

Personnel Committee
Meeting Minutes
May 12, 2011

The meeting was called to order at 4:00 PM

Members Present: Millie Dyer, Ann Gill, Dick Joyce, John Roth, Dave Boggs

Also Present: Ron Severson, Sandy Pommier, Denise Kasper, Susan Bates, Terry Marketti, Brent Dite, John Callahan, Karen Connor

A motion to approve the minutes from the April 14, 2011 meeting was made by Roth, seconded by Joyce. Motion carried.

HR Director Denise Kasper updated the committee on hires and terminations including four Health Department positions and three seasonal positions.

The updated job description for the Animal Control Director was presented. Kasper told the committee that due to the change in the Administrator position, the Director position has taken on additional job duties.

A motion was made by Roth, seconded by Joyce to approve the Animal Control Director job description as presented. Motion carried.

Board Chairman Severson added that the committee needs to look at the maintenance department for consideration of an additional hire.

Kasper presented proposed employee salary increases for FY2012 figured at 1,2 & 3 %.

Severson stated that these will be further looked at during the budget process.

A motion to table the matter was made by Gill, seconded by Boggs. Motion carried.

Coroner John Callahan attended the meeting to address the request for the Chief Deputy position in his office. The request was recommended from the CBA/Elections Committee with an average score of 3.6, which is a "neutral" recommendation. The scoring sheets were provided for review. Callahan reiterated his need for the position, presented the completed forms as to requested salary and budget increase needed to fund the position including health benefits.

The committee felt that more time was needed to review the information that had just been distributed. A motion was made by Roth, seconded by Boggs to table the matter. Motion carried.

Assistant States Attorney Susan Bates presented a memo from her office addressed to Attorney Scott Belt in regards to amendments to the draft 911 Agreement. Bates reviewed the changes made to the agreement including how the combining of the dispatchers of the City of Morris and the County will be handled. Bates stated that the cleanest way would be to have all dispatchers treated equally and that it is a policy decision to be made by the County Board. Sheriff Marketti disagreed, adding that he feels that his employees should be able to keep their current retirement plan (SLEP) which is greater than that of the City employees (IMRF) as he promised his employees. Chief Dite added that his employees were aware of the matter and in favor of the county employees keeping SLEP. Additional discussion included the need for deputized dispatchers, the backup PSAP and the differences between SLEP and IMRF. The committee asked for a representative from IMRF be available to better explain the plans. A motion was made by Boggs, seconded by Roth to contact Tecya from IMRF and schedule a special meeting. Motion carried.

Susan Hudson, Mental Health Director told the committee that the Health Department Administrator's father had passed away.

She also stated that she wanted to rescind a previous request for paid travel mileage to an employee due to the travel being cancelled.

Kasper provided the costs for the 8 board members that currently participate in the county's health insurance plan. The annual benefit cost total to the county is \$156,048.96. Kasper also told the committee that the Insurance Committee had approved that employees eligible for health insurance benefits that choose to waive coverage, due to having other coverage, will be compensated \$50.00 per month. The county currently has 184 eligible employees. The committee instructed Kasper to research the amount of savings to the county if the board members paid higher premiums than the participating employees.

Dyer stated the next agenda item to be discussed was Board Chairman Compensation & Travel Stipend. Boggs made a motion to set the Board Chairman Compensation at \$42,500.00 per year with an additional \$2500.00 for Liquor Commissioner annual stipend, to receive no per diem, to receive mileage and to not receive a travel stipend. The motion was seconded by Roth. Joyce and Gill disagreed stating that the amount was too low for an active chairman and the matter should be addressed next year. Boggs stated that he felt action needed to be taken now so that the salary was clear to people that may choose to run in the next election. Roth added that if a good leader is chosen, the salary shouldn't be the main objective of the position. Upon roll call, three ayes, two nays. Motion carried.

Boggs then made a motion to set the Board Member Compensation at \$75.00 per diem, \$6500.00 annual salary, to receive mileage and not to receive a travel stipend. The motion was seconded by Roth. Gill stated that she had concerns with the board members being able to participate in the health insurance plan when it is not offered to the part-time employees. Joyce suggested that all board members be set at equal per diem compensation. Boggs felt strongly about omitting the travel stipend; Roth agreed. Boggs made a motion to amend the motion previously made to state that the board members compensation be set at \$80.00 per diem, \$6500.00 annual salary, to receive mileage and to not receive travel stipend. Roth seconded the motion. Upon roll call, three ayes, two nays. Motion carried. Joyce then added that the board should consider holding meetings in the southern part of the county.

Boggs stated that he feels that the breakdown of his compensation noted on his paystub is unclear as to what it is for. A discussion was held.

Dyer told the committee that she intends to do Denise Kasper's evaluation at the unscheduled special meeting and urged committee members to execute the proper form.

A motion to adjourn was made by Gill, seconded by Roth. Motion carried.