

COUNTY OF KENDALL, ILLINOIS ADMIN HR COMMITTEE

County Office Building County Board Room 210 Wednesday, August 21, 2019 at 5:30p.m.

MEETING AGENDA

- 1. Call to Order
- 2. Roll Call: Elizabeth Flowers (Chair), Scott Gengler, Judy Gilmour, Matthew Prochaska, Robyn Vickers
- 3. Approval of Agenda
- 4. Approval of Minutes from August 5, 2019
- 5. Department Head and Elected Official Reports
- 6. Public Comment
- 7. Committee Business
 - > Presentation Health Insurance Mid-Year Review The Horton Group
 - ➤ Discussion of County Expense Reimbursement Policy
 - Discussion of Mack & Associates, P.C. Performing a GIS Mapping Fee Cost Study not to Exceed \$5,000
 - Discussion of Second Internet Connection
- 8. Executive Session
- 9. Items for Committee of the Whole
- 10. Action Items for County Board
- 11. Adjournment

COUNTY OF KENDALL, ILLINOIS

ADMIN HR MEETING

County Office Building

111 W. Fox Street, Room 210; Yorkville Monday, August 5, 2019

CALL TO ORDER - Committee Chair Elizabeth Flowers called the meeting to order at 5:30p.m.

ROLL CALL

Attendee	Status	Arrived	Left Meeting
Elizabeth Flowers	Present		
Scott Gengler	Here		
Judy Gilmour	Here		
Matthew Prochaska	Here		
Robyn Vickers	ABSENT		

Others in Attendance: Meagan Briganti, Matt Kinsey, Scott Koeppel

APPROVAL OF AGENDA – Motion made by Member Prochaska second by Member Gilmour to approve the agenda. With four members voting ave, the agenda was approved by a 4-0 vote.

APPROVAL OF MINUTES – Motion made by Member Gilmour, second by Member Gengler to approve the July 17, 2019 minutes. With four members voting aye, the minutes were approved by a 4-0 vote.

DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS

Administration Department – Mr. Koeppel asked Chair Flowers about the upcoming September 2nd, meeting. The meeting falls on Labor Day. Chair Flowers got consensus from committee members to have a Special Admin HR Meeting on Thursday September 5th, at 5:30pm. Mr. Koeppel also reported that staff inquired with our broker Alliant about going out to bid for liability, worker's compensation and property insurance. Per our broker they do not foresee significant savings if we go out to bid. The consensus was to not go out to bid at this time. Staff and the Board are very happy with the services of ICRMT.

PUBLIC COMMENT - None

COMMITTEE BUSINESS

➤ Approval of Resolution Authorizing Execution and Amendment of Downstate
Operating Assistance Grant Agreement – Mr. Koeppel explained that this is the
FY2020 grant application through the State for KAT in the amount of \$1.1million.

Motion made by Member Gilmour, second by Member Prochaska to forward to the County Board under Consent Agenda. With four members voting aye, the Resolution was approved by a 4-0 vote.

- Approval of Resolution Authorizing Execution and Amendment of Section 5311
 Grant Agreement As the previous item this is a grant application for the KAT
 Program in the amount of \$55,000 and comes before the Committee and Board
 annually. Member Prochaska made a motion, second by Member Gilmour to
 forward to the County Board under Consent Agenda. With four members
 voting aye, the Resolution was approved by a 4-0 vote.
- ➤ Approval of Kendall County Title VI Statement of Policy and Program Mr.

 Koeppel explained that the Title VI Statement is part of the Civil Rights Act of 1964 and a requirement of the KAT grant application process. It has to do with discrimination as it relates to transportation services. There is a complaint form and procedures for an investigation. Member Gilmour made a motion, second by Member Gengler to forward to the County Board under Consent Agenda. With four members voting ave, the Statement was approved by a 4-0 vote.
- ➢ Request for Bid for Modern Cadastral Model Parcel Fabric Ms. Briganti outlined why the GIS Department needed to move toward this newer modern model and requested to go out to bid. She noted that this item is budgeted. Motion made by Member Gengler, second by Member Gilmour to send to the State Attorney's Office for review then out to bid. With four members voting ave, the Statement was approved by a 4-0 vote.
- Discussion of Increasing GIS Fees Ms. Briganti reviewed the GIS budget and noted that at the current rate the GIS Department which has always been self-funded on fees will not be able to rely solely on fees and would require some funding from the General Fund. Ms. Briganti reviewed a survey of fees from comparable Counties, all but one had higher fees than Kendall. To staff's knowledge we have never increased the fee. There was consensus to increase the GIS fees from \$16 to \$30. Staff would work on an Ordinance or Resolution and bring that back to the Committee for review and approval.
- ▶ Discussion of Bid Results for Second Internet Connection Mr. Kinsey reviewed the bid results on page 43 of the packet. There were two companies that submitted proposals. Mr. Kinsey recommended going with Metronet the lowest bidder at 300mb for 48 months. Motion made by Prochaska second by Member Gilmour to send to State Attorney's Office for review then to the County Board for approval. With four members voting aye, the motion carried.

EXECUTIVE SESSION - None

ITEMS FOR COMMITTEE OF THE WHOLE - None

ACTION ITEMS FOR COUNTY BOARD

- > Approval of Resolution Authorizing Execution and Amendment of Downstate Operating Assistance Grant Agreement
- > Approval of Resolution Authorizing Execution and Amendment of Section 5311 Grant Agreement
- > Approval of Kendall County Title VI Statement of Policy and Program

ADJOURNMENT – Member Prochaska made a motion to adjourn the meeting, second by Member Gengler. With four members voting ave, the meeting adjourned at 6:24 p.m.

Respectfully Submitted,

Mera Johnson Risk Management and Compliance Coordinator

MONTHLY MEDICAL INSURANCE REPORT

July FY 19

	Mari			Total	<u>Enrolled</u>		
	Non- Union	Union	<u>Jul-18</u>	<u>Aug-18</u>	<u>Jul-19</u>	<u>Aug-19</u>	Annual Plan Cost
HMO EE HMO FAM	19	16 13	36 23	34 21	37 20	35 21	\$6,510.56 \$12,297.46
H.S.A. \$1500 EE H.S.A. \$1500 FAM	60 49	43 63	111 108	115 105	104	103	\$9,794.18 * \$18,666.61 *
H.S.A. \$2800 EE H.S.A. \$2800 FAM	5	3	6	6	8	3	\$8,991.53 * \$17,150.72 *
Total Enrolled	142	140	284	281	285	282	

Dental	EE	165
Dental	Family	181

Total Enrolled 346

- 1) Premiums and headcount paid as of monthly report date
 2) Includes Employer HSA contribution *
 3) 2018 H.S.A. \$2800 are old PPO plan numbers

