



**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. *MOTION (VV) Approval of Agenda (Page 1)**
- 4. *MOTION (VV) 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-Union Union		EMPLOYEES <u>Total Enrolled</u>		Annual ER Plan Cost
			<u>Jul-23</u>	<u>Aug-23</u>	
HMO EE	13	10	23	23	\$7,745.65
HMO FAM	5	12	18	17	\$14,630.77
H.S.A. \$1500 EE	69	45	120	114	\$11,827.61 *
H.S.A. \$1500 FAM	42	52	92	94	\$22,507.70 *
H.S.A. \$3000 EE	1	1	3	2	\$10,898.27 *
H.S.A. \$3000 FAM	5	4	9	9	\$20,752.13 *
BC Options. \$1500 EE	5	1	5	6	\$11,311.26 *
BC Options \$1500 FAM	0	5	6	5	\$21,532.29 *
BC Options \$3000 EE	2	0	5	2	\$10,381.70 *
BC Options \$3000 FAM	2	0	0	2	\$19,776.49 *
Total Enrolled	144	130	281	274	

Employees	
Dental EE	139
Dental Family	152
Total Enrolled	291

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

NOTES:

- 1) 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	May	June	July	August	September	October	November	Totals	BUDGET per Line item	% of budget
BCBS Medical Premium	467114	896081	424612	438627	453121	431875	431265	436721					\$3,979,416	5,438,252	73.17%
BCBS Dental Premium	28221	-218	28489	27428	28208	27358	26922	27246					\$193,655	381,879	50.71%
BCBS Life Premium	595	612	591	610	615	606	604	619					\$4,852	9677	50.14%
Health Savings Account	375	540750	7230	895	5250	4000	3875	4000					\$566,375	597,500	94.79%
FSA Admin Fee	95	95	112	116	109	102	98	95					\$819	3,500	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 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$6,423,600) 91.44% of budget

	December	January	February	March	April	May	June	July	August	September	October	November	Totals
BCBS Medical Premium	422061	417593	769160	397470	415868	423977	418344	406923	411574	412983	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	625	547000	4125	9625	8125	2875	3250	6375	3500	4375	750	750	\$591,375
FSA Admin Fee	0	792	98	105	105	201	98	102	102	105	102	98	\$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 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,830,200) *94.22% of budget

	December	January	February	March	April	May	June	July	August	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	27132	33543	25246	27489	27247	27533	27462	26611	26822	27068	26674	27641	\$330,468
BCBS Life Premium	604	541	603	611	616	616	615	613	605	602	603	633	\$7,262
Health Savings Account	555000	0	6750	5750	2250	2000	750	750	3750	2375	625	1750	\$581,750
HRA Admin Fee	0	0	0	0	0	0	0	0	0	0	0	0	\$0
FSA Admin Fee	102	103	102	102	105	91	91	221	91	91	91	88	\$1,276
TOTALS	\$977,143	\$416,314	\$416,363	\$424,448	\$425,743	\$415,749	\$408,928	\$407,691	\$409,247	\$400,778	\$382,474	\$408,649	\$5,493,529

FY 20 MONTHLY MEDICAL INSURANCE INVOICES

(BUDGETED: \$5,110,000) *98.81% of budget

	December	January	February	March	April	May	June	July	August	September	October	November	Totals
BCBS Medical Premium	356035	341783	356052	360795	353798	349472	353379	365907	353625	355621	293832	352999	\$4,193,300
Met Life Dental Premium	26525	23986	25081	25602	25928	24210	12638	25267	25155	23587	25169	24472	\$287,619
BCBS Life Premium	0	701	701	1416	703	702	699	711	710	700	696	476	\$8,214
Health Savings Account	537125	0	0	1750	2000	3750	2500	2250	5375	375	750	3000	\$558,875
HRA Admin Fee	91	0	0	0	0	0	0	0	0	0	0	91	\$182
FSA Admin Fee	91	0	109	109	109	102	102	102	102	102	102	102	\$1,127
TOTALS	\$919,867	\$366,470	\$381,943	\$389,671	\$382,537	\$378,235	\$369,318	\$394,236	\$384,966	\$380,385	\$320,548	\$381,139	\$5,049,317

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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:

