



**Minutes approved 03-17-15**

**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Wednesday, February 17, 2015 – 3:47 p.m.

Committee Members Present: Chairman Mike Harris, Darrell Meisinger, Monica Connett, Nick Graff, Brett Grimm, Terry Hillegonds, Seth Mingus, Tim Neuhauser, John Redlingshafer

Committee Members Absent: Jim Donahue, Carroll Imig

Others Attending: Wendy Ferrill, County Administrator

**MOTION**                    **MOTION BY REDLINGSHAFFER, SECOND BY NEUHAUSER** to approve the minutes of the January 20, 2015 meeting and the January 28, 2015 In-Place meeting.

On voice vote, **MOTION CARRIED.**

**MOTION**  
HR-15-05

**MOTION BY NEUHAUSER, SECOND BY HILLEGONDS** to recommend to County Board to approve a replacement hire for a Maintenance Lead Assistant.

Facility Director, Mike Strauman, stated that he has a full time position that has not yet been filled. He wants to see it be re-classified to a Lead Technician in order to address repairs that outside contractors currently do. He stated he is working on a re-write to have the PEC evaluate.

**MOTION BY NEUHAUSER** to amend the original motion to reflect Technician instead of Assistant.

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

On voice vote, **MOTION CARRIED.**

Chairman Harris opened the discussion on Board of Review Salary. Supervisor of Assessments, Gary Twist, stated he had addressed this Committee in September 2014 and was asked to bring additional information back. Their salary changed in 2012 but has remained the same since. Twist provided the Committee with comparisons from other counties. He stated the duties vary greatly.

Chairman Harris stated the question remains do we give them a raise and do we establish a mechanism to do that with. Graff stated that Member Donahue had been concerned about the amount of work for

the pay received. There is not a clear picture of the time involved. Graff would like to see more information on that. Chairman Harris stated he would like to see hours worked and will address some type of salary raise mechanism if that is decided upon. This will again be on the March agenda.

Chairman Harris opened the discussion on the updated employment application. County Administrator Ferrill explained that employment laws have changed and are reflected in the revised application. It was sent to ICRMT, our Risk Management Firm, who had it reviewed by their employment attorneys. It has also been reviewed by our Assistant State's Attorney. This updated application meets requirements.

Redlingshafer asked for the military services question regarding dishonorable discharge be clarified. Ferrill stated that our current application asked for dates of military services which no longer meets employment law. The law provides asking only if discharge was dishonorable and an explanation. Redlingshafer stated he would be fine if that question was stricken. Neuhauser inquired if it was the same application used by the Sheriff. Ferrill clarified the Sheriff uses a different application. ASA Holly stated the only use the question serves would be if there was misconduct and that would show up on a background check.

Chairman Harris stated there would be an In-Place meeting if we need to decide to accept the revised employment application. Neuhauser asked if the County Administrator could follow up with ICRMT again to see if there is an advantage or not to have that question and if it was a common question for municipalities. Graff stated we have a professional administrator that can address this issue.

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

On voice vote, **MOTION CARRIED.**

**MOTION**                    **MOTION BY REDLINGSHAFER, SECOND BY GRAFF** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedule at 4:03 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 4:48 p.m and recessed the meeting.

(transcribed by S. Beeney)