benefits while the County Board Members are serving in office. A change to the benefits could be made 180 days prior to an election and with the next election all the County Board Members will be running for office so this would be a good time to consider a change. Mr. Sarbaugh provided committee members with a short quiz regarding payroll questions of the County. Committee members reviewed overtime hours for the departments of the County. Most overtime has been paid to the Division of Transportation. Because of the recent strike, this increased the hours for some of the non-union employees of the division. The Sheriff's Department is another high overtime cost department. Because this department is on call 24/7, with the highest number of employees, with three shifts, it is reasonable to understand the higher cost for overtime. The department has shift minimums with requirements to fulfill these needs. The department has seen an increase in FMLA requests (family medical leave), and they are required to cover these positions. There are a number of factors that require these hire backs. Additional personnel could help with the overtime costs. Some costs are recovered per agreements with the FBI as well as ICE for travel or issues with immigration. It was stated that there are additional costs being spent on special events like the McHenry County Fair, Children's Health Fair and National Night Out. It was stated that these are important programs for law enforcement. It was stated that a couple hundred thousand dollars are being spent on Community Service events and because of the economy some hard decisions need to be made. If you weigh the cost of overtime versus the hiring of full time personnel, for each full time employee, if they chose PPO insurance, the county would be required to pay \$19,000 of benefit cost per employee. Overtime could be the cheaper way to go. Committee members stated they need to look at containing overtime costs in all departments and a creative approach is needed with review of all budgets. With review of the overtime costs versus a full time hire, the departments need to make sure they are doing what is best for the organization. Committee members requested a breakdown of costs for the special events of the Sheriff's Department.

REPORTS TO COMMITTEE:

Quarterly Workers' Compensation Case Load of Active Claims: Mr. Labaj joined committee members to review the Workers' Compensation Case Load of Active Claims. The committee had previously requested a snapshot of claims and where the County stands in the process. Some claims appear to be a few years old. Mr. Labaj stated that sometimes it is better to wait until trying to settle a claim. A Third Party Administrator reviews a large number of the claims. He stated that approximately 10% of all claims never receive a payout or goes to claim status. Committee members thanked Mr. Labaj for the information. He stated he would bring forward a claims report quarterly for review by the committee.

Mr. Sarbaugh reviewed supplemental salary increases for the county and what they would cost based on various percentages. They also reviewed cost of increases for exempt versus non-exempt employees. Committee members thanked Mr. Sarbaugh for this information.

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Human Resources Director's Report: Mr. Ivetic informed committee members the department has been working on the wellness program. This is an area they need to focus on to address increases being made to the insurance plans. Wellness programs impact insurance costs through education. It was stated that it is important to educate the employee's family as well as the employees as there are a large number of family members included in the insurance count. Mr. Ivetic stated they have done a great job with the resources available but, they may have to create a full time wellness program in the future to address the needs of the county. These are programs that impact the bottom line. They may look at sicknesses and coordinate programs based on these sicknesses. These include, but are not limited to diabetes, asthma etc. Mr. Ivetic noted that it takes a couple of years to see a return on this type of investment but these programs help to contain costs and it is important that they look at wellness as part of insurance funding. Wellness programs are a huge part of health care reform.

Mr. Ivetic reported that he has been asked to continue to serve on the Illinois Public Employer Labor Relations Association Board, which he has accepted.

Committee members were informed that an October meeting needs to be scheduled as the next committee meeting is scheduled on a holiday. Committee members suggested they meet prior to the County Board meeting on October 5th at 8:15a.m.

EXECUTIVE SESSION: None.

ADJOURNMENT: Ms. Yensen made a motion, seconded by Ms. Schuster, to adjourn the meeting at 9:53a.m. The motion carried with all members present voting aye on a voice vote.

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RECOMMENDED FOR BOARD ACTION:

Resolution authorizing Workers' Compensation Claim Settlement No. 09-3210-10

Resolution authorizing Workers' Compensation Claim Settlement No. 07-3210-20

Resolution authorizing the acceptance of a \$25,000 grand and budget line item transfer of \$45,000 within the Dental Budget and the Creation of a full-time position in the Dental Care Clinic for FY2010-2011

Resolution to authorize County financial support of a Breast and Cervical Cancer Program and acceptance of an IDPH grant for FY2011

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