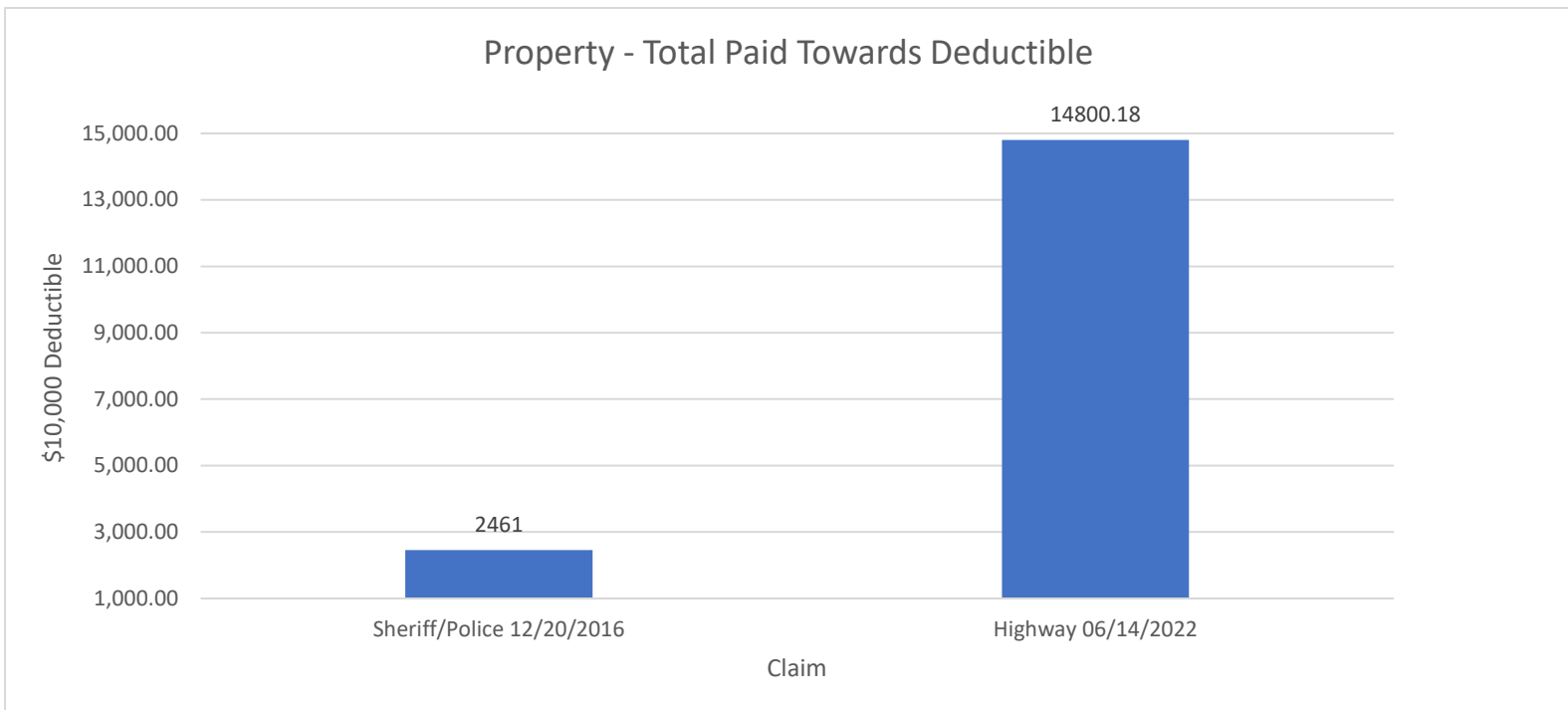
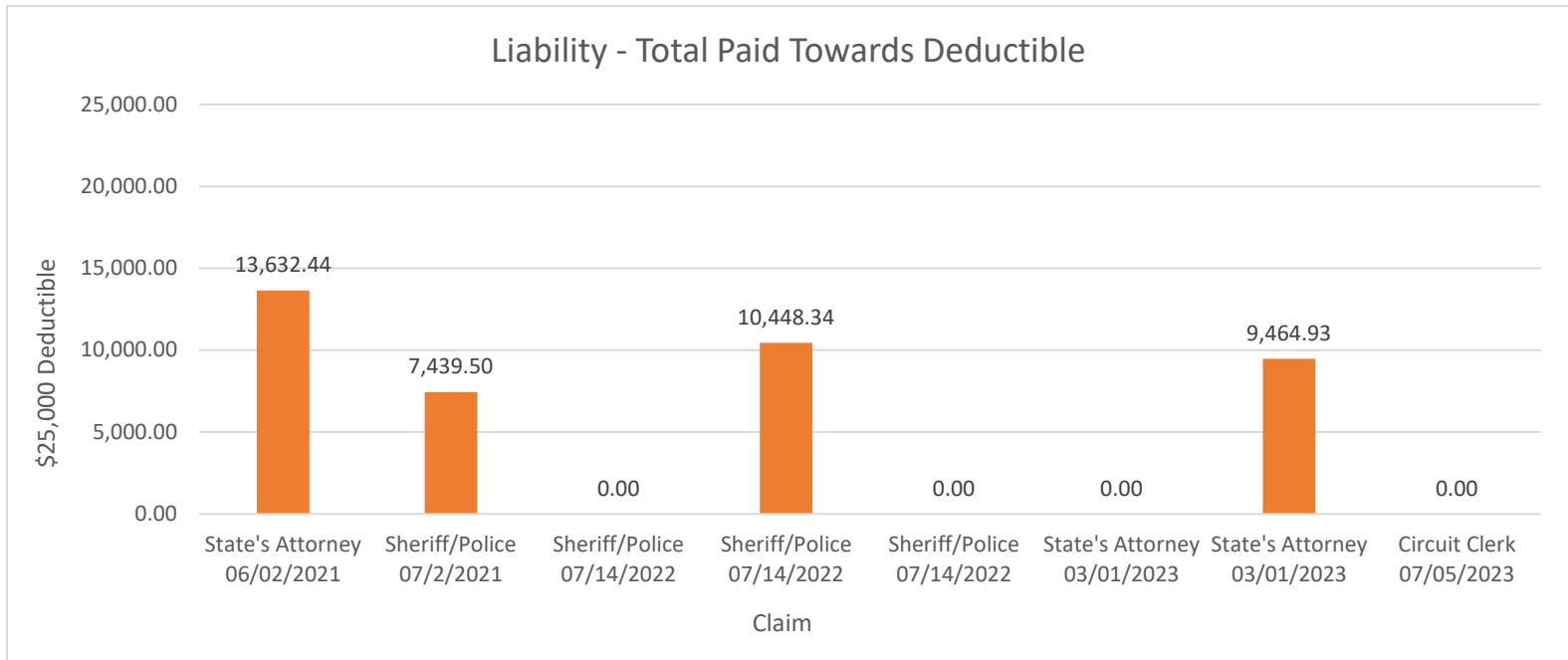
- Completed recruitment and interviews for new Planning, Building, and Zoning Part-Time Office Assistant position.
- Completed recruitment and interviews for new Planning, Building, and Zoning Part-Time Code Official position.
- Completed interviews for our HR Generalist. Payton Hartman begins on August 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:

