

COUNTY OF KENDALL, ILLINOIS
HUMAN RESOURCES AND INSURANCE COMMITTEE
Meeting Minutes for Monday, August 7 at 5:30 p.m.

Call to Order

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

Roll Call

Attendee	Status	Arrived	Left Meeting
Ruben Rodriguez	Here		
Jason Peterson	Here		
Elizabeth Flowers	Here		
Zach Bachmann	Here		
Matt Kellogg	Absent		

With four (4) members present a quorum was established.

Staff Present: Latreese Caldwell, Tricia Springman, Bob Jones

Others Present: Mike Wojcik and Rebecca West; The Horton Group

Approval of Agenda – Member Bachmann made a motion to approve the agenda, second by Member Peterson. **With four (4) members voting aye, the motion carried by a vote of 4-0.**

Committee Reports and Updates –

- A. Monthly Benefits Report Provided by Kendall County Treasurer’s Office – Chief Deputy Treasurer Bob Jones provided the monthly medical insurance report to the committee (included in packet- page 2-3).

- B. Monthly Report Provided by Kendall County Human Resources Department – HR Generalist Tricia Springman spoke about the updates in the HR Department for the months of June and July (included in packet-page 4-8). Key points mentioned include the second HR Generalist will start on August 15th, wrapping up the interview process for the County Administrator position, also starting marketing for fall interns. Employee Summer Olympics and the employee picnic/movie in the park were held during the month of July with positive feedback. Labor negotiations are ongoing for FOP and will begin soon for Clerk’s office and Circuit Clerk’s office.

New Committee Business –

- A. Presentation – The Horton Group – Approval of Plan Performance/Renewal Planning Executive Vice President for the Horton Group Mike Wojcik led a presentation for 2023 mid-year plan performance and 2024 renewal planning. He provided the committee with an informational packet for reference. Key takeaways:
 - State of the Healthcare market: Pandemic years of 2020 to May 2023 have caused some of the greatest financial setbacks to hospitals, doctors, and nurses. Added costs are impacting hospital contract negotiations and trending costs upward. Pharmacy costs continue to grow; retail pharmacy costs continue to capture 20-30% of total healthcare. Specialty drugs and gene therapy drugs are very costly, and most have patents on these drugs which contributes to high costs.

- The past 5 years Kendall County performed better than market.
- The preliminary renewal forecast is projected at 17.8%. Marketing and renewal negotiations start 8/15/23 and run through 9/15/2023. In addition, the employer contribution HSA \$1500 deductible will increase by \$100 to \$1600. Also, the employer contribution HSA \$3,000 deductible will increase by \$200 to \$3200.
- Strategies to control costs include expanding Telehealth and Virtual Care, identifying the root causes for healthcare and lower the need (Horton has hired two registered nurses to look at trends), change to a 4-tier rate model vs current 2-tier model for better eligibility management, better communication for wellness programs, and expand Telehealth mental health/primary care.
- Renewal meeting scheduled for 10/2/2023 and open enrollment starts 11/1/2023.

Old Committee Business – None

Chairman’s Report – None

Public Comment – None

Executive Session – None

Items for the Committee of the Whole Meeting – None

Action Items for County Board – None

Adjournment – Member Flowers made a motion to adjourn, second by Member Bachmann. **With four (4) members present in agreement, the meeting was adjourned at 6:35 p.m.**

Respectfully submitted,
Sally A. Seeger,
Administrative Assistant