



Minutes approved 03-19-12

HUMAN RESOURCES COMMITTEE

Justice Center Community Room

Tuesday, February 21, 2012 – 4:29 p.m.

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

Committee Members Absent: Mike Harris

MOTION

MOTION BY CARIUS, SECOND BY VON

BOECKMAN to approve the minutes of the January 17, 2012 meeting and the January 25, 2012 In-Place meeting.

On voice vote, MOTION CARRIED.

NEW BUSINESS

Chairman Hobson provided the Committee with a quick update. He stated they will be convening the Position Evaluation Committee for a review of several positions. He stated he and Christie Webb continue to discuss a salary study with the Hay Group.

He also stated that the 14 year old Personnel Policy will be looked at for changes to have an updated working document. The updates have waited through two County Administrators. It is time to get it started and then it can be tweaked by the new County Administrator as necessary.

REPORTS AND COMMUNICATION

Chairman Hobson stated there is information from the Regional Office of Education. Rob Houchin represented the ROE at the meeting. Christie Webb explained that the Alternative and the Safe School which had been housed under ICC were no longer there. Because this is a one county ROE office, those employees are employees of Tazewell County. This would be taking on two more employees. One is a mandated truancy officer and the other a secretary.

I.M.R.F. will not accept payment on their behalf as ROE is not an I.M.R. F. entity.

There are grants for both of these people and Webb has a rough estimate of the cost. ROE would fund the County upfront to pay their salaries and benefits and only until the end of June as the future of the grants are unknown at this time.

Houchin stated that last year there was discussion of the future of these programs because the State is tardy in paying bills. I.C.C. ran both of the alternative school programs and did not receive the grant money. They have had the alternative school since the late 1980's and the Safe School since the late 1990's. Both programs were dropped from I.C.C. and ROE had to adopt the programs. They assumed they had two IMRF employees and proceeded that way. They were told they cannot be in IMRF because they are ROE staff in the same county.

The Regional Safe School program is for students that get expelled from school. They are provided with an education from grants. The other is the Alternative Program, called the Academy, which serves students that are at risk of dropping out. There are 20 students in the Alternative School and 35 in the Safe School Program.

Houchin explained that the ROE would be paying the County upfront from reserve funds for general state aid. This is not a county fund. There is no risk to Tazewell County through June 30. They anticipate a grant coming through in October which is a Truant Alternative Education Program in the area of \$155,000.00. He stated that besides these employees, they are paying teachers, rent, books and supplies. Their fiscal year ends June 30. If no grant, there will not be a program next year unless the schools want the program and will fund it.

Chairman Hobson stated that there will be an action item for an In-Place meeting on 02-29-12. Gail Owen will attend the meeting.

It was discussed to wait with this issue and do it in March. It is a complex issue to bring to an In-Place meeting. Webb stated they hoped to have all completed so that I.M.R.F. funds would be accepted for these staff retroactive for omitted service credit.

Neuhauser stated that the State has put them in this position. There are no funds and yet mandated services. R.O.E. is trying to get through their fiscal year and prepare for the future with a possible loss of funds. There is no financial risk for Tazewell County.

Chairman Hobson stated he would discuss with Board Chairman Zimmerman to see if this was an item that needed to be at In-Place on 02-29-12.

John Ackerman asked if the Committee would review the vehicle policy again. The Committee has waited for almost a year for the Attorney General to respond to questions. There have been incidents and it is time to look at the policy again.

Crawford stated that Tazewell County has been fortunate that the incidents have happened under appointed Department Heads departments instead of County Officers departments. We still do not have an integrated policy. We have to get a uniform policy for Tazewell County and sooner than later.

MOTION

MOTION BY IMIG, SECOND BY GRIMM to recommend to County Board to approve the bills as presented.

On voice vote, MOTION CARRIED.

Chairman Hobson recessed the meeting at 4:56 p.m.

(transcribed by S. Beeney)