

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

MINUTES OF TUESDAY, APRIL 12, 2011

Vice Chairman Munaretto called the Committee meeting to order at 8:30 a.m. The following members were present: Marc Munaretto, Vice Chairman; Scott Breeden; Sue Draffkorn; Diane Evertsen; Barb Wheeler and Paula Yensen. John Jung was absent. Also in attendance: Chairman Ken Koehler; Pete Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Bob Ivetic, Human Resources; Pat McNulty, Health Department; and Tom Annarella, Valley Hi.

John Jung, Chairman
Scott Breeden Sue Draffkorn
Diane Evertsen Marc Munaretto
Barb Wheeler Paula Yensen

MINUTES

Committee members reviewed the minutes from the Human Resources Committee of March 8, 2011. Ms. Wheeler made 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 the Reclassification of a Full Time Certified Nursing Assistant (Position #061-0153-05) into Two (2) Part Time Certified Nursing Assistant Positions and Two (2) Certified Nursing Assistant Registry Positions in the Valley Hi Departmental Roster. Mr. Breeden made a motion, seconded by Ms. Draffkorn, to recommend the County Board approve the above resolution as presented. Mr. Annarella stated that this request is to change a full time position to multiple part time positions to address vacation and weekend needs at the facility. This change will result in a savings for salary, benefits and overtime costs at the facility. The motion carried on a roll call vote of all ayes (Breeden, Draffkorn, Evertsen, Wheeler, Yensen, Munaretto).

Resolution Authorizing Acceptance of a \$35,000 Grant from the Illinois Department of Public Health and an Emergency Appropriation to the Health Department's FY2011 Budget. Ms. Wheeler made a motion, seconded by Ms. Yensen, to recommend the County Board approve the above resolution as presented. Mr. McNulty informed committee members that this is new grant funding to be used for the kids vaccine program. This will allow the department to coordinate services for the vaccination program on a local level. The motion carried on a roll call vote of all ayes (Breeden, Draffkorn, Evertsen, Wheeler, Yensen, Munaretto).

Resolution Authorizing Workers' Compensation Claim Settlement No. 09-5100-06; Resolution Authorizing Workers' Compensation Claim Settlement No. 08-3210-23. Ms. Yensen made a motion, seconded by Ms. Wheeler, to recommend the County Board approve the above resolutions as presented. Committee members were informed that the first claim is from a health department employee that was injured when rear ended in a traffic accident. This employee's attorney felt she should be compensated for loss of 25% man as a whole. The attorney felt she should be compensated for pain and suffering, which is not taken into account on workers compensation cases. The arbitrator recommended a settlement of 5% for a man as a whole, which was much closer to what the County was offering. The second claim is for a corrections officer that twisted his ankle on the stairs when responding to an inmate altercation in the jail. The employee's attorney requested 45-50% loss of a leg. The arbitrator recommended 30% loss. Again the arbitrator ruled on the side of the County. The motion carried on a roll call vote of all ayes (Breeden, Draffkorn, Evertsen, Wheeler, Yensen, Munaretto)

OLD BUSINESS

None

REPORTS TO COMMITTEE

Human Resources Directors Report: Mr. Ivetic reminded committee members that at a previous meeting they had requested information on what other counties are charging for health insurance costs. The first chart included information regarding PPO Insurance Comparisons, the second chart includes HMO Insurance Comparisons and the third chart includes other insurance programs offered at a few of the counties, these are hybrid plans. Mr. Ivetic stated that the county is fairly comparable to the other counties though McHenry County still has a low deductible. The deductible has been increased in low increments. The out of pocket costs is another area that could be looked at and moved up gradually. He stated that they are seeing trends where these have been increased. Committee members asked how Blue Cross Blue Shield compares to other insurance programs in

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the industry. Mr. Cornelius, the Principal for Corporate Benefit Consultants Inc. stated that they spend a lot of time reviewing each alternative available for insurance. They review all major PPO's and providers. When the County moved to a self funded platform, the Blue Cross claim discounts were superior and beat their competition by 5 to 6%. Any other provider would have lost 5 -6% for each claim. This has resulted in the county saving over \$500,000 in PPO discounts.

Mr. Ivetic informed committee members that the Health Risk Assessment program is about to kick off. The first program will be held at the Mental Health facility. They will then go to Administration, Valley Hi and they will have a mobile unit to help with the first and second shifts at the Sheriffs' and Corrections facility. This program will be going on for the next two weeks.

EXECUTIVE SESSION

None

MEMBERS' COMMENTS

None

ADJOURNMENT:

Ms. Evertsen made a motion, seconded by Mr. Breeden, to adjourn the meeting at 8:52 a.m. The motion carried with all members present voting aye on a voice vote.

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RECOMMENDED FOR BOARD ACTION:

Resolution Authorizing the Reclassification of a Full Time Certified Nursing Assistant (Position #061-0153-05) into Two (2) Part Time Certified Nursing Assistant Positions and Two (2) Certified Nursing Assistant Registry Positions in the Valley Hi Departmental Roster

Resolution Authorizing Acceptance of a \$35,000 Grant from the Illinois Department of Public Health and an Emergency Appropriation to the Health Department's FY2011 Budget

Resolution Authorizing Workers' Compensation Claim Settlement No. 09-5100-06

Resolution Authorizing Workers' Compensation Claim Settlement No. 08-3210-23

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