Totals	\$2,593,199	\$1,513	\$193,472	54217	000,000	P863	5480	201	\$3,428,174	BUDGETED: \$5.502,000) * 94.72 % of Burdon		Totals	\$4,356,865	\$328,755	\$6,746	000,7TC#	3 5	\$4 F&	and a	\$5,211,508	BUDGETED: \$6,106,257/'98.84% of Budget	Totale	\$4 280 420	\$5.20n	C308 783	12.72	\$458 42F	22 446	8083	\$2,153		\$5,047,057		can or bugget	Totals	\$4,099,996	\$283,618	\$8.637	\$353,500	\$1,834	€4 747 EM	T-1,1+1,1-1
November				1	+				8	\$5.502.000) * 9		11/30/2018	358725	27495	290	OC.	5 6	28		\$387,617	\$5,108,257)*98.	447902047	256453	0	25804	7.26	250	0	22	170		\$383,285	DINY THE AGG BAGN AS AN AND AND AND AND AND AND AND AND AND	52 -{CL0'C00'Ct	11/30/2016	341085	23365	713	0	156	£385 249	ו מו מלממש
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	36114		24248	-				П	\$386,886	MONTHLY		\$		C61/7			-			\$375,160	MONTHLY	4/30/2017	346995	0	26197	672			40	0	L	95/4/090	MONTHLY		\$	07	23	22		148	\$367,347	
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	BCBS Medical Premium	Met I No Dones Description	Met I fin I fin Premium	Health Savings Account	Insurance Refunds	HRA Admin Fee	FSA Admin Fee	0102-027-8647	TOTALS				UTC Desired Presenting	UHC Life Premium	Health Savings Account	Insurance Refunds	HRA Admin Fee	FSA Admin Fee	0102-027-6547	TOTALS			UHC Medical Premium	BCBS Final Involce	Lincoln Life Dental Premium	Lincoln Life Premium	Health Savings Account	Insurance Refunds	HIKA AOMM I-88	FSA Admin Fee	TOTAL 9					Bruecross Medical Premium			riedim Savings Account	FSA Admin Fee	TOTALS	

MONTHLY BENEFITS SUMMARY REPORT July FY 19

Retirees/COBRA (12/1/18 - 11/30/19) (42 Retirees / 1 COBRA)	2/1/18 - 11/30/19)	(42 Retires	* / 1 COBRA)
Vision	Family	2	\$806.42
Vision	Single	10	\$507.06
Medical	Family	2	\$12,056.24
Medical	Single	11	\$55,162.81
Dental	Family	34	\$10,913.28
Dental	Single	13	\$10,334.34
TOTAL	AL	11	\$89,780.15

HARGES 2019	\$620	\$1,239			
UNEMPLOYMENT CHARGES 2019	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL

Full Time	Yew Hires	Full Time New Hires/Terminations (12/1/16 -11/30/19)	(12/1/18 -1	1/30/19)
	Nev	New Hires	Resign	Resignations/Terms
DEPARTMENT	TTD.	Correct Bords	ATD.	Current Month
Administration				
Animal Contr	1			
Assessment	1			
Circuit Clerk	8		2	
Coroner				
County Clerk				
Facilities	1		2	
Forest Pres	1	200	2	
Health Dept.	8	2	-	
HWY				
KenCom	1		-	
PBZ	Ī			
Probation	1		1	
Public Defender				
Sheriff	9		4	
State's Att	1		1	
Technology/GIS	2	1	2	
VAC	1		F	
Totals	22	3	17	0

BENEFITWALLET HSA FUNDING	ISA FUNDING
Month	Deposit
December	516,000
January	1,250
February	6,875
March	1,250
April	1,125
May	3,500
June	0
July	3,000
August	
September	
October	
November	
Total	5 633.000

MONTHLY ADMINISTRATION / HR SUMMARY REPORT

July 31, 2019

	2015-16		2016-17	2	2017-18	20	018-19	Total	d Clalese
	Policy		Policy		Policy	P	Policy	100	al Claims
December	\$ 22	3 \$	1,987	\$	2,164			\$	4,378
January	44	3	5,609		220		1,351		7,626
February	77		4,657		742		64		6,234
March	6,63		1,641		2,542		610		11,430
April	1,21	5	15,811		159		10,072		27,258
May	28	}	6,330	Ī	3,342		4,487		14,442
June	352	2	2,004		2,144		8,782		13,282
July	188		1,647		952		1,894		4,678
August									0
September									0
October		\Box							0
November									0
Total Claims Expense	\$ 10,114	s	39,686	s	12,266	s	27,262	s	89,328

	77		_		_		
PEDA Payments (included in Total Claims E PEDA Reimbursements YTD	<u>kpense)</u>						\$ 29,340
W.C. Annual Premium W.C. Premium	\$	131,080	\$	139,096	\$	171,411	\$ 175,442
Self Insured Retention (SIR) Self Insured Amount	\$	250,000	\$	250,000	\$	250,000	\$ 250,000
No. of claims >\$250k		0		0		0	0
No. of claims >\$100k & <\$250k		1		2		0	0
No. of claims <\$100k		39		44		20	20
Total claims paid		40		46		20	20
		204E 48		2048 47		2047 40	0049.40

	2015-16	2016-17	2017-18	2018-19
W.C. Claims	 Policy	Policy	Policy	Policy
W.C. Claims paid prior year	\$ 308,024	\$ 560,320	\$ 14,430	\$ -
W.C. Claims paid current year	 10,114	39,686	12,266	27,262
Total claims pald	\$ 318,138	\$ 600,006	\$ 26,696	\$ 27,262

			Policy Year		
Workers' Comp. Claims	2015-16 Policy	2016-17 Policy	2017-18 Policy	2018-19	Policy
	Prior Year Total	Prior Year Total	Prior Year Total	DEC-JUN	JULY
Administration	1				
Animal Control	6	1	4	1	
Circuit Clerk	1	1	1	1	
Coroner					
County Clerk	1	2			
Facilities				1	-
Forest Preserve	3	2		3	_
Health Dept.	3	2	2	1	
Highway	1	2	1	1	1
Judiciary					
PBZ					
Probation	. 1				
Public Defender					
Sheriff - Corrections	5	18	2	3 .	
Sheriff - Patrol/Admin	16	16	10	6	1
State's Attorney	2	2		1	
Technology					
VAC					
Totals	40	46	20	18	2

illinois Counties Risk Management Trust Claims Analysis 8/1/2019

Worker's Compensation

FY19 - Current Year's Total Claims

	Incident Date	Department/Office	Status	Pald	Missed > 3 Days Work	Returned to Work
1	12/9/2018	Corrections	closed	1,416	N	Υ
2	1/5/2019	Forest Preserve	closed	1,000	N	Y
3	1/23/2019	Sheriff	closed	-	N	Y
4	1/25/2019	Sheriff	open	1,091	N	Y
5	1/28/2019	Health	open	477	N	Υ
6	2/12/2019	Highway	open	430	N	Y
7	2/17/2019	Sheriff	open	31,067	Υ	N
8	2/21/2019	Circuit Cierk	closed	-	N	Y
9	3/8/2019	Facilities	open	842	N	Y
10	4/26/2019	Sheriff	open	1,485	N	Υ
11	4/25/2019	State's Attorney	open	-	N	Υ
12	5/17/2019	Sheriff	open	981	N	Υ
13	5/19/2019	Forest Preserve	open	-	N	Υ
14	6/7/2019	Forest Preserve	open	299	N	Y
15	6/21/2019	Sheriff	open	84	N	Y
16	6/28/2019	Aminal Control	open	-	N	Υ
17	6/29/2019	Corrections	open	-	Y	Y
18	6/29/2019	Corrections	open	-	N	Y
19[7/15/2019	Highway	open	-	N	Y
20	7/22/2019	Sheriff	open	-	N	Y

Total FY19 Claims Paid To Date \$ 39,171

Worker's Compensation

Prior Years' Active Claims

	Incident Date	Department/Office	Status	Paid	Missed > 3 Days Work	Returned to Work
	2011-12 Policy					
1	6/30/2012	Forest Preserve	re-opened	190,850	Υ	Terminated
				190,850		
	2015-16 Policy					
2	4/12/2016	Sheriff	open	93,061	Y	Y
3	9/13/2016	Sheriff	closed	252,246	Y	Υ
				345,307		
	2016-17 Policy					
4	2/28/2017	Corrections	open	30,176	γ	Y
5	10/26/2017	Corrections	open	160,637	Y	Y
6	4/19/2017	Sheriff	open	87,698	Y	Y
7[11/21/2017	Sheriff	open	151,654	Y	Υ Υ
				430,164		
	2017-18 Policy		<u> </u>		· ·	
8	12/12/2017	Corrections	open	20,379	Y	٧
9[5/2/2018	Sheriff	closed	3,468	N	Y
0[8/3/2018	Sheriff	re-opened	3,174	N	Y
1[11/1/2018	Corrections	open	771	N	Y
2	11/18/2018	Sheriff	open	1,782	N	Y
			_	29,574		