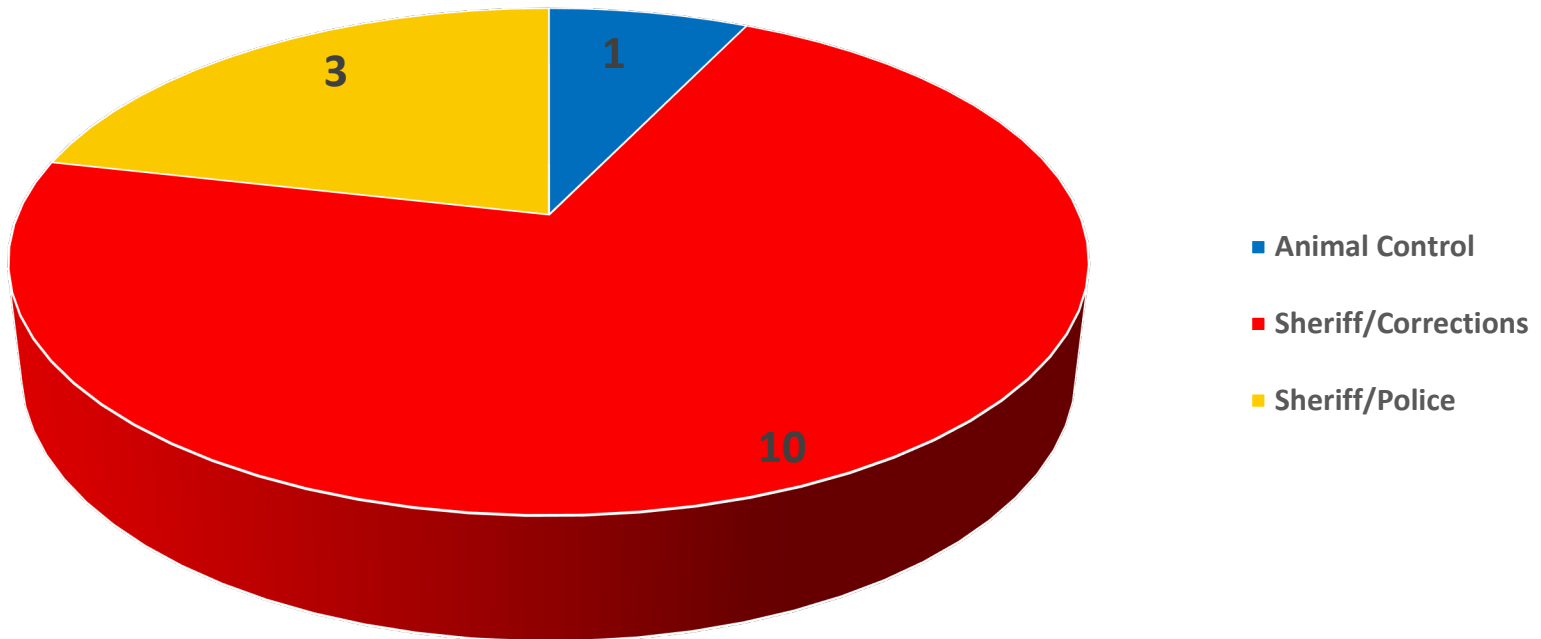
- Union Negotiations began for Patrol Deputies (FOP).
- County Clerk's Office (Teamsters Local #330) and Circuit Clerk's Office's (AFSCME) union contract expire on 11/30/2023 so negotiations will begin soon.



