# COUNTY OF KENDALL, ILLINOIS ADMIN HR COMMITTEE



County Office Building County Board Rooms 210 Wednesday, September 20, 2017 ~ 5:30p.m.

#### **MEETING AGENDA**

- 1. Call to Order
- 2. Roll Call: Elizabeth Flowers, Matthew Prochaska, John Purcell, Lynn Cullick (Chair), Judy Gilmour (Vice Chair)
- 3. Approval of Agenda
- 4. Approval of Minutes from September 7, 2017 Meeting
- 5. CBIZ Update
- 6. Wine Sergi Update
- 6. Department Head and Elected Official Reports
- 7. Public Comment
- 8. Committee Business
  - Discussion of Request for Qualifications (RFQ) for Insurance Brokerage and Risk Management Consultant Services
  - > Review of Employee Handbook Revisions
- 9. Executive Session
- 10. Items for Committee of the Whole
- 11. Action Items for County Board
- 12. Adjournment

If special accommodations or arrangements are needed to attend this County meeting, please contact the Administration Office at 630-553-4171, a minimum of 24-hours prior to the meeting time

# COUNTY OF KENDALL, ILLINOIS ADMINISTRATION HUMAN RESOURCES COMMITTEE

Meeting Minutes
Thursday, September 7, 2017

CALL TO ORDER - Committee Chair Lynn Cullick called the meeting to order at 8:33a.m.

#### ROLL CALL

Attendee Name	Status	Arrived	Left Meeting
Judy Gilmour	Here		
Matthew Prochaska	Here		
Lynn Cullick	Here		
Elizabeth Flowers		8:40a.m.	9:37a.m.
John Purcell		8:41a.m.	

# With three members present a quorum was established to conduct committee business.

Others Present: Latreese Caldwell, Gina Hauge, Bob Jones, Scott Koeppel

#### APPROVAL OF AGENDA

Motion: Member Prochaska Second: Member Gilmour

RESULT: Approved with a 3-0 Voice Vote

## APPROVAL OF MINUTES – August 23, 2017

Motion: Member Prochaska Second: Member Gilmour

RESULT: Approved with a 3-0 Voice Vote

## DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS

Treasurer's Office – Chief Deputy Treasurer Bob Jones informed the committee that he has contacted several vendors about the Benefits Fair, the vendors need at least 30-days' notice prior to the event. Mr. Jones asked the committee for potential dates, and further direction.

Discussion of Request for Qualifications (RFQ) for Insurance Brokerage and Risk Management Consultant Services, the current insurance carriers, and the potential of seeking bids for property casualty insurance. Ms. Cullick stated that with committee consent, she recommends scheduling the benefits fair, and moving ahead with CBIZ and United Healthcare for this year, and determining a timeline for Requests for Proposals

(RFP) and Requests for Qualifications (RFQ) for next year. There was consensus by the committee to conduct the Benefits Fair during the first week of November 2017. Mr. Jones will continue to update the committee on his progress with the organization.

The committee will wait to hear from Jim Pajauskas about healthcare provider updates for 2018 at the next meeting, and have further discussion on plans for next year.

Mr. Jones also reported that the Treasurer's Office will be conducting an immediate audit of the benefits system due to numerous errors previously entered into the system. They will obtain correct contact information from the Payroll Office.

Administrative Services Office – Scott Koeppel asked the committee for direction regarding the proposed CASA Food Truck event on October 21, 2017, to be held in the Health Department parking lot. Discussion on insurance, food vendors, the event and ensuring an agreement between CASA and Kendall County is in place prior to the event date. Mr. Koeppel will work with the State's Attorney's Office on the agreement.

#### **PUBLIC COMMENT - None**

#### **COMMITTEE BUSINESS**

Approve Increase of Part-Time Employee Hours from 600 to 1000 for IMRF Eligibility – Member Cullick stated this was discussed in committee previously, and at the Finance Committee meeting, who recommended bringing the issue back to the Admin HR Committee. Several County Departments/Offices utilize part-time employees. Ms. Cullick reported a presentation at a UCCI meeting earlier in the year, and she met briefly with the presenter who was able to answer most of her questions. Ms. Cullick said that after many years of non-compliance, the County is now in compliance and able to file on a regular 2-year basis, the form stating which elected officials qualify for IMRF.

