

COUNTY OF KENDALL, ILLINOIS HUMAN RESOURCES & INSURANCE Kendall County Office Building, 111 W. Fox Street County Board Rm 209 & 210, Yorkville, IL 60560 Monday, August 7, 2023 at 5:30 p.m. MEETING AGENDA

- 1. Call to Order
- **2. Roll Call:** Ruben Rodriguez (Chairman), Jason Peterson (Vice Chairman), Elizabeth Flowers, Zach Bachmann, and Matt Kellogg
- 3. <u>\*MOTION (VV)</u> Approval of Agenda (Page 1)
- 4. <u>\*MOTION (VV)</u> Approval of Minutes None
- 5. Committee Reports and Updates
  - A. Monthly Benefits Report Provided by Kendall County Treasurer's Office (Page 2)
  - B. Monthly Report Provided by Kendall County Human Resources Department (Page 4)
- 6. New Committee Business
  - A. Presentation The Horton Group Approval of Plan Performance/Renewal Planning
- 7. Old Committee Business None
- 8. Chairman's Report
- 9. Public Comment
- **10.Executive Session**
- 11. Items for Committee of the Whole
- **12.Action Items for County Board** 
  - A. Items for Consent Agenda
  - **B. Items under Committee Business**

## 13.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.

#### MONTHLY MEDICAL INSURANCE REPORT FY 23

	Non-				DYEES Inrolled		Annual ER
	Union	Union		<u>Jul-23</u>	<u>Aug-23</u>		Plan Cost
HMO EE	13	10	] [	23	23		\$7,745.65
HMO FAM	5	12		18	17		\$14,630.77
H.S.A. \$1500 EE H.S.A. \$1500 FAM	69 42	45 52	]	120 92	114 94		\$11,827.61 * \$22,507.70 *
H.S.A. \$3000 EE H.S.A. \$3000 FAM	1 5	1 4	] [	3 9	2 9		\$10,898.27 * \$20,752.13 *
BC Options. \$1500 EE BC Options \$1500 FAM	5 0	1 5	]	5 6	6 5		\$11,311.26 * \$21,532.29 *
BC Options \$3000 EE BC Options \$3000 FAM	22	0	] [	5 0	22		\$10,381.70 * \$19,776.49 *
Total Enrolled	144	130	] .	281	274	:	
				Empl Dental EE Dental Fa		139 152	

Total Enrolled 291

COBRA (12/1/22 -11/30/23)	(55 Retiree	es / 1 COBRA)
Family	14	1246.30
Single	18	755.94
Family	2	22,591.63
Single	14	62,227.73
Family	38	9,535.79
Single	20	15,398.72
TOTAL		111,756.11
	Family Single Family Single Family Single	Single18Family2Single14Family38Single20

#### NOTES:

Premiums and headcount paid as of monthly report date
 2) Includes Employer HSA contribution \*

