



COUNTY OF KENDALL, ILLINOIS
ADMIN HR COMMITTEE
County Office Building
County Board Rooms 210
Monday, June 4, 2018 at 5:30p.m.

MEETING AGENDA

- 1. Call to Order**
- 2. Roll Call:** Lynn Cullick (Chair), Judy Gilmour (Vice Chair), Elizabeth Flowers, Matthew Prochaska, John Purcell
- 3. Approval of Agenda**
- 4. Approval of Minutes from May 16, 2018**
- 5. Department Head and Elected Official Reports**
- 6. Public Comment**
- 7. Committee Business**
 - *Approval of Kendall County 2018 Prevailing Wage Ordinance*
 - *Discussion and Recommendation of Horton Group Fee Agreement and Compensation and Term*
- 8. Executive Session**
- 9. Items for Committee of the Whole**
- 10. Action Items for County Board**
- 11. 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
Monday, May 7, 2018

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

ROLL CALL

Board Member	Status	Arrived	Left Meeting
Judy Gilmour	here		
Matthew Prochaska	here		
Lynn Cullick	here		
Elizabeth Flowers	present		
John Purcell		5:40p.m.	

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

Staff Present: Bob Jones, Matt Kinsey, Scott Koeppel

APPROVAL OF AGENDA

Motion: Member Prochaska
 Second: Member Flowers
RESULT: The agenda was approved by a 4-0 Voice Vote

APPROVAL OF MINUTES – April 18 and April 24, 2018

Motion: Member Prochaska
 Second: Member Flowers
RESULT: Approved with a 4-0 Voice Vote

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NT HEAD AND ELECTED OFFICIAL REPORTS

Scott Koeppel, County Administration Department – Mr. Koeppel stated that there has been a question about information that is posted on the County website for the GIS Department because it involves information drawn from the Assessment Office. **There was consensus by the committee have Mr. Koeppel invite Mr. Nicoletti and Mr. Clayton to a future Admin HR meeting for further discussion.**

COMMITTEE BUSINESS

- *Approval of one-time Cyber Security Audit from WIPFLI with a cost not to exceed \$2,000.* – Mr. Koeppel stated that the cost for the audit was included in this year’s budget. Member Prochaska made a motion to forward to the County Board for approval, second by Member Flowers. **With four members voting aye, the motion carried.**

- *Discussion and Approval of Changing Insurance Start and End Dates* – Discussion on changing the start and end dates of all insurance plans for consistency and efficiency. Member Prochaska made a motion to forward the item to the County Board for approval, second by Member Gilmour. **With Members Prochaska, Flowers, Gilmour and Cullick voting aye, and Member Purcell voting nay, the motion carried by a vote of 4-1.**
- *Discussion and Approval of Administrative Services Department Administrative Assistant Job Description* – Discussion and review of the proposed updated job description. The committee made minor grammatical changes. Member Prochaska made a motion to forward the job description with corrections to the County Board for approval, second by Member Flowers. **With five members voting aye, the motion carried by a vote of 5-0.**
- *Discussion and Approval of Economic Development and Special Project Coordinator Job Description* – Discussion and review of proposed job description. Member Prochaska made a motion to forward the item with corrections to the County Board for approval, second by Member Gilmour. **With five members voting aye, the motion carried by a vote of 5-0.**

ACTION ITEMS FOR MAY 15, 2018 COUNTY BOARD AGENDA

- *Approval of one-time Cyber Security Audit from WIPFLI with a cost not to exceed \$2,000.*
- *Approval of Administrative Services Department Administrative Assistant Job Description*
- *Approval of Economic Development and Special Project Coordinator Job Description*

ITEMS FOR THE MAY 10, 2018 COMMITTEE OF THE WHOLE – None

PUBLIC COMMENT – None

EXECUTIVE SESSION – Not needed

MEETING ADJOURNMENT

Motion: Member Flowers
 Second: Member Prochaska
RESULT: Approved with a Unanimous Voice Vote of 5-0

This meeting was adjourned at 6:34p.m.

Respectfully Submitted,

Valarie McClain
 Administrative Assistant and Recording Secretary

MONTHLY ADMINISTRATION / HR SUMMARY REPORT

April 30, 2018

W.C. Claims Expense (12/1/17 - 11/30/18)				
	2015-16 Policy	2016-17 Policy	2017-18 Policy	Total Claims
December	\$ 1,986	\$ 34,437		\$ 36,422
January	4,264	16,500		20,764
February	2,972	40,308	135	43,415
March	6,250	9,454	97	15,800
April	39,333	11,905	3,679	54,918
May				-
June				-
July				-
August				-
September				-
October				-
November				-
Total Claims Expense	\$ 54,805	\$ 112,603	\$ 3,911	\$ 171,319

PEDA Payments (Incl. in total claims)

PEDA Reimbursements YTD \$ 33,552

W.C. Annual Premium

W.C. Premium \$ 131,080 \$ 139,096 \$ 171,411

Self Insured Retention (\$IR)

Self Insured Amount \$ 250,000 \$ 250,000 \$ 250,000

No. of claims >\$100k & <\$250k	0	0	0
No. of claims <\$250k	40	46	2
No. of claims >\$250k	0	0	0

<u>W.C. Claims</u>	2015-16 Policy	2016-17 Policy	2017-18 Policy
W.C. Claims paid prior year	\$ 246,337	\$ 181,295	\$ -
W.C. Claims paid current year	54,805	112,603	3,911
Total claims paid	\$ 301,142	\$ 293,897	\$ 3,911

Workers' Comp. Claims	Policy Year			
	2015-16	2016-17	2017-18	
	Prior Year Total	Prior Year Total	DEC - MAR	APR
Administration	1			
Animal Control	6	1		
Circuit Clerk	1	1		
Coroner				
County Clerk	1	2		
Facilities				
Forest Preserve	3	2		
Health Dept.	3	2		
Highway	1	2		
Judiciary				
PBZ				
Probation	1			
Public Defender				
Sheriff - CORR	5	18	1	
Sheriff - Patrol	16	16		1
State's Attorney	2	2		
Technology				
VAC				
Totals	40	46	1	1

MONTHLY ADMINISTRATION / HR SUMMARY REPORT

April 30, 2018

Property Claims (12/1/17 - 11/30/18)			Policy Year		Total Claims
Department	Description	Insurance	2016-17	2017-18	
Sherff	2013 Chevy Impala		3,211		3,211
Sherff	2014 Ford Transit	subrogation	-		-
Sherff	2012 Chevy Impala		1,150		1,150
					-
					-
					-
		Total	\$ 4,361	\$ -	\$ 4,361

**Illinois Counties Risk Management Trust
Claims Analysis
5/1/2018**

Workers Compensation

FY18 - Current Year's Total Claims

Incident Date	Department/Office	Status	Paid	Missed > 3 Days Work	Returned to Work

Total FY18 Claims Paid To Date \$ -

Workers Compensation

Prior Years' Active Claims

Incident Date	Department/Office	Status	Paid	Missed > 3 Days Work	Returned to Work
2011-12 Policy					
6/30/2012	Forest Preserve	re-opened	<u>166,951</u>	Y	Terminated
			166,951		
2013-14 Policy					
5/10/2014	Sheriff	closed 5/1/18	<u>232,645</u>	Y	Y
			232,645		
2015-16 Policy					
11/15/2016	Sheriff	open	59,052	N	Y
4/12/2016	Sheriff	open	90,253	Y	Y
9/13/2016	Sheriff	open	<u>93,744</u>	Y	Y
			243,049		
2016-17 Policy					
1/1/2017	Corrections	open	64,807	Y	Y
2/28/2017	Corrections	open	27,251	Y	Y
10/26/2017	Corrections	open	707	Y	Y
11/28/2017	Corrections	closed 5/1/18	3,270	Y	Y
9/26/2017	Corrections	closed 4/1/18	242	N	Y
4/3/2017	Health Dept.	re-opened	7,239	N	Y
4/19/2017	Sheriff	open	83,301	Y	Y
11/21/2017	Sheriff	open	31,963	Y	N
4/18/2017	Sheriff	closed 5/1/18	6,587	N	Y
9/8/2017	Sheriff	closed 4/1/18	<u>107</u>	N	Y
			225,475		

