



WILL COUNTY HEALTH DEPARTMENT
BOH COMPENSATION COMMITTEE MEETING
MINUTES
OCTOBER 23, 2019

The scheduled meeting of the Compensation Committee held at the Will County Health Department, 501 Ella Avenue, Joliet, IL, Administration Conference Room was called to order at 1:00 pm. Mr. Zelko, Compensation Committee, Chair presiding.

ROLL CALL/QUORUM PRESENT

MEMBERS PRESENT

James Zelko, Compensation Committee, Chair
Billie Terrell, Ph.D., Compensation Committee, Secretary
Donald Gould, Compensation Committee, Member

MEMBERS ABSENT – NONE

STAFF PRESENT

Susan Olenek, Executive Director
Elizabeth Bilotta, Director Administrative Services
Stephanie Baskin, Executive Assistant
Stacey Knack, Human Resources Program Coordinator
Denise Bergin, Director of Grants Management & Finance
Mary Maragos, Chief Executive Officer

OTHERS PRESENT

Daniel McGrath, Assistant State's Attorney
Marie Lindsey, Chair, Governing Council

PLEDGE OF ALLEGIANCE

PRESIDENT'S COMMENTS – NONE

EXECUTIVE DIRECTOR'S COMMENTS – NONE

APPROVAL OF BOARD OF HEALTH MINUTES

Moved: (Dr. Terrell second Mr. Gould) to approve the Compensation Committee October 9, 2019 Regular Session minutes as presented.

Motion carried

Moved: (Dr. Terrell second Mr. Gould) to approve the Compensation Committee October 9, 2019 Executive Session minutes as presented.

Motion carried

OLD BUSINESS

INITIATIVES FOR SUCCESSFUL PROVIDER RECRUITMENT AND RETENTION

Ms. Olenek presented to the Committee, the WCCHC Provider Compensation Proposal projected cost and the Provider Productivity Summary worksheets for review and discussion. Ms. Bergin provided financial breakdowns and productivity from the Providers for FY2019. Discussions ensued.

After discussions ensued, Mr. Zelko asked Ms. Olenek to provide the suggested proposed provider compensation proposal and productivity goals at the Board meeting next month for approvals.

Ms. Olenek proposed to implement the increases in a couple stages and recommended to move forward with:

1. Equity Increases
2. Bilingual Incentive Pay
3. Institute Quality Measures

Ms. Olenek's suggestion is Ms. Maragos, Dr. Byrd, Ms. Bergin, and herself work on creating a framework that will help guide how productivity bonuses are distributed and computed. Ms. Olenek noted she will bring back a plan with in-depth information in approximately 3-4 months.

Moved: (Dr. Terrell second Mr. Gould) to bring the recommended the equity, bilingual, and quality increases to the Board meeting next month for approval.

Motion carried

Mr. Zelko asked Ms. Olenek to bring the previously presented quality measures breakdown and the revised document to Board meeting to show how the bonuses to the providers are determined.

Ms. Maragos mentioned some Providers are requesting cost of living raises be added to their contracts. After brief discussions, Ms. Olenek suggested the productivity increases would fare better than a cost of living increase. Discussions ensued regarding language that can be addressed / proposed in the provider contracts.

NEW BUSINESS

WCCHC RECRUITMENT AND RETENTION PLAN

Ms. Olenek noted, after retrieving a previously written Will County Recruitment and Retention Plan, she will work with Ms. Maragos, CHC management staff, and Ms. Knack revising the document. In the document, some updates will include the discussions from the Compensation Committee meetings.

Ms. Olenek mentioned after creating the pay scales for bargaining unit and wage plan for exempt staff, Ms. Olenek noted she would like to create one for the Providers. Mr. Zelko asked Ms. Olenek to bring the document to the full Board members once a draft is put together.

Ms. Olenek mentioned she worked with Ms. Knack creating a Recruiter job description. Ms. Olenek noted evaluations and research continues. Discussions ensued.

EXECUTIVE SESSION RE: PERSONNEL/LEGAL MATTERS – NONE

BOARD MEMBERS' COMMENTS/CONCERNS

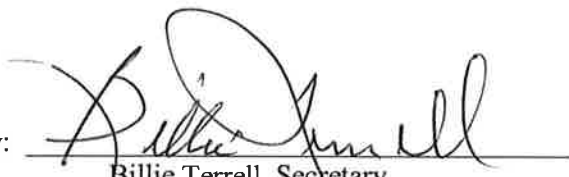
The Compensation Committee's consensus is to cancel the last meeting set for October 30th. Notices will be posted.

PUBLIC CONCERNS AND COMMENTS – NONE


ADJOURNMENT

At 2:08p.m. a motion was made by (Dr. Terrell, second Mr. Gould) to adjourn the meeting.

By:


Billie Terrell, Secretary
Will County Compensation Committee

By:


Stephanie Baskin, Executive Assistant
Will County Health Department