Ms. Caldwell informed the committee that she has contacted IMRF General Counsel for further information on participation. Ms. Caldwell reviewed information provided by IMRF, including the public act that was passed for non-educational employers to increase their hourly standards, the old law and the new law, as well as a sample resolution the County would use to make the change to 1000 hours. Ms. Caldwell asked the general counsel about how a change would affect seasonal employees, and if current part-time employees would be grandfathered, and general counsel stated that any new hires after the resolution is passed would be eligible for the 1000 hours. Counsel also stated that any newly elected officials would have to meet the 1000 hours, and that newly elected County Board members are no longer eligible due to state legislature. Ms. Caldwell also expressed concern about parttime employees increasing hours and how that would affect benefit eligibility. Discussion on the implications for health benefits, management of part-time employee time records and actual hours worked, the risks involved in changing the number of hours for part-time employees, and IMRF certification requirements. The Committee asked Ms. Caldwell to obtain the information provided by the IMRF

general counsel in writing. The Committee also asked Ms. Caldwell to research if grandfathering would apply to someone hired by the County from another County or Municipality for the next meeting. The Committee also asked Bob Jones to provide the number of County employees that work between 600 and 1000 at the next meeting. There was consensus by the committee to discuss the item further at a future meeting.

➤ Discussion on purchase of the FOIA Software — Scott Koeppel gave the committee the pricing breakdown on the proposed FOIA software, and Gina Hauge provided additional information on the various components available and the ones that they would like to purchase. Discussion on a contract terms, and the Technology budget. Ms. Hauge was asked by the Committee to verify the contract terms.

Member Purcell made a motion to forward to the Finance Committee the discussion of the purchase of the annual subscription services of FOIA Software from GovQA Public Records Management System in an amount not to exceed \$10,000 per month, and determine what funds will be used, and if the purchase should be started this budget year or next budget year, and then on to the Board for approval at the September 19, 2017 meeting, second by Member Prochaska. With five members in agreement the motion passed by 5-0 vote.

➤ Employee Handbook Revisions — The committee was provided a copy of the first half of the handbook that was reviewed by ASA Leslie Johnson for review and discussion at the next meeting. There was consensus by the committee to dedicate a meeting specifically to the review of the employee handbook in the near future. Member Cullick stated that her goal was to get the update and final approval of the employee handbook completed by the end of December 2017.

ITEMS FOR COMMITTEE OF THE WHOLE - None

**ACTION ITEMS FOR COUNTY BOARD** 

**PUBLIC COMMENT – None** 

**EXECUTIVE SESSION** – Not needed

#### MEETING ADJOURNMENT

Motion: Member Prochaska Second: Member Purcell

RESULT: Approved with a Unanimous Voice Vote

This meeting was adjourned at 10:15a.m.

Respectfully Submitted,

Valarie McClain, Administrative Assistant and Recording Secretary

# **MONTHLY MEDICAL INSURANCE REPORT**

August 30, 2017

	Non-			Total Er	rolled		A	
	Union	Union	<u>Aug-16</u>	<u>Sep-16</u>	<u>Aug-17</u>	<u>Sep-17</u>	Annual Cost Plan per EE	Others
HMO Employee HMO Family	35 15	16 16	57 41	58 39	50 31	51 31	\$8,909.28 \$22,272.60	10
PPO Employee PPO Family	0	6 3	17 12	17	5 4	3	\$12,087.00 \$30,216.72	0
H.S.A Emp H.S.A Fam	62 50	32 53	77 78	77	98	94 103	\$10,180.32 * \$23,616.00 *	12 7
Total Enrolled Total Eligible	162 206	126 137		280	290	288		34
			Dental EE Dental Far					49 25
			Total Enro	lled 35	2			74

#### NOTES:

1) Premiums and headcount paid as of monthly report date
2) Includes Employer HSA contribution
3) Others Include ROE, KEN COM, Forest Preserve, COBRA, and Retirees

#### **MONTHLY BENEFITS SUMMARY REPORT**

August 30, 2017

Full Time New Hires/Terminations (12/1/16 -11/30/17) New Hires

Resignations/Terms

Retirees/COB	RA (12/1/16 - 11/30/17	) (42 Retires	s / 2 COBRA)
Vision	Family	6	\$702.10
Vision	Single	5	\$325.52
Medical	Family	2	\$26,736.35
Medical	Single	11	\$52,460.93
Dental	Family	30	\$9,687.02
Dental	Single	12	\$9,743.55
	TOTAL	66	\$99,655.47

Department	YTD	Current Month	YTD	Current Month
Administration			2	
Animal Contr	1			
Circuit Clerk	2		2	
Coroner	2		1	
County Clerk				
Facilities				
Forest Pres		126		
Health Dept.	3	1 5-1	2	
HWY	1		2	
KenCom	1	1	2	1
PBZ	1	-5.5		
Probation	2		1	
Public Defender				
Sheriff	5	1	5	2
State's Att	2	- 1	4	1
Technology	1			
VAC				
Totals	21	3	21	4