Total Prior Year's Active Claims \$ 995,896

Illinois Counties Risk Management Trust Claims Analysis 8/1/2019

Property & Casualty

FY19 - Auto PC

	Incident Date	Department/Office	Status	Paid	Coverage Type
1	4/28/2019	Sheriff	Open		Auto PD - Collision

Total FY19 Auto Claims \$ -

FY19 - General Liability

	Incident Date	Department/Office	Status	Pald	Coverage Type
1	1/25/2019	Courthouse	closed		
2	12/5/2018	Circuit Clerk	open		

Total FY19 General Liability Claims \$ -

Prior Years'- General Liability

	7 1101 10010 0				
	Incident Date	Department/Office	Status	Paid	Coverage Type
	2015-16 Policy				
1	8/9/2016	Sheriff	open	22,960	Law Enforcement Liability
2	11/4/2016	Sheriff	open	9,766	Law Enforcement Liability
				32,726	
	2016-17 Policy				
3	9/23/2014	Various	open	13,686	General Liability
			_	13,686	
	2017-18 Policy				
4	7/1/2018	Sheriff	open .	3,702	General Liability

Total Prior Year's General Liability Claims \$ 48,263

IN THE CIRCUIT COURT FOR THE TWENTY-THIRD JUDICIAL CIRCUIT

GENERAL ORDER 19-3

IN THE MATTER OF THE ADOPTION OF THE COURT CALENDAR FOR THE YEAR 2020:)	JUN 0 3 2019 KGIRCINT CLERK RENDALL CO.
IT IS HEREBY ORDERED THAT:	•	CIRCUIT CLERK KENDALL CO.

The Circuit Court for the 23rd Judicial circuit of the State of Illinois shall adjourn, and the Office of the Circuit Clerks of DeKalb and Kendall Counties shall be closed on the following legal holidays for the year 2020:

HOLIDAY

New Year's Day
Martin Luther King Jr. Day
Lincoln's Birthday
Washington's Birthday (Obsvd.)
Spring Holiday (Close at Noon)
Memorial Day
Independence Day (Obsvd.)
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day Following Thanksgiving Day
Christmas Eve (Close at Noon)
Christmas Day

Dated this 5th day of June, 2019

OBSERVED

Wednesday, January 1, 2020
Monday, January 20, 2020
Wednesday, February 12, 2020
Monday, February 17, 2020
Friday April 10, 2020
Monday, May 25, 2020
Friday, July 3, 2020
Monday, September 7, 2020
Monday, October 12, 2020
Wednesday, November 11, 2020
Thursday, November 26, 2020
Friday, November 27, 2020
Thursday December 24, 2020
Friday, December 25, 2020

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Robert P. Pilmer, Chief Judge



KENDALL COUNTY ADMINISTRATIVE SERVICES DEPARTMENT

To: Admin HR Committee; Elizabeth Flowers (Chair), Judy Gilmour, Scott Gengler, Matthew Prochaska, Robyn Vickers

From: Mera Johnson, HR Risk Management & Compliance Coordinator

Re: KAT, CDL's & Cannabis

At the August 5, 2019 Admin HR Committee a question was asked about Illinois's recent legalization of Cannabis as it relates to the Federal grants and employees with CDLs, specifically the KAT Program

After a discussion with KAT, Program Director, Mike Neuenkirchen it was determined that Federal primacy comes into play with regard to cannabis use. KAT is a Federal Transportation Authority (FTA) and Department of Transportation (DOT) sensitive program, so cannabis and cannabinoids remained banned. As a recipient of federal funds, KAT is required to follow DOT standards.

Employees of KAT are required to get their CDL within months of being employed by KAT. However, the DOT standards are in effect and cannabis would be treated as a banned substance whether KAT was a CDL shop or not.

Please keep in mind, employees of KAT are not County employees. The State's Attorney Office is working on a county wide Drug Free Workplace Program & Testing Policy, for non DOT purposes.





Administration & HR Committee Meeting

Mid Year Review & Renewal Planning

Location:

The County of Kendall

111 West Fox Street Yorkville, IL 60560

Date:

August 21, 2019

Agenda details:

I. Market and Plan Performance Update

II. Cost Share & Plan Design Considerations

- a. Current Cost Share
- b. Defined Contribution 10% / 32%
- c. Defined Contribution 17.5% / 33.5%
- d. Defined Contribution 15% / 33%
- e. Modified Plan Design with different HSA Contribution by Plan

III. Pharmacy Opportunities: Disruption Details

KENDALL COUNTY EXECUTIVE HEALTHCARE COST ANALYSIS

		ANNUALIZED	ANNUALIZED
ne - no data avallable	1/1/7-12/31/17	1//18-1201/18	(Unless Noted)
Total But Plant Service	UNC	389	BCBs BCBs
Total	ts Dvor Padang Charge Physicop	Wig Charge)	
Per Member	F4,158,034	\$4,518,522	23 SRB 484
Per Employee	\$14,356	85,035	\$6,062
Claims By Hotwork Attitudes			\$14,044
Moderate Printers County	Manual Williams		Nonetho
Discount to Chains	\$8,039,382	\$9.481.367	Immagure Pour Claims
Allowed Amount (Balance)	\$4,887,844	\$6,545,441	\$4,000,337
Percent of Discount to English	\$3,151,438	\$3,935,926	\$3,001,371
The state of the s	W.B.00	58.5%	%8.00
Ferran of National Charges	\$7,796,200	\$0 non son	
Control of	97.0%	95,9%	\$7,883,546
Total El 19 Out-of-Network Charges	I		Korne
Percent OUN Claims	3.0%	\$388,738	\$1,786
Medical / 2019 & letter New Late:	discount)	2011 P. 11.00	240.0
Capitation / 2019 & letter Non-Haro Outrost	\$4,456,577	\$3,761,316	
2019 & later Non-HMO Professional	\$123,559	\$127,393	\$1,080,000
2019 & later Non-HAIO VBC			\$1,152,333
2019 & later Haro Markey	\$688,042	\$788.317	\$2,001
2019 & litter HMO Physician Service Fees (Estimated)			\$284,779
	\$5,268,178	\$4,687,027	\$239,400
Medical / Non-FIMO Impedient)		93,080,718
(a) Capitation / Non-HMO Outpatient			
Non-Haro VSC		1	1 衛士
Pharmacy	THE STATE OF	9	
HWO Medical	(
HAAD DSF (Endmahad)			100
Est. Fully Intered Practice		Part Wischer	
Per Momber	\$4,265,297	\$4,362,201	24 THE COLO
Per Employee	\$6,440	\$6,6925	47,010,000
	\$14,733	\$15.288	\$15.204
High cool Chimuris			
Number of Claimants	NATI DU DOLI BIOCEZI	1110 000 F 10111 on	THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TW
Total Large Claims			The state of the s
Total Claims over \$125,000	(\$1,469,128)	Section Chicago	215 legs
Estimated Pooling Charge	8745 EP	Arrivation	Annualzed
High Cost Claimant %	THE REAL PROPERTY.	40000	\$434,280·
Non-High Cost Claimant %	100%	1%	0%
	100%	0000	10.70

