Personnel & Salary – County Clerk & Recorder Committee
Tentative Minutes
Wednesday, October 14, 2009

1. Call to Order- by Chairman Kenney at10:07. Members present Kenney, Heuer, Bowers, Boes, Colbert, Saunders. Members absent: Gouker. Also present: Bob DeArvil, Meggon McKinley, Becky Huntley, Greg Martin, Don Conn.

2. Approval of Minutes: Bowers moved to approve the Sept 9, 2009 meeting minutes. 2nd by Heuer. Motion carried.

3. Approval of Bills – Bowers moved to approve bills in the amount of $7,045.57. 2nd by Saunders. Motion carried.

4. Public comment- none

5. County Clerk & Recorder Report – Huntley reported she did another press release about filing petitions for the upcoming elections. She reported seeing some activity in picking up the ballots, but noted the state website offers them also, so the County Clerk isn't the sole keeper of the information now.

6. New Business – McKinley provided an update on the recent network system audit and resulting proposal for increased network security, email standardization, and automated second level network support. She requested that the Personnel Committee be prepared to update the county's IT policy to reflect any network changes and usage restrictions not specified in the current IT policy, which is quite a few years old. Huntley stated she is not in favor of spending money on network and email server enhancements when she believes the current system works fine and we're asking employees to take cuts. Martin agrees that the timing of spending money on things like this is a concern. Kenney reminded the committee that this issue is still in discussion, and that the IT committee is gathering information to make a recommendation to the full board. McKinley reported the reason behind the proposal is because the current system lacks security to prevent viruses and other system abuses and is a very manual-intensive, expensive network configuration to maintain with only one network support resource managing it. She said this proposal represents a move to standardize how the network and internet is used and secured instead of having each department establish their own security and management standards. She acknowledged the need to work closely with the department heads because there will always be necessary coordination between the PCs, the applications running on them, and the network they connect to. Kenney noted the committee will need to help make changes to the IT policy. Martin asked if the county would be putting this out to bid, which is yet to be determined. McKinley provided some back ground on Balanced IT, the firm who provided the free audit and proposal, noting Dwayne Fellows met with her and the Sheriff to serve as a reference for

the company since he has worked with them in previous roles and is an investor in their firm. Heuer suggested finding out what IT companies other counties use.

7. Old Business
   - Personnel Manual & Review Process – Kenney requested that the committee read through the last version of the personnel manual to start working through the updates again next month after the budget is settled.
   - 2010 Budget – Boes noted that the City of Rockford fire dept agreed to hold wages for 2 years and take 4 furlough days per employee per year. Because of this agreement, they were able to bring back those they had initially laid off. McKinley reported that the meeting she, Ed Rice, and Lyle Hopkins had with the FOP union representatives was very professional and that they are waiting for a response from the unions, hopefully to come this Friday after a scheduled meeting for the employees to vote on the union response. Heuer asked if we can find out who in the City of Rockford negotiated the latest concessions since they did a good job for the county. Kenney notes he feels we've managed this process well by being transparent and open the entire time and giving everyone time and room to contribute to solving the budget gap. Gronewold stated that wages are our biggest problem and asked if the Personnel Committee could work on showing the dollar impact of 3% annual wage increases year after year. He would like the board, employees, and the public to see the magnitude of the problem we face in escalating wages year after year. Kenney agreed to this. Rice notes we need other counties around us to help us in this area as well. Martin notes he is starting union talks after the first of the year because it will be a long process. Boes notes it's important to understand 75% of our budget is wages, and if you add benefits it's more than 75%. Martin notes it's hardest for those making less money than those who have been here 20 years.
   - Market Salary Data & Performance Based Management- Kenny noted moving to a market driven, performance based management system is key in controlling wage costs and that we will be pursing this in 2010, starting with obtaining comp data for the positions that didn't participate in the EA wage study. McKinley reported it will be a significant change to identify wage ranges per job, and that she'd like to visit other counties who have implemented this approach, such as Dekalb. Heuer noted Boone County has done this as well. Martin notes he'll be talking with his unions about this in upcoming contract negotiations. Discussion followed regarding how the union negotiation process works in the Probation Department, with Martin explaining that the union takes the position that the county should not be there, although Martin prefers it and the union allows it. Rice noted he and McKinley were at the union discussion table when we answered Probation Department union questions about health insurance and let them know we are not increasing their rates in 2010. Rice shared with the group that the county's average increase in premiums over 5 and 8 year periods are well below the national average and said we've managed the policies well and had very healthy employees. Heuer then requested that McKinley run a report for

the Finance Committee showing 5-10 year salary & benefit history. Boes asked what might happen to the county's plan when national health care becomes a reality. Heuer and McKinley noted that at a recent UCCI conference, they were told the county would be exempt from national health plan requirements. Saunders asked about IMRF funding amounts if Probation gives bonuses from the dependent children's fund instead of wage increases from the county's general fund. She noted that tax payers are not happy about the tax rate on IMRF, and we as a board need to manage this. Boes noted there are 1400 people in Illinois that work full time and receive county or state retirement funding.

8. Next meeting – Moved to Tuesday November 10 at 10:00 to accommodate the 11/11 holiday.

9. Adjournment – 11:25 by Kenney.

Respectfully submitted,
Meggon McKinley, Ogle County Administrator

John "Skip" Kenney – Chairman

Sheriff's Department Training Room
103 Jefferson St in Oregon, Illinois
Public Entrance – gated entrance off Jefferson Street – use East door of building