

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

MINUTES OF MONDAY, JUNE 8, 2009

Chairman Salgado called the committee meeting to order at 8:15 a.m. The following members were present: Sandra Fay Salgado, Chairman; Scott Breeden; Paula Yensen; Ersel Schuster; Ed Dvorak and Bob Bless. Ms. Draffkorn arrived at 8:17a.m. Ms. Yensen was absent. Also in attendance: Peter Austin, County Administrator; Ralph Sarbaugh, Associate County Administrator-Finance; Captain Dave Shepherd, Sheriff's Department; Bob Ivetic and Tricia Pechotta, Human Resources; and Rosa Zarecky, Cenegra.

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 May 11, 2009. Mr. Dvorak 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

A presentation will be provided after discussion of the Resolutions about the results of the recent Health Risk Assessments.

Ms. Draffkorn arrived at 8:17a.m.

NEW BUSINESS

Resolution authorizing the reclassification of two (2) part-time secretary/deputy coroner positions into a single full time position: Committee members reviewed a Resolution authorizing the reclassification of two (2) part-time secretary/deputy coroner positions into a single full time position. Committee members were informed that previously, because of an emergency within their family, an employee in the department needed to move to a part time position. At that time a full time position was changed to two part time positions to fill the needs of the department. The Coroner would now like to make these two positions back into one full time position. Ms. Schuster made a motion, seconded by Mr. Breeden, to recommend approval of the above Resolution as presented. Chairman Salgado noted that positions should never be changed to meet the personal needs of an individual. The motion carried with all members present voting aye on a voice vote (Bless, Breeden, Draffkorn, Dvorak, Schuster, Yensen, Salgado)

Resolution authorizing a contract agreement between Illinois Fraternal Order of Police-McHenry County Civilians – Unit III and the County of McHenry: Committee members reviewed a Resolution authorizing a contract agreement between Illinois Fraternal Order of Police-McHenry County Civilians – Unit III and the County of McHenry. A copy of the complete contract and overview of the contract is available on line for those interested. A four year agreement was approved, versus a three year agreement. This is a very difficult unit to bargain with since it involves dispatchers, custodians, clerical staff, court security and sheriff's garage personnel. This is a mature contract with only minor changes being made. Committee members requested when the information is forwarded to the Finance and Audit Committee for approval they include information of what the total bottom line costs of this agreement will be. They stated that these labor units all include a step table so, their annual increases are much higher than just 3% and the costs should be reflected to include the additional costs of these step increases. Committee members were informed that the steps are not expended all at once would depend on each individual's anniversary date. If the contract is not approved, it would go to arbitration, which could cost more. With arbitration there is a winner and a loser. With an agreement, it becomes a win win situation. After discussion, Ms. Yensen made a motion, seconded by Mr. Bless to recommend approval of the above Resolution as presented. The motion carried with the majority of member's present voting aye on a voice vote. Aye (Bless, Draffkorn, Dvorak, Schuster, Yensen, Salgado) and one nay (Breeden)

PRESENTATION CON'T

Health Risk Assessment update: Tricia Pechotta, Human Resources; and Rosa Zarecky, Centegra joined committee members to provide an update on the recently completed Health Risk Assessments. There were a total of 171 participants with 48 being male and 123 being female. The average ages of the participants were age 46. These results reveal that there is an overall tendency towards Cardiovascular Disease. The assessment revealed 85% of the

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participants were overweight, 30% had a family history of heart disease, 28% had a low aerobic exercise score, 25% had a high overall coronary risk, 18% had high total cholesterol and 12% had a risk for diabetes and high blood pressure. Reducing the number of people with these health risks can significantly decrease health problems and costs, while improving the productivity of the individuals. In order to reduce costs and enhance health steps must be taken to implement risk reduction actions. Providing a class or a self-study guide for reducing known risks is a vital step. The excess cost due to decreased productivity from the existing risk factors is \$244,040 per year or \$1,427 per employee per year. Projections were based upon an average wage of \$20 per hour. There was one critical result which resulted in the individual being told they needed to report to their physician immediately. The Health and Wellness Committee will be meeting to decide where to go from here.

OLD BUSINESS

None

REPORTS

Human Resources Director's Report: Mr. Ivetic joined committee members to provide his Human Resources Director's Report. Last week was the 1st ever benefit fair. This fair allowed employees to meet face to face with benefit providers and ask questions of their representatives. There were a number of questions asked, with emails being taken to provide answers back to the individuals. Attendance was much higher in the afternoon, once word regarding the fair was out. Positive feedback has been received and another benefit fair will be held, during open enrollment in the future.

Mr. Ivetic reported that at the end of the month a presentation on stress management will be presented to EAP (Employee Assistance Program) for those interested in attending.

Negotiations with the remaining labor groups continue. The next meeting of the SEIU (Coroner) has been scheduled for the end of the month. They are going into mediation, which is going well. The main issue for this group is the scheduling of their work hours as some of them are required to be on call.

Additional meetings are being scheduled for the Division of Transportation. Their meeting has been scheduled for the end of the month. There is nothing to report at this time.

The labor group for the Circuit Clerk has been scheduled for the 24th. The department has implemented their new automated program. This has some members believing this has increased their status, especially with the contract negotiations ongoing. Mr. Ivetic noted he is trying to keep the unions consistent with what other employees in the County would get. It was suggested if additional information is needed the committee could enter into executive session to discuss the issues during the next committee meeting.

The county is currently in open enrollment for insurance. The State of Illinois has passed a law allowing dependants to remain on an employee's health insurance until the age of 26. So far approximately 30 individual have been added during the open enrollment session. There are no school requirements for the dependents to be added to the insurance as was required in the past.

EXECUTIVE SESSION: None

ADJOURNMENT

Ms. Draffkorn made a motion, seconded by Ms. Schuster to adjourn at 9:07 a.m. The motion carried with all members present voting aye.

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RECOMMENDED FOR BOARD/COMMITTEE ACTION:

Resolution authorizing the reclassification of two (2) part-time secretary/deputy coroner positions into a single full time position

Resolution authorizing a contract agreement between Illinois Fraternal Order of Police – McHenry County Civilians – Unit III and the County of McHenry

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