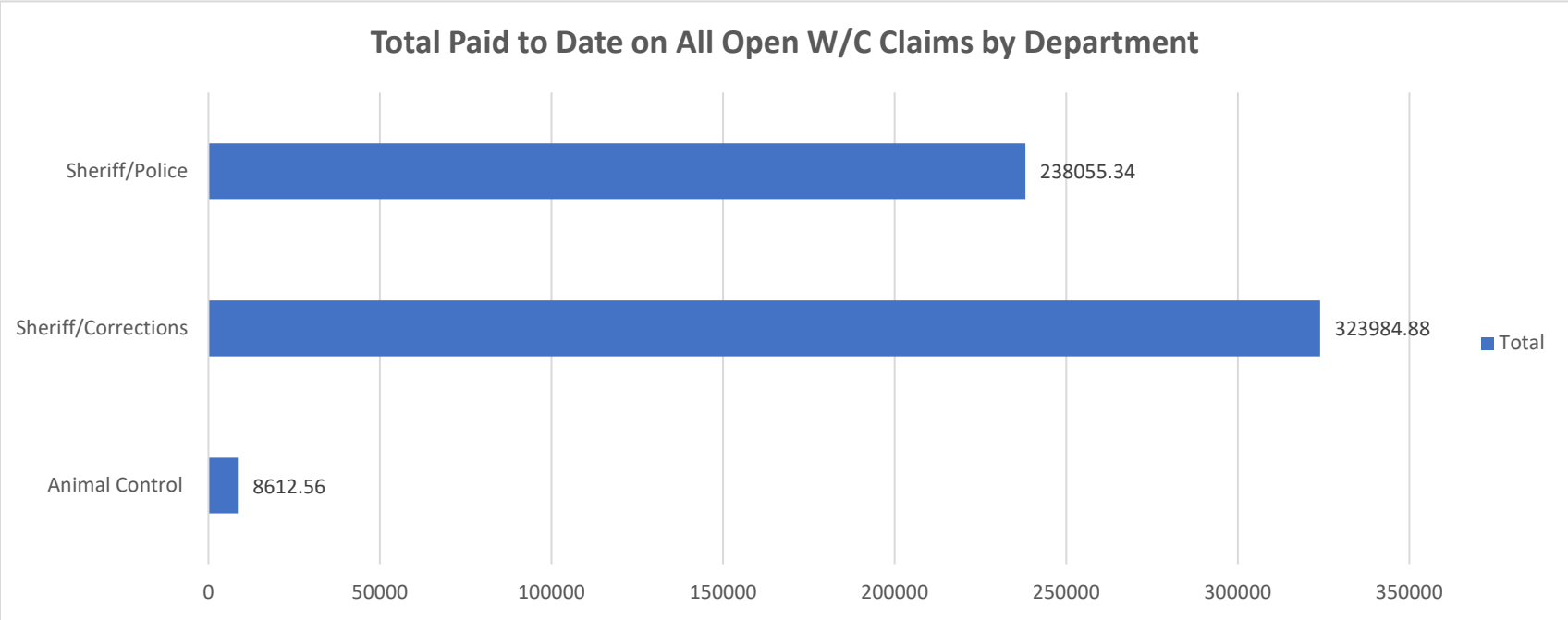
Kendall County Human Resources & Insurance Committee

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

Total Number of Open W/C Claims



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			