

**COUNTY OF KENDALL, ILLINOIS**  
**HUMAN RESOURCES AND INSURANCE COMMITTEE**  
**Meeting Minutes for Monday, March 6, 2023, at 5:30 p.m.**

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**Call to Order**

The meeting was called to order by Committee Chair Ruben Rodriguez at 5:30p.m.

**Roll Call**

<b>Attendee</b>	<b>Status</b>	<b>Arrived</b>	<b>Left Meeting</b>
Ruben Rodriguez	Here		
Jason Peterson	Present		7:00pm
Elizabeth Flowers	Absent		
Zach Bachmann	Absent		
Matt Kellogg	Here		

**Others Present:** Leslie Johnson, Tricia Springman, Mike Wojcik (Horton), Beth Ishmael (Horton), Dane Mall (Alliant)

**Approval of Agenda** – Member Peterson made a motion to approve the agenda, second by Member Kellogg. **With three members voting aye, the motion carried by a vote of 3 -0.**

**Approval of February 6, 2023 Minutes** – Member Kellogg made a motion to approve minutes, second by Member Peterson. **With three members voting aye, the motion carried by a vote of 3 -0.**

**Committee Reports and Updates** –

**A. Horton Group – Kendall County Employee Benefits Report and Update**

Mike Wojcik and Beth Ishmael gave a presentation on 2022 Plan Performance and 2023 Trends and Early Renewal Planning. Some key takeaways were that Kendall County performed better than market. Actual cost from 2018 increased by 25.94%. The plan finished 2022 at a 105% loss ratio. The average age in 2022 was 45. Kendall county currently has 7% Gen Z, 30% Millennial, 49% Gen X and 14% baby boomer. There is concern of pricing in 2024-2025 but Horton will monitor any changing trends in healthcare to take advantage for renewal.

Committee discussed different ways to add wellness incentives other than what the county already has. The current incentive the county offers, the wellness program, where the premium is discounted with the annual physical exams for employee and spouse (if applicable). The committee also discussed the benefits of switching to a 4-coverage tier instead of the current 2-coverage tier. Human Resource department will work on implementing the 4 tiers for the upcoming enrollment period.

**B. Alliant Insurance Services, Inc. – Kendall County Insurance Report and Update**

Dane Mall, Alliant Account Executive, briefed the committee on 2022 Year-End Report. The report provided updated information pertaining to Kendall County's insurance and risk management program. Claims activity report shows 89% of claims are from Worker's Compensation 8% Law Enforcement 2% Employment Practices Liability (E&O) 1% Auto

Liability. Law Enforcement functions are often the highest loss cost driver for municipalities and counties.

- C. **Monthly Benefits Report Provided by Kendall County Treasurer's Office-** Monthly report is attached in the packet on page 5.
  
- D. **Monthly Report Provided by Kendall County Human Resources Department-** Monthly report is included in the packet on page 7. HR staff have received applications for the Intern program. HR Department has also been holding lots of meetings with various Universities and local schools. Community Outreach Committee is having their first meeting on March 1. There is about 18 people signed up.

#### New Committee Business -

- A. \*MOTION (VV) (Forward to CB) Property Inventory Form  
Member Peterson made a motion to forward to County Board, second by Member Kellogg.  
**With three members voting aye, the motion carried by a vote of 3 -0.**
  
- B. \*MOTION (VV) (Forward to CB) EEO-4 Survey Form  
Member Kellogg made a motion to forward to County Board, second by Member Peterson.  
**With three members voting aye, the motion carried by a vote of 3 -0.**
  
- C. \*MOTION (VV) (Forward to CB) Probationary Period Performance Evaluation Form  
Mrs. Johnson  
Member Kellogg made a motion to forward to County Board, second by Member Peterson.  
**With three members voting aye, the motion carried by a vote of 3 -0.**
  
- D. \*MOTION (VV) (Forward to CB) Economic Development Coordinator Job Description  
Member Kellogg made a motion to forward to Committee of the Whole, second by Member Peterson. **With three members voting aye, the motion carried by a vote of 3 -0.**
  
- E. \*MOTION (VV) (Forward to CB) Agreement to Accept Compensatory Time Off In lieu of Overtime Pay (for Non-Exempt, Non-Union Employee)  
Member Kellogg made a motion to forward to Committee of the Whole, second by Member Peterson. **With three members voting aye, the motion carried by a vote of 3 -0.**
  
- F. \*MOTION (VV) (Forward to CB 3/21/23 Meeting) Resolution Honoring Women's History Month in Kendall County  
Member Peterson made a motion to forward to 3/21/23 County Board, second by Member Kellogg. **With three members voting aye, the motion carried by a vote of 3 -0.**

#### Old Committee Business -

- A. \*MOTION (VV) (Forward to CB 6/20/23 Meeting) Identification Badge Policy  
Member Peterson made a motion forward to 6/20/23 County Board, second by Member Kellogg. **With three members voting aye, the motion carried by a vote of 3 -0.**

- B. \*MOTION (VV) (Forward to CB 6/20/23 Meeting) Safe Driving Policy Amendment**  
Member Kellogg made a motion to forward to 6/20/23 County Board, second by Member Peterson. **With three members voting aye, the motion carried by a vote of 3 -0.**
- C. \*MOTION (VV): Authorize Human Resources Department to Proceed with 2023 Employee Service Awards in an amount not to exceed \$1,975.00**  
Member Peterson made a motion to Authorize Human Resources Department to Proceed with 2023 Employee Service Awards in an amount not to exceed \$1,975.00, second by Member Kellogg. **With three members voting aye, the motion carried by a vote of 3 -0.**
- D. \*MOTION (VV) (Forward to Finance & Budget Committee): Authorize the purchase of Kendall County Water Bottles in an amount not to exceed \$5,062.00**  
Member Kellogg made a motion to forward to Finance & Budget Committee, second by Member Peterson. **With three members voting aye, the motion carried by a vote of 3 -0.**

**Chairman's Report** –None

**Public Comment** – None

**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- Due to no quorum this has been moved to the April HR & Admin Committee Meeting.

**Items for the Committee of the Whole Meeting** –

- Approval of Economic Development Coordinator Job Description
- Approval of Agreement to Accept Compensatory Time Off In lieu of Overtime Pay (for Non-Exempt, Non-Union Employee)

**Action Items for County Board-**

- Approval of Property Inventory Form
- Approval of EEO-4 Survey Form
- Approval of Probationary Period Performance Evaluation Form
- 3/21/23 County Board- Approval of Resolution Honoring Women's History Month in Kendall County
- CB 6/20/23 Meeting- Approval of Identification Badge Policy
- CB 6/20/23 Meeting- Approval of Safe Driving Policy Amendment

Member Peterson left the meeting at 7:00pm, this meeting is automatically adjourned due to lack of quorum.

Respectfully submitted,  
Nancy Villa  
Executive Administrative Assistant