



COUNTY OF KENDALL, ILLINOIS
ADMIN HR COMMITTEE
County Office Building
County Board Rooms 210
Thursday, January 4, 2018 at 5:30p.m.

MEETING AGENDA

- 1. Call to Order**
- 2. Roll Call:** Lynn Cullick (Chair), Judy Gilmour (Vice Chair), Elizabeth Flowers, Matthew Prochaska, John Purcell
- 3. Approval of Agenda**
- 4. Approval of Minutes from December 4, 2017**
- 5. Department Head and Elected Official Reports**
- 6. Public Comment**
- 7. Committee Business**
 - *Approval of Resolution Authorizing Execution and Amendment of Section 5311 Grant Agreement*
 - *Approval of Technology Services Director Job Description*
 - *Discussion of Technology Services Director Position Posting*
 - *Discussion of Letter to Employees about Health Insurance Network Change*
 - *Review of Employee Handbook Revisions*
- 8. Executive Session**
- 9. Items for Committee of the Whole**
- 10. Action Items for County Board**
- 11. 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

COUNTY OF KENDALL, ILLINOIS
ADMINISTRATION HUMAN RESOURCES COMMITTEE
Meeting Minutes
Monday, December 18, 2017

CALL TO ORDER - Committee Chair Lynn Cullick called the meeting to order at 5:00p.m.

ROLL CALL

Attendee Name	Status	Arrived	Left Meeting
Judy Gilmour	Here		
Matthew Prochaska	Here		
Lynn Cullick	Here		
Elizabeth Flowers		5:14p.m.	
John Purcell	Present		

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um was established to conduct committee business.

Staff Present: Jill Ferko

APPROVAL OF AGENDA

Motion: Member Prochaska
 Second: Member Gilmour
RESULT: The agenda was approved by a 4-0 voice vote

APPROVAL OF MINUTES – December 4, 2017

Motion: Member Prochaska
 Second: Member Gilmour
RESULT: Approved with a Members Cullick, Prochaska and Gilmour voting aye, and Member Purcell voting nay, the minutes were approved by a 3-1 voice vote

DEPARTMENT HEAD AND ELECTED OFFICIAL REPORTS

Jill Ferko, County Treasurer/Collector – Ms. Ferko reported that the Benefit Fairs were very successful and well attended.

Ms. Ferko also reported that her office submitted the United Health Care census last week, as well as Dental and EyeMed. They will have training this week on how to invoice themselves this week.

Ms. Ferko also reported the differences between 2017 and 2018 enrollment numbers – HMO family decreased by 11, HMO single decreased by 14, PPO family decreased by 2, PPO single decreased by 2, HSA family increased by 17, and HSA single increased by 14.

COMMITTEE BUSINESS

- *Discussion of a County Credit Card Policy and inclusion in the Employee Handbook – Discussion on the need for an updated credit card policy, and employee acknowledgment form agreeing to comply with County policy. Also discussion on limit amount, and uniformity of use of cards by employees. Ms. Ferko stated that she is working on the policy and a form, and will present to the committee in January or February.*
- *Approval of Administrative Services Credit Card with a credit limit of \$2500. – Discussion on need for Technology and Administrative Services to have credit cards. Member Cullick stated that Mr. Koeppel will retain his credit card for Administrative Services, and a card will be issued to the new Technology Director when applicable.*
- *Approval of Resolution to Adopt the Annual 1,000 Hour Standard for IMRF Participation – Discussion on the resolution, the ramifications, the limits, and the 780 hours worked that would make an employee eligible for benefits.*

Member Gilmour made a motion to forward the item to the County Board for approval, second by Member Purcell. **With five members present voting aye, the motion carried. This item will be forwarded for the January 2, 2018 County Board meeting.**

- *Review of Employee Handbook Revisions - Item tabled to January 2, 2018 meeting*

ACTION ITEMS FOR JANUARY 2, 2018 COUNTY BOARD AGENDA

- *Approval of Resolution to Adopt the Annual 1,000 Hour Standard for IMRF Participation*

ITEMS FOR THE JANUARY 11, 2018 COMMITTEE OF THE WHOLE – None

PUBLIC COMMENT – None

EXECUTIVE SESSION – None

MEETING ADJOURNMENT

Motion: Member Prochaska
Second: Member Flowers
RESULT: Approved with a Unanimous Voice Vote

This meeting was adjourned at p.m.

Respectfully Submitted,

Valarie McClain
Administrative Assistant and Recording Secretary

County of Kendall
Resolution 18 – _____

**RESOLUTION AUTHORIZING EXECUTION AND AMENDMENT OF SECTION 5311
PUBLIC TRANSPORTATION SERVICE GRANT AGREEMENT**

WHEREAS, the provision of public transit service is essential to the transportation of persons in the non-urbanized area; and

WHEREAS, 49 U.S.C. § 5311 (“Section 5311”), makes funds available to the State of Illinois to help offset certain operating deficits and administrative expenses of a system providing public transit service in non-urbanized areas; and

WHEREAS, the State of Illinois, acting by and through the Illinois Department of Transportation, is authorized by 30 ILCS 740/3-1 et seq. to provide the Section 5311 grant; and

WHEREAS, grants for said funds will impose certain obligations upon the recipient, including the provision by it of the local share of funds necessary to cover costs not covered by funds provided under Section 5311

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY BOARD OF KENDALL COUNTY:

Section 1. That an application be made to the Office of Intermodal Project Implementation, Department of Transportation, State of Illinois, for a financial assistance grant under Section 5311 for fiscal year 2018, for the purpose of off-setting a portion of the Public Transportation Program operating deficits of County of Kendall.