BENEFITWALLET HSA FUNDING				
Date	Deposit			
12/31/16	443,800			
01/31/17	1,750			
02/29/17	4,375			
03/31/17	0			
04/30/17	0			
05/31/17	1,750			
06/30/17	0			
07/31/17	3,625			
08/31/17	1,000			
09/30/17	0			
10/31/17	0			
11/30/17	0			
Total	\$ 456,300			

UNEMPLOYMENT CHARGES 2017					
1st Quarter	\$8,471				
2nd Quarter	\$9,714				
3rd Quarter					
4th Quarter					
TOTAL	\$18,185				

## FY 17 MONTHLY MEDICAL INSURANCE INVOICES

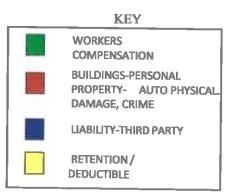
(BUDGETED: \$5,106,257)\*76.18% of Budget

State		12/31/2016	1/31/2017	2/28/2017	3/31/2017	4/30/2017	5/31/2017	6/30/2017	7/31/2017	8/31/2017	9/30/2017	40242047	440000040	
School   S	UHC Medical Premium	350000	366848	348172	347668	346995					5/30/2017	10/31/2017	11/30/2017	Totals
Control to Denial Premium   25844   28844   27925   24392   26997   25786   25870   25822   25579     2523,757   2523,7	BCBS Final Invoice			5200	0	0							<del> </del>	
Health Savings Account   44,9500   1750   4375   0 0 0 1750   0 9 5825   19600   9,5655   19600   19600   9,5655   19600   9,5655   19600   9,5655   19600   9,5655   19600   9,5655   19600   9,5655   19600   9,5655   19600   19600   9,5655   19600   9,5655   19600   19600   9,5655   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   19600   9,5655   19600   19600   19600   19600   9,5655   19600   1	Lincoln Life Dental Premium				24392	26197	25788	25670				<del></del>		
Postur Saverga Account	Lincoln Life Premium				725	672	734						<del></del>	
FY 16   MONTHLY MEDICAL INSURANCE INVOICES   GBUDGETED: \$5,063,813)* \$3,869,760	Health Savings Account			4375	0	0	1750	0					<del></del>	
FY 16   MONTHLY MEDICAL INSURANCE INVOICES   S385,693   S385,516   S385,693							594	0	0				<del>                                     </del>	
TOTALS   \$820,558   \$385,465   \$383,765   \$373,029   \$374,000   \$384,640   \$384,630   \$384,625   \$40   \$40   \$40,000   \$3,84,625   \$40   \$40   \$40,000   \$	FSA Admin Fee					83		83	83				<del></del>	
FY 16   MONTHLY MEDICAL INSURANCE INVOICES   (BUDGETED: \$5,063,613)* 93.9% of Budget		311	0	323	162	0	339	170	170				<del></del>	
FY 16   MONTHLY   MEDICAL INSURANCE   IN		400n direl	400 10-1											41,044
FY 16   MONTHLY MEDICAL INSURANCE INVOICES   (BUDGETED: \$4,063,813)* 93.5% of Budget	IOIALS	\$620,058	\$395,405	\$383,793	\$373,029	\$374,090	\$384,840	\$384,639	\$388,800	\$384,625	\$0	\$0	±nT	\$3.889.780 +
Superior   12/31/2015   1/31/2016   2/28/2018   3/31/2016   4/38/2015   5/31/2016   4/38/2016   5/31/2016   4/38/2015   3/31/2016   3/47/36   3/						-	<del>-</del>							40,000,700
Superior   12/31/2015   1/31/2016   2/28/2018   3/31/2016   4/38/2015   5/31/2016   4/38/2016   5/31/2016   4/38/2015   3/31/2016   3/47/36   3/					FY 16	MONTHI	V MEDIC	AL INCL	DANCE	NN/OLOE		_		
BlueCrose Medical Premium   347954  339151   344322   347598   342557   344748   342333   342977   3339241   339281   339281   341985   3499,968   4489						INCHALLIE	- I MEDIC	AL INSU	KANCE	MACICES	<u> </u>	(BUDGETED	: \$5,063,813)	* 93.8% of Budget
BlueCrose Medical Premium   347954  339151   344322   347598   342557   344748   342333   342977   3339241   339281   339281   341985   3499,968   4489		4272472045	410410040	0/00/00										
Control   Cont	Rhus Cross Madical Promium									8/31/2016	9/30/2016	10/31/2016	11/30/2016	Totals
Lincoin Life Premium   728   732   725   727   721   725   726   726   723   728   714   708   713   \$38,351   \$385,500   \$148   1											335258	338151	341085	
Health Sevings Account   343500   0   0   0   0   0   0   0   0   0	Lincoln Life Premium										23330	23196	23365	
TOTALS \$715,805 \$364,251 \$369,367 \$372,256 \$367,347 \$379,435 \$366,765 \$367,516 \$357,533 \$359,458 \$362,211 \$365,318 \$4,747,504 \$  FY 15 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,747,400) \$1.4% of Budget    12/31/2014   1/31/2015   2/28/2015   3/31/2015   4/30/2015   5/31/2015   6/30/2015   7/51/2015   8/31/2015   8/31/2015   1/31/2015	Health Savinos Account										714	708	713	
TOTALS \$715,805 \$384,281 \$369,387 \$372,256 \$367,347 \$379,435 \$368,765 \$387,516 \$357,833 \$358,458 \$362,211 \$365,318 \$4,747,584 \$	FSA Admin Fee											0	0	
