

**COUNTY OF KENDALL, ILLINOIS**  
**HUMAN RESOURCES AND INSURANCE COMMITTEE**  
**Meeting Minutes for Monday, July 7, 2025 at 5:30 p.m.**

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**Call to Order**

The meeting was called to order by Committee Chair Ruben Rodriguez at 5:30 p.m.

**Roll Call**

<b>Attendee</b>	<b>Status</b>	<b>Arrived</b>	<b>Left Meeting</b>
Ruben Rodriguez	Here	5:15 PM	6:35 PM
Jason Peterson	Here	5:25 PM	6:35 PM
Elizabeth Flowers	Here	5:30 PM	6:35 PM
Zach Bachmann	Here	5:31 PM	6:35 PM
Matt Kellogg	Here	5:15 PM	6:35 PM

**Others Present:** County Administrator Christina Burns, Human Resources Director Leslie Johnson, Chief Deputy Treasurer Bob Jones and Human Resources Generalist Brenda Benz

**Approval of Agenda:** Member Flowers made a motion to approve the agenda, second by Member Bachmann. **With all present members voting aye, motion carried.**

**Approval of Minutes for the June 2, 2025, Human Resources & Insurance Committee Meeting:** Member Peterson made a motion to approve the minutes, second by Member Bachmann. Chairman Rodriguez asked for a voice vote on the motion. **With all present members voting aye, the motion carried.**

**Committee Reports and Updates –**

**A. Monthly Benefits Report**

Chief Deputy Treasurer Bob Jones provided the Monthly Benefits Report. Bob Jones informed the committee of a summary of our current medical plan enrollment. Mr. Jones informed the Committee members that only a handful of employees switch plans during open enrollment. According to Mr. Jones, the County's High Deductible Health Plan is the most popular medical insurance plan. In response to a question received from the Committee, Mr. Jones confirmed that the 62% expense balance is typical for the middle of the plan year as costs are prorated. Also, according to Mr. Jones, the HSA funds distributed to new hires who elect the High Deductible Health Plan are prorated based upon the month the new hire enrolls in the plan. Mr. Jones also informed the Committee that he continues to receive questions/issues from plan participants about once a week or once every two weeks. According to Mr. Jones, most of the issues he deals with are claims issues with prescriptions. Mr. Jones confirmed that IPBC has been very good at helping deal with the claim issues as they arise. IPBC has been assisting members with the appeal process if the participant is denied coverage.

## **B. Monthly Human Resources Department Report**

Human Resources Director Leslie Johnson provided the monthly Human Resources Department Report. Director Johnson reported that Dane Mall from Alliant provided training to supervisors on June 17<sup>th</sup> regarding what to do in the event of a workplace accident or injury. Also, the Human Resources Department issued the County's RFP for insurance brokerage and consulting services. Responses to the RFP are due by July 25, 2025. The Committee will review the RFP Responses at the August meeting. Director Johnson also provided the Committee with an update regarding the summer internship program. The Employee Summer Olympics has begun. Thank you to Member Rodriguez for starring in the opening ceremonies video for the Employee Summer Olympics. Director Johnson informed the Committee that the County's summer employee appreciation luncheon is scheduled for Friday, August 1, 2025, from 11:30 a.m. to 1:30 p.m. in the Kendall County Courthouse parking lot.

### **New Committee Business**

#### **A. Health Insurance Plan Design Review for 2026 Plan Year**

Human Resources Director Leslie Johnson provided the Committee with a presentation regarding options for health insurance plan designs for the 2026 plan year. Director Johnson informed the Committee that any proposed plan design changes that require underwriting must be submitted to IPBC by July 31, 2025.

The Board asked Director Johnson and County Administrator Burns to communicate with elected officials about the health care options and the options presented to the Committee for the 2026 plan year. Director Johnson and County Administrator Burns confirmed they would include this topic at the next quarterly all department meeting.

Member Bachmann made a motion to adopt GLP-1 option #3 (implement Encircle Rx program for all plan participants requesting GLP-1 coverage for weight loss) and to keep plan designs status quo for 2026 plan year. The motion was second by Member Peterson. Chairman Rodriguez asked for a roll call vote on the motion: **All members of the Committee voted aye except for Member Flowers who voted nay.**

### **Old Committee Business** –

#### **A. Revised Vacation Policy (Section 8.2 of the Kendall County Employee Handbook)**

Director Johnson provided the Committee with an update on the status of the proposed revisions to Kendall County's Vacation Policy. Director Johnson explained the proposed policy change was discussed at a recent senior staff meeting, and none of the department heads expressed any concerns with the proposed policy revisions. Director Johnson and County Administrator Burns also reviewed the proposed policy revisions with the elected officials at the most recent all department meeting held on June 4, 2025, and none of the attendees expressed any concerns with the proposed policy revisions.

Member Flowers made a motion to forward the Revised Vacation Policy to the July 15, 2025, Kendall County Board meeting, second by Member Bachmann. Chairman Rodriguez asked for a voice vote on the motion. **With all present members voting aye, the motion carried.**

**Chairman's Report** – None

**Public Comment** – None

**Executive Session** – None

**Items for the Committee of the Whole Meeting** – None

**Action Items for County Board-**

1. Revised Vacation Policy (Section 8.2 of the Kendall County Employee Handbook) – to be placed on consent agenda.

**Adjournment** – Member Flowers made a motion to adjourn, second by Member Peterson. **With all present members voting aye, motion carried. The meeting was adjourned at 6:34 p.m.**

Respectfully submitted,  
Brenda Benz  
Human Resources Generalist