



COUNTY OF KENDALL, ILLINOIS ADMIN HR COMMITTEE

**County Office Building
County Board Room 210
Thursday, October 4, 2018 at 7:00p.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 September 10, 2018**
- 5. Department Head and Elected Official Reports**
- 6. Public Comment**
- 7. Committee Business**
 - *Discussion and Approval of RFB results for Sheriff SAN Replacement*
 - *Discussion of Updating the Scope of Support in the KenCom IGA for Technology Support*
 - *Discussion of Website Upgrade and Agenda Software*
 - *Discussion of Treasurer's Stipends for Employee Benefits Administration*
 - *Discussion on Reorganization of Administrative Services Department*
- 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
ADMIN HR MEETING
Monday, September 10, 2018

CALL TO ORDER - The meeting was called to order by Committee Chair Lynn Cullick at 8:00 a.m.

ROLL CALL

| Attendee | Status | Arrived | Left Meeting |
|-------------------|---------|----------|--------------|
| Lynn Cullick | here | | |
| Elizabeth Flowers | present | | 9:40a.m. |
| Judy Gilmour | here | | |
| Matthew Prochaska | | 8:03a.m. | |
| John Purcell | | 8:05a.m. | |

Others in Attendance: Alice Elliott, Leslie Johnson, Bob Jones, Scott Koeppel, Becki Rudolph

APPROVAL OF AGENDA – Motion made by Member Flowers, second by Member Gilmour to approve the agenda. With three members voting aye, the agenda was approved by a 3-0 vote.

APPROVAL OF MINUTES – Motion made by Member Flowers, second by Member Gilmour to approve the August 28, 2018 minutes. With three members voting aye, the minutes were approved by a 3-0 vote.

UPDATE BY THE HORTON GROUP – Mike Wojcik and Beth Ismael provided detailed information about the five medical markets that were approached on behalf of the County for Health Insurance coverage, the benefits of 4-tier plan designs versus 2-tier plan designs, the costs provided by United Healthcare and Blue Cross Blue Shield of Illinois, the types of plans, the in-network and out-of-network benefits, the premiums and employee/employer contributions, the annual costs to the County, the annual cost increase, the hospital participation by network for both agencies, additional deductible options, the Benefit Value Advisor Concierge service available through BCBSIL, the emergency room co-pay options, and the prescription co-pay costs to employees. Mr. Wojcik informed the committee that the BCBSIL quote is approximately \$700,000. less than the quote from United Healthcare.

Mr. Wojcik also covered the Ancillary Coverage for dental, Life, Voluntary Life, and Vision benefits available to employees, stating that the Dental benefit offer from Met Life would be at approximately \$37,000. less than the United Healthcare offer, and would offer the County a two-year rate guarantee.

After discussion, there was consensus by the committee to accept and proceed with the Blue Cross Blue Shield of Illinois offer, to offer a 2-tier design of an HMO plan and an H.S.A. plan, a \$300 co-pay for emergency room visits, a \$10/\$40/\$60 drug card for both plans, and to offer an additional third H.S.A. \$2800 deductible/100percent plan in addition to the

current H.S.A. plan. The Horton Group will update the committee at next month's meeting and research additional HMO options, network options, etc. as requested.

DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS – No reports

PUBLIC COMMENT - None

COMMITTEE BUSINESS - None

EXECUTIVE SESSION – Not needed

ITEMS FOR COMMITTEE OF THE WHOLE – None

ACTION ITEMS FOR COUNTY BOARD - None

ADJOURNMENT – Member Purcell made a motion to adjourn the meeting, second by Member Gilmour. With five members voting aye, the meeting was adjourned at 9:50a.m.

Respectfully Submitted,

Valarie McClain
Administrative Assistant and Recording Secretary

MONTHLY MEDICAL INSURANCE REPORT
September 30 2018

| | Non-Union | Union | <u>Total Enrolled</u> | | | | Annual Plan Cost |
|-----------------------|------------|------------|-----------------------|---------------|---------------|---------------|------------------|
| | | | <u>Sep-17</u> | <u>Oct-17</u> | <u>Sep-18</u> | <u>Oct-18</u> | |
| HMO Employee | 24 | 12 | 51 | 51 | 34 | 36 | \$8,859.48 |
| HMO Family | 10 | 13 | 31 | 32 | 23 | 23 | \$21,041.64 |
| PPO Employee | 0 | 6 | 6 | 6 | 6 | 6 | \$14,299.44 |
| PPO Family | 0 | 0 | 3 | 3 | 0 | 0 | \$35,747.76 |
| H.S.A. - Emp | 73 | 41 | 94 | 97 | 114 | 114 | \$10,754.04 * |
| H.S.A. - Fam | 54 | 52 | 103 | 102 | 107 | 106 | \$24,978.60 * |
| Total Enrolled | 161 | 124 | 288 | 291 | 284 | 285 | |
| Total Eligible | 206 | 137 | | | | | |

| | |
|---------------|-----|
| Dental EE | 164 |
| Dental Family | 186 |

Total Enrolled 350

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) * 80.64 % 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 | 366682 | 347181 | 369265 | 366182 | 362662 | 372662 | 363407 | | | \$3,639,204 |
| UHC Dental Premium | 0 | 54544 | 26966 | 27327 | 27145 | 27734 | 27607 | 27412 | 27691 | 27658 | | | \$274,282 |
| UHC Life Premium | 0 | 0 | 1679 | 569 | 584 | 561 | 568 | 0 | 1133 | 560 | | | \$6,623 |
| Health Savings Account | 496000 | 10500 | 3625 | 0 | 0 | 0 | 4125 | 625 | 1250 | 750 | | | \$515,875 |
| Insurance Refunds | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | \$0 |
| HRA Admin Fee | 83 | 0 | 83 | 165 | 83 | 0 | 165 | 0 | 0 | 0 | | | \$678 |
| FSA Admin Fee | 170 | 0 | 188 | 376 | 188 | 0 | 393 | 0 | 0 | 0 | | | \$1,314 |
| TOTALS | \$496,252 | \$807,854 | \$398,792 | \$387,109 | \$375,160 | \$387,559 | \$399,040 | \$390,599 | \$402,936 | \$382,675 | \$0 | \$0 | \$4,436,875 |

0102-027-0547

FY 17 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,106,257)*96.84% 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 | 346172 | 347668 | 346995 | 355552 | 357994 | 368364 | 366637 | 363212 | 366633 | 366453 | \$4,260,420 |
| BCBS Final Invoice | 0 | 0 | 5200 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$5,200 |
| Lincoln Life Dental Premium | 25384 | 26884 | 27025 | 24392 | 26197 | 25788 | 26670 | 25842 | 25579 | 25525 | 25894 | 25604 | \$308,783 |
| Lincoln Life Premium | 792 | 840 | 616 | 725 | 672 | 734 | 723 | 727 | 718 | 716 | 732 | 726 | \$8,721 |
| Health Savings Account | 443800 | 1750 | 4376 | 0 | 0 | 1750 | 0 | 3625 | 2000 | 875 | 0 | 260 | \$468,425 |
| Insurance Refunds | 271 | 0 | 0 | 0 | 142 | 594 | 0 | 0 | 1439 | 0 | 0 | 0 | \$2,448 |
| HRA Admin Fee | 0 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | 83 | \$909 |
| FSA Admin Fee | 311 | 0 | 323 | 162 | 0 | 339 | 170 | 170 | 170 | 170 | 170 | 170 | \$2,153 |
| TOTALS | \$820,668 | \$395,405 | \$383,793 | \$373,029 | \$374,090 | \$384,840 | \$384,639 | \$388,800 | \$385,625 | \$380,581 | \$392,412 | \$383,285 | \$5,047,057 |

0102-027-0547

FY 16 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$6,063,813)* 83.8% of Budget

| | 12/31/2016 | 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 | 347699 | 342557 | 344748 | 342333 | 342917 | 333921 | 335258 | 338151 | 341085 | \$4,099,996 |
| Lincoln Life Dental Premium | 23476 | 24220 | 24192 | 23782 | 23921 | 23806 | 23560 | 23721 | 23049 | 23330 | 23196 | 23365 | \$283,618 |
| Lincoln Life Premium | 726 | 732 | 725 | 727 | 721 | 725 | 716 | 723 | 708 | 714 | 708 | 713 | \$8,637 |
| Health Savings Account | 343500 | 0 | 0 | 0 | 0 | 10000 | 0 | 0 | 0 | 0 | 0 | 0 | \$353,500 |
| FSA Admin Fee | 148 | 148 | 148 | 148 | 148 | 156 | 156 | 156 | 156 | 156 | 156 | 156 | \$1,834 |
| TOTALS | \$715,805 | \$364,251 | \$369,387 | \$372,258 | \$367,347 | \$379,435 | \$366,765 | \$367,516 | \$367,833 | \$368,458 | \$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 | \$ 315,655 | \$ 322,904 | \$ 323,368 | \$ 321,771 | \$ 328,759 | \$ 329,521 | \$ 316,882 | \$ 322,074 | \$ 319,795 | \$ 313,646 | \$ 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 | 22,316 | 22,077 | 22,043 | 22,099 | 22,293 | \$ 266,164 |
| Lincoln Life Premium | 718 | 730 | 743 | 742 | 759 | 747 | 737 | 732 | 728 | 730 | 736 | 729 | \$ 8,829 |
| Health Savings Account | 16,375 | 17,375 | 17,000 | 17,000 | 18,000 | 18,125 | 17,500 | 17,750 | 17,000 | 17,125 | 18,500 | 17,750 | \$ 209,600 |
| TOTALS | \$ 355,029 | \$ 363,188 | \$ 363,345 | \$ 362,285 | \$ 370,415 | \$ 370,994 | \$ 358,482 | \$ 362,870 | \$ 359,599 | \$ 363,444 | \$ 364,586 | \$ 364,414 | \$ 4,338,641 |