Total Prior Year's Active Claims \$ 868,120

**Illinois Counties Risk Management Trust
Claims Analysis
5/1/2018**

Property & Casualty

FY18 - Auto PC

Incident Date	Department/Office	Status	Paid	Coverage Type
1				

Total FY18 Auto Claims \$ -

Prior Years' - Auto PC

Incident Date	Department/Office	Status	Paid	Coverage Type
1				Auto PD - Collision

Total Prior Year's Auto Claims \$ -

FY18 - General Liability

Incident Date	Department/Office	Status	Paid	Coverage Type
1				

Total FY18 General Liability Claims \$ -

Prior Years' - General Liability

Incident Date	Department/Office	Status	Paid	Coverage Type	
2013-14 Policy					
1	5/15/2014	Sheriff	open	\$ 431,075	Errors & Omissions
2	6/7/2014	Sheriff	open	<u>14,234</u>	Law Enforcement Liability
				445,309	
2014-15 Policy					
3	1/6/2015	Circuit Clerk	open	13,120	Errors & Omissions
4	9/28/2015	Circuit Clerk	open	10	Errors & Omissions
5	9/12/2015	Highway	closed 4/1/18	<u>21,942</u>	General Liability
				35,072	
2015-16 Policy					
6	11/4/2016	Sheriff	open	<u>-</u>	Law Enforcement Liability
				-	
2016-17 Policy					
7	9/23/2014	Various	open	<u>6,848</u>	General Liability
				6,848	

Total Prior Year's General Liability Claims \$ 487,229

MONTHLY MEDICAL INSURANCE REPORT
 April 30, 2018

	Non-Union		<u>Total Enrolled</u>				Annual Plan Cost
	Union	Union	<u>Apr-17</u>	<u>May-17</u>	<u>Apr-18</u>	<u>May-18</u>	
HMO Employee	27	10	49	50	37	37	\$8,859.48
HMO Family	11	11	31	29	22	22	\$21,041.64
PPO Employee	0	6	4	4	6	6	\$14,299.44
PPO Family	0	0	3	3	0	0	\$35,747.76
H.S.A. - Emp	71	41	98	100	112	112	\$10,754.04 *
H.S.A. - Fam	54	55	102	102	110	109	\$24,978.60 *
Total Enrolled	163	123	287	288	287	286	
Total Eligible	206	137					

Dental EE	166
Dental Family	181

Total Enrolled 347

NOTES:

- 1) Premiums and headcount paid as of monthly report date
- * 2) Includes Employer HSA contribution

FY 18 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,502,000)*44.79 % of Budget

	12/31/2017	1/31/2018	2/28/2018	3/31/2018	4/30/2018	5/31/2018	6/30/2018	7/31/2018	8/31/2018	9/30/2018	10/31/2018	11/30/2018	Totals
UHC Medical Premium	0	742810	366253	358882	347181								\$1,814,926
UHC Dental Premium	0	54544	26965	27327	27145								\$135,980
UHC Life Premium	0	0	1679	589	564								\$2,802
Health Savings Account	495000	10500	3625	0	0								\$509,125
Insurance Refunds	0	0	0	0	0								\$0
HRA Admin Fee	83	0	83	165	83								\$413
FSA Admin Fee	170	0	168	376	186								\$821
TOTALS	\$495,252	\$807,854	\$388,792	\$387,109	\$375,160	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,484,167*

0102-027-6547

FY 17 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,106,257)*98.84% of Budget

	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	10/31/2017	11/30/2017	Totals
UHC Medical Premium	350000	366848	348172	347888	346995	355552	357994	358354	355637	353212	365533	358453	\$4,280,420
BCBS Final Invoice	0	0	5200	0	0	0	0	0	0	0	0	0	\$5,200
Lincoln Life Dental Premium	26384	25884	27025	24392	26197	25788	25670	25842	25679	25525	25894	25604	\$308,763
Lincoln Life Premium	792	840	616	725	672	734	723	727	718	716	732	726	\$8,721
Health Savings Account	443800	1750	4375	0	0	1750	0	3625	2000	875	0	250	\$458,425
Insurance Refunds	271	0	0	0	142	594	0	0	1439	0	0	0	\$2,446
HRA Admin Fee	0	83	83	83	83	83	83	83	83	83	83	83	\$809
FSA Admin Fee	311	0	323	162	0	339	170	170	170	170	170	170	\$2,193
TOTALS	\$820,558	\$395,405	\$383,793	\$373,028	\$374,090	\$384,840	\$384,639	\$388,800	\$385,625	\$380,581	\$382,412	\$383,295	\$5,047,057*

0102-027-6547

FY 16 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,063,813)* 93.8% of Budget

	12/31/2015	1/31/2016	2/28/2016	3/31/2016	4/30/2016	5/31/2016	6/30/2016	7/31/2016	8/31/2016	9/30/2016	10/31/2016	11/30/2016	Totals
BlueCross Medical Premium	347954	339151	344322	347599	342557	344748	342333	342917	333821	335258	338151	341085	\$4,098,996
Lincoln Life Dental Premium	23476	24220	24182	23782	23921	23906	23580	23721	23049	23330	23196	23385	\$283,618
Lincoln Life Premium	726	732	725	727	721	725	718	723	708	714	708	713	\$8,637
Health Savings Account	343500	0	0	0	0	10000	0	0	0	0	0	0	\$363,500
FSA Admin Fee	148	148	148	148	148	156	156	156	156	156	156	156	\$1,834
TOTALS	\$715,805	\$384,251	\$389,387	\$372,256	\$367,347	\$379,435	\$366,785	\$367,516	\$357,833	\$359,458	\$362,211	\$365,318	\$4,747,584*

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	9/30/2015	10/31/2015	11/30/2015	Totals
BlueCross Medical Premium	\$ 318,855	\$ 322,904	\$ 323,368	\$ 321,771	\$ 328,759	\$ 329,521	\$ 318,882	\$ 322,074	\$ 319,795	\$ 313,548	\$ 313,232	\$ 323,642	\$ 3,853,148
Met Life Dental Premium	22,281	22,179	22,235	22,772	22,897	22,601	22,372	22,315	22,077	22,043	22,098	22,293	\$ 268,164
Lincoln Life Premium	718	730	743	742	759	747	737	732	726	730	736	729	\$ 8,829
Health Savings Account	18,375	17,375	17,800	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	\$ 370,994	\$ 358,482	\$ 362,870	\$ 359,599	\$ 353,444	\$ 354,566	\$ 364,414	\$ 4,339,641

MONTHLY BENEFITS SUMMARY REPORT

April 30, 2018

Retirees/COBRA (12/1/17 - 11/30/18) (42 Retirees / 2 COBRA)			
Vision	Family	7	\$493.80
Vision	Single	7	\$331.78
Medical	Family	2	\$16,566.21
Medical	Single	11	\$33,988.34
Dental	Family	30	\$7,073.91
Dental	Single	12	\$6,080.58
TOTAL		69	\$64,534.42

UNEMPLOYMENT CHARGES 2018	
1st Quarter	
2nd Quarter	
3rd Quarter	
4th Quarter	
TOTAL	

Full Time New Hires/Terminations (12/1/17 - 11/30/18)				
Department	New Hires		Resignations/Terms	
	YTD	Current Month	YTD	Current Month
Administration				
Animal Contr				
Circuit Clerk			2	
Coroner				
County Clerk	1			
Facilities				
Forest Pres				
Health Dept.	3	1	6	1
HWY				
KenCom	2			
PBZ				
Probation	1		1	
Public Defender			1	1
Sheriff			2	1
State's Att	2			
Technology				
VAC	1	1	1	
Totals	10	2	13	3

BENEFITWALLET HSA FUNDING	
Date	Deposit
12/31/17	495,000
01/31/18	10,500
02/28/18	3,625
03/31/18	0
04/30/18	0
05/31/18	
06/30/18	
07/31/18	
08/31/18	
09/30/18	
10/31/18	
11/30/18	
Total	\$ 508,125

ORDINANCE NUMBER _____

**KENDALL COUNTY
PREVAILING WAGE ORDINANCE**

Whereas, the State of Illinois has enacted "An Act regulating wages of laborers, mechanics and other workers employed in any public works by the State, County, City or any public body or any political subdivision or by anyone under contract for public works", approved June 26, 1941, as amended, being Chapter 820 ILCS 130/1-12, Illinois Compiled Statutes; and

Whereas, the aforesaid Act requires that the County of Kendall, Illinois ascertain the prevailing rate of wages as defined in said Act for laborers, mechanics and other workers in the locality, as defined by the Act, of Kendall County employed in performing construction of public works, for said Kendall County, Illinois; and

NOW, THEREFORE, BE IT ORDAINED BY THE KENDALL COUNTY BOARD, KENDALL COUNTY, ILLINOIS, AS FOLLOWS:

SECTION 1

To the extent and as required by "An Act regulating wages of laborers, mechanics and other workers employed in any public works by the State, County, City or any public body or any political subdivision or by anyone under contract for public works" approved June 26, 1941, as amended, the general prevailing rate of wages in this locality for laborers, mechanics and other workers engaged in the construction of public works coming under the jurisdiction of the County of Kendall, Illinois is hereby ascertained to be the same as the prevailing rate of wages for construction work in the Kendall County area as most recently determined and published by the Department of Labor of the State of Illinois as of September 1, 2017, as amended, a copy of the determined prevailing wage being attached hereto as Exhibit "A" and incorporated herein by reference. The County Board may consider and approve subsequent updates to the prevailing wage determined and published by the Department of Labor prior to June 2019. The definition of any terms appearing in this Ordinance which area also used in the aforesaid Act shall be the same as in said Act.