TOTALS \$715,865 \$384,281 \$368,367 \$372,256 \$367,347 \$379,435 \$366,765 \$367,816 \$357,833 \$358,488 \$362,211 \$365,318 \$4,747,584 \$  FY 15 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,747,400) \$1.4% of Budget    12/31/2014 1/31/2015 2/28/2015 3/31/2015 4/30/2015 5/31/2015 8/30/2015 7/31/2016 8/31/2015 9/30/2015 11/30/2015 11/30/2015 Totals    BlueCross Medical Premium 316,565 \$322,904 \$323,388 \$321,771 \$328,769 \$329,521 \$318,682 \$322,074 \$318,795 \$313,546 \$313,232 \$323,642 \$3,853,148    Lincoln Life Premium 718 730 743 742 739 747 737 732 732 726 730 738 728 \$3,852    Heelith Sevings Account 16,375 17,375 17,000 17,000 18,000 18,125 17,500 17,750 17,000 17,125 18,500 17,750 \$209,500    TOTALS \$355,029 \$363,188 \$363,345 \$362,285 \$370,415 \$70,994 \$359,492 \$362,870 \$359,599 \$383,444 \$394,566 \$364,414 \$4,302,941    FY 14 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,860,373) \$238,671 under PY    BlueCross Medical Premium 23,304 23,985 23,582 \$323,385 \$333,582 \$323,385 \$323,385 \$333,582 \$323,385 \$333,582 \$323,385 \$333,585 \$323,385 \$323,385 \$333,585 \$323,385 \$333,585 \$323,385 \$333,585 \$323,385 \$333,585 \$333,585 \$333,585 \$333,585 \$323,385 \$333,585 \$333,585 \$323,385 \$333,585 \$3		1401	170	140	140	148	156	156	156	156	156	156	156	\$1,834
FY 15 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,747,400) 91.4% of Budget    12/31/2014   1/31/2015   2/28/2015   3/31/2015   4/30/2015   5/31/2015   6/30/2015   7/31/2015   8/31/2015   8/30/2015   1/30/2	TOTALS [	\$715.805	\$384 981	\$360 387I	£272 250	£967 947	6070 40T	4000						
Totals		0. 10,000	400 1420 1	4300,007	\$312,230	\$307,347	\$3/9,435	\$386,765	\$367,516	\$357,833	\$359,458	\$362,211	\$365,318	\$4,747,584
Totals					EV 45								<del>_</del>	
12/31/2014 1/31/2015 2/28/2015 3/31/2015 4/30/2015 5/31/2015 6/30/2015 7/31/2015 8/31/2015 9/30/2015 10/31/2015 11/30/2015 Totals				_	<u>FT 15</u>	MONTHL	Y MEDIC	<u>AL INSU</u>	RANCE I	NVOICES	3	(BUDGETED	: \$4,747,400}	91.4% of Budget
BlueCross Medical Premium   \$315,655   \$322,904   \$323,368   \$321,771   \$328,759   \$329,751   \$318,215   \$318,215   \$312,175   \$930/2015   \$10/31/2015   \$11/30/2015   \$70/31/2015   \$10/31/2015   \$														
StucCross Medical Premium   \$315,655   \$322,904   \$323,388   \$321,771   \$328,759   \$329,521   \$318,882   \$322,074   \$319,795   \$313,546   \$313,232   \$323,642   \$3,853,148   \$323,844   \$324,042   \$323,044   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044   \$3,824   \$324,044				2/28/2015	3/31/2015	4/30/2015	5/31/2015	6/30/2015	7/31/2015	8/31/2015	9/30/2015	10/21/2015	4479029046	Tetele
Lincoin Life Premium	BlueCross Medical Premium				\$ 321,771	\$ 328,759	\$ 329.521		\$ 322,074	\$ 319 795				
Health Savings Account   16,375   17,375   17,000   17,000   18,000   18,125   17,500   17,750   17,000   17,125   18,500   17,120   17,000   17,125   18,500   17,750   18,500   18,125   17,500   18,000   18,125   17,500   18,000   18,125   18,000   17,120   17,000   17,125   18,500   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   18,000   18,125   18,000   17,125   18,000   17,125   18,000   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   17,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   17,125   18,000   18,125   17,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,125   18,000   18,	Met Life Dental Premium			<u> </u>	22,772	22,897	22,601	22.372						
TOTALS \$ 355,029 \$ 363,188 \$ 363,345 \$ 362,285 \$ 370,415 \$ 370,994 \$ 359,492 \$ 362,870 \$ 359,599 \$ 353,444 \$ 354,586 \$ 384,414 \$ 4,339,641 \$						759	747							
TOTALS \$ 355,029 \$ 363,188 \$ 363,345 \$ 362,285 \$ 370,415 \$ 370,994 \$ 359,492 \$ 362,870 \$ 359,599 \$ 353,444 \$ 354,566 \$ 384,414 \$ 4,339,641 \$ FY 14 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,680,373) \$235,077 under FY 12/31/2013 1/31/2014 2/28/2014 3/31/2014 4/30/2014 5/31/2014 6/30/2014 7/31/2014 8/31/2014 8/30/2014 10/31/2014 11/30/2014 Totals BlueCross Medical Premium \$ 333,830 \$ 337,723 \$ 333,582 \$ 323,495 \$ 334,201 \$ 334,375 \$ 327,651 \$ 325,037 \$ 324,487 \$ 330,947 \$ 324,542 \$ 332,669 \$ 3,982,531 Lincoln Life Premium 637 826 785 778 743 743 750 750 750 745 750 750 7,430 \$ 15,687 Health Savings Account 15,875 15,675 15,675 15,750 15,750 16,500 16,375 15,250 15,250 15,250 15,250 15,250 15,250 15,250 18,750 \$ 187,500	Health Savings Account	16,375	17,375	17,000	17,000	18,000	18,125							
FY 14 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,680,373) \$235,677 under FY    12/31/2013 1/31/2014 2/28/2014 3/31/2014 4/30/2014 5/31/2014 6/30/2014 7/31/2014 8/31/2014 9/30/2014 10/31/2014 11/30/2014 Totals   BlueCross Medical Premium \$333,830 \$337,723 \$333,582 \$323,495 \$334,201 \$334,375 \$327,651 \$325,037 \$324,487 \$30,947 \$324,542 \$332,659 \$3,662,531     Lincoin Life Premium 637 23,904 23,695 785 778 743 743 750 750 750 745 750 750 7,430 \$15,687     Health Savings Account 15,875 15,675 15,675 15,750 15,750 16,500 16,375 15,875 15,250 15,250 15,250 15,250 15,250 15,250 15,250 187,500	TOTAL O													