MONTHLY BENEFITS SUMMARY REPORT
September 30, 2018

| Retirees/COBRA (12/1/17 - 11/30/18) (42 Retirees / 3 COBRA) | | | |
|---|--------|-----------|-------------------|
| Vision | Family | 7 | 915.80 |
| Vision | Single | 7 | 492.48 |
| Medical | Family | 2 | 32,659.78 |
| Medical | Single | 11 | 81,929.79 |
| Dental | Family | 31 | 13,033.55 |
| Dental | Single | 12 | 11,880.88 |
| TOTAL | | 70 | 120,912.28 |

| UNEMPLOYMENT CHARGES 2018 | |
|---------------------------|---------|
| 1st Quarter | \$4,412 |
| 2nd Quarter | \$4,592 |
| 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 | | | 1 | 1 |
| Animal Contr | | | | |
| Circuit Clerk | 2 | | 2 | |
| Coroner | | | | |
| County Clerk | 1 | | | |
| Facilities | | | | |
| Forest Pres | | | | |
| Health Dept. | 5 | 1 | 10 | 1 |
| HWY | | | | |
| KenCom | 3 | | 1 | |
| PBZ | | | | |
| Probation | 1 | | 2 | |
| Public Defender | 1 | | 1 | |
| Sheriff | 4 | 1 | 6 | 3 |
| State's Att | 2 | | | |
| Technology | 1 | | 1 | |
| VAC | 1 | | 1 | |
| Totals | 21 | 2 | 25 | 5 |

| 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 | 0 |
| 06/30/18 | 4,125 |
| 07/31/18 | 625 |
| 08/31/18 | 1,250 |
| 09/30/18 | 750 |
| 10/31/18 | |
| 11/30/18 | |
| Total | \$ 515,875 |

UnitedHealthcare of Illinois, Inc.
MLR OPERATIONS
PO BOX 30519
SALT LAKE CITY, UT 84130



Group Information

Group Name: Kendall County Government
Group No: 0909985
Check No: 00629682
Check Amount: \$34,217.11

283REGULARCHECK0002001-00877-01
ATTN: FINANCE DEPARTMENT
Kendall County Government
111 W FOX RD
YORKVILLE IL 60580-1621

Questions? Learn more about MLR refunds.
Visit: www.uhc.com/reform
Call: 1-866-802-8602


Please keep this document for your records.

Re: Health Insurance Premium Rebate for Year 2017; Policy #0909985

Dear Kendall County Government:

Your 2017 Medical Loss Ratio (MLR) premium rebate check is attached below. Enclosed with the check is a letter that the federal government requires us to send explaining why you are getting a rebate. We offer below answers to Frequently Asked Questions, which we hope will be of help to you.

If you have any other questions or need further explanation, please call us at 1-866-802-8602. We appreciate your relationship with UnitedHealthcare, and will continue to work hard to serve your needs.

| | | |
|--|---|--|
| <p>UnitedHealthcare of Illinois, Inc. MLR OPERATIONS PO BOX 30519 SALT LAKE CITY, UT 84130 PHONE: 1-866-802-8602</p> | <p>VOID VOID VOID VOID</p> | <p>MLRE 00629682</p> |
| <p>JP Morgan Chase Bank N.A. Syracuse, NY 13206</p> | <p>DATE: 09/20/2018</p> | <p>PLEASE PRESENT PROMPTLY FOR PAYMENT</p> |
| <p>PAY: \$*****34,217.11**</p> | | |
| <p>***Thirty Four Thousand Two Hundred Seventeen Dollars and Eleven Cents*****</p> | | |
| <p>PAY TO THE ORDER OF Kendall County Government 111 W. Fox Street Yorkville, IL 60580</p> |  | <p>AUTHORIZED SIGNATURE</p> |

⑆00006 2968 2⑆ ⑆02⑆3093 79⑆ 8⑆108993 7⑆⑆





Notice of Health Insurance Premium Rebate

September 20, 2018

Kendall County Government
111 W. Fox Street
Yorkville, IL 60560

Re: Health Insurance Premium Rebate for Year 2017; Policy #0909985

Dear Kendall County Government:

This letter is to inform you that UnitedHealthcare of Illinois, Inc. will be rebating a portion of your health insurance premiums through your employer or group policyholder. This rebate is required by the Affordable Care Act – the health reform law.

The Affordable Care Act requires UnitedHealthcare of Illinois, Inc. to rebate part of the premiums it received if it does not spend at least 85 percent of the premiums UnitedHealthcare of Illinois, Inc. receives on health care services, such as doctors and hospital bills, and activities to improve health care quality, such as efforts to improve patient safety. No more than 15 percent of premiums may be spent on administrative costs such as salaries, sales, and advertising. This is referred to as the "Medical Loss Ratio" standard or the 85/15 rule. The 85/15 rule in the Affordable Care Act is intended to ensure that consumers get value for their health care dollars. You can learn more about the 85/15 rule and other provisions of the health reform law at:
<https://www.healthcare.gov/health-care-law-protections/rate-review/>

What the Medical Loss Ratio Rule Means to You

The Medical Loss Ratio rule is calculated on a State by State basis. In your State, UnitedHealthcare of Illinois, Inc. did not meet the 85/15 standard. In 2017, UnitedHealthcare of Illinois, Inc. spent only 81.8% of a total of \$151,727,812.61 in premium dollars on health care and activities to improve health care quality. Since it missed the 85 percent target by 3.2% of premium it receives, UnitedHealthcare of Illinois, Inc. must rebate 3.2% of the total health insurance premiums paid by the employer and employees in your group health plan. We are required to send this rebate to your employer or group policyholder by September 30, 2018, or apply this rebate to the health insurance premium that is due on or after September 30, 2018. Employers or group policyholders must follow certain rules for distributing the rebate to you.

How Employers Should Handle MLR Rebates

Issue Date: October 2017

For the sixth year in a row, employers who sponsor an insured group health plan may be receiving a Medical Loss Ratio (MLR) rebate from their insurers. Self-funded medical benefit plans are not subject to these requirements. The rebates raise several fundamental questions for employers, including:

- How much (if any) of the rebate must be distributed to plan participants?
- How quickly must I distribute the participants' share?
- What options do I have in distributing the employees' share?
- What are the tax consequences of the various distribution options that are available?

Background

Under the Affordable Care Act (ACA), health insurers are required to disclose the percentage of medical plan premiums spent on paying claims and health quality improvement initiatives versus the portion spent on administration, marketing, and insurance company profit. Under the Medical Loss Ratio (MLR) rules, insurers in the large group market must achieve a loss ratio of at least 85%, while insurers in the individual and small group markets must achieve a loss ratio of at least 80%.

By July 31st, every insurance company offering health insurance coverage is required to report its prior year MLR data to the U.S. Department of Health and Human Services (HHS), and if the minimum loss ratios are not met, premium rebates must be provided to policyholders no later than September 30th.

How much (if any) of the rebate must be distributed to plan participants?

Department of Labor (DOL) regulations require that insurers return the total rebate directly to the plan sponsor. However, the portion of the rebate that is attributable to participant contributions must be treated as "plan assets." ERISA requires (in part) that plan assets may not inure to the benefit of the plan sponsor, and may be used only for the exclusive benefit of the plan participants.

If a plan sponsor paid the entire cost of the insurance (so obviously there were no participant contributions), none of the rebate would be considered plan assets, and the employer could retain the entire amount. The most common situation, however, is where both the plan sponsor and the participants contribute toward the cost of the coverage. In this case, the plan sponsor must determine the respective portions of total plan cost contributed by both parties so that the MLR rebate can be appropriately allocated between the participants and the employer.

- Plan sponsors must first determine total participant contributions for the year used to calculate the MLR rebate. Current rebates are based on premiums paid to the carrier for calendar year 2016.
- The plan sponsor should then calculate the percentage of total plan premiums paid to the carrier due to participant contributions. This figure includes employee payroll deductions, COBRA premiums paid by participants, premiums paid by participants during an FMLA leave, and any other premium payment made by a participant. The resulting ratio is then applied to the rebate to determine the portion of the rebate that must be distributed to plan participants.

Example

- Total group health plan premiums paid to a carrier for a plan with 100 covered employees during 2016 = \$1,000,000.
- Total employee payroll deductions during 2016 plus COBRA premium payments received by the employer = \$250,000 (i.e. participants paid 25% of total plan premiums for the year).
- The employer receives a \$15,000 rebate from the carrier.
- In this example, a total of \$3,750 must be returned to participants (25% of the \$15,000).
- The participant portion of the rebate in this case would amount to an average of \$37.50 per employee.