SECTION 2

Nothing herein shall be construed to apply said general prevailing rate of wages as herein ascertained to any work or employment except public works of Kendall County, Illinois to the extent required by the aforesaid Act.

SECTION 3

The Kendall County Clerk shall publicly post or keep available for inspection by any interested party in the Office of the Kendall County Clerk this determination of such prevailing rate of wage.

SECTION 4

The Kendall County Clerk shall mail a copy of this determination to any employer, and to any association of employers and to any person or association of employees who have filed, or file their names and addresses, requesting copies of any determination stating the particular rates and the particular class of workers whose wages will be affected by such rates.

SECTION 5

The Kendall County Clerk shall promptly file a certified copy of this Ordinance with the Department of Labor of the State of Illinois, no later than July 15.

SECTION 6

The Kendall County Clerk shall publish a notice, within 30 days after filing with the Department of Labor, in a newspaper of general circulation within the area that the determination of prevailing wages. Said notice shall conform substantially to the Exhibit A attached hereto. Such publication shall constitute notice that this is the determination of the Kendall County Board and is effective.

PASSES this 19th day of June, 2018.

By: _____
Scott R. Gryder, County Board Chairman

Attest: _____
Debbie Gillette, County Clerk and Recorder

Exhibit A

**Prevailing Wage rates for
Kendall County effective
Sept. 1, 2017**

Trade Title	Region	Type	Class	Base Wage	Fore-man Wage	M-F OT	OSA	OSH	H/W	Pension	Vacation	Training
ASBESTOS ABT-GEN	ALL	ALL		41.20	42.20	1.5	1.5	2	13.77	13.20	0.00	0.50
ASBESTOS ABT-MEC	ALL	BLD		37.46	39.96	1.5	1.5	2	11.62	11.06	0.00	0.72
BOILERMAKER	ALL	BLD		48.49	52.86	2	2	2	6.97	19.61	0.00	0.90
BRICK MASON	ALL	BLD		45.38	49.92	1.5	1.5	2	10.45	16.68	0.00	0.90
CARPENTER	ALL	ALL		46.35	48.35	1.5	1.5	2	11.79	18.88	0.00	0.63
CEMENT MASON	ALL	ALL		44.84	46.84	2	1.5	2	10.00	21.01	0.00	0.50
CERAMIC TILE FNSHER	ALL	BLD		38.56	38.56	1.5	1.5	2	10.65	11.18	0.00	0.68
COMMUNICATION TECH	ALL	BLD		40.15	42.55	1.5	1.5	2	11.51	11.24	0.00	1.41
ELECTRIC PWR EQMT OP	ALL	ALL		37.89	51.48	1.5	1.5	2	5.00	11.75	0.00	0.38
ELECTRIC PWR EQMT OP	ALL	HWY		41.45	56.38	1.5	1.5	2	5.50	12.87	0.00	0.73
ELECTRIC PWR GRNDMAN	ALL	ALL		29.30	51.48	1.5	1.5	2	5.00	9.09	0.00	0.29
ELECTRIC PWR GRNDMAN	ALL	HWY		32.00	56.38	1.5	1.5	2	5.50	9.92	0.00	0.66
ELECTRIC PWR LINEMAN	ALL	ALL		45.36	51.48	1.5	1.5	2	5.00	14.06	0.00	0.45
ELECTRIC PWR LINEMAN	ALL	HWY		49.67	56.38	1.5	1.5	2	5.50	15.40	0.00	0.88
ELECTRIC PWR TRK DRV	ALL	ALL		30.34	51.48	1.5	1.5	2	5.00	9.40	0.00	0.30
ELECTRIC PWR TRK DRV	ALL	HWY		33.14	56.38	1.5	1.5	2	5.50	10.29	0.00	0.59
ELECTRICIAN	ALL	BLD		47.72	51.97	1.5	1.5	2	14.81	13.36	0.00	1.67
ELEVATOR CONSTRUCTOR	ALL	BLD		51.94	58.43	2	2	2	14.43	14.96	4.16	0.90
FENCE ERECTOR	ALL	ALL		45.56	49.20	2	2	2	11.02	21.51	0.00	0.70
GLAZIER	ALL	BLD		42.45	43.95	1.5	1.5	2	14.04	20.14	0.00	0.94
HT/FROST INSULATOR	ALL	BLD		50.50	53.00	1.5	1.5	2	12.12	12.96	0.00	0.72
IRON WORKER	ALL	ALL		45.61	49.25	2	2	2	11.52	22.65	0.00	0.81
LABORER	ALL	ALL		41.20	41.95	1.5	1.5	2	13.77	13.20	0.00	0.50
LATHER	ALL	ALL		46.35	48.35	1.5	1.5	2	11.79	18.88	0.00	0.63
MACHINIST	ALL	BLD		45.35	47.85	1.5	1.5	2	7.26	8.95	1.85	0.00

Exhibit A

MARBLE FINISHERS	ALL	ALL	33.95	33.95	1.5	1.5	2	10.45	15.52	0.00	0.47
MARBLE MASON	ALL	BLD	44.63	49.09	1.5	1.5	2	10.45	16.28	0.00	0.59
MATERIAL TESTER I	ALL	ALL	31.20	31.20	1.5	1.5	2	13.77	13.20	0.00	0.50
MATERIALS TESTER II	ALL	ALL	36.20	36.20	1.5	1.5	2	13.77	13.20	0.00	0.50
MILLWRIGHT	ALL	ALL	46.35	48.35	1.5	1.5	2	11.79	18.88	0.00	0.63
OPERATING ENGINEER	ALL	BLD 1	50.10	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 2	48.80	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 3	46.25	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 4	44.50	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 5	53.85	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 6	51.10	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	BLD 7	53.10	54.10	2	2	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	FLT	38.00	38.00	1.5	1.5	2	18.05	13.60	1.90	1.30
OPERATING ENGINEER	ALL	HWY 1	48.30	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 2	47.75	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 3	45.70	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 4	44.30	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 5	43.10	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 6	51.30	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
OPERATING ENGINEER	ALL	HWY 7	49.30	52.30	1.5	1.5	2	18.80	14.35	2.00	1.30
ORNAMNTL IRON WORKER	ALL	ALL	45.56	49.20	2	2	2	11.02	21.51	0.00	0.70
PAINTER	ALL	ALL	44.18	46.18	1.5	1.5	1.5	10.30	8.20	0.00	1.35
PAINTER SIGNS	ALL	BLD	37.45	42.05	1.5	1.5	2	2.60	3.18	0.00	0.00
PILEDRIVER	ALL	ALL	46.35	48.35	1.5	1.5	2	11.79	18.88	0.00	0.63
PIPEFITTER	ALL	BLD	47.50	50.50	1.5	1.5	2	10.05	17.85	0.00	2.12
PLASTERER	ALL	BLD	42.75	45.31	1.5	1.5	2	14.00	15.71	0.00	0.89
PLUMBER	ALL	BLD	49.25	52.20	1.5	1.5	2	14.34	13.35	0.00	1.28
ROOFER	ALL	BLD	42.30	45.30	1.5	1.5	2	9.08	12.14	0.00	0.58
SHEETMETAL WORKER	ALL	BLD	45.77	47.77	1.5	1.5	2	10.65	14.10	0.00	0.82
SPRINKLER FITTER	ALL	BLD	47.20	49.20	1.5	1.5	2	12.25	11.55	0.00	0.55