#### FY 23 MONTHLY MEDICAL INSURANCE INVOICES BUDGETED \$6,430,808 73.79% of total budget

	December	January	February	March	April	Мау	June	July	August	September	October	November	Totals	BUDGET per Line item	% of budget
BCBS Medical Premium	467114	896081	424612	438627	453121	431875	431265	436721	August	Gepteniber	October	November	\$3.979.416		73.17%
BCBS Dental Premium	28221	-218	28489	27428	28208	27358	26922	27246					\$193.655	.,, .	50.71%
BCBS Life Premium	595	612	591	610	615	606	604	619					\$4,852		50.14%
Health Savings Account	375	540750	7230	895	5250	4000	3875	4000					\$566,375		94.79%
FSA Admin Fee	95	95	112	116	109	102	98	95					\$819		23.40%
TOTALS	\$496,399	\$1,437,320	\$461,033	\$467,675	\$487,303	\$463,941	\$462,764	\$468,681	\$0	\$0	\$0	\$0	\$4,745,117	6,430,808	73.79%
				FY 22	MONTHL	Y MEDIC	AL INSU		VOICES	6	(BUDGETED	: \$6,423,600) 9	1.44% of budget	t	
	<b>_</b> .														
	December	January	February	March	April	Мау	June	July		September		November	Totals	-	
BCBS Medical Premium	422061	417593	769160	397470	415868	423977	418344	406923	411574		412883	-4843	\$4,903,995		
Met Life Dental Premium	56127	56874	56863	-988	32394	27529	28184	28471	27867	27921	28245	-250	\$369,237		
BCBS Life Premium	601	613	604	619	591	622	623	622	608	616	610	616	\$7,344		
Health Savings Account FSA Admin Fee	625	547000 792	4125 98	9625 105	8125 105	2875 201	3250 98	6375 102	3500 102	4375 105	750	750 98	\$591,375		
F3A Admin Fee	V	192	90	105	105	201	90	102	102	105	102	90	\$1,906	•	
TOTALS	\$479,415	\$1,022,872	\$830,850	\$406,831	\$457,083	\$455,203	\$450,499	\$442,493	\$443,651	\$446,000	\$442,589	-\$3,629	\$5,873,857		
				FY 21		Y MEDIC									
				FIZI I			AL INSU		VUICES	)	(BODGETED	: \$5,830,200) ^	94.22% of budge	t	
	December	January	February	March	April	Мау	June	July		September	October	November	Totals	_	
BCBS Medical Premium	394306	382127	383663	390497	395525	385509	380010	379496	377980	370643	354481	378537	\$4,572,773		
Met Life Dental Premium	394306 27132	382127 33543	383663 25246	390497 27489	395525 27247	385509 27533	380010 27462	379496 26611	377980 26822	370643 27068	354481 26674	378537 27641	\$4,572,773 \$330,468	1	
Met Life Dental Premium BCBS Life Premium	394306 27132 604	382127 33543 541	383663 25246 603	390497 27489 611	395525 27247 616	385509 27533 616	380010 27462 615	379496 26611 613	377980 26822 605	370643 27068 602	354481 26674 603	378537 27641 633	\$4,572,773 \$330,468 \$7,262		
Met Life Dental Premium BCBS Life Premium Health Savings Account	394306 27132	382127 33543 541 0	383663 25246	390497 27489 611 5750	395525 27247 616 2250	385509 27533 616 2000	380010 27462 615 750	379496 26611	377980 26822 605 3750	370643 27068 602 2375	354481 26674 603 625	378537 27641 633 1750	\$4,572,773 \$330,468 \$7,262 \$581,750		
Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee	394306 27132 604 5555000 0	382127 33543 541 0 0	383663 25246 603 6750 0	390497 27489 611 5750 0	395525 27247 616 2250 0	385509 27533 616 2000 0	380010 27462 615 750 0	379496 26611 613 750 0	377980 26822 605 3750 0	370643 27068 602 2375 0	354481 26674 603 625 0	378537 27641 633 1750 0	\$4,572,773 \$330,468 \$7,262 \$581,750 \$0		
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Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee	394306 27132 604 555000 0 102	382127 33543 541 0 0 103	383663 25246 603 6750 0 102	390497 27489 611 5750 0 102 \$424,448	395525 27247 616 2250 0 105 \$425,743	385509 27533 616 2000 0 91 \$415,749	380010 27462 615 750 0 91 \$408,928	379496 26611 613 750 0 221 \$407,691	377980 26822 605 3750 0 91 \$409,247	370643 27068 602 2375 0 91 \$400,778	354481 26674 603 625 0 91	378537 27641 633 1750 0 88	\$4,572,773 \$330,468 \$7,262 \$581,750 \$0 \$1,276		
Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee	394306 27132 604 555000 0 102	382127 33543 541 0 0 103	383663 25246 603 6750 0 102	390497 27489 611 5750 0 102 \$424,448	395525 27247 616 2250 0 105 \$425,743	385509 27533 616 2000 0 91	380010 27462 615 750 0 91 \$408,928	379496 26611 613 750 0 221 \$407,691	377980 26822 605 3750 0 91 \$409,247	370643 27068 602 2375 0 91 \$400,778	354481 26674 603 625 0 91 \$382,474	378537 27641 633 1750 0 88 \$408,649	\$4,572,773 \$330,468 \$7,262 \$581,750 \$0 \$1,276		
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Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee TOTALS BCBS Medical Premium Met Life Dental Premium BCBS Life Premium	394306 27132 604 555000 0 102 \$977,143 December 356035 26525 0	382127 33543 541 0 0 103 \$416,314 January 341783 23986 701	383663 25246 603 6750 0 102 \$416,363 \$416,363 \$416,363 February 356052 25081 701	390497 27489 611 5750 0 102 \$424,448 FY 20 March 360795 25602 1416	395525 27247 616 2250 0 105 \$425,743 MONTHL April 353798 25928 703	385509 27533 616 2000 0 91 \$415,749 Y MEDIC May 349472 24210 702	380010 27462 615 750 0 91 \$408,928 AL INSU June 353379 12638 699	379496 26611 613 750 0 2221 \$407,691 <b>RANCE IN</b> July 365907 25267 711	377980 26822 605 3750 0 91 \$409,247 IVOICES August 353625 25155 710	370643 27068 602 2375 0 91 \$400,778 \$400,778 \$ September 355621 23587 700	354481 26674 603 625 0 91 \$382,474 (BUDGETED October 293832 25169 696	378537 27641 633 1750 0 88 \$408,649	\$4,572,773 \$330,468 \$7,262 \$581,750 \$1,276 \$5,493,529 98.81% of budge Totals \$4,193,300 \$287,619 \$8,214	1 1 1 1 1 1	
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Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee TOTALS BCBS Medical Premium Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee	394306 27132 604 555000 0 102 \$977,143	382127 33543 541 0 0 103 \$416,314 <u>341783</u> 23966 701 0 0 0 0	383663 25246 603 6750 0 102 \$416,363 \$416,363 \$416,363 \$56052 25081 701 0 0 0 0	390497 27489 611 5750 0 102 \$424,448 FY 20 March 360795 25602 1416 1750 0 109	395525 27247 616 2250 0 105 \$425,743 MONTHL 353798 25928 703 2000 0 109	385509 27533 616 2000 0 91 \$415,749 .Y MEDIC May 349472 24210 702 3750 0 102	380010 27462 615 750 0 91 \$408,928 AL INSU June 353379 12638 699 9 2500 0 102	379496 26611 613 750 0 221 \$407,691 <b>RANCE II</b> 365907 25267 711 2250 0 102	377980 26822 605 3750 0 91 \$409,247 <b>XVOICES</b> <b>August</b> 353625 25155 710 5375 0 102	370643 27068 602 2375 0 91 \$400,778 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	354481 26674 603 625 0 91 \$382,474 (BUDGETED October 293832 25169 696 750 0 0	378537 27641 633 1750 0 888 \$408,649 2 \$5,110,000) * November 352999 24472 476 3000 91	\$4,572,773 \$330,468 \$7,262 \$581,750 \$1,276 \$5,493,529 98.81% of budge Totals \$4,193,300 \$287,619 \$8,214 \$558,875 \$182		
Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee TOTALS BCBS Medical Premium Met Life Dental Premium BCBS Life Premium Health Savings Account HRA Admin Fee FSA Admin Fee	394306 27132 604 555000 0 102 \$977,143	382127 33543 541 0 0 103 \$416,314 January 341783 23986 701 0 0	383663 25246 603 0 102 \$416,363 \$416,363 \$416,363 \$56052 25081 701 0 0	390497 27489 611 5750 0 102 \$424,448 FY 20 March 360795 25602 1416 1750 0	395525 27247 616 2250 0 105 \$425,743 MONTHL April 353798 25928 703 2000 0	385509 27533 616 2000 0 91 \$415,749 <b>X MEDIC</b> May 349472 24210 702 3750 0	380010 27462 615 750 0 91 \$408,928 AL INSU June 353379 12638 699 2500 0	379496 26611 613 750 0 221 \$407,691 \$407,691 July 365907 25267 711 2250 0	377980 26822 605 3750 91 \$409,247 \$VOICES August 353625 25155 710 5375 0	370643 27068 602 2375 0 91 \$400,778 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	354481 26674 603 625 0 91 \$382,474 (BUDGETED 0ctober 293832 25169 696 750 0 102	378537 27641 633 1750 0 88 \$408,649 \$408,649 \$408,649 \$ \$408,649 \$ \$ \$408,649 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$4,572,773 \$330,468 \$7,262 \$581,750 \$1,276 \$5,493,529 98.81% of budge Totals \$4,193,300 \$287,619 \$8,214 \$558,875 \$182	nt	