Who must receive the participant portion of the rebates?

Decisions about how to allocate the participants' portion of the rebate are subject to ERISA's general standards of fiduciary conduct, which require that plan fiduciaries act prudently, solely in the interest of plan participants and their beneficiaries, in accordance with the provisions of the plan, and with impartiality to plan participants. When a plan provides multiple benefit options under separate policies, the participants' share of the rebate must be distributed to the participants and beneficiaries covered under the policy to which the rebate applies.

The most obvious decision the employer must make concerns what group of participants should receive the rebate. The most commonly chosen options are:

1. Returning the rebate to participants covered by the plan in the year in which the rebate is received (i.e. current plan year participants), or;
2. Returning the rebate to individuals who participated in the plan both in the year in which the rebate is received (2017 in this case), and in the year used to calculate the rebate (2016).

DOL guidance points out that it will usually not be necessary to distribute rebates to former plan participants. DOL guidance states: *If [an employer] finds that the cost of distributing shares of a rebate to former participants approximates the amount of the proceeds, the fiduciary may properly decide to allocate the proceeds to current participants [only]...* In most cases, the amount of the rebate on a per participant basis will be so small that the administrative cost of distributing it to former participants will exceed the value of the rebate.

What options do I have in distributing the employees' share?

As plan sponsors develop an allocation method, many questions are sure to arise. Should participants who are not required to contribute to the plan (e.g. employer-provided, employee-only coverage) share in the rebate? Should participants with family coverage receive a larger rebate than participants with employee-only coverage? Should participants in a high option receive more than participants who elected the low option?

Fortunately, the distribution allocation method is not required to exactly reflect the premium activity of individual plan participants. DOL guidance states, *In deciding on an allocation method, the plan fiduciary may properly weigh the costs to the plan and the ultimate plan benefit as well as the competing interests of participants or classes of participants provided such method is reasonable, fair and objective.*

As a result, in many situations the most fair, reasonable and objective method of allocation may be as easy as dividing the rebate evenly over all current participants in the plan, even if those participants made different employee contributions to the plan.

Once the allocation method is determined, the next step is to decide exactly how the rebate is to be distributed. There are, of course, tax implications for all three alternatives, as will be addressed in the next section. The three most obvious methods of distributing the participants' share of the rebate are:

1. To return the rebate to the participant as a cash payment,
2. To apply the rebate as a reduction of future participant contributions (a so-called "premium holiday"), or
3. To apply the rebate toward the cost of benefit enhancements.

Each option has its own advantages and disadvantages, but the third option (benefit enhancement) is viewed by many as being the least favorable due to the complexity of making a benefit change (for what will normally be a very small "per participant" amount), and the increased cost to the plan in future years when a rebate may not be available.

Based on the historic response of plan sponsors a number of years ago when rebates were provided during the process of insurance company demutualization, it is expected that premium holidays and

return of the rebate through a bonus or compensation adjustment will be the most common distribution methodologies.

What are the tax consequences of the various distribution options that are available?

The Internal Revenue Service (IRS) published a set of Frequently Asked Questions (FAQs) related to the tax treatment of various forms of MLR rebate distribution. According to the IRS guidance, if participant contributions were made on a pre-tax basis, the rebate portion that is returned to the participant as cash or a premium holiday must be treated as taxable income. On the other hand, for contributions made on an after-tax basis, the rebate will not be taxable.

Pre-Tax Participant Contributions (Rebate limited to individuals who participated in the plan in both the current and the prior year):

- If the rebate is distributed as cash, it will be taxable because of the participants' income increasing by the amount of the rebate.
- If the rebate is distributed as a reduction in current-year contributions, it will be "effectively" taxable; because the amount of the participants' pre-tax contribution toward current year benefits will decrease, their taxable income will increase by a like amount.

Pre-Tax Participant Contributions (Rebate distributed to all current-year participants even if they did not participate in the prior year):

- For that segment of the current year, for covered population who were participants in the prior year, the rebate is taxable for the same reasons as described immediately above.
- For employees who were not participants in the prior year, if the rebate is distributed as cash, it will be taxable due to an increase in the participants' income.
- For employees who were not participants in the prior year, if the rebate is distributed as a reduction in current year contributions, it will be "effectively" taxable by virtue of the fact that current year pre-tax contributions will decrease, thereby leaving more of the participants' income as taxable.

How quickly must I distribute the participant's share?

As established above, ERISA plan assets must generally be held in trust; however, due to DOL guidance released a number of years ago, most employer-sponsored group health plans are not required to maintain trusts. Fortunately, according to DOL guidance, employers are not required to hold the rebates in trust as long as they are distributed to participants within three months of receipt by the plan sponsor.

Summary

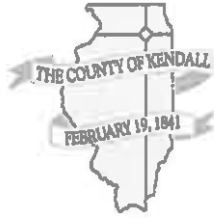
Employers should be aware that although employers are not required to send a specific notice regarding the rebate to employees, insurance carriers are required to send notices of rebates to participants. The notices sent by carriers will not include the amount of the rebate, but will state that the rebate was sent to the employer and that a portion may be distributed to participants.

Employers receiving a rebate may want to consider sending an employee communication that clarifies whether, and how, employees can expect to receive their portion of the rebate. Employers may also want to point out that the rebate will usually be a relatively small amount on a per-participant basis. Employees may incorrectly assume that they will be receiving a significant rebate based on only the information included in the carrier notices.

While every effort has been taken in compiling this information to ensure that its contents are totally accurate, neither the publisher nor the author can accept liability for any inaccuracies or changed circumstances of any information herein or for the consequences of any reliance placed upon it. This publication is distributed on the understanding that the publisher is not engaged in rendering legal, accounting or other professional advice or services. Readers should always seek professional advice before entering into any commitments.

Sheriff RFB SAN Replacement

| <i>Company</i> | <i>Quote</i> |
|----------------|--------------|
| CTC | \$26,127.01 |
| Dell Direct | \$26,856.47 |
| ITSavvy | \$27,240.37 |
| SCCTelcom | \$35,555.00 |
| Howard Tech | \$53,142.09 |



Kendall County
Technology Services
811 W John St. Rm 229
Yorkville, Illinois 60560

Memo

To: Chair Lynn Cullick, Human Resources and Administration Committee

From: Matthew Kinsey, Technology Services Director

Date: September 24, 2018

Re: Updating scope of support in KenCom IGA

Statement:

The purpose of this memo is to inform the Committee that KenCom has shown interest in increasing the amount of technology support provided by Technology Services and to change the scope of work to be completed by Technology Services. The new scope would include managing and becoming certified on the Viper VoIP phone system, which Technology Services does not currently manage. One individual from the Technology Services Department would become certified on the above phone system every other year. This training would be paid for in full by KenCom.

Recommendations:

Technology Services recommends renegotiating and further amending the Intergovernmental Agreement for Administrative and Treasury Services (2016 Amendment attached). Changes include:

1. An additional project stipend for projects that exceed an established threshold in Technology Service staff hours.
2. An increase in the annual amount transferred by KenCom to the general fund.
3. Terms in the IGA clarifying that all training costs related to the phone system be paid by KenCom.

Staff also recommends adding a paid internship program to the Technology Services budget to cover the additional hours devoted to further supporting KenCom.

**AMENDMENT TO THE INTERGOVERNMENTAL AGREEMENT FOR
ADMINISTRATIVE AND TREASURY SERVICES
IGAM 16 - 45**

THIS AMENDMENT TO THE INTERGOVERNMENTAL AGREEMENT FOR ADMINISTRATIVE AND TREASURY SERVICES is by and between the County of Kendall, a unit of local government of the State of Illinois ("*Kendall County*"), Jill Ferko, in her official capacity as Kendall County Treasurer ("*Treasurer*") and the Kendall County Emergency Telephone Systems Board ("*KenCom*").

WITNESSETH:

WHEREAS, the Constitution of the State of Illinois of 1970, Article VII, Section 10, provides that units of local government may contract or otherwise associate among themselves to obtain or share services and to exercise, combine, or transfer any power or function in any manner not prohibited by law or by ordinance and may use their credit, revenues, and other resources to pay costs related to intergovernmental activities; and

WHEREAS, Kendall County and KenCom (the "*parties*") are units of local government within the meaning of Article VII, Section 1 of the Illinois Constitution of 1970 who are authorized to enter into intergovernmental agreements pursuant to the Intergovernmental Cooperation Act, 5 ILCS 220/1 *et seq.*; and

WHEREAS, the Treasurer is a county officer within the meaning of Article VII, Section 4 of the Illinois Constitution of 1970 who is authorized to act as treasurer of any unit of local government in her county when requested by any such unit; and

WHEREAS, the Intergovernmental Cooperation Act, 5 ILCS 220/1 *et seq.*, provides that any county may participate in an intergovernmental agreement under this Act notwithstanding the absence of specific authority under the State law to perform the service involved, provided

that the unit of local government contracting with Kendall County has authority to perform the service; and

WHEREAS, in an effort to reduce costs to the taxpayers of Kendall County, the parties entered into an Intergovernmental Agreement on or about November 29, 2012, wherein Kendall County and the Treasurer shall provide various administrative services for KenCom including, but not limited to, payroll, accounting and treasurer services by the Treasurer and insurance, administration and recordkeeping by Kendall County; and

WHEREAS, the parties now wish to amend the prior agreement to take into account special needs regarding technology assistance, and Paragraph 9 of the above named IGA allows for such modification of the Agreement if prepared in writing and approved by the parties.

