

Human Resources Committee
Rock Island County Board
November 9, 2011

The Human Resources Committee of the Rock Island County Board met on Wednesday, November 9, 2011 in the conference room of the County Board Office. Chairperson Lauren Loftin called the meeting to order at 4:00 PM.

Committee Members Present: Loftin, Brandmeyer, Camlin, Johnston, Meersman and Shelton

Committee Members Absent: Slimmer

Others Present; James E. Bohnsack, April Palmer and Meg Hoskins

Motion by Brandmeyer second by Meersman to approve the minutes of the October 13th meeting. Carried.

Hope Creek Care requests to hire included 2 part time LPN's, 2 part time and 2 full time C.N.A's and 2 part time dietary aides as well as 10 step increases. (Record) This required no action. Chairperson Loftin recommended an exit interview for the high turnover to indicate why the CNA's leave. Mr. Meersman stated that many of the CNA's leave nursing facilities to become home health aides. This industry has high turnover across the nation. Our numbers are down from previous years due to better screening in the hiring process as well as the terrific wage and benefit package offered by the County.

There were no transfers or resolutions.

Motion by Meersman second by Brandmeyer to approve the claims. Carried.

Salary Adjustment

Included in the packet was a report from the Budget Committee to adjust the salary of the Board of Review staff. (Record)

Motion by Camlin second by Johnston to approve the adjustments. Carried.

Condition of Funds

Ms. Palmer presented the routine monthly reports. (Record) The budget for the departments and funds that report to this committee look to be in good shape. Salary reimbursements are paid thru April on most revenue lines, only the State's Attorney has received May and June.

Motion by Camlin, second by Meersman to approve the report. Carried.

Health Insurance Planning Committee

Ms. Hoskins presented the monthly report to the Committee. (Record) The pool has \$2.1 million. There are 24 catastrophic claims at this point with the highest being one member at over \$278,000. Re-insurance does not kick in until over \$500,000 in claims. A presentation on the Premiere Network was provided. It is an option for the employees and is a Genesis ONLY program. Employees must commit to a wellness component. Employees must be screened to participate to determine if they are at risk for any metabolic disorders. It is a savings to employees, but has additional requirements for the employee. Premium will be saved on both ends, but the employee saves more. Will be presented to employees during open enrollment. HPV Vaccine for males was also discussed. This has been discussed for years for females. It is a new recommendation for males and will be added to our plan coverage. It is a three shot series at \$200 each. Biggest Losers were Don Bush and Terri Robinson. The other program to get active results are just coming in.

Motion by Meersman second by Johnston to approve the report. Carried.

Human Resources

Ms. Hoskins presented the routine monthly reports. (Record) This included the review of procedure manual revisions on display and the quarterly unemployment report.

Motion by Meersman second by Brandmeyer to approve the routine reports. Carried.

Negotiations

Mr. Brandmeyer stated that 2025A is requesting 3.5% General Wage Increase. They will progress with each unit. The wage information will be asked one time of the Board and that is it. The committee will present it as a best and final to the union. There is no timeline, just an agreement of after certain number of meetings that no new requests can be presented. The committee wants to get all AFSCME's together so we don't have the back and forth.

Motion by Meersman second by Johnston to approve the report. Carried.

Other

For information, the restructuring of duties was included in the packet. Have had terrific cooperation from all individuals involved. An inventory is being completed and we continue to work on the backend applications that may be necessary. Chairperson Loffin stated that taking bargaining unit work away and

giving to management may be a contract violation. Chairman Bohnsack stated that the union may file complaints, and that would require us to outsource more of the web administration. Chairperson Loftin asked about the generating of purchase orders. Chairman Bohnsack stated that elected officials could already do these purchases on their own. Mr. Johnston expressed concern over the additional costs that may be incurred. Mr. Meersman questioned about each of the offices that wrote the letters of support to see if funds are available out of those offices to pay the costs. Chairperson Loftin was concerned about displacing these employees and possible grievances and then possibly having to bring them back. We are trying to do as much as we can to get them placed in other jobs. Ms. Shelton stated that these are support positions. When you can't afford it, the support positions may have to go. If the taxpayers are not willing to pay for the services, then the services have to be reduced. Mr. Meersman stated that our webmaster has an outside business of her own and may be utilized. Chairperson Loftin asked about individuals requesting additional pay for the work previously done.

Review of Closed Session Minutes was held, it was Chairperson Loftin recommended that they remain closed due to the high level of confidentiality that remains.

Motion by Meersman second by Shelton to keep the list closed. Carried.

There being nothing further to discuss, the meeting adjourned at 434p.

Shelly Chapman

Minutes completed 11-10-11 at 905AM