FY 14 MONTHLY MEDICAL INSURANCE INVOICES (BUDGETED: \$4,680,373) \$235,077 under FY  12/31/2013 1/31/2014 2/28/2014 3/31/2014 4/30/2014 5/31/2014 6/30/2014 7/31/2014 8/31/2014 8/30/2014 10/31/2014 11/30/2014 Totals  BlueCross Medical Premium \$333,830 \$337,723 \$333,582 \$323,495 \$334,201 \$334,375 \$327,651 \$325,037 \$324,487 \$330,947 \$324,542 \$332,668 \$3,982,531  Lincoin Life Premium 637 826 785 778 743 743 743 750 750 750 745 750 750 7,430 \$15,687  Health Savings Account 15,875 15,675 15,675 15,750 15,750 16,500 16,375 15,250 15,250 15,250 15,250 13,875 \$187,500	IOIALS	\$ 355,029	\$ 363,188   S	<u>\$ 363,345  </u>	\$ 362,285	\$ 370,415	\$ 370,994	\$ 359,492	\$ 362,870	\$ 359,599	\$ 353,444	\$ 354 586	\$284 A44 T4	4 990 044
12/31/2013 1/31/2014 2/28/2014 3/31/2014 4/30/2014 5/31/2014 6/30/2014 7/31/2014 8/31/2014 9/30/2014 10/31/2014 11/30/2014 Totals   BlueCross Medical Premium \$ 333,830 \$ 337,723 \$ 333,582 \$ 323,495 \$ 334,201 \$ 334,375 \$ 327,651 \$ 325,037 \$ 324,487 \$ 330,947 \$ 324,542 \$ 332,669 \$ 3,982,531												7 00 5000	400314   4	4,338,041
12/31/2013 1/31/2014 2/28/2014 3/31/2014 4/30/2014 5/31/2014 6/30/2014 7/31/2014 8/31/2014 9/30/2014 10/31/2014 11/30/2014 Totals   BlueCross Medical Premium \$ 333,830 \$ 337,723 \$ 333,582 \$ 323,495 \$ 334,201 \$ 334,375 \$ 327,651 \$ 325,037 \$ 324,487 \$ 330,947 \$ 324,542 \$ 332,669 \$ 3,982,531					FY 14	MONTHL	Y MEDIC	AL INSUE	PANCE II	NVOICES	1	/RIIDCETED	. #4 con over	
BlueCross Medical Premium \$333,830 \$ 337,723 \$ 333,582 \$ 323,495 \$ 334,201 \$ 334,575 \$ 327,651 \$ 325,037 \$ 324,487 \$ 330,947 \$ 324,542 \$ 332,659 \$ 3,982,531 Met Life Dental Premium 23,904 23,695 23,582 23,332 22,979 23,766 23,240 23,262 23,251 22,611 23,069 22,886 \$ 279,577 Health Savings Account 15,875 15,875 15,875 15,750 16,500 16,375 15,875 15,250 15,250 15,250 15,250 15,250 187,500				-				4111001	OUTOL II	TTOICE	<u>'</u> ——	(BODGE LED)	************************	\$255,077 under FY
BlueCross Medical Premium \$333,830 \$ 337,723 \$ 333,582 \$ 323,495 \$ 334,201 \$ 334,575 \$ 327,651 \$ 325,037 \$ 324,487 \$ 330,947 \$ 324,542 \$ 332,659 \$ 3,982,531 Met Life Dental Premium 23,904 23,695 23,582 23,332 22,979 23,766 23,240 23,262 23,251 22,611 23,069 22,886 \$ 279,577 Health Savings Account 15,875 15,875 15,875 15,750 16,500 16,375 15,875 15,250 15,250 15,250 15,250 15,250 187,500		12/31/2013	1/31/2014	2/20/2014	2/24/2044	4mama 4								
Met Life Dental Premium         23,904         23,685         23,582         23,332         22,979         23,766         23,240         23,251         324,547         \$350,947         \$324,542         \$332,869         \$3,982,531           Lincoln Life Premium         637         826         785         778         743         743         750         750         745         750         750         7,430         \$15,687           Health Savings Account         15,875         15,875         15,750         15,750         16,500         16,375         15,875         15,250         15,250         15,250         13,875         \$187,500			\$ 337 729 T						7/31/2014			10/31/2014	11/30/2014	Totals
Lincoin Life Premium 637 828 785 778 743 743 750 750 745 750 750 7,430 \$ 15,687 Health Savings Account 15,875 15,675 15,750 15,750 16,500 16,375 15,250 15,250 15,250 15,250 13,875 \$ 187,500	Met Life Dental Premium						<b>334,375</b>	¥ 327,651	\$ 325,037		\$ 330,947			
Health Savings Account 15,875 15,675 15,675 15,750 15,750 16,500 16,375 15,250 15,250 15,250 15,250 15,250 15,875 \$ 187,500	Lincoln Life Premium									23,251	22,611	23,069	22,886 \$	279,577
10,373 13,275 15,250 13,875 \$ 187,500	Health Savings Account													15,687
TOTALS \$ 374,246   \$ 378,120   \$ 373,825   \$ 363,355   \$ 373,673   \$ 375,384   \$ 368,016   \$ 364,925   \$ 363,733   \$ 369,558   \$ 363,611   \$ 376,860   \$ 4,445,286			10,010	10,010	10)100	19,190	10,300	10,3/5	15,875	15,250	15,250	15,250	13,875 \$	187,500
- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	TOTALS	\$ 374,246	\$ 378,120   1	373.825	\$ 363.355 T	\$ 373 872	£ 375 994 T	¢ 900 046 1	0 204 007	A 000 H05 1				
	E				- 2001000	4 213,013	9 313,304	9 300,U10	304,925	a 363,733	<b>369,558</b>	\$ 363,611	\$376,850 \$	4,445,296