## KENDALL COUNTY HUMAN RESOURCES DEPARTMENT August 7, 2023 REPORT TO HUMAN RESOURCES & INSURANCE COMMITTEE

Here are a few highlights from the Human Resources Department during the month of June and July:

### COMPLIANCE & RISK MANAGEMENT:

• Finishing up the EEO-4 reporting that needs to be completed.

### **RECRUITMENT, ONBOARDING & OFFBOARDING**:

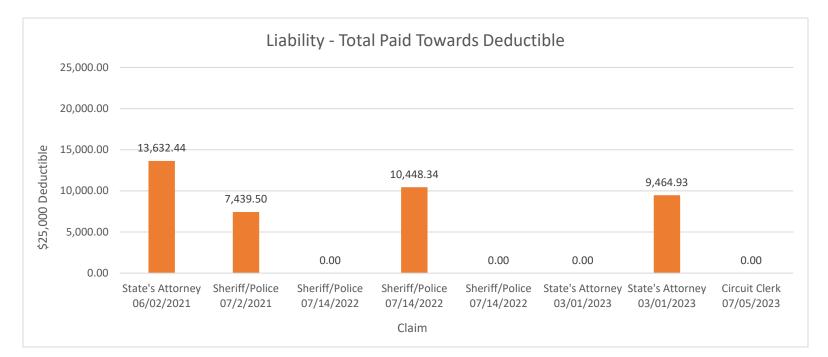
- Completed recruitment and interviews for new Planning, Building, and Zoning Part-Time Office Assistant position.
- Completed recruitment and interviews for new Planning, Building, and Zoning Part-Time Code Official position.
- Completed interviews for our HR Generalist. Payton Hartman begins on August 15, 2023.
- County Administrator first round interviews are still being conducted.
- Summer Internship Program presentation took place on August 2, 2023.
- Began marketing to get Fall interns for the Internship Program.

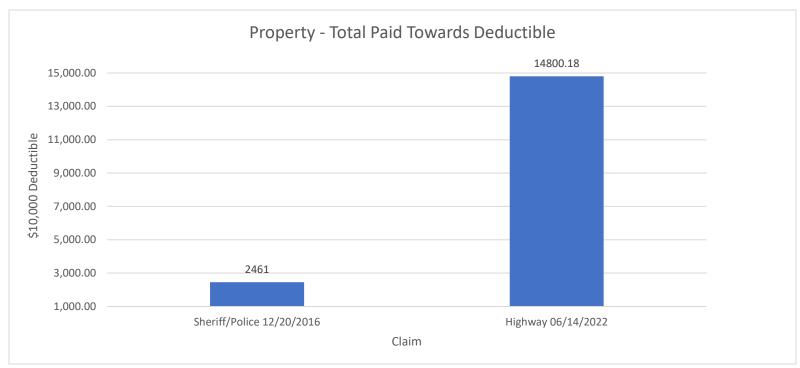
## EMPLOYEE ENGAGEMENT:

- Held the first Employee Summer Olympics! A variety of events took place to earn each Department/Office points! The Treasurer's Office took the first place and won a pizza party!
- Movie in the Park took place on 07/20/2023! Great turnout and a lot of positive feedback from employees and their families!

## **LABOR RELATIONS:**

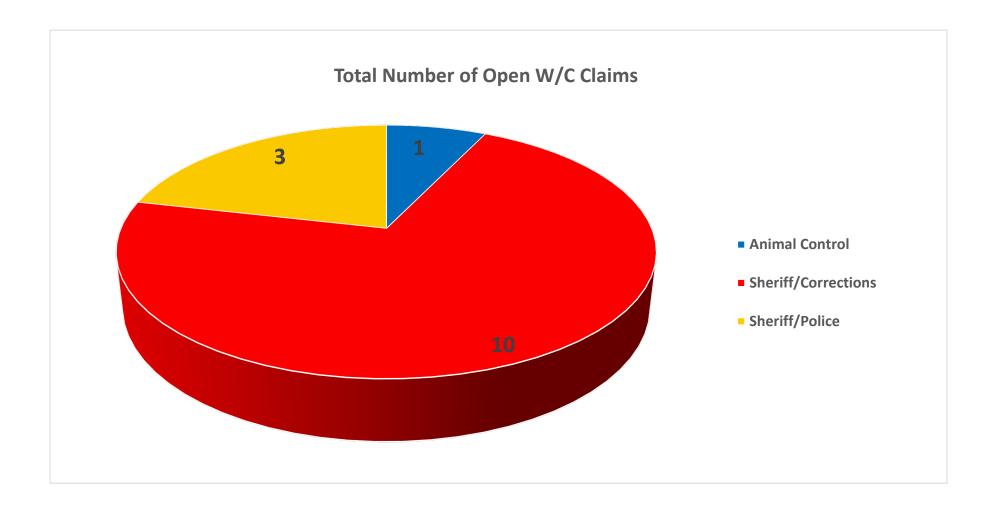
- Union Negotiations began for Patrol Deputies (FOP).
- County Clerk's Office (Teamsters Local #330) and Circuit Clerk's Office's (AFSCME) union contract expire on 11/30/2023 so negotiations will begin soon.





