

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

MINUTES OF MONDAY, JANUARY 12, 2009

Chairman Salgado called the committee meeting to order at 8:18 a.m. The following members were present: Sandra Fay Salgado, Chairman; Ed Dvorak; Ersel Schuster; and Paul Yensen. Sue Draffkorn arrived at 8:22 a.m. JS "Scott" Breeden and Robert Bless were absent. Also in attendance: Peter Austin, County Administrator; John Labaj, Deputy County Administrator; Ralph Sarbaugh, Associate County Administrator – Finance; Bob Ivetic and Tricia Pechotta, Human Resources; Denise Brausen, Representative from Centegra; and interested public.

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 December 8, 2009. Ms. Schuster made a motion, seconded by Ms. Yensen, to approve the minutes as presented. The motion carried with all members present voting aye on a voice vote.

PUBLIC COMMENT

None

PRESENTATIONS

Wellness Program – Centegra: Mr. Ivetic provided background information to the proposed wellness program and the services that will be provided by Centegra Corporate Health Services. He stated this program is a result of work conducted by the Wellness Committee that is comprised of employees. The goal of the proposed program is to reduce health care and absenteeism costs by helping employees gain greater wellness awareness. Mr. Austin added that the Wellness Committee was formed in April of 2008 as a result of the County's transition to a self-funded health program. The current Wellness Program is another step in controlling the rising costs of health insurance. Ms. Yensen stated that she supported the program but questioned how it would track benefits and outcomes. Mr. Ivetic stated the initial phase will begin at point 0, the screening component will provide a benchmark figure with expected 200 employees expected to sign-up during this initial phase. Centegra will provide a report that will track various parts of the program. He stated that the presentation by Ms. Brausen will provide additional information and perhaps answer many questions. Ms. Pechotta introduced Ms. Brausen.

Ms. Brausen began her presentation on the proposed Wellness Program by reviewing the initial steps that will establish baseline information. Employees taking part in the program will begin by completing a detailed questionnaire followed by a screening which will include lab tests and measurements. A wellness profile will be designed and a follow-up session to review results will be scheduled. The employee will be provided a good picture of their health and potential risks. The information will provide a tracking / reporting method for future years. All information will be confidential and the executive summary which will be provided to the County will not contain any names of employees. A return in the investment will take approximately 3 to 4 years. The program has proven to reduce claims and absenteeism in organizations that have embraced this program. Chairman Salgado commented that Pioneer Center has been with this program for at least three years and there has been a significant decrease in their insurance premiums. Mr. Dvorak noted that there would be an increase in claims initially with more doctor visits and medications if they are needed. Ms. Brausen agreed, but noted the importance of early detection for disease management and how such knowledge can decrease costs overtime. The Committee thanked Ms. Brausen for her presentation and agreed that the program would provide important information and reduce costs over time.

NEW BUSINESS

Resolution authorizing entering into a contract with Centegra Health System to provide services for a health risk assessment and general wellness program for McHenry County Employees: Ms. Yensen made a motion, seconded by Mr. Dvorak, to recommend approval of a Resolution authorizing entering into a contract with Centegra Health System to provide services for a health risk assessment and general wellness program for McHenry County Employees. The motion carried with all members present voting aye on a roll call vote (Schuster, Dvorak, Yensen and Salgado).

Meeting Schedule: Chairman Salgado announced that she would like to change the Committee meetings to once a month and meet on the second Monday of each month at 8:15 am. Any additional meetings could be scheduled as necessary. Members agreed with Chairman Salgado's suggestion. The secretary was directed to notice and change calendars accordingly.

OLD BUSINESS: None

REPORTS

Human Resources Director's Report: Mr. Ivetic provided an update to union negotiations. Negotiations for Local 150 have been rescheduled to January 29th, Negotiations are going well. Current negotiations with the Sheriff's Department Unit 3 (Civilian employees) are in the early stage and will take more time given the different issues to address. The initial meeting with Service

International (SEIN) and the Coroner's Department has been conducted. The unit clarification for Animal Control has not been determined by the Labor Board so those meetings are on-hold until such a ruling.

Mr. Austin stated there have been concerns with weather related issues and scheduling of snow-removal staff in the Division of Transportation (DOT). During storms the drivers work 12 hour shifts and will be doing so most of this week. The weather also impacts other departments such as Valley HI that requires staff 24/7. The HR Department is working on addressing these issues and concerns and are working on a management policy. He also noted that a meeting is scheduled for 3 pm today to discuss today's weather forecast and what steps should be taken for tomorrow should road conditions be unsafe for travel.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Ms. Schuster to adjourn at 9:10 a.m. The motion carried with all members present voting aye.

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RECOMMENDED FOR BOARD/COMMITTEE ACTION:

Resolution authorizing entering into a contract with Centegra Health System to provide services for a health risk assessment and general wellness program for McHenry County Employees

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