



Minutes approved 08-18-15

HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, July 21, 2015 – 4:10 p.m.

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

Others Attending: Wendy Ferrill, County Administrator

MOTION **MOTION BY GRIMM, SECOND BY CONNETT** to approve the minutes of the June 16, 2015 meeting.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-25 **MOTION BY NEUHAUSER, SECOND BY MEISINGER** to recommend to approve a revision to the Employees Personnel Policy regarding Salary Administration and midpoint.

Ferrill stated that with Unit A and Unit B negotiations the language included hiring up to the midpoint. Ferrill met with all Department Heads and those discussions generated this option for hiring non-union employees at a higher amount based on experience. Chairman Harris clarified the proposal is to move up to the midpoint.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-29 **MOTION BY MINGUS, SECOND BY GRAFF** to recommend to approve a revision to the Employees Personnel Policy regarding Vacations.

Ferrill stated that again, with the negotiations for Unit A and Unit B, the 5th week was removed. She had reached out for input and did not hear back until recently. The overall consensus of Department Heads was not supportive and felt it was unfair to take it away. It has been stated this is one of the few “perks” for longevity. Another side is it is difficult to run an office when the managers have five weeks off. All Department Heads were asked to be here to speak to this issue.

Sheriff Huston stated that none of his office union contracts negotiated the 5th week out. He is of the opinion we should take care of our exempt employees in the same manner we take care of our union

employees. There are challenges to have staff take a promotion out of the union. Loss of the 5th week is another disincentive.

Treasurer Burress provided the Committee with a handout. Neuhauser clarified that the recommendation for the 5th week removal came from negotiations with Unit A and Unit B. Burress stated employees are hired in with a benefit package that includes vacation up to 5 weeks. Our non-union employees should have “perks”. It is hard when one person takes off five weeks, but cross training keeps operations going.

County Clerk Webb stated she surveyed her office and the management staff felt this is a “perk”. She had thought adding the pay would be beneficial but they prefer the time.

Circuit Clerk Hobson stated this started with his negotiations. The initial department meetings included removing the 5th week. He bought it from his union employees. His management team would prefer to have the money. He would prefer his management staff are in the office and he will pay them for that as part of the package.

Court Services Director, John Horan, said those eligible want to keep it. He pointed out it was not taken from union employees, they negotiated it out. There is no cost savings in his department for the 5th week.

Community Development Administrator, Kristal Deininger, stated she agrees with the other comments and keeping the 5th week.

Supervisor of Assessments, Gary Twist, stated he also agrees.

Auditor Grashoff stated that if they have more than two weeks on the books that can be bought out. If keeping the fifth week not just for paying it out as that can be hard to budget for.

Chairman Harris stated there is another possibility if this does not pass. There could be another option of grandfathering in.

On voice vote, **MOTION DEFEATED.**

MOTION
HR-15-26

MOTION BY REDLINGSHAFFER, SECOND BY IMIG to recommend to approve the County’s participation in the Health Fair.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-27

MOTION BY MINGUS, SECOND BY HILLEGONDS to recommend to approve a procedure for hiring part time employees.

Ferrill explained that with the Affordable Care Act there are provisions for employees who work an average of more than 30 hours. They must be offered health insurance or there would large penalties imposed.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-28

MOTION BY CONNETT, SECOND BY HILLEGONDS to recommend to approve the annual Mobile Mammography Services Agreement.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-30

MOTION BY GRAFF, SECOND BY MEISINGER to recommend to approve a replacement hire for Deputy Recorder in the County Clerk/Recorder of Deeds office.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-31

MOTION BY IMIG, SECOND BY CONNETT to recommend to approve a replacement hire for a Clerical Support at Animal Control.

On voice vote, **MOTION CARRIED.**

MOTION
HR-15-32

MOTION BY MINGUS, SECOND BY HILLEGONDS to recommend to approve a replacement hire for a GIS Technical/Legal Description Clerk in the Supervisor of Assessments office.

On voice vote, **MOTION CARRIED.**

MOTION

MOTION BY DONAHUE, SECOND BY NEUHAUSER to move the Committee into Executive Session under 5 ILCS 120/2(c)(1) – Personnel at 4:30 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 4:44 p.m.

MOTION

MOTION BY IMIG, SECOND BY DONAHUE to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 4:45 p.m.

On voice vote, **MOTION CARRIED.**

Chairman Harris moved the Committee out of Executive Session at 5:00 p.m.

MOTION

MOTION BY IMIG, SECOND BY GRAFF to recommend to approve the bills as presented.

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 5:01 p.m.