



Minutes approved 04-21-15

HUMAN RESOURCES COMMITTEE

James Carius Community Room

Tuesday, March 17, 2015 – 3:43 p.m.

Committee Members Present: Chairman Mike Harris, Darrell Meisinger, Jim Donahue, Nick Graff, Brett Grimm, Terry Hillegonds, Carroll Imig, Seth Mingus, Tim Neuhauser, John Redlingshafer

Committee Members Absent: Monica Connett

Others Attending: Wendy Ferrill, County Administrator

MOTION **MOTION BY GRIMM, SECOND BY REDLINGSHAFER** to approve the minutes of the February 17, 2015 meeting and the February 25, 2015 In-Place meeting.

On voice vote, **MOTION CARRIED.**

MOTION **MOTION BY GRAFF, SECOND BY NEUHAUSER** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedule at 3:44 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 3:59 p.m.

MOTION
HR-15-11 **MOTION BY HILLEGONDS, SECOND BY IMIG** to recommend to County Board to approve clarification of the Dental Benefits language in the Health Plan.

Ferrill stated that the Insurance Review Committee brought forward an issue in which dental cleaning was not being paid as the plan intended. The Plan says cleanings are preventative but if the maximum has already been met the cleanings were not covered. This would clarify the language as cleanings are to be considered preventative.

Donahue inquired if this would cost the County additional money. Ferrill stated that potentially it could, however, it had been less than five people this affected.

Neuhauser also clarified that this is an enhancement, not a take away for employees. He stated that the previous carrier was extremely

vague and our new carrier has interpreted more strictly. This is to convey a message to the carrier as to how we want the plan interpreted. Ferrill explained the Insurance Review Committee wants cleanings to be covered as they were previously. She stated another option was to raise the maximum.

On voice vote, **MOTION CARRIED.**
Donahue opposed.

MOTION
HR-15-09

MOTION BY GRIMM, SECOND BY REDLINGSHAFFER to recommend to County Board to approve the creation of a Maintenance Lead Technician position and the elimination of one Lead Assistant Position.

Chairman Harris stated this position went through the PEC. Ferrill explained that this position would have more expertise and will be able to do things that a contractor has done in the past which will be a cost savings.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-10

MOTION BY MINGUS, SECOND BY GRAFF to recommend to County Board to approve two position reclassifications.

Chairman Harris stated that two positions presented to the PEC were reclassified.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-12

MOTION BY MEISINGER, SECOND BY HILLEGONDS to recommend to County Board to approve posting and hiring of the newly created Maintenance Lead Technician.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-13

MOTION BY GRIMM, SECOND BY NEUHAUSER to recommend to County Board to approve a replacement hire in the Assessments Office.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-14

MOTION BY GRAFF, SECOND BY MINGUS to recommend to County Board to approve ratification of Collective Bargaining Agreement with Unit B.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-15

MOTION BY HILLEGONDS, SECOND BY GRIMM to recommend to County Board to approve the side letter to the Collective Bargaining Agreement with the Deputies.

On voice vote, **MOTION CARRIED.**

MOTION
H4-15-16

MOTION BY GRIMM, SECOND BY IMIG to recommend to County Board to approve a wage change mechanism for the Board of Review.

Chairman Harris explained that in the past the BOR wage increase was not brought up on a regular basis. Twist would like to see a mechanism in place to address any changes. Three options are before the Committee to consider. One is to review every two years, one is to do CPI every year and the last option is to match non-merit salary changes of other like non-bargaining unit county employees.

Chairman Harris stated the Committee had asked Twist to provide information on the positions including hours worked. It was clarified these employees are in IMRF and they are not eligible for merit increases. It was also clarified that these positions are by appointment and how they meet requirements to be considered.

Grimm stated because they are appointed, he recommends we do the option with CPI increase as it is more set and objective. Mingus and Neuhauser agreed.

Chairman Harris asked for clarification where the CPI comes from. Twist stated it is from IDOR with PTEL.

MOTION BY GRIMM, SECOND BY NEUHAUSER to amend to approve Option B.

Graff asked that language to clarify the CPI be provided before it goes to the Board.

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

On voice vote, **MOTION CARRIED.**

Chairman Harris opened the discussion on Education Incentive. Ferrill stated that we want to ensure our non-union employees are treated as fairly as our Union employees regarding continuing education. Hillegonds stated he would like to know the education is in line with their employment with the County.

Donahue asked why additional benefits are being brought at this time instead of at budget time. Chairman Harris asked the Committee if they wanted to see a proposal now or at the end of the fiscal year. Grimm said he would like to see a proposal and let the Committee decide if they support. Chairman Harris stated that an action item will be brought back.

MOTION

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

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 4:36 p.m.

(transcribed by S. Beeney)