KENDALL COUNTY EXECUTIVE HEALTHCARE COST ANALYSIS

6

Specially Rx Percentage Non-Specialty Rx Percentage	Specialty Rx Cost as % of Total Rx Cost Non-Specialty Rx % of Total Rx Cost	Total number of specialty scripts Average cost per specialty script	Mail Service Utilization Total Speciativ Rx Plan Cost	Rx Annual Cost / Member Scripts per member / year New Annual Cost / Member / Year Reliable / Member / Reliable /	Min - the African man Milk Kan
			99%	PRESCRIPTION DRUGEXPERIENCE Excellentance Report 7/17-2-10 31,041 41,10 323	1/1/7-123/17
			5%	EXPERIENCE Eng Americany Georgiand (1/2/2 fb/m) \$1,225 12.28 197	(Unices Noted) 1/H18-12/31/18
3	50.1% 49.9%	\$350,443 89 \$3,931	3%	\$1,062 11,16 49	(Unites Noted)

KENDALL COUNTY EXECUTIVE HEALTHCARE COST ANALYSIS

\$16,500 \$16,500 \$15,500 \$14,000 \$14,000 \$13,000 \$13,000 \$12,500	Control (Costs (Fully Interview Operation) Total Fully Insured Premium Premium Paid Per Employee Per Member Ref. — State (Lost Sources)	Covered Member Covered Member Covered EE Covered Members	Covered Members Employee Only Employee & Spouse Employee & Children Family Covered EE	ne - no data evaluable
WHIT-123/17 Claims Paid Par Employee Kaiser - State / Local Government	\$4,256,297 \$1,256,297 \$1,273 \$14,733 \$8,440 \$1,840 \$1,840	47% / 53% 54% / 40%	661 152 19 19 15 103 289	UNIT-1201M7 BING PLAN DEMOGRAPHICS
Wife-123476 Wife-123476 Premium Peid Per Employe Keiser Survey - All industries	100 mon Clarks 1430 1222 1430 1222 1515 1288 15 15 1288 16 1695	45 33 37% 153% 54% 146%	862 769 21 114 107	AWNUÁLIZED (Unices Noted) 1/1/94-1/2-1/18 UNG:
		45 33 47% / 53% 54% / 46%	658 145 16 100	ANNUALIZED (Unless Noted) 1/1/19-7/31/19 9CBS

Key Indicators

Contribution Contribution Modeling & Plan Designs

Prepared for: Kendall County

Renewal January 2019

Presented By: Michael E. Wojcik

Phone: 708-845-3126 / Cell: 708-650-1557 mike.wojcik@thehortongroup.com

HORTON

Contribution Exhibit

Kendall County
CURRENT PRACTICE - 1/1/18 EE & ER Contribution vs. 1/1/19 EE & ER Contribution (2 Tier)

HINO 500	4	านไรบิดรีกา	17/2018(ปหัติศัสตร	Second Property of the					HI S III	H/2019 BCBS Rate	CBS Rate		
HNO 500	11	EE+SP	- H	Family					EE	EE+SP	EE+C	Family	AV Cale
	\$738.29	\$1,753,47	\$1,753.47	\$1,753.47				MMO 500	6002.83	\$4,507,03	\$1.507.03	\$1.607.08	80.1%
HSA	\$17.14	\$4,831.56	\$1,831,55	\$1,831.86				H.S.A	\$707.98	\$1,919.92	\$1,818.92	\$4.919.92	81.5%
								HSA \$2800	\$683,66	\$1,734.18	\$1734.10	\$1,734.10	72.8%
Months	ļū.	pr											
Assection	-		AUTHOR.	Apparent appare		January	January 2019 Retes		-	103(0) (A) (4) (1) (2)	Com Augilisasi terdandadkan	8	Total January 2018
HIMO 500	HIMO 500			CONTRACTOR NAMED	H	Name and Address of the Owner, where the Owner, which is the Owner, where the Owner, which is the Owner		<u>.</u>		STATE OF	HOLE TO SERVICE THE PARTY OF TH		NULL OF STREET
Participation			ă		% of Total	OX III	n n	K of Total		8	i	í	
8	8	3	\$664.47	\$73.82	10.00%	\$542.65	\$60.28	10.05%		S278 077 40	EN ONLAN	EX 201 00	eso oto de
4	-	ES	\$1,208.98	\$544.51.	34.05%	\$1,024.79	\$482.24	32.00%		\$58,030,08	\$20 1'SP 48	\$12 207 48	AKO, UHWING
4	ю	EC	\$1,208.96	\$544.51	1,681,	\$1,024.79	\$482.24	が見		\$58,030,08	\$28 tab.48	\$61 487.40	SOR OUT AN
14	15	Family	\$1,208.96	\$544.51	34,05%	\$1,024.79	\$482.24	32.00%		\$203,105,28	\$81.477.88	\$184.462.20	200.909.50
H.S.A	H.8A				8								
Participation			ä		% of Total		M	% of Total		8	H	E C	II.
. 111	104	H	\$684.06	\$77.11	100.01	\$691.19	\$78.79	10,001		\$824,487.92	\$402.740,62	\$862.805.12	SOK MIN DO
17	8	ES	\$1,262.80	\$508.75	31.05%	\$1,306.65	\$614.37	32.00%		\$257,611.20	\$438.02E.08	£313,332 00	Sec. All Lodge and
10	1	EC	\$1,282.80	\$588.75	31,057	\$1,305.55	\$614.37	32,00%		\$151,536.00	\$68,250.00	\$172.332.60	\$81.080 BA
87	82	Family	\$1,262.80	\$558.75	31.05%	\$1,305.55	5614.37	32.00%		\$1,318,383,20	\$590,775.09	\$1.284.881.20	SPOA BATTOR
	HSA \$2800							EE					
Participation						85	=======================================	% of Total		H	33	ä	ш
	n	Ш				\$824.29	\$69.37	10,00%		\$0.00	\$0.00	\$22,474.44	42.407.40
	n	8				\$1,179.23	\$654.93	32,00%		\$0.00	\$0.00°	\$42,452.28	Stades As
	+	S S				\$1,179.23	\$654.93	32.00%		\$0.00	\$0.00	\$14,150.76	Street, to
	4	Family				\$4,179.23	\$554.93	32,00%		\$0.00	\$0.00	\$56,603.04	SER COLUM
Total Employee	Oyess												The street of
									Premium Only	\$3,250,241.18	\$1,055;515;56	\$3,261,240.12	\$1,132,255.66
								1	Pramium wittsA	\$3.758.741.18	S.1 DEK RARJER	\$523,500.00	CA AGD CRE. BO
									ER% EE%	78.08%	24.92%	78 974	TR. Neth

Enrollment shown on the exhibit includes active employees and retirees. 2018 Employer HBA Seed Contribution: \$1,500 EE Only; \$3,000 Family 2019 Employer HBA Seed Contribution: \$1,500 EE Only; \$3,000 Family



\$4,814,256.72

Grand Total % Change

\$4,916,995.80

Defined Contribution Exhibit

Kendall County
CURRENT PRACTICE - 1/1/19 EE & ER Contribution vs. PROPOSED DEFINED CONTRIBUTION 1/1/19 EE & ER Contribution (2 Tier)