Exhibit A

STEEL ERECTOR	ALL	ALL		45.06	48.66	2	2	2	10.52	20.76	0.00	0.70
STONE MASON	ALL	BLD		45.38	49.92	1.5	1.5	2	10.45	16.68	0.00	0.90
TERRAZZO FINISHER	ALL	BLD		40.54	40.54	1.5	1.5	2	10.65	12.76	0.00	0.73
TERRAZZO MASON	ALL	BLD		44.38	47.88	1.5	1.5	2	10.65	14.15	0.00	0.82
TILE MASON	ALL	BLD		45.49	49.49	1.5	1.5	2	10.65	13.88	0.00	0.86
TRUCK DRIVER	ALL	ALL	1	37.91	38.46	1.5	1.5	2	8.10	7.97	0.00	0.15
TRUCK DRIVER	ALL	ALL	2	38.06	38.46	1.5	1.5	2	8.10	7.97	0.00	0.15
TRUCK DRIVER	ALL	ALL	3	38.26	38.46	1.5	1.5	2	8.10	7.97	0.00	0.15
TRUCK DRIVER	ALL	ALL	4	38.46	38.46	1.5	1.5	2	8.10	7.97	0.00	0.15
TUCKPOINTER	ALL	BLD		45.42	46.42	1.5	1.5	2	8.32	15.42	0.00	0.80

Legend

M-F OT Unless otherwise noted, OT pay is required for any hour greater than 8 worked each day, Mon through Fri. The number listed is the multiple of the base wage.

OSA Overtime pay required for every hour worked on Saturdays

OSH Overtime pay required for every hour worked on Sundays and Holidays

H/W Health/Welfare benefit

Explanations KENDALL COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veterans Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

EXPLANATION OF CLASSES

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain. **CERAMIC TILE FINISHER**

Exhibit A

The grouting, cleaning, and polishing of all classes of tile, whether for interior or exterior purposes, all burned, glazed or unglazed products; all composition materials, granite tiles, warning detectable tiles, cement tiles, epoxy composite materials, pavers, glass, mosaics, fiberglass, and all substitute materials, for tile made in tile-like units; all mixtures in tile like form of cement, metals, and other materials that are for and intended for use as a finished floor surface, stair treads, promenade roofs, walks, walls, ceilings, swimming pools, and all other places where tile is to form a finished interior or exterior. The mixing of all setting mortars including but not limited to thin-set mortars, epoxies, wall mud, and any other sand and cement mixtures or adhesives when used in the preparation, installation, repair, or maintenance of tile and/or similar materials. The handling and unloading of all sand, cement, lime, tile, fixtures, equipment, adhesives, or any other materials to be used in the preparation, installation, repair, or maintenance of tile and/or similar materials. Ceramic Tile Finishers shall fill all joints and voids regardless of method on all tile work, particularly and especially after installation of said tile work. Application of any and all protective coverings to all types of tile installations including, but not be limited to, all soap compounds, paper products, tapes, and all polyethylene coverings, plywood, masonite, cardboard, and any new type of products that may be used to protect tile installations, Blastrac equipment, and all floor scarifying equipment used in preparing floors to receive tile. The clean up and removal of all waste and materials. All demolition of existing tile floors and walls to be re-tiled.

COMMUNICATIONS TECHNICIAN

Construction, installation, maintenance and removal of telecommunication facilities (voice, sound, data and video), telephone, security, and data inside wire, interconnect, terminal equipment, central offices, PABX and equipment, micro waves, V-SAT, bypass, CATV, WAN (wide area network), LAN (local area networks), and ISDN (integrated system digital network), pulling of wire in raceways, but not the installation of raceways.

MARBLE FINISHER

Loading and unloading trucks, distribution of all materials (all stone, sand, etc.), stocking of floors with material, performing all rigging for heavy work, the handling of all material that may be needed for the installation of such materials, building of scaffolding, polishing if needed, patching, waxing of material if damaged, pointing up, caulking, grouting and cleaning of marble, holding water on diamond or Carborundum blade or saw for setters cutting, use of tub saw or any other saw needed for preparation of material, drilling of holes for wires that anchor material set by setters, mixing up of molding plaster for installation of material, mixing up thin set for the installation of material, mixing up of sand to cement for the installation of material and such other work as may be required in helping a Marble Setter in the handling of all material in the erection or installation of interior marble, slate, travertine, art marble, serpentine, alberene stone, blue stone, granite and other stones (meaning as to stone any foreign or domestic materials as are specified and used in building interiors and exteriors and customarily known as stone in the trade), carrara, sanionyx, vitrolite and similar opaque glass and the laying of all marble tile, terrazzo tile, slate tile and precast tile, steps, risers treads, base, or any other materials that may be used as substitutes for any of the aforementioned materials and which are used on interior and exterior which are installed in a similar manner.

Exhibit A

MATERIAL TESTER I: Hand coring and drilling for testing of materials; field inspection of uncured concrete and asphalt.

MATERIAL TESTER II: Field inspection of welds, structural steel, fireproofing, masonry, soil, facade, reinforcing steel, formwork, cured concrete, and concrete and asphalt batch plants; adjusting proportions of bituminous mixtures.

OPERATING ENGINEER - BUILDING

Class 1. Asphalt Plant; Asphalt Spreader; Autograde; Backhoes with Caisson Attachment; Batch Plant; Benoto (requires Two Engineers); Boiler and Throttle Valve; Caisson Rigs; Central Redi-Mix Plant; Combination Back Hoe Front End-loader Machine; Compressor and Throttle Valve; Concrete Breaker (Truck Mounted); Concrete Conveyor; Concrete Conveyor (Truck Mounted); Concrete Paver Over 27E cu. ft; Concrete Paver 27E cu. ft. and Under; Concrete Placer; Concrete Placing Boom; Concrete Pump (Truck Mounted); Concrete Tower; Cranes, All; Cranes, Hammerhead; Cranes, (GCI and similar Type); Creter Crane; Spider Crane; Crusher, Stone, etc.; Derricks, All; Derricks, Traveling; Formless Curb and Gutter Machine; Grader, Elevating; Grouting Machines; Heavy Duty Self-Propelled Transporter or Prime Mover; Highlift Shovels or Front Endloader 2-1/4 yd. and over; Hoists, Elevators, outside type rack and pinion and similar machines; Hoists, One, Two and Three Drum; Hoists, Two Tugger One Floor; Hydraulic Backhoes; Hydraulic Boom Trucks; Hydro Vac (and similar equipment); Locomotives, All; Motor Patrol; Lubrication Technician; Manipulators; Pile Drivers and Skid Rig; Post Hole Digger; Pre-Stress Machine; Pump Cretes Dual Ram; Pump Cretes: Squeeze Cretes-Screw Type Pumps; Gypsum Bulker and Pump; Raised and Blind Hole Drill; Roto Mill Grinder; Scoops - Tractor Drawn; Slip-Form Paver; Straddle Buggies; Operation of Tie Back Machine; Tournapull; Tractor with Boom and Side Boom; Trenching Machines.

Class 2. Boilers; Broom, All Power Propelled; Bulldozers; Concrete Mixer (Two Bag and Over); Conveyor, Portable; Forklift Trucks; Highlift Shovels or Front Endloaders under 2-1/4 yd.; Hoists, Automatic; Hoists, Inside Elevators; Hoists, Sewer Dragging Machine; Hoists, Tugger Single Drum; Laser Screed; Rock Drill (Self-Propelled); Rock Drill (Truck Mounted); Rollers, All; Steam Generators; Tractors, All; Tractor Drawn Vibratory Roller; Winch Trucks with "A" Frame.

Class 3. Air Compressor; Combination Small Equipment Operator; Generators; Heaters, Mechanical; Hoists, Inside Elevators (remodeling or renovation work); Hydraulic Power Units (Pile Driving, Extracting, and Drilling); Pumps, over 3" (1 to 3 not to exceed a total of 300 ft.); Low Boys; Pumps, Well Points; Welding Machines (2 through 5); Winches, 4 Small Electric Drill Winches.

Class 4. Bobcats and/or other Skid Steer Loaders; Oilers; and Brick Forklift.

