



Minutes approved 01-21-14

HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, November 12, 2013 – 3:10 p.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. Freiling, County Administrator

MOTION

MOTION BY MEISINGER, SECOND BY IMIG to approve the minutes of the October 22, 2013 meeting and the October 30, 2013 In-Place meeting.

On voice vote, **MOTION CARRIED.**

Chairman Harris stated that Item G will be pulled from the Agenda at this time.

MOTION

HR-13-44

MOTION BY HILLEGONDS, SECOND BY BRETT GRIMM to recommend to County Board to fill the newly created position of Part Time Plumbing Inspector in Community Development.

On voice vote, **MOTION CARRIED.**

MOTION

HR-13-45

MOTION BY HILLEGONDS, SECOND BY GRAFF to recommend to County Board to fill the newly created position of Building Inspector/Code Enforcement in Community Development.

On voice vote, **MOTION CARRIED.**

MOTION

HR-13-43

MOTION BY HILLEGONDS, SECOND BY BRETT GRIMM to recommend to County Board to fill the newly created position of Plans Reviewer/Inspector Coordinator in Community Development.

On voice vote, **MOTION CARRIED.**

MOTION

HR-13-42

MOTION BY DEAN GRIMM, SECOND BY DONAHUE to recommend to County Board to approve the annual Mobile Mammography Services from Methodist Medical Center.

On voice vote, **MOTION CARRIED.**

MOTION

MOTION BY BRETT GRIMM, SECOND BY DEAN GRIMM to move the Committee into Executive Session under 5 ILCS 120/2(c)(1) – Personnel – at 3:16 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 3:30 p.m.

MOTION

HR-13-46

MOTION BY DONAHUE, SECOND BY VONBOECKMAN to approve the revised Personnel Policy Handbook.

MOTION

MOTION BY HILLEGONDS, SECOND BY DONAHUE to amend subject to legal review.

On voice vote, **MOTION TO AMEND MOTION CARRIED.**

On voice vote, **MOTION CARRIED.**

**UNFINISHED
BUSINESS**

MOTION

HR-13-41

MOTION BY HILLEGONDS, SECOND BY BRETT GRIMM to recommend to County Board to approve the Hay Group proposals.

Freilinger explained that one proposal was for the Court Services Director. That was an individual evaluation and had to move forward as it was in the process of being a filled position.

The second proposal is a broader scope of services that needed further legal review. The Hay Group was asked to individually review certain positions using job descriptions.

Chairman Harris stated this was initiated by our salary schedule. ASA Holly stated the language remains the same. There has been contact with the Hay Group but no changes received. The competitive bidding process was recommended to be used as the total cost will be over \$30,000. Chairman Harris said we are already using the Hay Methodology. Brett Grimm said he understands there are multiple companies that can provide this service, but not using the Hay Methodology. They are the only ones that provide what we currently use.

ASA Holly stated that we would not know there is no one else that can provide quotes on the Hay Methodology unless it is bid out. He stated that a finding of “not suitable” for competitive bids is rare.

Chairman Harris stated the consensus of the Committee is to not go out for bids. He did a straw poll and found that 6 members would vote that it was not suitable and only 1 would vote that it is suitable.

MOTION

MOTION BY BRETT GRIMM, SECOND BY HILLEGONDS to table HR-13-41.

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 4:00 p.m.

(transcribed by S. Beeney)