

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

MINUTES OF TUESDAY, JULY 12, 2011

Chairman Jung called the Committee meeting to order at 8:30 a.m. The following members were present: John Jung, Chairman; Sue Draffkorn; Diane Evertsen; Marc Munaretto; and Barb Wheeler. Paula Yensen arrived at 8:37 a.m. Scott Breeden was absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; John Labaj, Deputy County Administrator; Bob Ivetic, Human Resources; Tom Sullivan, I.T.; Joe Korpalski and Mark DeVries, Division of Transportation; Adam Lehmann, Assistant to County Administrator; and interested public and press.

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 June 14, 2011. Mr. Munaretto made a motion, seconded by Ms. Draffkorn, 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 a Salary Adjustment to Position Number 020-0024-08 (Network Engineer II) in the Information Technology Departmental Roster. Mr. Munaretto made a motion, seconded by Ms. Draffkorn, to recommend the County Board approve the above resolution as presented. Mr. Ivetic stated that this resolution is being brought forward to this committee at the request of the Management Services Committee. Mr. Sullivan stated that they do not feel that reclassifying this position is a good idea at this time. They are having difficulty filling two positions in the I.T. Department that were vacated in April, 2011, but the Network Engineer II position is critical to fill. They have received 50 applications and have interviewed ten of the applicants with a result of six qualified candidates. All qualified candidates are requesting salaries in excess of \$75,000. This position, when vacated, had an annual salary of \$59,000.

Paula Yensen arrived at 8:37 a.m.

They have researched the contractual market and for the skill set for this position, an hourly rate would be between \$100 and \$110 per hour. If they are able to hire someone for approximately \$80,000, it would save money over contracting with a vendor for this position. With regard to a reclassification of this position, Mr. Ivetic mentioned that he feels it is not wise to look at this one position being reclassified, but rather he suggested looking at the structure of the I.T. Department within the network engineering area. Mr. Munaretto stated that the demand for this position, market wide, is very intense. Critical skills are needed for this position and he has no compunction in paying whatever the demands of the marketplace are for competent help for this position. Mr. Sullivan stated that the previous employee who held this position left because of salary. The individual received his Masters Degree without an increase in salary from the County. The County has no way of providing increases for employees who receive higher education for their job positions, and they leave their employment with the County. Contract employees could be hired to handle their immediate needs, but that will not address the need for additional employees. Mr. Sullivan mentioned that the network engineer position is critical because they provide support for the servers. Members questioned what other county governments do when working with highly-specialized workforce in a particular department. Mr. Ivetic will

contact DuPage, Lake and Kane Counties and obtain information as to the way they structure their organizations concerning their Information Technology Departments and will report his findings to the committee at a later meeting. The motion carried on a roll call vote of all ayes (Draffkorn, Evertsen, Munaretto, Wheeler, Yensen, and Jung).

Resolution Authorizing Workers' Compensation Claim Settlement No. 10-6100-17: Ms. Yensen made a motion, seconded by Ms. Wheeler, to recommend the County Board approve the above resolution as presented. Mr. Labaj informed committee members that this claim is for a former employee at Valley Hi. She was assisting a resident when her foot was caught in the bed alarm cord located near the foot of the bed and it was touching the floor. The employee fell to the floor and fractured both of her elbows. She was released from medical care after having reached maximal medical improvement and has since left employment with the County. Valley Hi took quick action to help prevent any future occurrences by shortening the bed alarm cord so it will not remain on the floor. The motion carried on a roll call vote of all ayes (Draffkorn, Evertsen, Munaretto, Wheeler, Yensen, and Jung).

Resolution Authorizing the Reclassification of a Full-Time Cook's Position (#061-0017-99) to One Part-Time Cook and One Part-Time Food Service Assistant Positions in the Valley Hi Nursing Home Departmental Roster: Mr. Austin requested that this resolution be pulled from the agenda pursuant to the request of Valley Hi Nursing Home Administrator Thomas Annarella.

Quarterly Workers' Compensation Report: Mr. Labaj provided committee members an update on the County's Workers' Compensation program with updates on the active cases. As of June 30, 2011 there were 35 active cases with 19 claims occurring this year. On a positive note, this year there have been only two cases sent to the third party administrator for review, and both of these cases are contested claims. He reported that the number of claims from the Sheriff's Department has significantly decreased. Committee members thanked him for the informative chart and for his update.

OLD BUSINESS: None.

REPORTS TO COMMITTEE:

Human Resources Directors Report: Mr. Ivetic reported that they recently had open enrollment for health insurance coverage. He provided committee members with handouts summarizing the open enrollment for 2011. During the open enrollment period, there were 13 transfers from HMO to PPO; 24 transfers from PPO to HMO; 33 employees added dependents; 12 new enrollees; and one employee added dental coverage. He noted the increase in the number of employees adding dependents. Beginning with the July 1 plan year, the County is required to offer insurance for dependents up to the age of 26. He stated that as of July, the health insurance program may provide certain preventive health services paid at 100%, with no copayment, deductible or coinsurance on the employee's part, when using a network provider. He provided committee members with a summary of the preventive health coverage paid at 100% and he will keep members advised as the preventive health coverage evolves.

Chairman Jung left the meeting at 9:10 a.m. and Vice-Chairman Munaretto conducted the meeting during his absence.

Mr. Ivetic reported that in 2009 the Federal Government, as part of the healthcare reform, had an Early Retiree Re-insurance Program. The County applied for the program and has just received notification that the County will receive a \$97,000 reimbursement. As a part of the program, a portion of the refund needs to be shared with the early retirees and applied to a reduction in payments of insurance premiums. The other part of the reimbursement will be applied towards health insurance costs to assist in keeping the costs lower. The program covered eligible claims that were between \$15,000 and \$90,000. It was mentioned that the County pays approximately \$14 million per year in healthcare costs.

EXECUTIVE SESSION – Contract Bargaining:

Ms. Yensen made a motion, seconded by Ms. Evertsen, to enter into executive session at 9:19 a.m. to discuss collective bargaining. The motion carried with all members present voting aye on a roll call vote (Draffkorn, Evertsen, Munaretto, Wheeler, and Yensen). Mr. Breeden was absent and Chairman Jung entered executive session at 9:20 a.m. Mr. Austin, Mr. Ivetic, Mr. Korpalski and Mr. DeVries were present during executive session. Ms. Wheeler made a motion, seconded by Ms. Yensen, to return to regular session at 9:54 a.m. The motion carried with all members present voting aye on a roll call vote (Draffkorn, Evertsen, Munaretto, Wheeler, Yensen, and Jung). Chairman Jung noted that no action was taken by the committee during executive session.

Ms. Yensen made a motion, seconded by Ms. Wheeler, to approve for review by the State’s Attorney the Executive Session minutes of June 14, 2011. The motion carried on a roll call vote of all ayes (Draffkorn, Evertsen, Munaretto, Wheeler, Yensen, and Jung).

MEMBERS’ COMMENTS: None.

ADJOURNMENT:

Ms. Evertsen made a motion, seconded by Ms. Yensen, to adjourn the meeting at 9:55 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 a Salary Adjustment to Position Number 020-0024-08 (Network Engineer II) in the Information Technology Departmental Roster
Resolution Authorizing Workers’ Compensation Claim Settlement No. 10-6100-17

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