Class 5. Assistant Craft Foreman.

Class 6. Gradall.

Class 7. Mechanics; Welder.

OPERATING ENGINEERS - HIGHWAY CONSTRUCTION

Class 1. Asphalt Plant; Asphalt Heater and Planer Combination; Asphalt Heater Scarfire; Asphalt Spreader; Autograder/GOMACO or other similar type machines; ABG Paver; Backhoes with Caisson Attachment; Ballast Regulator; Belt Loader; Caisson Rigs; Car Dumper; Central Redi-Mix Plant; Combination Backhoe Front Endloader Machine, (1 cu. yd. Backhoe Bucket or over or with attachments); Concrete Breaker (Truck Mounted); Concrete Conveyor; Concrete Paver over 27E cu. ft.; Concrete Placer; Concrete Tube Float; Cranes, all attachments; Cranes, Tower Cranes of all types: Creter Crane: Spider Crane; Crusher, Stone, etc.; Derricks, All; Derrick Boats; Derricks, Traveling; Dredges; Elevators, Outside type Rack & Pinion and Similar Machines; Formless Curb and Gutter Machine; Grader, Elevating; Grader, Motor Grader, Motor Patrol, Auto Patrol, Form Grader, Pull Grader, Subgrader; Guard Rail Post Driver Truck Mounted; Hoists, One, Two and Three Drum; Heavy Duty Self-Propelled Transporter or Prime Mover; Hydraulic Backhoes; Backhoes with shear attachments up to 40' of boom reach; Lubrication Technician; Manipulators; Mucking Machine; Pile Drivers and Skid Rig; Pre-Stress Machine; Pump Cretes Dual Ram; Rock Drill - Crawler or Skid Rig; Rock Drill - Truck Mounted; Rock/Track Tamper; Roto Mill Grinder; Slip-Form Paver; Snow Melters; Soil Test Drill Rig (Truck Mounted); Straddle Buggies; Hydraulic Telescoping Form (Tunnel); Operation of Tieback Machine; Tractor Drawn Belt Loader; Tractor Drawn Belt Loader (with attached pusher - two engineers); Tractor with Boom; Tractaire with Attachments; Traffic Barrier Transfer Machine; Trenching; Truck Mounted Concrete Pump with Boom; Raised or Blind Hole Drills (Tunnel Shaft); Underground Boring and/or Mining Machines 5 ft. in diameter and over tunnel, etc.; Underground Boring and/or Mining Machines under 5 ft. in diameter; Wheel Excavator; Widener (APSCO).

Class 2. Batch Plant; Bituminous Mixer; Boiler and Throttle Valve; Bulldozers; Car Loader Trailing Conveyors; Combination Backhoe Front Endloader Machine (Less than 1 cu. yd. Backhoe Bucket or over or with attachments); Compressor and Throttle Valve; Compressor, Common Receiver (3); Concrete Breaker or Hydro Hammer; Concrete Grinding Machine; Concrete Mixer or Paver 7S Series to and including 27 cu. ft.; Concrete Spreader; Concrete Curing Machine, Burlap Machine, Belting Machine and Sealing Machine; Concrete Wheel Saw; Conveyor Muck Cars (Haglund or Similar Type); Drills, All; Finishing Machine - Concrete; Highlift Shovels or Front Endloader; Hoist - Sewer Dragging Machine; Hydraulic Boom Trucks (All Attachments); Hydro-Blaster; Hydro Excavating (excluding hose work); Laser Screed; All Locomotives, Dinky; Off-Road Hauling Units (including articulating) Non Self-Loading Ejection Dump; Pump Cretes: Squeeze Cretes - Screw Type Pumps, Gypsum Bulker and Pump; Roller, Asphalt; Rotary Snow Plows; Rototiller, Seaman, etc., self-propelled; Self-Propelled Compactor; Spreader - Chip - Stone, etc.; Scraper - Single/Twin Engine/Push and Pull; Scraper - Prime Mover in Tandem (Regardless of Size); Tractors pulling attachments, Sheeps Foot, Disc, Compactor, etc.; Tug Boats.

Class 3. Boilers; Brooms, All Power Propelled; Cement Supply Tender; Compressor, Common Receiver (2); Concrete Mixer (Two Bag and Over); Conveyor, Portable; Farm-Type Tractors Used for Mowing, Seeding, etc.; Forklift Trucks; Grouting Machine; Hoists, Automatic; Hoists, All Elevators; Hoists, Tugger Single Drum; Jeep Diggers; Low Boys; Pipe Jacking Machines; Post-Hole Digger; Power Saw, Concrete Power Driven; Pug Mills; Rollers, other than Asphalt; Seed and Straw Blower; Steam Generators; Stump Machine; Winch Trucks with "A" Frame; Work Boats; Tamper-Form-Motor Driven.

Exhibit A

Class 4. Air Compressor; Combination - Small Equipment Operator; Directional Boring Machine; Generators; Heaters, Mechanical; Hydraulic Power Unit (Pile Driving, Extracting, or Drilling); Light Plants, All (1 through 5); Pumps, over 3" (1 to 3 not to exceed a total of 300 ft.); Pumps, Well Points; Vacuum Trucks (excluding hose work); Welding Machines (2 through 5); Winches, 4 Small Electric Drill Winches.

Class 5. SkidSteer Loader (all); Brick Forklifts; Oilers.

Class 6. Field Mechanics and Field Welders

Class 7. Dowell Machine with Air Compressor; Gradall and machines of like nature.

OPERATING ENGINEERS - FLOATING

Diver. Diver Wet Tender, Diver Tender, ROV Pilot, ROV Tender

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Two or three Axle Trucks. A-frame Truck when used for transportation purposes; Air Compressors and Welding Machines, including those pulled by cars, pick-up trucks and tractors; Ambulances Batch Gate Lockers; Batch Hopperman; Car and Truck Washers; Carry-alls; Fork Lifts and Hoisters; Helpers; Mechanics Helpers and Greasers; Oil Distributors 2-man operation; Pavement Breakers; Pole Trailer, up to 40 feet; Power Mower Tractors; Self-propelled Chip Spreader; Skipman; Slurry Trucks, 2-man operation; Slurry Truck Conveyor Operation, 2 or 3 man; Teamsters; Unskilled Dumpman; and Truck Drivers hauling warning lights, barricades, and portable toilets on the job site.

Class 2. Four axle trucks; Dump Crets and Adgetors under 7 yards; Dumpsters, Track Trucks, Euclids, Hug Bottom Dump Turnapulls or Turnatrailers when pulling other than self-loading equipment or similar equipment under 16 cubic yards; Mixer Trucks under 7 yards; Ready-mix Plant Hopper Operator, and Winch Trucks, 2 Axles.

Class 3. Five axle trucks; Dump Crets and Adgetors 7 yards and over; Dumpsters, Track Trucks, Euclids, Hug Bottom Dump Turnatrailers or turnapulls when pulling other than self-loading equipment or similar equipment over 16 cubic yards; Explosives and/or Fission Material Trucks; Mixer Trucks 7 yards or over; Mobile Cranes while in transit; Oil Distributors, 1-man operation; Pole Trailer, over 40 feet; Pole and Expandable Trailers hauling material over 50 feet long; Slurry trucks, 1-man operation; Winch trucks, 3 axles or more; Mechanic–Truck Welder and Truck Painter.

Class 4. Six axle trucks; Dual-purpose vehicles, such as mounted crane trucks with hoist and accessories; Foreman; Master Mechanic; Self-loading equipment like P.B. and trucks with scoops on the front.

TERRAZZO FINISHER

Exhibit A

The handling of sand, cement, marble chips, and all other materials that may be used by the Mosaic Terrazzo Mechanic, and the mixing, grinding, grouting, cleaning and sealing of all Marble, Mosaic, and Terrazzo work, floors, base, stairs, and wainscoting by hand or machine, and in addition, assisting and aiding Marble, Masonic, and Terrazzo Mechanics.