	The state of the s	一川の中の大田田の日	大田の					gon.		Proposed Dis. 40	Proposed DC 1012019 90 85	Personal Property	
	H	4 60	DE+C	Femily					3	E+8	EE+C	E Caralle	AV Out
HMO 500	\$602.63	\$1,507.03	\$1,507.03	\$1,307.03				HMO 500	\$802.83	St 507.00	\$4.802.02	C4 KOT DD	
HSA	\$2757.96	\$1,919.92	\$1,819.92	\$1,919.92				A SH	\$287 BB	E+ 040.00	00.000 Pd.	200000000	80.1%
HSA \$2800,	800000	\$1,724,16	\$1,734.16	\$1,734.16				H8A \$2800	\$693.66	\$1,734.16	11,734,16	\$1,734,16	81.5% 72.8%
Months	ŌI.												
Jun-19	Jen-19		SCHEEN'S	Milesov Zettivatiki:		Proposeu Jar	Proposed Carusty 2019 Rates			1150 1170 1170 1170 1170 1170 1170 1170	*GELT-mulley	Total Pro January 2019	Total Propsed DC
HINO 500	HMO 500				H			H				THE RESIDENCE OF THE PERSONS ASSESSED.	STATE OF STREET
Participation			ER	30	% of Total	ă		% of Total		Œ.	10	E	l
98	88	H	\$542,55	\$60,26	10,00%	\$691.18	\$68,38	-14.68%		\$224.380.30	450 7475 OB	FOO 504 00	17, 14
	-	ES	\$1,024.79	\$482.24	32 00%	\$1,305.55	\$201.48	13,37%		\$12.207.48	EK. 726 83	3230,084,US	-400°C-100°C
ю	ıΩ	2	\$1,024.79	\$482.24	32 60%	\$1,305.55	SZ07.48	16.07%		681 487 40	Cop has an	00'000'016	# 1.7.1.12 1.1.1.12
16	15	Family	\$1,024.79	\$482.24	30 00V	\$1,305.55	\$207.48	A 14		E184 482 20	des one or	\$78,333.00	\$32,088.80
H.S.A	H.S.A			!	33			88		WINDLY TO LA	20000000	44.24,888JUU	AND KADE AD
Participation			ER	Ш	% of Total	20		% of Total		Q		f	1
1	104	H	\$691.18	678,80	10.06%	\$597.18	ST 873	40.00		\$880 505 44	doll 645.00	EN 000 COR0	EE
R	83	8	\$1,306,65	\$614.37	32.00%	\$1,305,55	\$814.37	22 00%		£313 930 00	CATAGO OF	#022,082,04 #949 000 00	4805,846,40
11	- -	EC	\$1,306,55	\$614.37	32.00%	\$1,305.55	\$814.37	32.00%		\$472 392 80	Carry Process	\$313,332,00 6472 332 00	\$14F.44E.80
23	23	Family	\$1,305,55	8614.37	32.00%	\$1,305.55	\$614.37	100 60		C 284 884 20	Cana kaid no	#172,332,00 #1 784 964 96	\$6,086,194
HSA \$2000	HSA \$2800				EE			FF		77.100,100,100,100	on the city of	07.100,400,16	2004,540,08
Participation			K		% of Total	ER	## ##	% of Total		8	u u	f	
න	es	Ш	\$624.29	\$58.37	10.00%	\$891.19	104	0.000		82 A7A CC2	69.407.4a	CO4 600 84	
es	ro	ES	\$1,179.23	. \$564.83	32.00%	\$1,305,55	\$428,61	24-720		\$42 A52 28	\$40.077.40	940,000,000	D-CCK-K-K-K-K-K-K-K-K-K-K-K-K-K-K-K-K-K-
*		E	\$1,179.23	\$554.96	100 FF	\$1,305.66	\$428.61	24.729,		S14 150 78	CA ALCO LA	00'888'00	410,420,480
*	4	Family	\$1,179.23	\$554.93	37 00%	\$1,305,55	5428.61	A Company		CER 803 04	Proposition In	00.000,016	#D+140,32
Total Employees	1000							- Anna Carlo		econorma economic	\$20,0%0,0%¢	\$452,6666.40	\$50.000 pc
285	285							-	Premium Only	\$3,261,228.96	\$1.132.266.82	\$3.410.728.78	die won
								ER HSA	ER HSA Contribution	\$523,500,00		GR22 EDD OD	diction of the control of the contro
								£	Premium wilt3A	\$3,784,728,98	\$1.152.268.62	\$2 924 228 78	Erders year of
									ER% EE%	76.97%	23.03%	80.01%	1829%
									Grand Total	\$4,916	\$4,916,995.80	\$4,916,995.80	995.80
									-			No. of the last of	8

2019 Employer HSA Seed Contribution: \$1,500 EE Only; \$3,000 Family Enrollment shown on the exhibit includes active employees and retrees.

3.95% \$149,497.78 -13.20%

% Change ER % Change EE



Contribution Exhibit

Kendall County

CURRENT PRACTICE - 1/1/19 EE & ER Contribution vs. PROPOSED DEFINED CONTRIBUTION 1/1/19 EE & ER Contribution (2 Tier)

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	,	THE PERSON AND THE PE	Stringer.	PATRICIAL STATE				_	# 120	noposed DC 1/2	Proposed DC 1772010 BCBS Rute	9	
	3	EE+SP.	EE+C	Family					33	EE+SP	EE+C	Family	AV Calc
- 005 CMH	\$802.89	\$4,507.03	\$1,507,08	\$1,507.03				HMO 500	\$602.83	\$1,507.03	\$1,507.03	81,807,03	80.1%
H.S.A.	\$767.96	\$1,919,82	\$1,919.92	\$1,919:92				H.S.A	\$767.98	\$4,916,02	\$1,948,92	51,919.92	81.5%
HSA \$2800	\$663,86	\$1,734.16	\$1,734,16	\$1,734.16				H\$A \$2800	\$693.66	\$1,734.18	\$1,754.16	\$1,734.19	72.8%
Months	12												
Jan-19	Jen-19		Starte Contract	and the same		ur pasodora	Proposed January 2019 Relea			Tolking Surfaces	Total unions	Total Propsed DC January 2019 Contributions	il Propses DC 2019 Contributions
HMO 500	HMO 500				H			E					
Participation			H	Ш	% of Total	E	EE	% of Total		2	EE	ä	Ш
36	88	H	\$542.55	\$60.26	10.00%	\$633.58	\$30.75	25,10%		\$234,380.30	\$26,042.26	\$273,706.58	-613.284.00
	4-	ST	\$1,024.79	\$482.24	32 00.	\$1,278.75	\$230.28	15.28%		\$12,287.48	\$5,788.88	\$15,321.00	\$2,759.36
IO.	ΙĐ	EC	\$1,024.79	\$482.24	32 60%	\$1,276.75	\$230.28	15,28%		\$61,487.40	\$28,934.40	\$76,805.00	\$13,816.50
10.	15	Family	\$1,024.79	\$482.24	372.00%	\$1,278.75	\$230.28	15.20 -		\$184,462.20	\$86,803,20	\$229,816,00	\$41,450:46
H.S.A	HSA				#			33					
Participation			5	品	% of Total	ä	33	% of Total		H	E	5	EE
104	104	Ш	\$891.18	\$78.80	10.00%	\$633.58	\$134.40	47.50%		\$862,595.14	\$95,843.90	\$790,707.84	\$167,731.20
8	8	ES	\$1,305.55	\$614.37	35 00%	\$1,276.75	\$643.17	* K 17		\$313,332,00	\$147,448.80	\$306,420.00	\$1:54,360:80
11	1	EC	\$1,305.55	\$814.37	32 00%	\$1,278.75	\$643.17	33,50%		\$172,332.60	\$81,066,84	\$168,531.00	\$\$4,858,44
	23	Family	\$1,305.56	\$614,37	32.40%	\$1,276.75	\$643.17	100 State		\$1,284,861.20	\$604,540.08	\$1,256,322.00	\$692,679128
HSA \$2800	HSA \$2800				EE			¥					
Participation			ER	·	% of Total	ă	3	% of Total		H			=======================================
en	ന		\$624.29	\$69.37	10.00%	\$633.58	\$60.08	115,00%		\$22,474,58	\$2,497,19	\$22,806.88	\$2,162.88
(P)	P)	ES	\$1,179.23	\$654.93	32 00%	\$1,276.75	\$457.41	26.39%		\$42,452.28	\$18,977.48	\$45,963.00	\$/626576
Ŧ	w	2	\$1,179,23	\$564.93	32.00%	\$1,276.75	\$457.41	26.38%		\$14,150.76	\$6,658.16	\$15,321.00	\$5.488192
4	4	Family	\$1,179.23	\$554.90	37.00%	\$1,276.75	\$457.41	26,38 %		\$56,803.04	\$26,636,84	\$81,284.00	\$21.955j83
Total Employees	See.										1		7 4 40
286	285								Premium Only	\$3,261,228.98	\$4,132,286,82	\$3,262,805.28	\$4,430,690.52
								ER HS	ER HSA Contribution	\$523,500.00		\$523,500.00	THE STATE
								2	Premium wittsA	\$3,784,728.98	\$1,132,266,82	\$3,786,305,28	\$4,190,690.52
									ERW EE%	76.97%	23:03%	27.00%	23:00%
									Grand Total	\$4,91	\$4,916,885.80	\$4,916	\$4,916,995.80
									% Change			9000	2%

2019 Employer HSA Seed Contribution: \$1,500 EE Only; \$3,000 Family Erroliment shown on the exhibit includes active employees and retrees.



