

## **PERSONNEL COMMITTEE MEETING**

**November 4, 2009 – 2:30 p.m.**

PRESENT: Chairman Wood; Supervisors Hargrave, Peck, Richardson, Rowland; David Wickerham, Co. Administrator; Jack Kalinkewicz, Marcy McNamara, Personnel; Sue Lent, Self-Insurance; Ron Revers, CSEA President; Mike Boyce, Probation

Chairman Wood called the meeting to order.

Mr. Hargrave moved to approve the minutes of the September 2<sup>nd</sup> meeting. Mr. Richardson seconded. Unanimous.

Mrs. Lent distributed copies of the Self-Insurance Pool Reports for the periods 1/1/09 to 10/31/09 and for the same time last year for comparison. She said cases for the month are up by 5; cases for the year up by 45; expenses through September up by \$262,707; expenses through October up by \$28,376; year-t-date expenses up by \$291,083.

Mrs. Lent said 86% of their budget has been used, and they are in fairly good shape, but you never know what's coming down the pike. Mr. Peck stated there has been a rash of major surgeries, and he asked if that was coming to completion. Mrs. Lent stated the bigger concern are the repeat back surgeries.

Mr. Kalinkewicz said early in the year, they initiated the process for an RFP for the County's health insurance. He said over the last couple of weeks, he has been in touch with our consultant regarding the RFP that closed on October 23<sup>rd</sup>. The consultant would like a little more time to do an analysis of those bids that came in. He said he does not believe that any of those bids came in as a total package, but they came in piece meal. Blue Shield did their best and submitted the bids to us, and we would like to analyze this for a vote at the December meeting, he said. The consultant will make a report then, he added. He distributed copies of a report on the Health Insurance Administration for 2009-2010, and he reviewed its contents. He said this sets the tone for next month's renewal so you have a little bit of knowledge of what the plan is like.

Mr. Revers distributed copies of a packet of signed statements from the majority of the employees of the Probation Department. He stated the people who signed this handout feel the department head and his deputy director are out of touch of what is going on with that department. He said it is hard for them to perform their jobs without proper equipment, training and guidance. He said the employees truly care to better their department and to efficiently serve the public properly. He said they are finding it harder to do their jobs the best that they can. Something has to be done with the upper management of that department, he said. He requested the Committee to investigate their allegations. Some people chose not to sign a statement out of fear or retaliation, he said. One of the people who signed a statement hates the Union, but that is how dire he feels about this situation, he added. He said some of the employees have been there for many years, but through their testimony, the department has gone downhill in efficiency in the last ten years. Due to one new position not being qualified or trained properly, a felon was allowed to walk out of jail, he said. He stated the employees have met with Mr. Kalinkewicz and Mrs. McNamara to discuss the dysfunctional things of the department. He pointed out that Mr. Kalinkewicz just received this handout also. He said he requested Mr. Kalinkewicz to have the department's management's computers be checked to see what has been done on them, but he was told it couldn't be done, but, he said he knows it could be done if it were an employee's computer. He said that department has mandates it has to follow with caseloads. Those employees should never be put in a position when they are inexperienced, he said.

Mr. Rowland said there is a lot to look at in this handout, and certainly there is a concern. He proposed that the Committee take time to look at it to decipher it and come back with intelligent questions. Chairman Wood said we will need to have follow up meetings with Personnel, management, and the employees. Mr. Revers said there is nothing for employees to address their management people, and this is their only avenue. Everyone should take a good clean look at this, he urged.

Chairman Wood said we will review this and come up with a procedure to look into these issues in order for them to be resolved.

On a motion by Mr. Hargrave, seconded by Mr. Rowland, the meeting was adjourned.

Respectfully submitted,

Elaine M. Sodemann