Other Classifications of Work:

For definitions of classifications not otherwise set out, the Department generally has on file such definitions which are available. If a task to be performed is not subject to one of the classifications of pay set out, the Department will upon being contacted state which neighboring county has such a classification and provide such rate, such rate being deemed to exist by reference in this document. If no neighboring county rate applies to the task, the Department shall undertake a special determination, such special determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

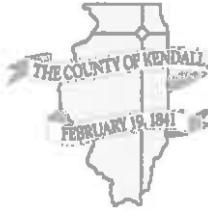
LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

MATERIAL TESTER & MATERIAL TESTER/INSPECTOR I AND II

Notwithstanding the difference in the classification title, the classification entitled "Material Tester I" involves the same job duties as the classification entitled "Material Tester/Inspector I". Likewise, the classification entitled "Material Tester II" involves the same job duties as the classification entitled "Material Tester/Inspector II".

COUNTY OF KENDALL, ILLINOIS



SCOTT KOEPPPEL
COUNTY ADMINISTRATOR
KENDALL COUNTY OFFICE BUILDING
111 WEST FOX STREET, SUITE 316
YORKVILLE, ILLINOIS 60560
630.553.4171

TO: Administration - Human Resources Committee
CC: Latreese Caldwell, Deputy County Administrator
DATE: 5/31/2018
RE: Update on Horton Broker Contract
ATTACHMENT: Horton Group Fee Agreement & Horton Compensation and Term

Per the request of the Committee of the Whole, I contacted Horton and requested a contract. After review by Administrative Services, I sent the contract to the Kendall County State's Attorney for legal review. The State's Attorney has the following questions for the committee.

1. Do you want Horton to have the ability to terminate early (see paragraph 4)? Or, just the County?
2. If Horton can terminate early, how much notice do you want them to have to give you? 30 days? 90 days? Also, if Horton terminates early, what are you willing to pay them? The same as what they propose in Paragraph 4 (attached) if you terminate early?

Additionally, the Finance Committee asked two questions and the answers are below.

1. As part of the proposed services agreement, would Horton train Kendall County employees to use both Horton's system and the insurance companies systems?
Horton - Yes, Long term we would suggest they go through one portal which would connect the carrier for tools. But we would definitely train on both.
2. For enrollment, can some employees use electronic enrollment and some enroll manually (paper form)? Horton - Yes, Electronic and paper would still be an option.

Scott Koepfel
County Administrator
Kendall County

Fee Agreement

This Agreement is made this 18th day of May, 2018, between KENDALL COUNTY of 111 West Fox Street Yorkville, IL 60560 hereinafter referred to as the "Client", and THE HORTON GROUP, INC. of 10320 Orland Parkway, Orland Park, IL 60467 hereinafter referred to as "Horton".

WHEREAS, Horton, together with its affiliated entities (its "Affiliates"), operates insurance agencies and related businesses which procure numerous lines and types of insurance products and provide various related services to accounts located throughout the areas of the United States in which Horton and such Affiliates may operate, from time to time; and

WHEREAS, the Client desires to engage Horton to provide certain benefit services in exchange for the fees as outlined in this Agreement.

NOW, THEREFORE, the parties hereto agree as follows:

1. The term of this Agreement shall commence as of July 1, 2018, and shall remain in effect until July 1, 2020 unless earlier terminated as hereinafter provided.
2. Complete fee structure by insurance policy and service category is illustrated in the attached Fee-Based Pricing Proposal (the "Fee"). The Fee shall be compensation for the services performed by Horton in the attached Fee-Based Pricing Proposal.
3. The Fee is in lieu of standard agent commissions normally paid to Horton by the Medical/RX, Dental and Core Life/AD&D insurance carriers involved.

Should Kendall County add additional voluntary, supplemental, retiree programs, or the like, the Fee would be in addition to standard agent commissions normally paid to Horton by the related insurance carriers.

Horton may receive additional compensation from the insurance companies or vendors, in the forms of, including but not limited to, contingent commission or bonus commission. Upon request, Horton is pleased to disclose all compensation amounts as well as any other contingent or similar agreements that may be in place.

4. It is understood that this Agreement is open to review at any time by either party. It is also understood that in the event Horton's retention is terminated by the Client within 90 days of the inception of applicable insurance policy or contract, all unearned amounts of the Fee previously paid to Horton will be refunded to the Client based on a pro rata calculation on the effective date of termination. It is also understood that in the event Horton's retention is terminated by the Client after 90 days of the inception of the applicable insurance policy or contract, the Fee outlined in this Agreement is fully earned and shall become immediately due and payable.
5. This Agreement covers only those specifically listed services above and only those operations currently insured by the insurance program to be serviced under this agreement. Any extra fees for additional services requested or required by the Client shall be separately negotiated.

Fee Agreement

KENDALL COUNTY

By: _____

Name: _____

Its: _____

Date: _____

THE HORTON GROUP, INC.

By: Kenneth Olson

Name: Kenneth Olson

Its: Division President

Date: 5/18/2018

The Horton Group is an Equal Employment Opportunity Employer



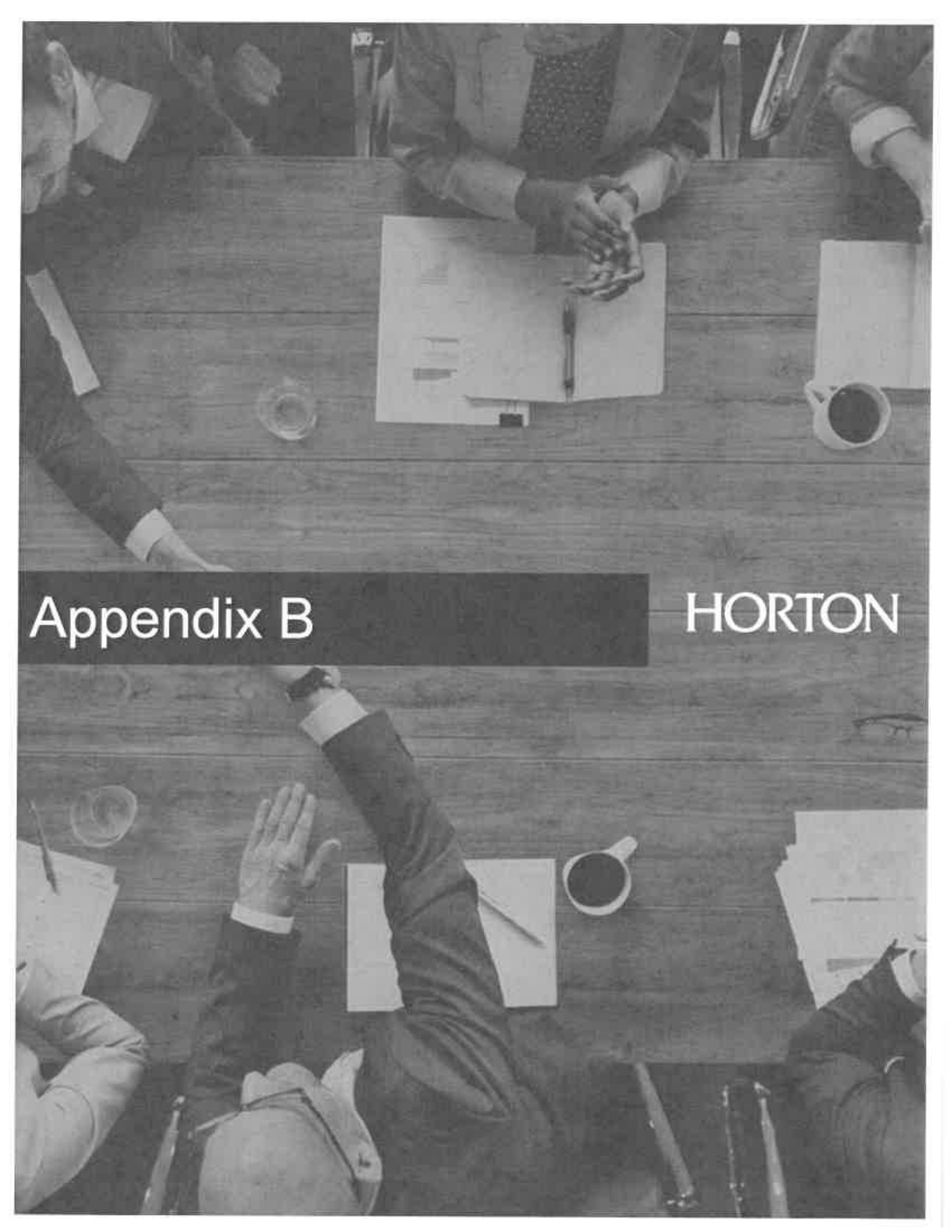
Compensation & Term

HORTON

Provide desired contract length and Proposer compensation for broker services.