NOW, THEREFORE, in consideration of the premises and the mutual covenants hereafter set forth, the parties agree as follows:

1. The foregoing preambles are hereby incorporated into this Amendment as if fully restated in this paragraph 1.
2. The Intergovernmental Agreement for Administrative and Treasury Services entered into on or about November 29, 2012, is hereby amended to include the following modifications:
 - a. The following provision is added to Paragraph 2:

“m. Kendall County will provide operation and maintenance of all KenCom PCs, Servers, Software, Network, and all other technology systems. KenCom is still responsible for the purchasing of all such equipment (with the exception of paper and toner).

b. The following is added as the last sentence in Paragraph 4:

“Notwithstanding anything to the contrary above, KenCom agrees that it will transfer a base amount of \$45,000.00 per year, with an annual increase of three percent (3%) to be calculated and added, to Kendall County as reimbursement for the costs and services that Technology Services is taking on pursuant to the terms of this agreement. The three percent (3%) annual increase shall be cumulative.”

c. The above provisions Sub paragraphs a & b may be terminated by either of the parties hereto any time after two years from the date of the adoption of this amendment by giving 365 days' notice to the other party.

3. The remaining provisions of the Intergovernmental Agreement for Administrative and Treasury Services entered into on or about November 29, 2012 remain unchanged with only the above new provisions being added at this time.
4. Kendall County, the Treasurer and KenCom each hereby warrant and represent that their respective signatures set forth below have been, and are on the date of this Agreement, duly authorized by all necessary and appropriate corporate and/or governmental action to execute this Agreement;

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to the Intergovernmental Agreement for Administrative and Treasury Services to be executed by their duly authorized officers on the last date below.

County of Kendall, Illinois


Chair, Kendall County Board

Kendall County Emergency Telephone
Systems Board


Chair, KenCom Executive Board

Attest:

Nikki Kellitte
County Clerk and Recorder

11/15/16
Date

Attest:

Secretary

Date

Kendall County Treasurer and Collector

Jim Ferko
Kendall County Treasurer and Collector

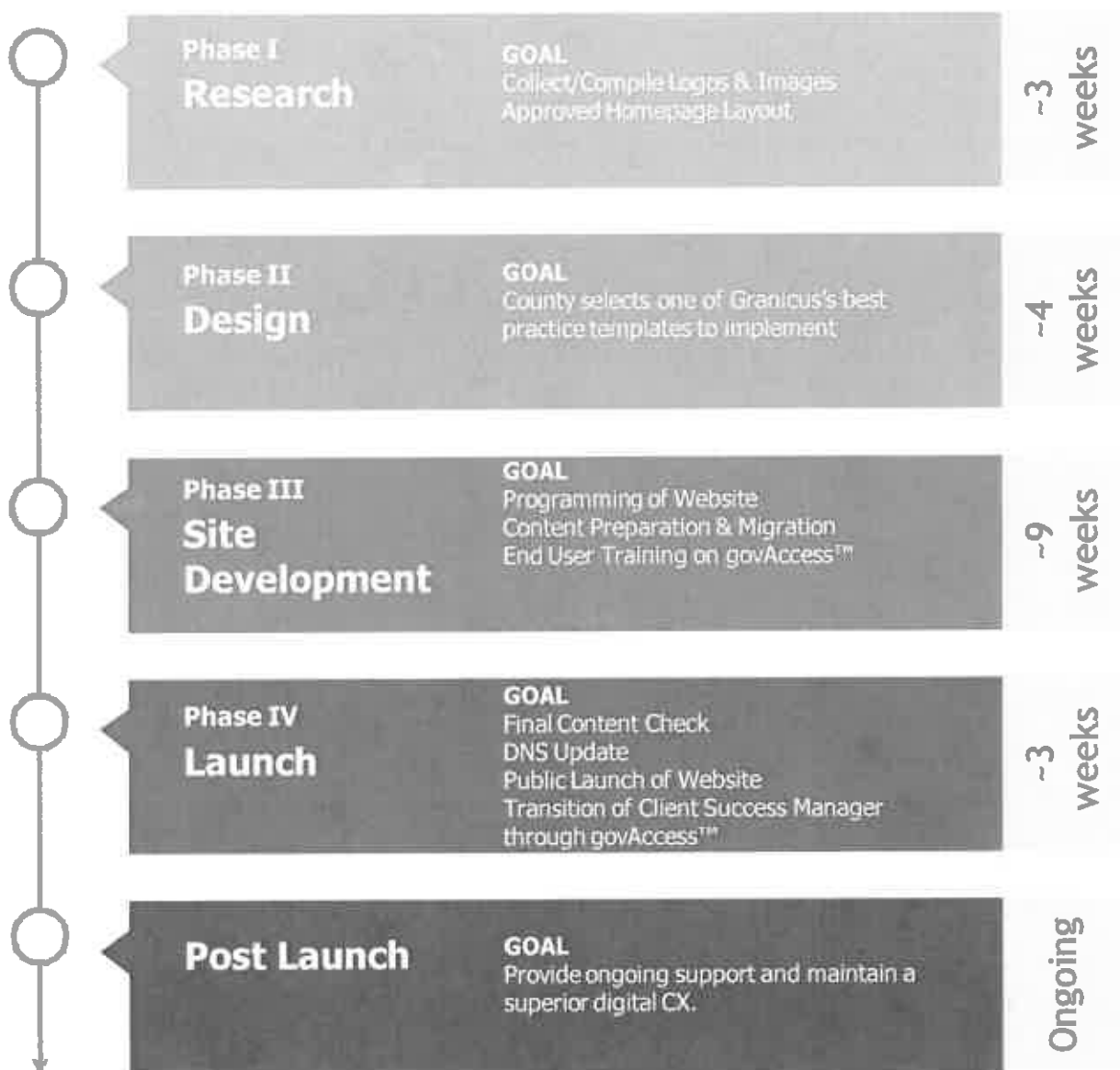
Attest:

Nikki Kellitte
County Clerk and Recorder

11/15/16
Date

Timeline + Development Plan

Over the last 20-plus years, we've developed thousands of websites for some of the most progressive local government agencies. Lessons learned from this experience have helped us refine our process in order to deliver consistent, superior results. Here's what you can expect.



Section 3

Project Costs



Proposed Investment

All quotes are priced per project and presented in US dollars. Pricing is valid for 180 days from September 27, 2018.

YEAR 1 INVESTMENT

govAccess

Website Design and Implementation – Pioneer

\$10,900

Year 1
investment

Website Research, design + development

- A homepage wireframe from our design library
- Custom mobile homepage
- Fully responsive design
- Custom Mobile Homepage or Standard Mobile Responsive Homepage
- Video Background or Standard Rotating Image carousel (switchable at any time)
- Programming/CMS Implementation
- Meetings Manager - Allows you to create meeting agendas and log minutes for your official government meetings. Includes setting up and implementing Meetings Manager on your website.
- Two (2) Branded Subsites

Professional Consulting Services + Training

- Migrate up to 50 webpages
- One (1) day of remote Web-based Training

Proposed Investment

All quotes are priced per project and presented in US dollars. Pricing is valid for 180 days from September 27, 2018.

ANNUAL REOCCURRING

govAccess

Maintenance, Hosting, & Licensing Fee**

\$4,000
Annual
reoccurring*

- Ongoing Software Updates
- Unlimited Technical Support (6 am – 6 pm PT, Monday – Friday)
- Training Webinars and On-Demand Video Library
- Best Practice Webinars and Resources
- Annual health check with research-based recommendations for website optimization
- Hosting with 99.9% uptime
- DDoS Mitigation
- Disaster Recovery with 90 min failover (RTO) and 15 min data replication (RPO)
- Data Security

ANNUAL PAYMENT PLAN

1st Year \$10,900

4th Year \$4,410

2nd Year \$4,000

5th Year \$4,630

3rd Year \$4,200

FREE
Guaranteed
Redesign***

Optional Payment Options Available: Granicus recognizes you have a budget to work within. To accommodate your preference we offer different payment options, including distributing costs differently over multiple budget years.

*Payment cycle begins at the start of year two (2) or at the launch date of the new website (whichever comes first) and is based on a standard 5 year contract term.

**Annual hosting, maintenance and software license are subject to a cumulative annual 5% technology fee beginning in the second year of reoccurring billing.

***Guaranteed basic redesign after your contract term, no additional out-of-pocket expense.

I Additional Information

Included Warranty

All unmodified programming code developed by Granicus is warranted to be free of any material errors or bugs so long as the County maintains a govAccess™ Subscription.

Duration of Offer

Granicus agrees to perform the services at the prices quoted in this proposal. This quote is valid for 180 days.

Website Accessibility

The website frontend navigation and graphic design will be generally compliant with WCAG 2.0 A.