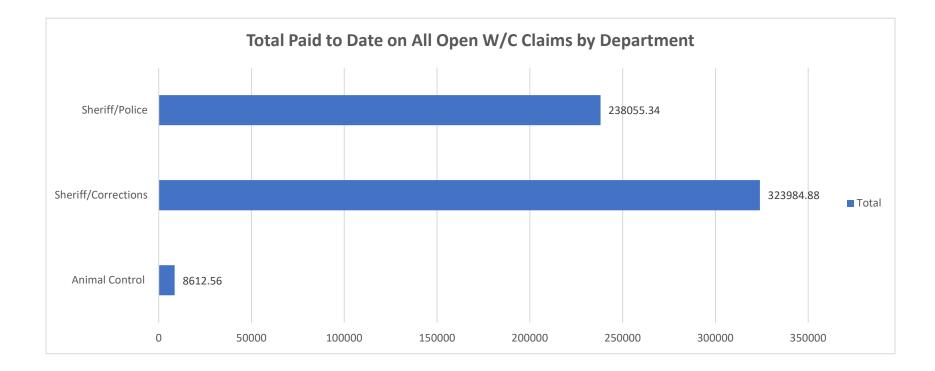
## Kendall County Human Resources & Insurance Committee

#### Monthly Report for Open Workers' Compensation Claims as of 08/03/2023



## Kendall County Human Resources & Insurance Committee

#### Monthly Report for Open Workers' Compensation Claims as of 08/03/2023



# Kendall County Human Resources & Insurance Committee

## Monthly Report for Open Workers' Compensation Claims as of 08/03/2023

Department	Total Paid	Deductible	AMOUNT LEFT TO REACH DEDUCTIBLE	Total Incurred	Date Of Loss	Status	Compensability
Animal Control	8,612.56	250,000.00	241,387.44	13,650.00	9/9/2022	Open	Compensable
Sheriff/Corrections	58,202.85	250,000.00	191,797.15	81,808.58	1/2/2021	Re-Opened	Compensable
Sheriff/Corrections	132,682.24	250,000.00	117,317.76	236,205.91	1/28/2022	Open	Compensable
Sheriff/Corrections	5,099.55	250,000.00	244,900.45	23,287.05	2/10/2022	Re-Opened	Denied
Sheriff/Corrections	35,130.11	250,000.00	214,869.89	89,689.39	4/2/2020	Re-Opened	Compensable
Sheriff/Corrections	192.48	250,000.00	249,807.52	2,200.00	5/23/2023	Open	Compensable
Sheriff/Corrections	6,672.84	250,000.00	243,327.16	6,960.39	4/24/2022	Re-Opened	Compensable
Sheriff/Corrections	326.23	250,000.00	249,673.77	12,490.00	5/9/2022	Re-Opened	Compensable
Sheriff/Corrections	62,402.59	250,000.00	187,597.41	137,856.00	5/12/2022	Open	Compensable
Sheriff/Corrections	32.00	250,000.00	249,968.00	5,000.00	9/27/2021	Open	Denied
Sheriff/Corrections	23,243.99	250,000.00	226,756.01	45,871.10	12/30/2022	Open	Compensable
Sheriff/Police	115,155.51	250,000.00	134,844.49	154,684.98	2/17/2019	Open	Compensable Partial Medical
Sheriff/Police	110,815.72	250,000.00	139,184.28	191,962.26	8/9/2022	Open	Compensable
Sheriff/Police	12,084.11	250,000.00	237,915.89	14,852.31	10/7/2022	Re-Opened	Compensable
TOTALS	570,652.78		2,929,347.22	1,016,517.97			