

Human Resources Committee
Rock Island County Board
February 9, 2011

The Human Resources Committee of the Rock Island County Board met on Wednesday, February 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, Meersman and Wonderlich (via tele-conference)

Committee Members Absent: Johnston and Simmer (work)

Others Present: James E. Bohnsack, Meg Hoskins, April Palmer, Bob Westpfahl and Mike McColl

Motion: Mr. Brandmeyer moved, Mr. Meersman seconded to approve the minutes of the January 13th meeting. Carried.

Motion: Ms. Wonderlich moved, Mr. Camlin seconded to approve adding item 7b from Health & Human Services, policy creation to the agenda. Carried.

Requests to Hire

For information, the committee learned of the requests to hire and step increases at Hope Creek Care. (Record)

Quarterly Average Salary Reports

Revised 2nd quarter and new 3rd and 4th quarter as well as annual totals were prepared for the committee. (Record)

Motion: Mr. Brandmeyer moved, Mr. Meersman seconded to approve one transfer of appropriation. Carried.

Motion: Mr. Meersman moved, Mr. Brandmeyer seconded to approve the claims. Carried.

From Finance – Vacation Carry Over Policy

Included in the packet was a proposed policy regarding vacation roll over. (Record) The policy allows elected officials and department heads the option to allow non-union employees to carry over more than 40 hours of vacation based on the needs of the department. If granted, the elected official/department head must submit to the Human Resources Department and Finance Committee in writing the specifics surrounding the roll over. (Record)

Motion: Mr. Camlin moved, Ms. Wonderlich seconded to approve the policy and place it on display. Carried.

From Health & Human – Waiver on Background Check Policy

Ms. Hoskins presented a policy to allow applications from individuals who have received a waiver from IDPH at the Nursing home. This will increase the applicant pool and allow for non-violent one time offenders to apply for various positions. (Record)

Motion: Mr. Meersman moved, Mr. Camlin seconded to approve the policy and place it on display. Carried.

Condition of Funds

Ms. Palmer presented the routine monthly report. (Record) She stated that the Liability Insurance Fund is down due to a recent large payment. The state of Illinois currently owes the General Fund about \$1,572,000 million.

Motion: Mr. Brandmeyer moved, Mr. Camlin seconded to approve the report. Carried.

Health Insurance Planning Committee

Ms. Hoskins presented the monthly report of the Health Insurance Planning Committee. They continue to work on an on-site clinic agreement with the City of Rock Island. The County will pay 40% and the City 60% of the costs. This will be reviewed annually and adjusted based on utilization. An April 1st effective date for the clinic will allow those employees in our health plan to utilize the services. Biometric screenings and other wellness initiatives are being considered.

Motion: Ms. Wonderlich moved, Mr. Brandmeyer seconded to approve the report. Carried.

Human Resources Department

Ms. Hoskins presented the routine monthly reports. (Record) The employee manual revision presented last month regarding using sick time towards IMRF service credit to reduce health insurance premiums will be removed from display and approved this month.

Ms. Hoskins then presented a draft policy regarding donation of benefit time. (Record) The policy would allow employees to donate their benefit time to other employees who have a catastrophic illness. The committee had concerns on this proposed policy including who determines which employees are eligible, hourly rate considerations and the possibility of some employees not getting any

donated time. The committee recommended tabling the policy for more research.

Motion: Mr. Meersman moved, Ms. Wonderlich seconded to table the policy until next month for further review. Carried.

Negotiation Committee

Mr. Brandmeyer reported that the committee continues to work on wage reopeners with two locals with additional meetings scheduled for next week.

There being nothing further to discuss, the meeting was adjourned at 4:25 PM.

Shelly Chapman

Minutes completed 02-09-11 at 9:16 PM