



Minutes approved 11-12-13

HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, October 22, 2013 – 4:50p.m.

Committee Members Present: Chairman Harris, Darrell Meisinger, Monica Connett, Jim Donahue, Nick Graff, Brett Grimm, Dean Grimm, Terry Hillegonds, Carroll Imig, Tim Neuhauser, Terry VonBoeckman

Others attending: Michael J. Freilinger, County Administrator

MOTION

MOTION BY BRETT GRIMM, SECOND BY CONNETT to approve the minutes of the September 17 meeting.

On voice vote, **MOTION CARRIED.**

MOTION

HR-13-40

MOTION BY NEUHAUSER, SECOND BY MEISINGER to recommend to County Board to approve a temporary stipend for the Interim Court Services/Probation Director.

Freilinger stated the stipend would be for the interim until a permanent replacement is selected. Currently appointed is Joe Howe.

Chairman Harris stated he met with the Presiding. The Judge recognizes the Board wants to look at the classification.

On voice vote, **MOTION CARRIED.**

Chairman Harris pulled HR-13-41 resolution regarding the Hay Group proposals from the agenda. He stated there may be an in-place meeting. The sub committee will meet to resolve some questions.

MOTION

MOTION BY DONAHUE, SECOND BY IMIG to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 5:10 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 5:34 p.m.

Chairman Harris opened the discussion regarding Personnel Policy. Freilinger presented the Committee with a handout of comparative information as requested. The current policy, the draft policy and input from department heads and elected officials. Freilinger asked the Committee members to read through and present their questions or concerns to him prior to the November meeting. He stated he supports the majority of recommendations made by the department head and elected officials.

UNFINISHED BUSINESS Brett Grimm stated that last year there were some employees who were capped out on the matrix with no raises and asked if that was still the case this year. Freilinger stated there were 9 employees who had been red circled as they were topped out. There will be no increase until the pay scale catches up. They could be entitled to a merit increase and or a performance bonus. Grimm stated he knows that we are low but it was not his intention to keep raises away from those topped out. Freilinger stated he understands there is a negative impact when pay scales are altered.

Chairman Harris recessed the meeting at 5:50 p.m.

(transcribed by S. Beeney)