\$1,576.30

-0.14% 0.04%

% Change ER % Change EE

Defined Contribution Exhibit

Kendall County

CURRENT PRACTICE - 1/1/19 EE & ER Contribution vs. PROPOSED DEFINED CONTRIBUTION 1/1/19 EE & ER Contribution (2 Tier)

Assumes Welthass Participation

		THINDY SHEET SHEET	2513.64						e.	topound Dr. 11	Probound Dr. 1117011 BUBS Rates		
	#			Family					3	EE + SP	EE+C	Family	AV Calc
HMO 500	\$902.83	\$4,567.93	\$1,507.09	\$1,507.08				HMO 500	\$802.63	\$1,507.03	\$1,567,08	\$1,507.03	80.1%
H.S.A.	\$767.98	\$1,819.92	\$1,919.92	\$1,919.92				H.9.A	\$767,98	\$1,919,92	\$1,919,92	\$1,949.92	25.10
HBA (2300 1	\$863,06	\$1,736.16	\$1,784.16	\$1,734.16				HSA \$2800	\$683.66	\$1,734.66	\$1,734.16	\$1,794,16	72.8%
Months													
Street.	Jan-19		SHILLING	HILLAN, COMPETER		Proposed Jah	Proposed Jahuary 2019 Rates		-	Top/jet	Total saumer	Total Pro Jahuany 2010	Total Propess BC
HMO 500	HMO 500							#					
Participation			ER	E	% of Total	ř	H	% of Total		ñ	H	ř	33
88	98	H	\$542.55	\$60.28	10.00%	\$652.78	-\$49.85	4295		\$234,380.30	\$28,042.26	\$282,000.96	\$27,578.46
	+	ES	\$1,024.79	\$182.24	32,007;	\$1,286,35	\$220.68	14 64%		\$12,297.48	\$6,786.48	\$15,436,20	\$2,648,15
សេ	Ю	S	\$1,024.79	\$482,24	32,00%	\$1,286.35	\$220.68	14.64%		\$61,487.40	\$28,834.40	\$77,181,00	E13;240.60
15	15	Family	\$1,024.79	\$482.24	72 00%	\$1,286.35	\$220.68	14 84%		\$184,462,20	\$36,803.20	\$231,643.00	\$39:722.40
H.S.A	H.S.A				EE			38					A consistence of the construction of
Participation			Ħ	E E	% of Total	ER	8	% of Total		ă	H	E E	93
104	104	H	\$891.18	\$76.80	10.00%	\$862,78	\$115.20	15.00%		\$862,595.14	\$95,843:90	\$814,669,44	\$143,769.60
8	82		\$1,305,55	\$614.37	32,00%	\$1,286,35	\$633.57	33.00%		\$313,332,00	\$147,448.80	\$308,724.00	\$562.DEB.BO
Ĭ	11	33	\$1,305,55	2614.37	22.00%	\$1,288.35	\$633.57	33.00%		\$172,332.60	\$51,096.64	\$169,798.20	\$63,634.gk
28	23	Family	\$1,306,55	\$614.37	32,00%	\$1,286.35	\$639,57	33.80%		\$1,284,861.20	\$894,540,08	\$1,265,788.40	\$623,492,68
H\$A \$2800	HSA \$2808				EE			H					and the same of th
Participation			H		% of Total	E E	EE	% of Total		ă	EE	6	E
୧୯୨	es	出	\$624.29	\$69.37	10.00%	\$652.78	\$40.88	5.89%		\$22,474.58	\$2,407.18	\$23,500.08	Br.477.88
en	eo	ES	\$1,179.23	\$554.83	32,00%	\$1,286.35	\$447.81	25 82%		\$42,452,28	\$19,977.48	\$46,308,60	Stellande
_	-	S S	\$1,179.23	\$554.88	32,00%	\$1,288.35	\$447.81	25 82		\$14,150.76	\$8,559.16	\$15,438.20	\$5,375;72
衰	4	Family	\$1,179.23	\$554.93	32.00%	\$1,286,35	\$447.81	25 82%		\$56,603.04	\$26,696.04	\$61,744.80	SZ1-FERISZ.
Total Employee	588/										,		The second secon
286	285								Premium Only	\$3,261,228.96	\$1,112,266,82	\$3,312,110.88	\$1,081,984.92
								200	ER HSA Contribution	\$523,500.00		\$523,500.00	
								_	Premium wittsA	\$3,784,728.98	\$1,132,256,82	\$3,835,610.88	\$4,081,394,92
									ER% EE%	76.97%	23,03%	78.01%	21.0876
									Grand Total	\$4,916	\$4,916,995.80	\$4,916,995.80	995.80

2019 Employer HSA Seed Contribution: \$1,500 EE Only; \$3,000 Family Errollment shown on the exhibit includes active employees and retirees.



\$50,881.90

1.34% 4.49%

% Change ER % Change EE

0.00%

% Change

Contribution Exhibit

Kendall County

CURRENT PRACTICE - 1/1/18 EE & ER Contribution vs. 1/1/19 EE & ER Contribution (2 Tier)

