

**COUNTY OF KENDALL, ILLINOIS**  
**ADMINISTRATION HUMAN RESOURCES COMMITTEE**  
**Meeting Minutes**  
**Monday, November 6, 2017**

**CALL TO ORDER** - Committee Chair Lynn Cullick called the meeting to order at 5:35p.m.

**ROLL CALL**

<b>Attendee Name</b>	<b>Status</b>	<b>Arrived</b>	<b>Left Meeting</b>
Judy Gilmour	Here		
Matthew Prochaska	Here		
Lynn Cullick	Here		
Elizabeth Flowers	Present		
John Purcell	Yes		

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

Others Present: Bob Jones, Scott Koeppel, Becki Rudolph

**APPROVAL OF AGENDA**

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

**APPROVAL OF MINUTES – October 18 and November 1, 2017**

Motion: Member Gilmour  
 Second: Member Flowers  
**RESULT: Approved with a 5-0 Voice Vote**

**COMMITTEE BUSINESS**

- *Discussion and Approval of Workers Compensation Bid* - Rich Ryan reviewed the most up to date proposed ICRMT Property, Liability, Workers Compensation Limits, Retention, and Deductibles. Mr. Ryan answered questions about some of the differences of services offered between IPRF and ICRMT. Mr. Ryan stated that the IPRF underwriter informed him that they would never attend any of the Board or Committee meetings, that no one was available to attend the meeting this evening to provide additional information or answer questions, that the majority of their offered training is via webinars or online resources, a 90-day opt-out option and that they would offer the County a one-time \$3,400 safety grant as a new customer.

ICRMT Underwriter Todd Grier answered questions and provided additional information to the committee about additional free services offered by ICRMT including training for the County Coroner's Office, on smoking cessation, weight loss,

stress management, high blood pressure management, ergonomic work stations, first aid, and safety classes (12 training session provided in 2017), a \$10,000 per year safety grant match, access to legal counsel, the underwriter and other key personnel, paid membership to UCCI, a seat on the ICRMT Executive Board, all claims being handled in-house, and a 30-day opt-out option. Mr. Grier informed the committee about new initiatives being offered including a program identifying tough claims and actions to decrease those, pre-evaluation by a nurse of all claims prior to submission, and a new pilot program that recommends employees on workers' compensation a more overall holistic approach to recovery by providing them the opportunity to talk with a social worker, which helps to reduce law suits, keeps the employee connected to the employer, and allows workers to return to work with less time away from work.

Member Prochaska made a motion to recommend to the County Board for approval ICRMT with the \$250,000 deductible, second by Member Flowers.

Roll Call: Member Flowers – aye, Member Prochaska – yes, Member Cullick – yes, Member Gilmour – yes, Member Purcell – yes **With five members present voting aye, the motion carried by a 5-0 voice vote.**

- *Discussion of Request for Qualifications (RFQ) or Bid for Insurance Brokerage and Risk Management Consultant Services* – item tabled to a future meeting
- *Review of Employee Handbook Revisions* - item tabled to a future meeting

## **DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS**

*Treasurer's Office* – Chief Deputy Treasurer Bob Jones informed the committee about an issue experienced by one employee and a possible RAPL Clause in the UHC plans that indicates that although a facility might be in the network, that a specialist, doctor, surgeon or procedure might not be in network and would not be covered. Mr. Jones reported that he is in contact with CBIZ who is researching if there is such a clause in the UHC plans, and if there was one in the BCBS plans that the County had previously.

Mr. Jones also reported that the Employee Benefits Fair dates have been confirmed as November 28<sup>th</sup> and 29<sup>th</sup>, and that there will be three different events, with one held at the Public Safety Center, one at the Health Department and one at the Historic Courthouse. Mr. Jones will provide information to the employees in the next few weeks.

*Administrative Services Office* – Scott Koeppel informed the committee that Kendall Area Transit would like to utilize grant funds from a 2014 capital grant, to purchase new computer software. **There was consensus by the committee that KAT should proceed.**

**ITEMS FOR COMMITTEE OF THE WHOLE** – None

## **ACTION ITEMS FOR NOVEMBER 7, 2017 COUNTY BOARD AGENDA**

- *Approval of ICRMT Workers Compensation Bid with \$250,000 Deductible*

**PUBLIC COMMENT** – None

**EXECUTIVE SESSION** – Not needed

### **MEETING ADJOURNMENT**

Motion: Member Prochaska Second: Member Flowers <b>RESULT: Approved with a Unanimous Voice Vote</b>
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This meeting was adjourned at 6:52p.m.

Respectfully Submitted,

Valarie McClain  
Administrative Assistant and Recording Secretary