



Minutes approved 12-05-11

HUMAN RESOURCES COMMITTEE

Justice Center Community Room
Tuesday, November 08, 2011 – 3:34 pm.

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

Committee Members Absent: Jim Carius, Mike Harris, Tim Neuhauser

MOTION **MOTION BY GRIMM, SECOND BY VANDERHEYDT** to approve the minutes of the October 18, 2011 meeting.

On voice vote, MOTION CARRIED.

MOTION
HR-11-20 **MOTION BY VANDERHEYDT, SECOND BY VON BOECKMAN** to recommend to County Board to approve the presentation of the 2011 Employee Service Awards at the December County Board Meeting.

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)(2) – Collective Bargaining or Salary Schedules at 3:40 p.m.

On voice vote, MOTION CARRIED.

Chairman Hobson moved the Committee out of Executive Session at 4:37 p.m.

Chairman Hobson opened the discussion of compensation analysis. He informed the Committee that the Position Evaluation Committee includes himself and several elected officials. Currently there are situations in which that committee is unable to appropriately grade positions. He invited Christie Webb to the front to discuss as she is on the Position Evaluation Committee and has been trained.

Christie Webb stated that it is not a grading system. Twelve years ago the Hay Group completed an internal

equity study. We are now moving away from that and the County never had an external equity study. That was originally part of that plan – to compare with the outside world. There is division again in salary of county positions. She also stated there are many ways to do a market study for salary.

Hobson stated that he and the HR Director had talked with the Hay Group and discussed the possibility that we need them to return and update our plan. He said it was important to return to the company that originally did our plan.

Crawford stated that the Position Evaluation Committee was an invention of the County so that we would not need to pay more money to the Hay Group. He wanted to see a list of the duties of our internal Position Evaluation Committee. Webb said that does not exist. They have been trained in grading only. Salary has nothing to do with it.

Bartsch pointed out that the Position Evaluation Committee should not be referred to as the “Hay Committee” as that is not what it is. The Position Evaluation Committee is a job description evaluation grade not a salary analysis.

Hobson stated that there will be further discussion at the December meeting including what the Hay Group could do for our County and at what cost.

Chairman Hobson recessed the meeting at 4:50 p.m.

(Transcribed by S. Beeney)