Brokerage Services		Proposed Fee
<p>The following compensation is proposed for a 2 year period with options to extend a 3rd and 4th year with increased fees not to exceed 5%.</p> <p>**Please see Exhibit B: The Horton Group Consulting / Brokerage / Administrative Services packet for a more comprehensive breakdown of our entire scope of services**</p>	<p>Lines of Coverage</p> <ul style="list-style-type: none"> • Medical & Rx • Dental • Life 	\$3,350 / monthly
	<p>Lines of Coverage</p> <ul style="list-style-type: none"> • New programs if adopted (voluntary, retiree, etc.) 	<i>Standard carrier commissions</i>
Strategic Planning		Proposed Fee
<p>Examples of Strategic Planning Services Include:</p> <ul style="list-style-type: none"> • Develop Benefit Philosophy • ACA Impact Study • Market Forecasting • Benchmarking Analytics • CBA Support / Preparation • Quarterly Committee Meeting • Contribution Modeling • Eligibility Management • Insurance Exchange Analysis • HDHP Implementation • Voluntary Worksite Benefit Planning • Worksite Wellness Programs • Worksite Safety Programs • Alternate Funding Analysis • Alternate Networks Analysis • Pharmacy Strategies 		<i>Included in Monthly Brokerage Fee</i>
Financial & Benefit Analytics		Proposed Fee
<p>Aggregate Reporting:</p> <ul style="list-style-type: none"> • Overall Plan Performance • Plan Costs vs. Expected vs. Max • Industry or Carrier Benchmarks • Key Performance Indicators • High Cost Claimants 	<p>Ongoing Reporting:</p> <ul style="list-style-type: none"> • Benefit Plan Strategy • Executive Healthcare Summary • Plan Performance Snapshots • Financial Benchmarking Snapshots • Renewal Forecasting • ACA Compliance 	<i>Included in Monthly Brokerage Fee</i>
Planned On-Site Meetings		Proposed Fee
<p>We will accommodate the County's request for monthly face-to-face performance meetings to review program analytics. In addition to this, we see the following planned on-site meetings as critical:</p> <ul style="list-style-type: none"> • Post Q1 – Plan Performance & Post-Renewal Results • Post Q2 – Plan Performance & Pre-Renewal Strategy Meeting • Post Q3 – Plan Performance & Renewal Meeting • Post Q4 – Plan Year End – Full Annual Performance Review 		<i>Included in Monthly Brokerage Fee</i>
HR & Customer Services		Proposed Fee
<p>Employer Services:</p> <ul style="list-style-type: none"> • Claims, Billing, Eligibility Assistance • Designated Horton Employee Claims Advocate • ThinkHR Hotline for HR questions 8am – 7pm CDT • Webcast & On-Site Enrollment Meetings • Custom Employee Comp / Benefit Statements • Horton Future Forum 	<p>Eligibility Management:</p> <ul style="list-style-type: none"> • Determining Full-Time Status • Developing Participation Guidelines • Spousal/Dependent Strategies • Documentation Requirements 	<i>Included in Monthly Brokerage Fee</i>

HR Communications & Administration	Proposed Fee
<p>Employee Benefits Communications and Services:</p> <ul style="list-style-type: none"> • Webcast & On-Site Open Enrollment Meetings • Online Benefit Administration Portal – Employee Navigator • Benefit Summary Guide Design • Custom Employee Compensation Benefit Statements • Video Benefit Tutorials & Video Benefit Library <p><i>On-site Open Enrollment Meetings will be planned and agreed in advance no later than the Q3 renewal meeting.</i></p>	<p><i>Included in Monthly Brokerage Fee</i></p>
Compliance Oversight	Proposed Fee
<p>Horton can help Kendall County with the following compliance items:</p> <ul style="list-style-type: none"> • Model Notices (such as Medicare Part D Credible Coverage, CHIPRA, etc.) • FSA / HSA Programs • Section 125 (Pre-Tax) • Affordable Care Act (ACA) Requirements • Employer Mandate – 1095 and 1094 Reporting • Plan Document and Group Policy / SPD / Certificate Review • SPD Wrap Document (external service) • Agency Engagement in Health Care Legislation at State & Federal Level • FMLA Compliance • PCORI Tax Calculation and Instructions • Reinsurance Tax Calculation and filing Instructions • HIPAA & HIPAA Privacy • COBRA Administration (external service) 	<p><i>Included in Monthly Brokerage Fee</i></p>
Wellness	Proposed Fee
<p>Initial Workplace Wellness Assessment</p> <p>Define Key Objectives & By-laws:</p> <ul style="list-style-type: none"> • Three Year Strategic Plan Timeline • Incentive Contribution Modeling • Organize and Initiate Wellness Committee • Health Improvement Incentive Options • Employee Wellness Communication: Materials and Meetings <p>Help Implement The Fundamentals:</p> <ul style="list-style-type: none"> • Three Year Strategic Plan Timeline • Incentive Contribution Modeling • Organize and Initiate Wellness Committee • Health Improvement Incentive Options • Employee Wellness Communication: Materials and Meetings <p>Wellness Screening Reports:</p> <ul style="list-style-type: none"> • Wellness Screening Summary and Forecast • Horton Health Initiatives Integration Report 	<p><i>Included in Monthly Brokerage Fee</i></p>
<p>Horton Can Facilitate & Organize The Following Health & Wellness Programs</p> <ul style="list-style-type: none"> • Biometric Screenings • Flu Shots (these costs vary by participation but may be paid by the plan) • BMI / Tanita Scale Readings • Smoke Screenings • Lunch & Learn Seminars • Health Coaching • Nurse Hotline 	<p><i>Any additional costs are directly from the selected vendor(s) for their services. For example, a screening vendor will bill Kendall County directly for these negotiated services.</i></p> <p><i>Horton will not unilaterally engage such vendor(s) without the County's explicit consent.</i></p>



Appendix B

HORTON

Provide desired contract length and Proposer compensation for broker services.

Service Categories	Compensation Structure
<p>Services include Strategic Planning and Market Insight Capabilities; Financial & Benefit Analytics; Human Resource Services & Employee Assistance; Human Resource Communications & Administration, Compliance Oversight; Workplace Wellness</p> <p>Lines of Coverage</p> <ul style="list-style-type: none"> • Medical & Rx • Dental • Life • New programs like retiree carve-out (If applicable) <p>Services</p> <ul style="list-style-type: none"> • Horton Wellness Advisory Solutions 	<p>\$3,350 per month billed monthly</p> <hr/> <p>Standard carrier commissions apply and are fully disclosed</p> <hr/> <p>Included</p>
<p>Strategic Planning & Market Insight Capabilities</p>	<p>Included</p>
<p>Because of our multifaceted involvement in Health Care, we are proud of the insight we can bring to the Board Room for intermediate and long-term planning in the following areas:</p> <ul style="list-style-type: none"> • Benefit Philosophy Development • Health Care Reform (ACA) Impact Study: Compliance and Tax Impacts • Market Trends and Forecasting • Benchmarking Analytics: Benefit Design, Cost Sharing & Claims • Cost Containment Strategies • Contribution Cost Share Strategies, including • Eligibility Management: Working Spouse Carve-Out Provision, Medicaid, COBRA Eligible Outplacement & Eligibility Audits • Private Health Insurance Exchange Options • High Deductible Health Plan (HDHP) Strategies, including Transparency Tools • Voluntary Worksite Benefit Strategies, including HDHP Gap Planning • Worksite Wellness / Safety Programs • Alternate Funding Techniques (Self-Funding & Captives) • Alternative Networks (Narrow Networks) • Pharmacy Strategies 	<p><i>Our initial discovery is an assessment of Kendall County's existing plan performance and working with the leadership team to establish a 3-5 year outlook/strategy.</i></p>