Ownership and Licensing

All rights, title, and interests to the website design and govAccess™ will remain with Granicus. However, under your customer agreement, Granicus will grant you a license that will enable the County to reproduce or modify for its own use the website design forever. Further, Granicus will grant a subscription-based license to govAccess™, and the County will be free to use govAccess™ so long as the County remains a govAccess™ subscriber with a valid customer contract. The County owns all information and content, such as logos and images.

Valarie McClain

From: Bob Jones
Sent: Thursday, September 27, 2018 11:45 AM
To: Scott Koeppel; Jill Ferko
Cc: Valarie McClain; Lynn Cullick
Subject: RE: HRA on October 4th

We were given \$26,500 for taking over HR/Benefits position in the Treasurer's office.

Bob Jones \$20,000
Ronda Thomas \$2,600
Stannette Kraber \$3,900

From: Scott Koeppel
Sent: Thursday, September 27, 2018 11:06 AM
To: Jill Ferko; Bob Jones
Cc: Valarie McClain; Lynn Cullick
Subject: HRA on October 4th

I added the following item to the October 4th agenda for HRA.

Discussion of Treasurer's Stipends for Employee Benefits Administration

Please send any documentation for the packet to Val.

Thank you,

Scott Koeppel
County Administrator
Kendall County
630-553-4142

Treasurer Salary Changes for HR/Benefits Administration

| Position | Employee - 2018 | 2017 Budget | 2019 Budget | FY 17 - 19 Change | FY 17-19 % Change | Hours |
|--------------------------|---------------------------|----------------------|----------------------|----------------------|----------------------|---------------|
| Assistant - Accounting | Leah Morgan/ New Employee | \$ 34,350.00 | \$ 25,554.00 | \$ (8,796.00) | -25.6% | 1,365 |
| Assistant - Payroll | Stannette Kraber | \$ 39,235.00 | \$ 48,652.00 | \$ 9,417.00 | 24.0% | 1,950 |
| Chief Deputy - Treasurer | Robert Jones | \$ 65,305.00 | \$ 87,864.00 | \$ 22,559.00 | 34.5% | 1,950 |
| Manager - Accounting | Connie Punke/Leah Morgan | \$ 52,245.00 | \$ 50,000.00 | \$ (2,245.00) | -4.3% | 1,950 |
| Manager - Payroll | Ronda Thomas | \$ 52,245.00 | \$ 57,933.00 | \$ 5,688.00 | 10.9% | 1,950 |
| Manager - Tax Collection | Patricia Walker | \$ 52,245.00 | \$ 56,182.00 | \$ 3,937.00 | 7.5% | 1,950 |
| Treasurer | Jill Ferko | \$ 93,025.00 | \$ 97,974.00 | \$ 4,949.00 | 5.3% | 1,950 |
| Total: | | \$ 388,650.00 | \$ 424,159.00 | \$ 35,509.00 | 9.1% | 13,065 |

2017 Stipends Paid - Actual

| | |
|------------------|---------------------|
| Stannette Kraber | \$ 6,500.00 |
| Robert Jones | \$ 10,790.00 |
| Ronda Thomas | \$ 6,500.00 |
| Total | \$ 23,790.00 |

Stipend for HR/Benefits FY 2018 from Bob Jones

| | |
|------------------|---------------------|
| Bob Jones | \$ 20,000.00 |
| Ronda Thomas | \$ 2,600.00 |
| Stannette Kraber | \$ 3,900.00 |
| Total | \$ 26,500.00 |

June 20, 2017 County Board Approved Stipends

| | |
|----------------|---------------------|
| Reorganization | \$ 10,000.00 |
| Staff Stipends | \$ 15,000.00 |
| Total | \$ 25,000.00 |

Administration Salary Chages for HR/Benefits Administration

| Position | Employee - 2018 | Budget 2017 | Budget 2019 | FY 17- 19 Change | FY 17-19 % | Hours |
|-----------------------------|-------------------|----------------------|----------------------|-----------------------|---------------|--------------|
| Administrator - County | Scott Koeppel | \$ 122,950.00 | \$ 130,000.00 | \$ 7,050.00 | 5.7% | 1,950 |
| Assistant - Administrative | Valarie McClain | \$ 44,775.00 | \$ 52,652.00 | \$ 7,877.00 | 17.6% | 1,950 |
| Deputy Administrator | Latreese Caldwell | \$ 89,650.00 | \$ 111,240.00 | \$ 21,590.00 | 24.1% | 1,950 |
| Econ Dev & Special Projects | Andrez Beltran | \$ 21,115.00 | \$ 22,605.00 | \$ 1,490.00 | 7.1% | 975 |
| Human Resources | | \$ 57,095.00 | \$ - | \$ (57,095.00) | -100.0% | 1,950 |
| Total: | | \$ 335,585.00 | \$ 316,497.00 | \$ (19,088.00) | -5.7% | 8,775 |

2017 Stipends Paid - Actual

| | |
|-------------------|---------------------|
| Latreese Caldwell | \$ 7,000.00 |
| Valarie McClain | \$ 5,000.00 |
| Andrez Beltran | \$ 3,000.00 |
| Total | \$ 15,000.00 |

Stipend for Increased Work

| | |
|-------------------|---------------------|
| Latreese Caldwell | \$ 7,000.00 |
| Valarie McClain | \$ 5,000.00 |
| Andrez Beltran | \$ 3,000.00 |
| Total | \$ 15,000.00 |

Stipend for Cleanup

| | |
|-------------------|---------------------|
| Latreese Caldwell | \$ 3,000.00 |
| Valarie McClain | \$ 4,000.00 |
| Andrez Beltran | \$ 3,000.00 |
| Total | \$ 10,000.00 |

June 20, 2017 County Board Approved Stipends

| | |
|----------------|---------------------|
| Reorganization | \$ 10,000.00 |
| Staff Stipends | \$ 15,000.00 |
| Total | \$ 25,000.00 |

**KENDALL COUNTY BOARD AGENDA
REGULAR JUNE MEETING**

**Kendall County Office Building, Rooms 209 & 210
Tuesday June 20, 2017 at 9:00 a.m.**

1. Call to Order
2. Roll Call
3. Determination of a Quorum
4. Approval of Previous Month's Minutes
5. Approval of Agenda
6. Special Recognition
 - A. University of Illinois Extension Group
7. Correspondence and Communications – County Clerk
8. Citizens to Be Heard
9. Executive Session
10. Old Business
11. New Business
12. Elected Officials Report and Other Department Reports
 - A. Sheriff
 - B. County Clerk
 - C. Treasurer
 - D. Clerk of the Court
 - E. State's Attorney
 - F. Coroner
 - G. Health Department
 - H. Supervisor of Assessments
13. Standing Committee Reports
 - A. Planning, Building & Zoning
 1. Approval of Resolution Granting a Three (3) Year Extension to the Recording of the Final Plat of Subdivision for Camelot Farm (Petition 08-18)
 2. Approval of Annual Facility Inspection Report for NPDES Permit for Stormwater Discharges from Separate Storm Sewer Systems (MS4)
 3. Approval to Transfer 2003 Ford F150 VIN 2FTRF18W43CB06520 Inspection Vehicle from Planning, Building and Zoning Department to Facilities Management Department
 - B. Law, Justice & Legislation
 - C. Administration/HR
 1. Approval of Kendall County Prevailing Wage Ordinance
 - D. Highway
 1. Approve Intergovernmental Agreement between Kendall County and Village of Millington for construction of sidewalks on Vine Street using \$17,500 in KC-TAP Funds
 2. Approve Local Public Agency Agreement for Federal Participation for Eldamain Road – Contract A, from River Road to US Route 34
 3. Approve Resolution appropriating \$4.5 million in Transportation Sales Tax Funds to pay the proportionate share of construction costs for Eldamain Road – Contract A
 4. Millington Bridge Update
 - E. Facilities
 1. Approve the use of Vendor Registry website
 2. Approval of Part 1 of the Healy, Bender & Associates, Inc. Architectural Services Proposal in an amount not to exceed \$22,500 and Part 4 in an amount not to exceed \$8,500
 3. Approval of Motion to Rescind previous motion to approve the Leopardo Energy Proposal
 - F. Economic Development
 - G. Finance
 1. Approve Claims in an amount not to exceed \$ 2,205,190.49; Grand Juror Claims for May 22, 2017 in an amount not to exceed \$317.24; Grand Juror Claims for June 5, 2017 in an amount not to exceed \$303.03 and Health Department Claims in an amount not to exceed \$69,599.74
 2. Approve Coroner Claims in an amount not to exceed \$ 2,374.48
 3. Approval of WIPFLI 1-year contract extension for Audit Cost not to exceed \$58,750
 4. Approval of Membership Renewal with Metro Counties in an amount not to exceed \$2,500
 5. Approval of an amount not to exceed \$10,000 to the Treasurer's Office for reorganization and assumption of Employee Benefit responsibilities, and an amount not to exceed \$15,000 for staff stipends for the remainder of Fiscal Year 2017

6. Approval of an amount not to exceed \$10,000 to the Administration Office for reorganization and assumption of Workers Compensation, Risk Management, Background Checks, Employment Postings and Applications, Employee Handbook, OSHA, Property Inventory, Employee Recognition, and Gradience responsibilities, and an amount not to exceed \$15,000 for staff stipends for the remainder of Fiscal Year 2017

- H. Animal Control
- I. Health & Environment
- J. Committee of the Whole
- K. Standing Committee Minutes Approval

14. Special Committee Reports

- A. VAC
- B. Historic Preservation
- C. Board of Health
- D. KenCom Executive Board

15. Other Business

16. Chairman's Report

Appointments

Kristine Heiman – Historic Preservation Commission – 3 year term – Expires June 2020

Joel Frieders – Alternate KenCom Board, City of Yorkville

Announcements

- 17. Citizens to be Heard
- 18. Questions from the Press
- 19. Executive Session
- 20. Adjournment

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

**KENDALL COUNTY BOARD
REGULAR JUNE MEETING
June 20, 2017**

STATE OF ILLINOIS)
) SS
COUNTY OF KENDALL)

The Kendall County Board Meeting was held at the Kendall County Office Building, Room 209, in the City of Yorkville on Tuesday, June 20, 2017 at 10:25 a.m. The Clerk called the roll. Members present: Vice Chairman Lynn Cullick, Bob Davidson, Elizabeth Flowers, Tony Giles, Judy Gilmour, Audra Hendrix, Matt Prochaska and John Purcell.