WORKERS COMPENSATION	PROPERTY	GENERAL LIABILITY AND LAW ENFORCEMENT	AUTO LIABILITY	PUBLIC ENTITY MANAGEMENT LIABILITY	EMPLOYEE DISHONESTY CRIME
COVERAGE. A:  \$ Statutory IL Limit COVERAGE.B: EMPLOYERS LIABILITY LIMIT: \$2,500,000	\$104,759,467 Buildings, \$9,133,057 Business Personal Property & Contents Boiler, Machinery & Equipment Breakdown  Sublimit \$10,000,000 Earthquake & \$10,000,000 Flood Replacement Cost	\$10,000,000 LIMITS FOR GL & LAW ENFORCEMENT OCCURRENCE Sublimit: \$100,000 Sexual Abuse Liability	\$10,000,000 Limits Auto Liability  OCCURRENCE  Sublimit: \$100,000 Uninsured & Underinsured Motorist	\$10,000,000  CLAIMS MADE Coverages Included: Public Officials Liability Employment Practices, Wrongful Termination, Discrimination, Sexual Harassment State or Fed. Civil Rights Violation, Malicious Prosecution	Blanket Employee Dishonesty, Money & Securities Depositors Forgery, Computer Fraud,
Self Insured Retention \$250,000	\$10,000 Deductible \$50,000 or 2% Flood & Earthquake	\$10,000 Deductible General Liability & \$25,000 Law Enforcement & Sexual Abuse Liability	\$10,000 Deductible Auto Liability & Physical Damage	\$50,000 Deductible	Funds Transfer Fraud \$10,000 Deductible