Assumes Wellness Participation

		THE PROPERTY OF THE PARTY OF TH	TOTAL PROPERTY.	The Parish of th					0.60	11/2019 BCBS Range	BS Rame		
	#	EE+SP	EE+C	Family					H	EE + SP	EE+C	Esemby	AV Colo
HINO 500	\$802.63	\$1,587.03	\$1,507.03	\$1,507.03				HMO 500	\$80289	\$4.507.03	\$4 KB7 04	EV EOZOS	200.00
H.S.A.	\$767.98	\$1.010.02	\$1,910,92	SH OHD OD				0 3		97 970 90		do rocha e	27.70
Control & Control	00000							10.0.0	da Jone	ZA'ALA''LE	*1 A 1 A 1 A 1 A	\$15918HBZ	61.5%
HOA SZOU	GOTO SOC	\$1,734,10	91,727,16	27.75				*HSA \$3000	\$620.08	\$1,734.16	\$1,734,16	\$1,734.16	72.8%
Months	12												
- Jan-19	Jan-19		Harrie	Thoras carbostom		January	January 2019 Rates		£	Total January	ounsy chirosas	Total P	Total Propsed
HMO 500	HMO 500				H			NJ NJ		SCHOOL STATE OF THE STATE OF TH	The second of th	Thirties Considered	
Participation			5	H	% of Total	E	8	% of Total			n 11	2	ш
88	8	Ш	\$542,55	\$00.28	10.90%	\$542.55	\$60.28	10,00%		\$234,380,30	\$28.042.28	\$234.381.80	SZWINEDEGA
1000	-	ES	\$1,024.79	\$482.24	32.00%	\$1,024.79	\$462.24	32.00%		\$12.297.48	SEKTRE AR	\$12.297.4B	SK-TARK-AR
10	up.	B	\$1,024.79	\$482.24	32.00%	\$1,024.79	\$482.24	12 00%		\$61.487.40	SPECIAL AD	\$81 487 40	\$28.0%('An
Î.	15	Family	\$1,024.79	\$482.24	32.00%	\$1,024.79	\$482.24	32,00%		\$184,462.20	\$96.8d8.20	S184 462 20	ESP. ROTOR
H.S.A	H.S.A				30			33					No.
Participation			Ħ	111	% of Total	H	33	% of Total		2		i i	T.
404	104	H	\$694.16	\$76.88	10,00%	\$691.18	\$70.80	10 00%		\$862,595.14	205.843.00	\$2802 502 P.4	206 846 20
- 02	8	ES	\$1,305.55	\$614.37	32.00%	\$1,305.55	\$614.37	32.00%		\$313,332,00	8147.448.60	\$313.392.00	\$147 44R RD
+	4	EC	\$1,306.55	\$614.37	3200.	\$1,306.55	\$614.37	32.90%		\$172.332.60	\$61.026.84	\$172 339 BD	REA SIDE OF
23	82	Family	\$1,305,55	\$814.37	35.00%	\$1,305.55	\$614.37	12:10%		\$1284.861.20	SPORT FAIR OR	S1 284 681 20	SPORT RADIO
HSA \$2800	*HSA \$3000				99			#					Day and Land
Participation			ă	The state of the s	% of Tolai	ER	33	% of Total		ä	H.	0	Ü
69	60	H	\$624.29	\$66,37	100.01	\$624.29	\$68.37	10 00%		\$22,474.58	10 407 ta	N 177 CCS	So. dorm do
60	n	23	\$1,179.23	\$664.83	32.00%	\$1,179.23	\$554.93	32.00%		\$42.452.28	\$19.077 48	E42 452 28	Cath Crashed
1	-	EC	\$1,179.23	\$654.63	32,00%	\$1,179.23	\$654.93	32,00%		\$14,150.78	\$6,650 16	E14 150 78	CR. RED 48
*	æ	Family	\$1,179.23	\$554.93	32,005.	\$1,179.23	\$554.93	32,00%		\$56.603.04	Son non hat	SER BITS OF	CTR ANK RA
Total Employe	ayees						ŀ				The state of the s		L COX
98	285								Premium Only	\$3,261,228,98	\$1,402,266,82	\$3,261,227.64	\$4,182,268,46
								ER HS	ER HSA Contribution	\$523,500.00		\$278,000.00	

"HSA \$3000 includes Preventive Rx at \$0 Cost; Premium Rates are estimated (No change from HSA \$2800 without Preventive Rx benefit)

\$9,537,227.84 \$4,192,268.48

Premium w/H8A \$3,784,726.96 \$1 132,256.82

76.97%

ERW EE% **Grand Total** % Change

24,25%

22,03%

\$4,916,995.80

\$4,669,495.80

Alternate Plan Annual HSA Employer Seed: \$1500 Ded HSA - \$750 EE Only, \$1,500 Family Tiers; \$3000 Ded HSA - \$1,500 EE Only, \$3,000 Family Tiers. 2019 Current Employer H8A Seed Contribution: \$1,500 EE Only; \$3,000 Family

Enrollment shown on the exhibit includes active employees and retirees.



Kendall County Medical Review

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ZYTERNAME BOBS	HSA	Includes BVA	\$1,500 \$3,000	000'53	\$300 After Ded	\$10/40/80 After Ded	2.5x Redall Included in Med. hnchuded in Med. 100% After Ded 100% After Ded 100% UNLIMITED	005,12 300,05 300,08 000,53	\$6,000 \$300 After Ded 80% After Ded 80% After Ded 80% After Ded UNLIMITED	\$787.86 \$1,019.82 \$1,919.82 \$1,919.02	\$296,820.88	\$4,383,496.80	\$278,000 \$4,899,485,80 (\$209,000,00) \$4,489,495,80
	BA HMO		\$1,000	\$2,000	\$4,000	\$10/40/80	2 .5x Retail Included in Med. Included in Med. \$20 \$40 100% UNLIMITED			\$802.83 \$1,607.03 \$1,507.03 \$1,507.03	\$53,348,51		,
	HSA \$2000	Includes BVA	Embedded \$2,800 \$5,600 100%	\$3,800	\$5,600 \$300 Affer Ded	\$10/40/80 After Ded	2.5x Retail Included in Med. Included in Med. 100% After Ded 100% After Ded 100% UNLIMITED	\$5,600 \$11,200 60% \$7,600	\$19,200 \$300 After Ded 80% After Ded 80% After Ded 80% After Ded UNLMITTED	\$693.66 \$1,734.16 \$1,734.16 \$1,734.16	\$16,954.26		
CURRENT	HSA	Includes BVA	\$1,500 \$3,000 100%	000'63	\$8,000 \$300 After Ded 100% After Ded	\$10/40/60 After Ded	2.5x Retail included in Med. Included in Med. 100% After Ded 100% After Ded 100% UNLIMITED	\$1,500 \$2,000 \$0% \$0% \$3,000	\$6,000 \$300 After Ded 30% After Ded 80% After Ded 80% After Ded 80% After Ded UNLIMITED	\$767.98 \$1,919.02 \$1,919.82 \$1,919.92	\$296,520,88	\$4,393,495.80	\$4,216,945.00 \$4,216,945.00 \$4,716,945.00
STEEL STEEL	BA HILO		\$500 \$1,000 100%	\$2,000	\$4,000 \$300 100% After Ded	\$10,40,60	2 5x Retail Induction of the control			\$802.83 \$1,507.03 \$1,507.03 \$1,507.03	\$53,348.51		
Presented by Michael Woldik	Type of Plan	Metwork ·	in Meteoris Benefita Individual Deductible Family Deductible Camily Deductible Co-Itsurance	Individual Out of Poches OPX includes ded unless noted	Family Out of Pocket OPX includes ded unites noted Emergency Youn Co-pay Houshal Co-cen	Retail Rx Co-pay	Mell Order Rx Co-pay Rx thribvitual Out of Pocked Rx Farmily Out of Pocked Primary Physician Office Visit Co-pay Specialists Office Visit Co-pay Preventiative Services Lifetime Maximum	Out of Network Bereifte Individual Deductible Family Deductible Co-Insurance Individual Out of Pocted OPX Includes ded unless noted	Period VIV of Posses OPX frozuste ded unless noted Emergency Co-pay Physician Office Visit Services Preventative Services Preventative Services Lifetime Maximum	Medical Pramtum Employee + Spouse Employee + Children Femily	Total Vedest Monthly Premium	Total Arrusal Premium	Employer Annual HSA Seed Total Annual Premium & HSA Seed Transition Credit Total Annual Cost

\$300 After Ded
100% After Ded
100% After Ded
\$1040/80 After Ded;
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for Preventive Rx
25x Retail
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Includes BVA

HSA \$3080

Embeddad \$3,000 \$6,000 100%

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\$6,000

80%

\$8,000 \$14,000 \$1,734.16 \$1,734.16 \$1,734.16 \$1,734.16

\$15,954.28

Current Plans Armant HSA Employer Seed: \$1,500 EE Only; \$3,000 Family Tiers

Atternate Plan Annual HSA Employer Seed: \$1500 Ded HSA - \$750 EE Only, \$1,500 Family Tiers; \$3000 Ded HSA - \$1,500 EE Only, \$3,000 Family Tiers.

HIGHLIGHTS

- An HDHP can only pay benefits after the annual deductible has been reached, except for preventive care benefits.
- The IRS has expanded the scope of preventive care to include certain medical services for specific chronic conditions.
- These chronic conditions include diabetes, asthma, congestive heart failure and depression.

