

COUNTY OF KENDALL, ILLINOIS
ADMIN HR MEETING
County Office Building
111 W. Fox Street, Room 210; Yorkville
Monday, October 7, 2019

CALL TO ORDER - Committee Chair Elizabeth Flowers called the meeting to order at 5:31p.m.

ROLL CALL

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

Others in Attendance: Bob Jones, Scott Koepfel

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

APPROVAL OF MINUTES – Motion made by Member Gilmour, second by Member Vickers to approve the September 18, 2019 minutes. **With four members voting aye, the minutes were approved by a 4-0 vote.**

DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS

- *Administration Department* – Mr. Koepfel indicated that he has been to several Cannabis training sessions and will be ready at the next meeting to discuss the Drug and Alcohol Policy further with the Committee. The main take away is that Cannabis is being treated like alcohol. For CDLs it's zero tolerance, Police its .02. The State statue has a 5 nano gram limit.

PUBLIC COMMENT - None

COMMITTEE BUSINESS

- *2018 MLR Premium Rebate Check* – Moved to after the Insurance presentations.
- *Presentation Horton Insurance Group Annual Health Insurance Renewal Presentation* – Beth Ishmael from the Horton Group presented Insurance renewal data. Renewal numbers came in at a -3.6% decrease with the current carrier BCBS. If voluntary life, accident and critical illness insurance is added the decrease goes to

-5.3%. There was also a \$10,000 discount for including these ancillary programs. Member Flowers asked about critical illness insurance and if the issue amount was per incident. Ms. Ishmael explained it was per incident, however there may be a time and incident limit per claim. Member Prochaska asked about raising the life insurance amount from \$10,000 to \$25,000 as \$10,000 seemed very low. Member Vickers concurred as typically in the private sector life insurance is twice someone's salary.

- *Discussion of Voluntary Employee Insurance Coverages* – Ms. Ishmael presented voluntary life, accident and critical illness insurance options but noted that the best option was to add these coverages to existing health insurance plan to receive additional discounts. Mr. Koepfel asked if there was a sign up requirement. Ms. Ismael indicated yes there was of 10 employees for the critical illness insurance, however if the County only deducted these benefits as a payroll deduction employees most likely would switch from existing programs. Ms. Ishmael also noted that switching from a 2 tier to a 4 tier system may also provide additional savings.

EXECUTIVE SESSION - Member Prochaska moved to go into executive session for 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. 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. Member Gilmour seconded the motion. Chair Flowers asked for a roll call vote on the motion. All members present voting aye. Motion carried. 6.09pm

Reconvened – 6:20 pm

COMMITTEE BUSINESS CONTINUED –

- *Presentation Horton Insurance Group Annual Health Insurance Renewal Presentation & Discussion of Voluntary Employee Insurance Coverages* – Mr. Koepfel asked if the voluntary programs through the Insurance carrier were all the County would offer as there have been several companies before the committee. Member Flowers indicated that with the saving offered that is the direction the County should likely go in. Member Gilmour asked if the premium savings would be passed onto employees. Mr. Koppel indicated yes that is what had been done previously, a proportional split of the savings 75/20 County/ Employee shares.
Motion made by Member Prochaska second by Member Vickers to forward the renewal of BCBS 2020 Plan and approval of BCBS/Dearborn Voluntary Benefits Plan to the October 15, 2019 Board Meeting. With all members present voting yes the motion carried.
- *2018 MLR Premium Rebate Check* – Mr. Jones presented a rebate check from last year's insurance with United Healthcare in the amount of \$26,942.78. This is a mandated rebate per the Affordable Care Act if certain premium thresholds are not met. Mr. Jones explained that in the past the rebate was split 75/25 and if that was

the direction the Committee would like to go again. **Motion made by Member Vickers, second by Member Flowers to forward the rebate refund in a 75/25 County/ Employee split in December 2019 to the County Board for approval at the October 15, 2019 Board Meeting. With all members voting aye the motion carried.**

ITEMS FOR COMMITTEE OF THE WHOLE - None

ACTION ITEMS FOR COUNTY BOARD

- *Approval of Blue Cross Blue Shield 2020 Health Insurance Plan*
- *Approval of Blue Cross Blue Shield/Dearborn 2020 Basic and Voluntary Life Insurance Plan*
- *Approval of EyeMed 2020 Vision Plan*
- *Approval of MetLife 2020 Dental Insurance Plan*
- *Approval of 2018 MLR Premium Rebate Check Refund 75/25 County/Employee split*

ADJOURNMENT – Member Prochaska made a motion to adjourn the meeting, second by Member Gilmour. **With four members voting aye, the meeting adjourned at 6:31 p.m.**

Respectfully Submitted,

Mera Johnson
Risk Management and Compliance Coordinator