

COMMITTEE REPORT

COMMITTEE: Executive
CHAIRPERSON: Marvin Schultz
DATE/TIME: 08/09/05

PRESENT:

Berlage
 Carroll
 Hasken

Jackson
 Mapes
 Potter

Schultz

Others: County Administrator

MINUTES: Special Meeting – No Minutes Approval

OLD BUSINESS: Special Meeting - None

NEW BUSINESS

a) Discussion of Employee Health Insurance Program

The County Administrator reported that the RFP document is nearing completion for the Employee Health Insurance program for the upcoming plan year. Brown informed the committee that health insurance is a fairly complicated subject and assistance from someone in the field may be required in analyzing the proposals we receive. The committee discussed the draft and the format of the RFP document. The County will be seeking proposals for both HMO and PPO provision. The committee discussed the placement of our basic advertisement into the local papers and on the County's website. The committee reached a consensus on moving forward with the project and posting of the RFP document as discussed.

b) Discussion of Salary and Wage Study

The committee discussed the draft received. The County Administrator reviewed the methodology used in the study. Brown stated that there is a portion of the study that went beyond the requirements under our RFP document. This part of the draft report contains a variety of information that is not well supported; including a proposed new system that contains many more pay grades and the like. This portion of the draft also includes a reference to positions below the minimum that are not properly represented or supported due to the existing ranges not being accurately entered into the software used in the study. Brown stated that the basic recommendation in the study relative to reassignment of grades is well supported and should be considered for action in the near future. Ron Mapes questioned the comparative organizations used in the study. Hasken stated that he felt the County competes for employees in the immediate surrounding area and that that was one of the reasons the committee selected the

organizations in the study. Brown stated that the comparators used were a valid set of comparators. Hasken stated that he feels that the committee would prefer a more simplified report that is more consistent with our basic RFP requirements. Potter questioned whether there was other information available from the United Counties Council of Illinois (UCCI) that we could use as well.

Ron Mapes made a motion to send the draft report back and have it resubmitted in a simplified format without the content that was supplemental to our RFP. Potter seconded the motion and the motion passed.

There being no further business, the meeting adjourned at 6:20 p.m. following a motion made by Ron Mapes and seconded by Yerda Potter.