# Kendall County, Kendall County Forest Preserve District, Veterans Assistance Commission

Property, Liability
and
Workers Compensation Limits
Retentions/Deductibles
Proposed ICRMT
12/1/2016 to 12/1/2017



Coverage, Limits and Current Deductible or Self-Insured Retention	Current Program 12-1-2016 / 2017	Budget Estimate 12-1-2017 / 2018	Budget Estimate 12-1-2017 / 2018
Property, Equipment, Computer, Crime and Boiler and Machinery			
\$107,398,562 Total Building and Contents \$10,000 Deductible	included	included	included
including \$10,000,000 Flood \$10,000,000 Earthquake			
Boiler Machinery and Inland Marine/Equipment			
Crime/Employee Dishonesty	included	included	included
Liability, Including/ Public Officials/ Law Enforcement-Limit Provided \$10,000,000 sublimit is \$100,000 for Physical and Sexual			
<u>Abuse</u>			
\$ 10,000,000* GL/POL/Law	included	included	included
Deductibles:			
\$10,000 General Liability	1		
\$25,000 Law Enforcement	7		
\$50,000 Public Official Liability			
Business Auto Liability Limit \$10,000,000	included	included	included
Deductible: \$10,000 Comprehensive & Callision	included		included
Excess Liability*			
Workers' Compensation & Employers Liability			
Self-Insured Retention	\$ 250,000	\$ 250,000	\$ 300,000
Property/Liability Premium	\$ 545,092	\$ 564,000	\$ 564,000
Workers' Compensation & Employers Liability	\$ 140,000		
Total	\$ 684,188	\$ 737,000	

Kendall County- COW 5:30pm 9/20/2017

# **MONTHLY ADMINISTRATION / HR SUMMARY REPORT**

August 31, 2017

Workers' C	omp. Claims:	Dec 1, 2016 - A	ugust 31, 2017
	Prior Year Total	Dec - July	August
Administration	1		
Animal Control	6	1	
Circuit Clerk	1	1	
Coroner			
County Clerk	1	2	
Facilities			
Forest Preserve	3	1	
Health Dept.	3	3	
HWY	1	2	
Judiclary			
PBZ			
Probation	1		
Public Defender			
Sheriff - CORR	5	15	
Sheriff - Patrol	16	13	
State's Attorney	2		
Technology			
VAC			
Totals	40	38	0

W.C. Claims Expense	-				
Dec 1, 2016 - August 31, 2017					
December	\$	36,439			
January		20,318			
February		65,675			
March		26,739			
April		62,104			
May		13,000			
June		44,906			
July		49,720			
August		22,362			
September					
October					
November					
Total Claims Expense		341,263			
PEDA Reimbursements YTD	_	(63,401)			
Net Claims Expense	\$	277,862			
W/C Premium		\$139,096			
Net W/C Claims Expense		(277,862)			

W/C Premium	\$139,096
Net W/C Claims Expense	(277,862)
Under/(Over) Premium	-\$138,766