The Clerk reported to the Vice Chairman that a quorum was present to conduct business.

THE MINUTES

Member Davidson moved to approve the submitted minutes from the Adlourned County Board Meeting of 5/16/17. Member Flowers seconded the motion. Vice Chairman Cullick asked for a voice vote on the motion. All members present voting aye. Motion carried.

THE AGENDA

Member Davidson moved to approve the agenda. Member Hendrix seconded the motion. Vice Chairman Cullick asked for a voice vote on the motion. All members present voting aye. Motion carried.

SPECIAL RECOGNITION

Diane Morris who is the volunteer Executive Director of the Kendall County 4H Foundation and Linda Fitzgerald thanked the board for all that they have done for the Extension Office over the years.

ELECTED OFFICIALS REPORT AND OTHER DEPARTMENT REPORTS

Sheriff

Sheriff Baird updated the board on the security system which is on schedule. There was discussion on the deductions made to the project. Sheriff Baird explained how they were handling the traffic with the Millington Bridge being closed.

County Clerk

| Revenue Report | | 5/1/17-5/31/17 | 5/1/16-5/31/16 | 5/1/15-5/31/15 |
|----------------|--------------------------------------|----------------|----------------|----------------|
| Line Item | Fund | Revenue | Revenue | Revenue |
| | County Clerk Fees | \$816.50 | \$841.00 | \$722.00 |
| | County Clerk Fees - Marriage License | \$1,680.00 | \$1,350.00 | \$1,620.00 |
| | County Clerk Fees - Civil Union | \$0.00 | \$0.00 | \$0.00 |
| | County Clerk Fees - Misc | \$2,027.00 | \$1,621.50 | \$2,072.00 |
| | County Clerk Fees - Recording | \$27,995.00 | \$28,681.00 | \$24,070.00 |
| 01010061205 | Total County Clerk Fees | \$32,518.50 | \$32,493.50 | \$28,484.00 |
| 01010001185 | County Revenue | \$38,889.25 | \$48,822.00 | \$36,862.50 |
| 38010001320 | Doc Storage | \$16,488.50 | \$16,985.00 | \$14,823.00 |
| 51010001320 | GIS Mapping | \$27,754.00 | \$28,572.00 | \$24,941.00 |
| 37010001320 | GIS Recording | \$3,464.00 | \$3,566.00 | \$3,113.00 |
| 01010001135 | Interest | \$24.80 | \$35.84 | \$23.83 |
| 01010061210 | Recorder's Misc | \$3,457.25 | \$3,974.25 | \$1,399.60 |
| 81010001320 | RHSP/Housing Surcharge | \$14,697.00 | \$15,138.00 | \$12,996.00 |
| 37210001575 | Tax Certificate Fee | \$1,320.00 | | |
| 37210001576 | Tax Sale Fees | \$224.18 | | |
| 37210001577 | Postage Fees | \$0.00 | | |

CK # 18258 To KC Treasurer \$138,837.48 \$149,586.59 \$122,642.93

The County Clerk's Office now has the ability to accept credit cards with no cost to the county.

Treasurer

Office of Jill Ferko
Kendall County Treasurer & Collector
111 W. Fox Street Yorkville, IL 60560

Kendall County General Fund
QUICK ANALYSIS OF MAJOR REVENUES AND TOTAL EXPENDITURES
FOR SIX MONTHS ENDED 05/31/2017

| <u>REVENUES*</u> | <u>Annual Budget</u> | <u>2017 YTD Actual</u> | <u>2017 YTD %</u> | <u>2016 YTD Actual</u> | <u>2016 YTD %</u> |
|---------------------------------|----------------------|------------------------|-------------------|------------------------|-------------------|
| Personal Property Repl. Tax | \$370,000 | \$277,828 | 75.09% | \$229,474 | 56.46% |
| State Income Tax | \$2,400,000 | \$1,095,469 | 45.64% | \$975,951 | 36.83% |
| Local Use Tax | \$625,000 | \$274,716 | 43.95% | \$437,763 | 93.14% |
| State Sales Tax | \$480,000 | \$273,118 | 56.90% | \$179,571 | 32.92% |
| County Clerk Fees | \$330,000 | \$191,797 | 58.12% | \$158,372 | 44.24% |
| Circuit Clerk Fees | \$950,000 | \$345,059 | 36.32% | \$453,967 | 47.79% |
| Fines & Foreits/St Atty. | \$430,000 | \$153,376 | 35.67% | \$191,714 | 40.36% |
| Building and Zoning | \$62,000 | \$36,882 | 59.49% | \$22,032 | 37.03% |
| Interest Income | \$37,500 | \$40,753 | 108.67% | \$18,437 | 61.48% |
| Health Insurance - Empl. Ded. | \$1,266,058 | \$571,285 | 45.12% | \$550,633 | 44.05% |
| 1/4 Cent Sales Tax | \$2,920,000 | \$1,409,347 | 48.27% | \$1,379,893 | 51.15% |
| County Real Estate Transf Tax | \$396,420 | \$189,502 | 47.80% | \$146,649 | 36.99% |
| Correction Dept. Board & Care | \$875,000 | \$415,357 | 47.47% | \$257,040 | 33.53% |
| Sheriff Fees | \$255,000 | \$102,340 | 40.13% | \$122,355 | 34.47% |
| TOTALS | \$11,396,978 | \$5,376,828 | 47.18% | \$5,123,850 | 44.90% |
| Public Safety Sales Tax | \$5,068,000 | \$2,475,565 | 48.85% | \$2,419,462 | 50.41% |
| Transportation Sales Tax | \$4,750,000 | \$2,475,565 | 52.12% | \$2,419,462 | 56.27% |

*Includes major revenue line items excluding real estate taxes which are to be collected later.

To be on Budget after 6 months the revenue and expense should at 50.00%

Treasurer Jill Ferko informed the board that the first installment due date was last week and they did a small distribution in May; thanks to the Sheriff's Office for the security detail. Treasurer Ferko stated that the Illinois Funds are fully collateralized and they are currently seeing a higher rate of return on the funds.

Clerk of the Court

Circuit Clerk Robyn Ingemunson to the board that the numbers of are up from last year. \$27,000 more has been collected this year.

State's Attorney

State's Attorney Eric Weis thanked David Berault for his service and wished him good luck.

Coroner

| Description | ** | Month: May 2017 | Fiscal Year-to-Date | May 2016 |
|--------------------------|----|-----------------|---------------------|----------|
| Total Deaths | | 23 | 161 | 21 |
| Natural Deaths | | 21 | 144 | 19 |
| Accidental Deaths | | | | |
| Overdose | | 0 | 6 | 2 |
| Motor Vehicle | | 0 | 1 | 0 |
| Other | | 0 | 2 | 0 |
| Pending | * | 1 | 1 | 0 |
| Suicidal Deaths | * | 1 | 6 | 0 |
| Homicidal Deaths | | 0 | 1 | 0 |
| Toxicology | | 2 | 18 | 3/13 |
| Autopsies | | 1 | 17 | 3/8 |
| Cremation Authorizations | | 11 | 81 | 8/61 |

**

Accidental Death (Other)

1. 05/01/2017 – Plano – 22yo Male, Asphyxiation due to Hanging
2. 05/29/2017 – Oswego – 43yo Male, Pending Autopsy/Toxicology Results

PERSONNEL/OFFICE ACTIVITY:

1. Coroner Purcell and Deputy Coroner Levi Gotte participated in Operation Impact at Oswego High School on May 3.
2. Deputy Coroner Levi Gotte provided a presentation to IVVC Law Enforcement Classes (AM & PM) and Health Careers Class on May 9.
3. Coroner Purcell provided a morgue tour to the IVVC Law Enforcement Classes (AM & PM) on May 10.
4. Coroner Purcell participated in Operation Impact at Yorkville High School on May 12.
5. Coroner Purcell provided training on Bone Identification to the Search and Rescue Team on May 13.
6. Coroner Purcell met with the Kendall County Health Department and members of the IL Violent Death Reporting System to establish protocol for statistical gathering in Kendall County.

