



Minutes approved 10-18-11

HUMAN RESOURCES COMMITTEE

Justice Center Community Room
Tuesday, September 20, 2011 – 4:00 pm.

Committee Members Present: Chairman Lincoln Hobson, Russ Crawford, Jim Donahue, Dean Grimm, Mike Harris, Carroll Imig, Darrell Meisinger, Tim Neuhauser, Jerry Vanderheydt, Terry Von Boeckman

Absent Committee Member: Jim Carius

Others attending: County Administrator David Jones

MOTION

MOTION BY IMIG, SECOND BY HARRIS to approve the minutes of the August 23, 2011 meeting and the August 31, 2011 In-Place meeting.

On voice vote, MOTION CARRIED.

MOTION

HR-11-21

MOTION BY GRIMM, SECOND BY DONAHUE to recommend to County Board to approve the health insurance premium cost structure for FY12.

Administrator Jones explained that the resolution contains both the county and the employee portion. He is recommending a 3% increase split evenly. We can do that at this time due to changes in the health care plan and that the net assets have increased over the past few years. New for next year is a voluntary Health Risk Assessment. There will be a \$5 monthly reduction in full single coverage.

On voice vote, MOTION CARRIED.

MOTION

HR-11-22

MOTION BY MEISINGER, SECOND BY HARRIS to recommend to County Board to approve pay increase for FY12 for Board of Review members.

Administrator Jones explained that the Board of Review is unique as they are not eligible for merit or longevity pay.

Member Crawford stated he is not for an annual increase for BOR members as they are not employees, they are appointments. He wanted to see benchmarks of other like counties.

Jones stated his concern was in finding balance for these part time employees. In the past the County had major issues buy not having enough members. Their positions are different from others. Jones recommends approval but it is a County Board decision.

Member Donahue asked if pay increases were negotiated. Jones stated they were not and last year they received the same as the general increase which was 2%. He stated that if comparisons were to be done with other counties we would find the salary is scattered as the expectations are unique. From June through December these appointed staff are like full time employees. January through May they are more like periodic than part time. A pay freeze would not be appropriate.

Member Donahue and Crawford discussed tabling for 30 days to get benchmarks before recommending the increase.

MOTION

MOTION BY CRAWFORD, SECOND BY DONAHUE to table recommendation and bring it back to Committee in October.

Chairman Hobson called for a roll call vote:

Crawford	Aye
Donahue	Aye
Grimm	Nay
Harris	Nay
Imig	Aye
Meisinger	Nay
Neuhauser	Nay
Vanderheydt	Nay
VonBoeckman	Nay

Motion to table defeated. On voice vote, motion carried.

MOTION
HR-11-23

MOTION BY NEUHAUSER, SECOND BY DONAHUE to recommend to County Board to approve increase to the nonunion pay plan for FY12.

On voice vote, motion carried.

MOTION
HR-11-24

MOTION BY HARRIS, SECOND BY MEISINGER to recommend to County Board to approve alignment of premium withdrawals for dependent coverage.

Administrator Jones explained that the County has been paying single coverage the month of coverage. Dependent coverage has been paid a month in advance. It is not known how this came to be. The County Clerk requested a change so all would be on the same system. This Resolution allows payroll to implement the change in October 2011.

On voice vote, motion carried.

MOTION
HR-11-25

MOTION BY CRAWFORD, SECOND BY GRIMM to recommend to County Board to approve revisions to the Tazewell County Health Care Plan Document.

Administrator Jones referred to the packet of information and the changes were highlighted in that packet.

He wanted to point out two items. The Special Enrollment Considerations had some old language that did not make it to the new. The change is helpful to the County. An addition to the plan reflects the E-Visit program for limited cases and the cost is \$10 co-payment for employees. This will reduce sick time use for staff as they can deal with routine illness by E-Visit. It will be available as of 12-01-11.

**UNFINISHED
BUSINESS**

The IT policy was listed on the agenda at the request of Committee member. Member Crawford stated that he had a packet of information distributed from his UCCI conference. The no personal use policy should be adopted. According to the attorneys presenting information at the conference, there is liability created with "incidental use".

Chairman Hobson stated this can be further discussed in the future.

MOTION

MOTION BY MEISINGER, SECOND BY VONBOECKMEN to recommend to County Board to approve the bills as presented.

On voice vote, motion carried.

MOTION

MOTION BY CRAWFORD, SECOND BY GRIMM to move the Committee into Executive Session under 5 ILCS 120/2(c)(1) – Personnel at 4:30 p.m.

On voice vote, motion carried.

Chairman Hobson moved the Committee out of Executive Session at 5:00 p.m. and recessed the meeting.

(Transcribed by S. Beeney)