

**COUNTY OF KENDALL, ILLINOIS**  
**ADMIN HR MEETING MINUTES**  
**Wednesday, March 16, 2022**

**CALL TO ORDER** – Chair Flowers called the meeting to order at 5:30pm.

**ROLL CALL**

<b>Attendee</b>	<b>Status</b>	<b>Arrived</b>	<b>Left Meeting</b>
Elizabeth Flowers	Present		
Scott Gengler	Here		
Judy Gilmour	Here		
Dan Koukol	Here		
Robyn Vickers	Here		

**Staff in Attendance:** Lynn Cullick, Scott Koepfel

**Others in Attendance:** None

**APPROVAL OF AGENDA** – Motion made by Member Vickers, second by Member Gengler to approve the agenda. **With five members voting aye the motion passed by a 5-0 vote.**

**APPROVAL OF MINUTES** – Motion made by Member Gilmour, second by Member Gengler to approve the March 7, 2022 minutes. **With five members present voting aye the motion passed 5-0**

**DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS** – No report

**PUBLIC COMMENT** - None

**COMMITTEE BUSINESS**

- *2021 Health Insurance Update* – Mike Wojcik and Beth Ishmael from *The Horton Group* provided information on the state of the Healthcare Market, and an update on Hospital Healthcare workers experiencing stress, trauma, burnout and behavioral disorders at historic levels. Mr. Wojcik stated that there is a “war” for healthcare talent, especially nurses. Mr. Wojcik also reported that 2 of 5 physicians will be older than 65 in the next decade and are considering retirement. Many private practice physicians are selling, and hospitals and private equity backed physician groups are buying those practices. Mr. Wojcik also provided information on the great resignation of 20 million workers in the last half of 2021. The number one driver of retention of employees is Benefits. Companies with the right people in the right roles have 42 percent lower turnover, and Remote-friendly companies are experiencing 33 percent lower turnover.

Mr. Wojcik then focused on the County Plan Performance Review including the performance history, and review from 2018 to 2021. Mr. Wojcik stated that the County's employee count was 297 in 2021, up from 284 in 2019. Average age per employee was 46 years in 2021, up from 45 years in 2018-2020.

Beth Ishmael reviewed the net claims per employee, premiums paid per employee, as well as the claims by place of service. Ms. Ishmael also reviewed the impact of Covid-19, reporting 240 Covid-19 Testing Claimants, and a total testing cost of \$37,770 or \$17.38 per claimant. There were 57 confirmed Covid claimants, with 25 claimants having underlying chronic conditions (Asthma, CAD, Diabetes, Hypertension, Hyperlipidemia) and 3 with underlying high risk conditions (Lupus, MS, RA). Total treatment cost was \$439,537.

Mr. Wojcik reviewed Telemedicine vs. Telehealth services, stating that Telemedicine is a 24/7 service through MD Live to treat urgent care needs (allergies, cold/flu, cough, rash, sore throat, etc.) or behavioral health. Telehealth is ongoing care received to treat your health from an in network primary care physician or specialist.

Mr. Wojcik explained the three main factors influencing Health Plan Pricing as:

1. Demographics
2. Risk
3. Trend

Wojcik reviewed the demographics change: Baby Boomer participation decreases as Millennial and Generation Z participants coming off their parent's plans increases. Millennials will comprise the majority of the workforce by 2025. Findings identified the Top Five Conditions affecting Health today as:

1. Depression, Anxiety and Mood Disorders
2. Hypertension
3. Diabetes
4. High Cholesterol
5. Substance Use Disorders

*Discussion of Health Insurance End Date at Employee Separation* - Mr. Koepfel stated that Lynn Cullick, Chief Deputy of the Kendall County Circuit Courts Office asked about employee health coverage terminating on the employee's last day of employment with the County.

Beth Ishmael from The Horton Group stated that it is 50/50 in the public and private sectors whether to terminate employee health benefits on the last day of employment, or at the end of that month. Mr. Koepfel stated that the County Board approved the policy terminating the employee's health care on the last day of employment a few years ago when Bob Jones, County Benefit Coordinator asked for the change.

Member Gilmour made a motion to amend the County Employee Handbook to read that employee health insurance benefits will end on the last day of the month of termination, second by Member Gengler. **With five members present voting aye,**

**the motion carried by a vote of 5-0.** Administration staff will update the handbook, and notify all employees under the County Board.

- *Discussion and Approval of Broadband Survey Champion Program and Awards* – Mr. Koepfel informed the committee about a rural broadband study to evaluate and prove slower speeds in the County.

Meagan Briganti briefed the committee on ideas discussed by ICT staff on using motivational tools and incentives to engage young students in participating in the study from their homes. Discussion on the gift card amounts for participation. Member Gilmour made a motion to forward the item with a limit not to exceed \$1000 for incentives, to the March 24, 2022 Finance Committee for further discussion, second by Member Koukol. **With five members present voting aye, the motion carried by a vote of 5-0.**

- *Approval to allow Administration Staff to Collect Digital Signatures for Human Resource Items* – Mr. Koepfel asked the committee for approval to collect digital signatures from employees for Human Resource items. Motion made by Member Koukol, second by Member Vickers. **With five members present voting aye, the motion carried by a vote of 5-0.**

**EXECUTIVE SESSION** – Member Gilmour made a motion to enter into Executive Session for the purpose of the review of discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06, 5ILCS 120-2/21, second by Member Gengler.

#### **ROLL CALL VOTE**

<b>Committee Member</b>	<b>Vote</b>
Elizabeth Flowers	Aye
Scott Gengler	Yes
Judy Gilmour	Yes
Dan Koukol	No
Robyn Vickers	Yes

**With Members Flowers, Vickers, Gilmour and Gengler voting aye, and Member Koukol voting nay, the Committee entered into Executive Session at 7:19p.m.**

**The Committee reconvened in Open Session at 7:22p.m.**

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

## **ACTION ITEMS FOR COUNTY BOARD**

- *Approval of Broadband Survey Champion Program and Awards*

**ADJOURNMENT** – Member Gengler made a motion to adjourn the meeting, second by Member Gilmour. **With five members present voting yes the meeting adjourned at 7:25p.m.**

Respectfully Submitted,

Valarie McClain  
Administrative Assistant and Recording Secretary