Health Department

Dr. Tokars distributed the 2016 Annual Report; it is available on the website.

STANDING COMMITTEE REPORTS

Planning, Building and Zoning

Camelot Farms

Member Davidson moved to approve the Resolution Granting a Three (3) Year Extension to the recording of the final Plat of Subdivision for Camelot Farms (Petition 08-18). Member Gilmour seconded the motion. Vice Chairman Cullick asked for voice vote on the motion. All members present voting aye. Motion carried.

A complete copy of Resolution 17-19 is available in the Office of the County Clerk.

Revocation of Special Use

Member Davidson moved to approve the annual facility inspection report for NPDES permit for storm water discharges from separate storm sewer systems (MS4). Member Gilmour seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

A complete copy of IGAM 17-20 is available in the Office of the County Clerk.

Vehicle Transfer

Member Davidson moved to approve to transfer the 2003 Ford F150 VIN 2FTRF18W43CB06520 inspection vehicle from the Planning, Building and Zoning Department to the Facilities Management Department. Member Purcell seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Law, Justice & Legislation

Member Prochaska reviewed the minutes in the packet from the June 12, 2017 meeting.

Administration/HR

Prevailing Wage Ordinance

Member Gilmour moved to approve the Kendall County Prevailing Wage Ordinance. Member Purcell seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

A complete copy of Ordinance 17-09 is available in the Office of the County Clerk.

Highway

Village of Millington KC-TAP Funds

Member Purcell moved to approve the Intergovernmental Agreement between Kendall County and the Village of Millington for construction of sidewalks on Vine Street using \$17,500 in KC-TAP Funds. Member Hendrix seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

A complete copy of IGAM 17-21 is available in the Office of the County Clerk.

Local Agency Agreement – Eldamain Road

Member Cullick moved to approve the Local Public Agency Agreement for Federal Participation for Eldamain Road – Contract A, from River Road to US Route 34. Member Purcell seconded the motion.

County Engineer Fran Klaas explained that this is a requirement by the State of Illinois anytime Federal money is used in a road or bridge project the county must pass a local agency agreement for federal participation. The agreement delineates the cost that each agency will be responsible for. This agreement spells out that there is \$2.5 million of surface transportation urban money, \$2 million of surface transportation rural, and \$4.5 million in transportation sales tax.

Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Construction Costs for Eldamain Road

Member Gilmour moved to approve the Resolution appropriating \$4.5 million in transportation sales tax funds to pay the proportionate share of construction costs for Eldamain Road – Contract A. Member Purcell seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

A complete copy of Resolution 17-20 is available in the Office of the County Clerk.

Millington Bridge Update

County Engineer Fran Klaas informed the board that there has been no movement on the bridge's piers and bedrock has been found. The consultant provided 7 different alternatives to fix the bridge; alternative 7 appears to be the best alternative. They are working with LaSalle County to pay for the repairs; the consultant is preparing plans and specifications and permits have been submitted.

Facilities

Vendor Registry Website

Member Davidson moved to approve the use of vendor registry website. Member Prochaska seconded the motion.

Facilities Director Jim Smiley explained that this is a site where RFP's can be posted. There is no cost to the county.

Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Architectural Services Proposal

Member Davidson moved to approve Part 1 of the Healy, Bender & Associates, Inc. Architectural Services Proposal in an amount not to exceed \$22,500 and Part 4 in an amount not to exceed \$8,500. Member Flowers seconded the motion.

Member Davidson stated that Part 1 is for the security at the County Office Building and Part 4 is for the tearing down of the old Funeral Home. This would give a cost factor for security for the building and the cost to take down the Funeral Home.

Member Gilmour moved to table the motion. Member Purcell seconded the motion.

Member Gilmour amended the motion to table to refer the approval of Part 1 of the Healy, Bender & Associates, Inc. Architectural Services Proposal in an amount not to exceed \$22,500 and Part 4 in an amount not to exceed \$8,500 to the Committee of the Whole. Member Purcell seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. Members voting aye include Cullick, Flowers, Giles, Gilmour, Hendrix and Prochaska. Members voting nay include Davidson and Purcell. Motion carried 6-2.

Leopardo Energy Proposal

Member Davidson made a motion rescind the previous motion to approve the Leopardo Energy Proposal. Member Prochaska seconded the motion.

Member Davidson stated that the Sheriff will not going to participate in the LP for the vehicles. The committee feels that they could save money by doing the air conditioning in house. Members discussed the RFP process.

Member Purcell called the question. Member Gilmour seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye except Hendrix. Motion carried 7-1.

Vice Chairman Cullick asked for a roll call vote on the original motion. All members present voting aye except Flowers and Hendrix. Motion carried 6-2.

Economic Development

Member Hendrix stated nothing to report at this time.

Finance

CLAIMS

Member Cullick moved to approve the claims submitted in the amount not to exceed \$2,205,190.49: Grand Juror Claims from May 22, 2017 in an amount not to exceed \$317.24; Grand Juror Claims for June 5, 2017 in an amount not to exceed \$303.03 and Health Department Claims in an amount not to exceed \$69,599.74. Member Davidson seconded the motion.

COMBINED CLAIMS: FCLT MGMT \$76,296.29, B&Z \$1,835.31, CO CLK & RCDR \$1,127.15, ED SRV REG \$6,295.35, SHRFF \$26,307.09, CRRCTNS \$37,246.37, MERIT \$910.00, EMA \$1,148.10, CRCT CT CLK \$1,077.47, JURY COMM \$112.27, CRCT CT JDG \$9,403.52, CRNR \$168.43, CMB CRT SRV \$1,873.90, PUB DFNDR \$3,819.00, ST ATTY \$5,335.99, SPRV OF ASSMNT \$460.00, TRSR \$1,474.66, UNEMPLY CMP \$8,471.00, EMPLY HLTH INS \$252.09, OFF OF ADM SRV \$99.55, CO BRD \$2,606.04, TECH SRV \$12,977.70, CAP EXPEND \$9,983.35, ECON DEV \$51.68, CAP IMPRV \$22,669.00, CO HWY \$43,671.84, CO BRDG \$9,186.78, TRNSPRT SALES TX \$53,677.51, FRST PRSRV \$6,828.32, ELLIS HS \$538.73, ELLIS BRN \$26.30, ELLIS GRNDS \$259.15, ELLIS RDNG LSSNS \$724.75, ELLIS BDAY PRITIES \$105.00, ELLIS PUB PRGMS \$9.68, ELLIS WDDNGS \$607.30, HOOVER \$7,181.07, ENV ED SCHL \$36.89, ENV ED CMPS \$424.36, ENV ED NTRL BGNNGS \$269.29, ENV ED OTHR PUB PRGMS \$43.07, ENV ED LWS OF NTR \$57.73, GNDS & NTRL RSRCS \$3,541.01, FP DBT SRV \$33,900.00, ANML CNTRL EXPS \$47.83, CO RCDR DOC STRG \$6,835.87, DRG ABS EXP \$1,476.96, HIDTA \$330,312.16, CMSRY FND \$4,400.43, COOK CO REIMB FND \$18,630.50, CRT SEC FND \$137.79, LAW LBRY \$2,854.00, CRCT CT DOC STRG \$3,371.70, JUV JSTC CNCL \$204.80, CRT AUTOMA \$5,760.00, PRBTN SRV EXP FND \$7,144.61, KC DRG CT FND \$4,796.28, GIS \$3,804.67, TX SL AUTO EXP \$4,569.90, KAT \$48,292.01, ENG/CNSLTG ESCRW \$298.89, PUB SFTY \$521,199.00, SHRFF FTA FND \$2,096.34, VAC \$1,934.73, CRNR SPCL FND \$2,206.05, FP BND PRCDs '07 \$3,323.58, FP DBT SRV '07 \$557,316.53, CRTHS DBT SRV \$283,861.25, HLTH & HMN SRV \$69,599.74

Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Coroner Claims

Member Cullick moved to approve the coroner claims in the amount not to exceed \$2,374.48. Member Prochaska seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye except Purcell who voted present. Motion carried.

WIPFLI Contract Extension

Member Purcell moved to approve the WIPFLI 1-year contract extension for audit cost not to exceed \$58,750. Member Hendrix seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

A complete copy of IGAM 17-22 is available in the Office of the County Clerk.

Membership with Metro Counties

Member Purcell moved to approve the membership renewal with Metro Counties in an amount not to exceed \$2,500. Member Cullick seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Treasurer's Office Reorganization

Member Purcell moved to approve an amount not to exceed \$10,000 to the Treasurer's Office for reorganization and assumption of Employee Benefit responsibilities, and an amount not to exceed \$15,000 for staff stipends for the remainder of Fiscal Year 2017. Member Flowers seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Administration Office Reorganization

Member Purcell moved to approve an amount not to exceed \$10,000 to the Administration Office for reorganization and assumption of Worker's Compensation, Risk Management, Background Checks, Employment Postings and Applications, Employee Handbook, OSHA, Property Inventory, Employee Recognition and Gradience responsibilities, and an amount not to exceed \$15,000 for staff stipends for the remainder of Fiscal Year 2017. Member Prochaska seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Animal Control

Member Flowers stated that they will meet next Wednesday.