Financial & Benefit Analytics	Included
<p>Report Plan Performance – Quarterly Aggregate Reporting</p> <ul style="list-style-type: none"> • Report is delivered by the 25th – 30th of each month, e.g., March month-end is delivered between April 25th – April 30th. • Overall Plan Performance • Plan Costs vs. Expected vs. Maximum (per capita) • Industry or carrier benchmarks (where available) • Key Performance Indicators • High-Cost Claimants <p>Ongoing Assessment & Reporting Capabilities</p> <ul style="list-style-type: none"> • Review Benefit Plan Strategy • Executive Healthcare Summary – (Provided 2x Per Year) • Plan Performance & Financial Benchmarking • Big Data Analysis - Decision Master Warehouse or Carrier Equivalent • Mid-Year Renewal Forecast • Plan Design Benchmarking and Analytics • Renewal Forecasting and Suggested Plan Alternatives, e.g., plan design, employee cost sharing, product, carrier, network • Provider Network Utilization - Discount Analysis • Contribution Modeling and ACA Compliance • Medical Utilization Containment Strategies • Rx Utilization and Containment Strategies • PBM Carve Out and Supplement Analysis • Shock Claim Review • Actuarial Evaluation of Plan Designs using HHS AV Calculator (1x Per Year) 	
Planned On-Site Meetings	Included
<p>Initial Discovery Meetings</p> <ul style="list-style-type: none"> • Our initial discovery is an assessment of The Kendall County's existing plan performance and working with the leadership team to establish a Benefit Philosophy, including a 3-5 year outlook/strategy. <p>=====</p> <p>After Q1 – Plan Performance & Post Renewal Results</p> <p>After Q2 – Plan Performance & Pre-Renewal Strategy Meeting</p> <p>After Q3 – Plan Performance & Renewal Meeting</p> <ul style="list-style-type: none"> • Prepare RFPs to Analyze and Compare Market • Negotiate Renewals and Market Pricing with Carriers/Vendors • Present Findings and Market Analysis • Contribution Cost Share Modeling <p>After Q4 - Plan Year End</p>	

<ul style="list-style-type: none"> • Executive Healthcare Cost Analysis - year-end closeout showing plan performance plus <ul style="list-style-type: none"> • Big Data Analysis - Decision Master Warehouse Report: Medical & Rx • Demographic Review • Plan Costs vs. Expected vs. Maximum (per capita) • Industry or carrier benchmarks (where available) • Plan administrative costs (per capita) • High-cost claimants • Utilization by service type (professional, in-patient, out-patient, pharmacy and specialty pharmacy) • Office visits per thousand • Emergency room visits per thousand and cost • Medical diagnostic categories • Top 10 pharmacy charges • RX review – generic, mail order, specialty drug usage • Year-end summary of plan and contribution changes • Year-end summary of member migration and analysis of cost impact • Utilization Containment Strategies • ThinkHR Utilization Report <p>Wellness Screening Reports (If Applicable)</p> <ul style="list-style-type: none"> • Wellness Screening Summary and Forecast • Horton Health Initiatives Integration Report 	
Additional Services – Financial	Not Included
<p>Third Party Services if needed</p> <ul style="list-style-type: none"> • Actuarial Services (Beyond HHS AV Calculator Evaluation) • Subrogation Services • Claim Audits 	<i>Additional cost is directly from the selected vendors</i>
Human Resource Services & Employee Assistance	Included
<p><u>Eligibility Management Assistance</u></p> <ul style="list-style-type: none"> • Determining Full-Time Status • Developing Participation Guidelines: Working Spouse Waiver Rules, Eligibility • Documentation Requirements • Contribution Strategies <p><u>Employer Services:</u></p> <p>Claims, Billing, Eligibility Assistance and Benefit Education & Communication</p> <ul style="list-style-type: none"> • <u>Designated</u> Horton Employee Claims Advocate for Kendall County • Healthcare Literacy • Benefit Alerts 	

<ul style="list-style-type: none"> • Compliance – Legislative Alerts • Horton Health Initiatives Newsletter <p>HR Benefits Portal – ThinkHR Hotline for questions 8 am – 7 pm CST</p> <ul style="list-style-type: none"> • Train the Trainer Seminars • HR-related articles • Access to a community of HR Professionals <p>Horton Learning Center</p> <ul style="list-style-type: none"> • Employee Focused “Know Your Benefits” and “Consumerism” Education • Assurex Global / Horton Webinars • Horton Future Forum Seminars 	
Human Resource Communications & Administration	Included
<p><u>Employee Benefit Communications and Services:</u></p> <ul style="list-style-type: none"> • Webcast & On-Site Open Enrollment Meetings • Custom PowerPoint Presentations • Benefit Summary Guide Design • Custom Employee Compensation Benefit Statements • Video Benefit Tutorials & Video Benefit Library <p><i>On-site Open Enrollment Meetings will be discussed and agreed to in advance no later than the Q3 renewal meeting to accommodate 4th quarter scheduling.</i></p>	<p><i>Additional costs for printing, shipping or mailing, is direct from the selected vendor(s).</i></p>
Compliance Oversight	Included
<p>Help Kendall County with the following compliance items:</p> <ul style="list-style-type: none"> • Model Notices (such as Medicare Part D Credible Coverage, CHIPRA, etc.) • FSA / H.S.A. Programs • Section 125 (Pre-Tax) • Affordable Care Act (ACA) • Employer Mandate - 1095 and 1094 Reporting • Plan Document and Group Policy/SPD/Certificate Review • SPD Wrap Document (outside service) • Agency Engagement in Health Care Legislation on State and Federal Level • FMLA • PCORI Tax Calculation and filing instructions • Reinsurance Tax Calculation and filing instructions • HIPAA & HIPAA Privacy • COBRA Administration (outside service) 	<p><i>Additional costs from selected vendor(s), providing an F.S.A., or H.S.A. Bank are not included.</i></p>

Workplace Wellness	Included
<p>Initial Workplace Wellness Assessment</p> <p>Define Key Objectives & By-laws</p> <ul style="list-style-type: none"> • Three Year Strategic Plan Timeline • Incentive Contribution Modeling • Organize and Initiate Wellness Committee • Health Improvement Incentive Options • Employee Wellness Communication: Materials and Meetings <p>Help Implement The Fundamentals</p> <ul style="list-style-type: none"> • Health Assessment • Health Management Education • Engage Activities • Develop Incentives and Rewards <p>Wellness Screening Reports</p> <ul style="list-style-type: none"> • Wellness Screening Summary and Forecast • Horton Health Initiatives Integration Report 	
Additional Services – Wellness	Included
<p>Help Schedule and Organize:</p> <p>Health and Wellness Related Programs:</p> <ul style="list-style-type: none"> • Biometric Screenings • Flu Shots (these costs vary by participation but can be paid by the plan) • BMI / Tanita Scale Readings • Stroke Screening • Learn at Lunch Seminars • Health Coaching • Nurse Hot Line • Doctor On Site • EAP Services 	<p><i>Any additional costs are directly from the selected vendor(s) for their services. For example, a screening vendor will bill Kendall County directly for these negotiated services.</i></p>
Additional Expertise Available Through Horton	Included
<p>WORKSITE - Voluntary Benefits</p> <p>The Horton Group helps organizations improve morale and free up staff by offering well-designed, optional products such as individual life, short-term and long-term disability, supplemental vision, dental and high deductible health plan gap plans including, critical illness and accident insurance.</p>	<p><i>Standard carrier commissions apply</i></p>

<p>Personal Lines</p> <p>Horton Personal Insurance helps business owners, key executives and employees protect their homes, automobiles, watercraft and more. Services include annual detailed coverage reviews and programs designed for high-net-worth individuals.</p>	<p><i>Standard carrier commissions apply</i></p>
<p>Property & Casualty / Risk Management Services</p> <p>Horton Risk Management Services provides property, general liability, automobile, excess liability, workers' compensation, employment practices liability, crime, fiduciary liability, professional liability and directors and officers insurance as well as many other products in a variety of industries.</p>	<p><i>Negotiated fees or standard carrier commissions apply</i></p>
<p>Safety Consulting and Loss Control</p> <p>From employee orientation and training to job site inspections, Horton helps contractors and other commercial clients manage claims, facilitate appropriate return-to-work programs and incorporate safety into every aspect of their business operation.</p>	<p><i>Negotiated fees – typically an hourly billed rate</i></p>
<p>Financial Wellness</p> <p>By partnering with HPM Partners, Horton has deepened our resources to include ERISA expertise and can assist organizations with their retirement services to maximize the organization's fiduciary protection, eliminate personal liability and hidden conflicts of interest while making a difference in the financial lives of their employees. There are three key pillars to our service platform: Fiduciary Oversight, Investment Advisory, Financial Wellness Coaching & Ongoing Plan Review.</p>	<p><i>Negotiated fees or standard vendor basis points apply</i></p>