IMPORTANT DATE

July 17, 2019

The expanded list of preventive care in IRS Notice 2019:45 is effective.

Provided By: The Horton Group, Inc.

COMPLIANCE

IRS Expands Preventive Care for HDHPs to Include **Chronic Conditions**

OVERVIEW

On July 17, 2019, the IRS released Notice 2019-45 to add care for a range of chronic conditions to the list of preventive care benefits that can be provided by a high deductible health plan (HDHP) without a deductible.

Individuals who are covered by an HDHP generally may establish and make contributions to a health savings account (HSA). To qualify as an HDHP, the plan cannot provide benefits for any year until a minimum deductible is satisfied. However, an HDHP may provide benefits for preventive care without imposing a deductible.

IRS Notice 2019-45 classifies certain medical care services and items, including prescription drugs, for chronic conditions as preventive care for individuals with those chronic conditions.

ACTION STEPS

This guidance makes it easier for HDHP participants to receive benefits for medications and other care to treat their chronic conditions. Employers with HDHPs should review their plan documents and consult with their carriers and benefit administrators, if necessary, to determine how their plans cover preventive care benefits.



COMPLIANCE BULLETIN

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- C. K. SY AT SHARE FAN SH	RESIDENCE OF		LCO DALUIR REPUBLIS

For individuals diagnosed with

Angiotensin converting enzyme (ACE) inhibitors

Congestive heart failure, diabetes and/or coronary artery disease

Anti-resorptive therapy

Osteoporosis and/or osteopenia

Beta-blockers

Congestive heart failure and/or coronary artery disease

Blood pressure monitor

Hypertension

Inhaled corticosteroids

Asthma

Peak flow meter

insulin and other glucose-lowering agents

Retinopathy screening

Diabetes

Glucometer

Hemoglobin A1c testing

International normalized ratio (INR) testing

Low-density lipoprotein (LDL) testing

Selective serotonin reuptake inhibitors (SSRIs)

Heart disease

Liver disease and/or bleeding disorders

Depression

Heart disease and/or diabetes

Statins

These additional services and items are treated as preventive care only when prescribed to treat an individual with the specified chronic condition, and only when prescribed to prevent the exacerbation of the chronic condition or the development of a secondary condition.

If an individual is diagnosed with more than one chronic condition, all listed services and items applicable to the two or more conditions are preventive care. However, services and items not listed above that are for secondary conditions or complications that occur are not considered preventive care for HDHP purposes.

In addition, Notice 2019-45 clarifies that its guidance does not impact the definition of preventive care under the Affordable Care Act (ACA). Under the ACA, non-grandfathered health plans must cover specific preventive care services without any participant cost-sharing.

Section 7.2 REIMBURSEMENT POLICY

Pursuant to the Illinois Wage Payment and Collection Act, the SAO will reimburse an employee for all necessary expenditures or losses incurred by the employee within the employee's scope of employment and directly related to the services performed for the SAO. "Necessary expenditures" means all reasonable expenditures or losses required of the employee in the discharge of employment duties and that inure to the primary benefit of the SAO. However, the SAO is not responsible for losses due to an employee's own negligence, losses due to normal wear, or losses due to theft unless the theft was a result of the employer's negligence.

A. REIMBURSABLE NECESSARY EXPENDITURES

The following is a non-exhaustive list of expenditures that, depending on an employee's assigned job duties, may be authorized or required in writing by the Kendall County State's Attorney, and if so, could qualify as "necessary expenditures" subject to reimbursement pursuant to the terms and conditions of this policy.

- Membership fees in professional organizations, which are pre-approved in writing by the Kendall County State's Attorney;
- Registration fees for required continuing legal education, which are preapproved in writing by the Kendall County State's Attorney;
- Registration fees for required business conferences and workshops, which are pre-approved in writing by the Kendall County State's Attorney;
- Cell phone expenses, which are pre-approved in writing by the Kendall County State's Attorney;
- Copying costs, which are pre-approved in writing by the Kendall County State's Attorney;
- Postage costs, which are pre-approved in writing by the Kendall County State's Attorney; and
- Office supplies that are pre-approved in writing by the Kendall County State's Attorney and that required for the employee to perform the employee's assigned job duties.

In addition to the above, the following travel-related expenses might, depending on an employee's assigned job duties, be authorized or required in writing by the Kendall County State's Attorney and, if so, could qualify as "necessary expenditures" subject to reimbursement pursuant to the terms and conditions of this policy:

- <u>Travel Tickets</u>: Although an employee may obtain travel tickets in advance for approved business-related trips, the employee must receive prior written approval from the Kendall County State's Attorney before purchasing the travel tickets.
- <u>Lodging</u>: Employees may be reimbursed for reasonable, business-related lodging expenses if an ovemight stay is required. However, the employee

must receive prior approval in writing from the Kendall County State's Attorney.

- <u>Mileage</u>: When attending a pre-approved training seminar, business conference and/or other meeting as part of the employee's job duties, which requires the use of the employee's personal vehicle, the employee shall be reimbursed at the mileage rate in accordance with the Internal Revenue Service's established rate, provided the employee has received prior written approval from the Kendall County State's Attorney. When submitting a mileage reimbursement form, the employee shall attach a printout from www.Mapquest.com or comparable website, which shows the total mileage traveled for which the employee is seeking reimbursement pursuant to the terms and conditions of this policy.
- Meals: Employees traveling overnight may be paid a per diem amount designed to cover the cost of three (3) meals per day for all days of travel other than the day of departure and return, provided such expense has been pre-approved in writing by the Kendall County State's Attorney. Reimbursement for meals within a 30-mile radius of the SAO is generally not allowable, unless pre-approved in writing by the Kendall County State's Attorney. The SAO utilizes the per diem rates as established by the U.S. General Services Administration. These per diem rates may be found under the link "Per Diem Rates" at the following website: http://www.gsa.gov. If an employee is attending a conference or some other event and one or more meals are provided to the employee as part of the event, the amount of the employee's per diem shall be prorated based upon the number of meals received at the conference or event.

The employee shall not receive reimbursement for any expenses incurred by the employee's spouse or any other third party traveling with the employee. Also, no employee will be reimbursed for any alcohol or entertainment expenses as such expenses are not necessary expenditures. For purposes of this policy, "entertainment" includes, but is not limited to shows, amusement centers, theaters, circuses, casinos, concerts, and sporting events.

B. REIMBURSEMENT PROCEDURES

1. Employee Must Obtain Pre-approval Before Incurring The Necessary Expenditure Or Loss.

Before incurring any necessary expenditure or loss, the employee shall be required to obtain written approval from the Kendall County State's Attorney that (a) the expense is a necessary expenditure or loss that would be subject to reimbursement pursuant to this policy; and (b) if so, what proportion of the necessary expenditure is directly related to the services performed and would be reimbursable. An employee's request for reimbursement may be denied by the Kendall County State's Attorney if the employee

has failed to comply with this requirement prior to incurring the necessary expenditure or loss.

2. Employee Must Submit A Request For Reimbursement With Supporting Documentation.

In order to receive reimbursement for all necessary expenditures, the employee shall submit a request for reimbursement of any necessary expenditure with supporting documentation (i.e., a receipt or Mapquest printout) to the Kendall County State's Attorney within thirty (30) calendar days after the employee incurred the expense. If supporting documentation is nonexistent, missing, or lost, the employee shall submit a signed statement to the Kendall County State's Attorney on a form approved by the Kendall County State's Attorney.

C. FAILURE TO COMPLY WITH THE POLICY

If the employee fails to comply with any aspect of this policy, the Kendall County State's Attorney reserves the right in his sole discretion to deny the employee's request for reimbursement. Only pre-approved necessary expenditures and losses submitted in accordance with this policy will be reimbursed.