Health and Environment

Member Gilmour mentioned that there will be a diabetic eye screening June 26, 2017 and an Electronic Recycling Event on August 5, 2017.

Committee of the Whole

No report.

STANDING COMMITTEE MINUTES APPROVAL

Member Purcell moved to approve all of the Standing Committee Minutes and Reports. Member Flowers seconded the motion.

Member Prochaska moved to approve all of the Standing Committee Minutes and Reports except Finance; refer back to the Finance Committee to review and correct. Member Gilmour seconded the motion.

Member Purcell withdrew the motion to approve all of the Standing Committee Minutes and Reports. Member Flowers withdrew the second to the motion.

Vice Chairman Cullick asked for a roll call vote on the amended motion. All members present voting aye. Motion carried.

SPECIAL COMMITTEE REPORTS

VAC

No report.

Co Board 6/20/17

Historic Preservation

Member Flowers said that they will be meeting on June 22nd.

Board of Health

Member Giles stated that they meet tonight.

Kencom

Member Gilmour stated that the board meets on August 24th.

OTHER BUSINESS

Vice Chairman Cullick reminded the board of the special county board meeting on June 29, 2017 at 5:00pm for the purpose of discussing of the Kencom assignment.

Chairman's Report

Appointments

Kristine Heiman – Historic Preservation Commission – 3 year term – Expires June 2020
Joel Frieders – Alternate KenCom Board, City of Yorkville

Member Purcell moved to approve the appointments. Member Prochaska seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

Member Davidson spoke about the 10th annual Salute to Veteran's dinner

QUESTIONS FROM THE PRESS

Jim Wyman from WSPY asked if the HR Position will be replaced by the county. Will there be any legal action against the former HR Director?

EXECUTIVE SESSION

Member Cullick made a motion to go into Executive Session for (1) the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity (2) collective negotiating matters between the public body and its employees or their representatives, or deliberations, concerning salary schedules for one or more classes of employees and (11) litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. Member Purcell seconded the motion. Vice Chairman Cullick asked for a roll call vote on the motion. All members present voting aye. Motion carried.

RECONVENE

ADJOURNMENT

Member Prochaska moved to adjourn the County Board Meeting until the next scheduled meeting. Member Davidson seconded the motion. Vice Chairman Cullick asked for a voice vote on the motion. All members present voting aye. Motion carried.

Approved and submitted this 28th day of June, 2017.

Respectfully submitted by,
Debbie Gillette
Kendall County Clerk

Department (CC) Position Costing Summary

Budget Year: 2018

Department (CC): Treasurer

Scenario: Main

Fund: 010 - General Fund

Managing Department: Treasurer - General Fund 010

| Position Category/Position | Employee | 2017 Budget | New Hire | 2017 Salary | 2018 Budget | \$ Change | % Change | % Increase | \$ Increase | HR Stipend | Noncom Stipend | Hours | FTE | Alloc. % |
|-------------------------------------|---------------------------|----------------|----------|----------------|----------------|---------------|---------------|------------|-------------|---------------|----------------|-------|-------------|----------|
| NonUnion General Fund | | | | | | | | | | | | | | |
| Assistant - Accounting | Leah Morgan (012225) | 34,350 | | 34,350 | 35,750 | 1,400 | 4.08% | | 1,400 | | | 1,950 | 0.70 | 100.00 |
| Assistant - Payroll | Stannette Kraber (012235) | 39,235 | | 39,235 | 47,235 | 8,000 | 20.39% | 3.00% | | 3,573 | 3,250 | 1,950 | 1.00 | 100.00 |
| Chief Deputy - Treasurer | Robert Jones (012215) | 65,305 | | 65,305 | 85,305 | 20,000 | 30.63% | | | 20,000 | | 1,950 | 1.00 | 100.00 |
| Manager - Accounting | Connie Punke (012237) | 62,246 | | 62,246 | 67,045 | 4,800 | 9.19% | 2.97% | | | 3,250 | 1,950 | 1.00 | 100.00 |
| Manager - Payroll | Ronda Thomas (012238) | 52,245 | | 52,245 | 56,245 | 4,000 | 7.66% | 3.00% | | 2,433 | | 1,950 | 1.00 | 100.00 |
| Manager - Tax Collection | Patricia Walker (012242) | 52,245 | | 52,245 | 54,545 | 2,300 | 4.40% | 4.40% | | | | 1,950 | 1.00 | 100.00 |
| Treasurer | Jill Ferko (012211) | 93,025 | | 93,025 | 95,584 | 2,559 | 2.75% | 2.75% | | | | 1,950 | 1.00 | 100.00 |
| Total: NonUnion General Fund | | 388,650 | | 388,650 | 431,710 | 43,060 | 11.88% | | | 25,006 | 6,500 | | 6.70 | |
| Grand Total | | 388,650 | | 388,650 | 431,710 | 43,060 | 11.88% | | | | | | 6.70 | |

Department (CC) Position Costing Summary

Budget Year: 2019

Department (CC): Treasurer
 Scenario: Main
 Fund: 010 - General Fund
 Managing Department: Treasurer - General Fund 010

| Position Category/Position | Employee | 2018 Budget | New Hire | 2018 Salary | 2019 Budget | \$ Change | % Change | % Increase | \$ Increase | HR Stipend | Keosauq Stipend | Hours | FTE | Alloc. % |
|-------------------------------------|---------------------------|----------------|----------------------|----------------|----------------|--------------|--------------|------------|-------------|------------|-----------------|-------|-------------|----------|
| NonUnion General Fund | | | | | | | | | | | | | | |
| Assistant - Accounting | Leah Morgan (012228) | 28,884 | New Hire | 28,884 | 28,884 | 0 | 0.00% | | | | | 1,920 | 0.70 | 100.00 |
| Assistant - Payroll | Stanzelle Kraber (012235) | 47,235 | | 47,235 | 49,692 | 1,417 | 3.00% | 3.00% | | | | 1,920 | 1.00 | 100.00 |
| Chief Deputy - Treasurer | Robert Jones (012215) | 85,305 | | 85,305 | 87,884 | 2,559 | 3.00% | 3.00% | | | | 1,920 | 1.00 | 100.00 |
| Manager - Accounting | Conale Punks (012237) | 57,045 | Leah Morgan (012228) | 45,808 | 58,088 | (7,848) | -12.38% | | 5,088 | | | 1,920 | 1.80 | 100.00 |
| Manager - Payroll | Ronda Thomas (012238) | 58,245 | | 58,245 | 57,933 | 1,687 | 3.00% | 3.00% | | | | 1,920 | 1.00 | 100.00 |
| Manager - Tax Collection | Patrice Walker (012242) | 64,545 | | 64,545 | 66,182 | 1,636 | 3.00% | 3.00% | | | | 1,920 | 1.00 | 100.00 |
| Treasurer | Jill Fazio (012211) | 95,884 | | 95,884 | 97,974 | 2,380 | 2.50% | 2.50% | | | | 1,920 | 1.00 | 100.00 |
| Total: NonUnion General Fund | | 421,814 | | 468,469 | 424,188 | 2,644 | 0.63% | | | 0 | 0 | | 8.70 | |
| Grand Total | | 421,814 | | 468,469 | 424,188 | 2,644 | 0.63% | | | | | | 8.70 | |

COUNTY OF KENDALL, ILLINOIS



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

October 4th, 2018

To: Human Resources & Administration Committee and Chair Lynn Cullick,
Re: Reorganization of Administration Department

After evaluating the needs of the Administration Department over the past year plus staff has determined, at the current staffing level, that the need for Human Resources and Risk Management is greater than the need for Economic Development personnel. I am proposing shifting some of the duties of the Economic Development Coordinator to County Administrator and the Deputy County Administrator.

- KAT Program PCOM – Deputy County Administrator
- Loan Program Administration – Deputy County Administrator
- Economic Development Organizations (CRGC, UIRVDA) – County Administrator
- Loan Application Process – County Administrator
- Economic Development Committee – County Administrator

The Economic Development Coordinator position would be eliminated and the remaining duties would be transferred to a new Risk Management and Human Resources position. Key duties of the Risk Management and Human Resources position include:

- Oversee and manage county risk management functions (Deputy Administrator)
- Backup Administrative Assistant (Economic Development Coordinator)
- FOIA Officer (Economic Development Coordinator)
- Create and maintain job descriptions and employee handbook (County Administrator)
- Regularly attend all Human Resources & Administration Committee meetings
- Other general human resource functions

Fiscal year 2019 budget impact.

- Pay \$12,500 of Administrator and \$12,500 of Deputy Administrator salary from Economic Development fund 020-2-000-6102.
- Pay entire salary for Risk Management and Human Resources Position from Administration Budget while also reducing Administrator and Deputy Administrator salary from Administration budget by a total of \$25,000.
- Proposed salary for Risk Management and Human Resources position - \$50,000
- Proposed FY 2019 Salary for Economic Development Coordinator is \$45,210
- Proposed Administration budget increase of \$2,395