Property Claims (12/1/16 - 11/30/17)							
Dept	Description	Insurance	Amount				
Sheriff	2012 Impala - loss	subrogate	-\$1,025				
Sheriff	2013 impala - loss	subrogate	3,211				
Sheriff	2016 Chevy - repair	subrogate	0				
Sheriff	2015 Ford - repair	subrogate	0				
·							
		Total	\$ 2,186				

<sup>\*</sup> Salvage amount paid

# Illinois Counties Risk Management Trust Claims Analysis 9/1/2017

## **Workers Compensation**

**Prior Years' Active Claims** 

	Incident Date	Department	Status	Pald	Missed > 3 Days Work	Returned to Work
1	6/30/2012	Forest Preserve	re-opened	\$ 137,626	Υ	Terminated
2	5/10/2014	Sheriff's	open	232,645	Υ	Y
3	2/1/2015	Facilities	closed	144,699	Υ	Y
4	5/5/2015	Facilities	closed	221,256	Y	Terminated
5	2/17/2016	State's Attorney	closed	2,727	N	Y
6	4/10/2016	Forest Preserve	closed	12,476	Υ	Υ
7	4/12/2016	Sheriff's	open	84,990	Υ	N
8	9/13/2016	Sheriff's	open	75,779	Y	N
9	11/15/2016	Sheriff's	open	3,992	N	Υ
LO[	11/15/2016	Sheriff's	closed	6,032	N	Y

Total Prior Year's Active Claims \$ 922,223

# **Property & Casualty**

FY17 - Current Year's Total Claims

	Incident Date	Department	Status	Paíd	Coverage Type
1	12/4/2016	Sheriff	closed	\$ (1,025)	Auto PD - Collision
2	12/16/2016	Sheriff	open	3,211	Auto PD - Collision
3	8/2/2017	Sheriff	open	 -	Auto PD - Collision
4	8/3/2017	Sheriff	open	-	Auto PD - Collision
		Total F	Y17 Auto Claims	\$ 2,186	

	Incident Date	Department	Status		Paid	Coverage Type	
1	2/24/2017	Admin Services	open	\$	10	General Liability	
2	9/23/2014		open		-	General Liability	
	T-4-  EV47 C - C -1						

Total FY17 Casualty Claims \$ 10

**Prior Years' Open Claims** 

	Incident Date	Department	Status		Paid	Coverage Type
1	5/15/2014	Sheriff	open	\$	291,341	Errors & Omissions
2	6/7/2014	Sheriff	open		13,763	Law Enforcement Liability
3	1/6/2015	Circuit Clerk	open	-	12,948	Errors & Omissions
5	9/28/2015	Circuit Clerk	open		10	Errors & Omissions
4	9/12/2015	Highway	open		6,131	General Liability
6	6/15/2016	Sheriff	open		11,414	Law Enforcement Liability
		- I - I - I - I - I - I - I - I - I - I	1 - 01 1	- 4		

Total Prior Years' P&C Claims \$ 335,607

#### PENSIONS (40 ILCS 5/) Illinois Pension Code.

(40 ILCS 5/Art. 7 heading)
ARTICLE 7. ILLINOIS MUNICIPAL RETIREMENT FUND

(40 ILCS 5/7-137) (from Ch. 108 1/2, par. 7-137) Sec. 7-137. Participating and covered employees.

(e) Any participating municipality or participating instrumentality, other than a school district or special education joint agreement created under Section 10-22.31 of the School Code, may, by a resolution or ordinance duly adopted by its governing body, elect to exclude from participation and eligibility for benefits all persons who are employed after the effective date of such resolution or ordinance and who occupy an office or are employed in a position normally requiring performance of duty for less than 1000 hours per year for the participating municipality (including all instrumentalities thereof) or participating instrumentality except for persons employed in a position normally requiring performance of duty for 600 hours or more per year (i) by such participating municipality or participating instrumentality prior to the effective date of the resolution or ordinance and (ii) by a participating municipality or participating instrumentality, which had not adopted such a resolution when the person was employed, and the function served by the employee's position is assumed by another participating municipality or participating instrumentality. Notwithstanding the foregoing, a participating municipality or participating instrumentality which is formed solely to succeed to the functions of a participating municipality or participating instrumentality shall be considered to have adopted any such resolution or ordinance which may have been applicable to the employees performing such functions. The election made by the resolution or ordinance shall take effect at the time specified in the resolution or ordinance, and once effective shall be irrevocable.

(Source: P.A. 99-900, eff. 8-26-16.)