Section 2. That while participating in said operating assistance program the County of Kendall will provide all required local matching funds.

Section 3. That County Board Chairman of the County of Kendall is hereby authorized and directed to execute and file on behalf of the County of Kendall such application.

Section 4. That the County Board Chairman of the County of Kendall is authorized to furnish such additional information as may be required by the Office of Intermodal Project Implementation and the Federal Transit Administration in connection with the aforesaid application for said grant.

Section 5. That County Board Chairman of the County of Kendall is hereby authorized and directed to execute and file on behalf of the Name of Applicant a Section 5311 Grant Agreement (“Agreement”) with the Illinois Department of Transportation, and amend such Agreement, if necessary, in order to obtain grant assistance under the provisions of Section 5311 for fiscal year 2018.

Section 6. That County Administrator of the County of Kendall is hereby authorized to provide such information and to file such documents as may be required to perform the Agreement and to receive the grant for fiscal year 2018.

PRESENTED and ADOPTED by the County Board, on this 16th day of January 2018.

Approved:

Attest:

Scott R. Gryder, County Board Chairman

Debbie Gillette, County Clerk and Recorder

Kendall County Job Description

TITLE: Director
DEPARTMENT(S): Technology Services, Geographic Information Systems (GIS)
SUPERVISED BY: County Administrator
FLSA STATUS: Exempt
AMENDED: / /2018

Commented [11]: This conflicts with the language set forth in the County's employee handbook. If this position is to report to County Administrator, Handbook should be revised to reflect this change.

I. Position Summary:

The position is primarily responsible for management of all matters pertaining to Technology Services and GIS including, but not limited to, staffing, system analysis, programming and developing enhancements based on the technology information needs of the County.

II. Essential Duties and Responsibilities:

- A. Primary duty is to manage the County's Technology Services and GIS departments in accordance with the County's organizational policies, goals and budget parameters.
- B. Customarily and regularly directs the work of at least two or more full-time employees (or their equivalent) assigned to the County's Technology Services and GIS Departments.
- C. Customarily and regularly performs management duties in the Technology Services and GIS Departments including, but not limited to, the following:
 - Interviewing, selecting and training Technology and GIS Department employees;
 - Setting and adjusting employees' hours of work;
 - Setting and adjusting employees' rates of pay (within pre-approved budget parameters);
 - Maintaining production and operations records for use in supervision and control of the Technology and GIS Department;
 - Conducting performance evaluations of Technology Department employees and GIS Coordinator;
 - Appraising employees' productivity and efficiency for the purpose of recommending promotions or other changes in status;
 - Handling employee complaints and grievances;
 - Disciplining employees;
 - Apportioning the work among employees assigned to Technology Services; and
 - Providing for the safety and security of the employees and County property.
- D. Making the final decisions regarding the hiring, firing, advancement, promotion and any other changes of status for all employees in Technology Services and GIS Departments,
- E. Evaluates, develops and ensures proper maintenance of the County's information systems, including, but not limited to, communication lines, equipment, effective back-up and security, and upgrades as necessary.
- F. Develops and coordinates a long-term strategic plan for county-wide information technology management.
- G. Evaluates overall operations of computing and information technology functions and develops and recommends enhancements in order to ensure the consistency and maintainability of the County's information technology services and equipment.
- H. Determines the type of materials, supplies, machinery, equipment or tools to be used or merchandise to be purchased to maintain and improve the County's information technology services and equipment.

Commented [12]: I only focused the revisions on including language to satisfy the FLSA executive employee exemption as it appears the PRIMARY duties performed are management in nature, rather than actual computer programming/operations. However, if that is not accurate, you may wish to further revise the job description to include the FLSA computer related exemption. This FLSA computer exemption can only apply if the employee's PRIMARY duties include the following:

1. The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
2. The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
3. The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
4. A combination of the aforementioned tasks, the performance of which requires the same level of skills.

NOTE: The computer exemption does NOT include employees engaged in the repair of computer hardware and related equipment. It only includes employees whose work is highly dependent upon the use of computers and computer software programs but who are not primarily engaged in computer systems analysis and programming or other similarly skilled computer related occupations.

- I. Oversees project management for the County's Technology Department by setting the schedule for projects; monitoring all ongoing projects; creating project metrics and deliverables; and assessing the achievement of said project metrics and deliverables.
- J. Assists managers, department heads and elected officials to utilize and facilitate systems to improve efficiency and that allows optimal utilization of County resources.
- K. Ensures proper hardware maintenance of all county computer systems and keeps computer equipment, hardware, and software updated to meet organizational needs.
- L. Manages relationships with outside vendors and contractors by performing duties including, but not limited to the following: obtaining quotes; developing requests for proposals; negotiating services and contract terms; and reviewing and recommending contracts for computing and information technology services and equipment, which recommendations are given particular weight by the final decision-maker.
- M. Identifies emerging information technologies to be introduced within the organization.
- N. Serves on planning and policy-making work groups and recommends appropriate IT policy/budgeting changes/enhancements for ultimate approval by the County Board.
- O. Oversees provision of end-user services, including but not limited to help desk technical support services.
- P. Develops and implements all IT policies, procedures and best practices, including written protocols and guidance to IT staff and to end-users.
- Q. Responsible for preparation and submission of the Technology Services and GIS budgets to the County Administrator for approval.
- R. Monitors and authorizes expenditures for Technology Services and GIS.
- S. Adheres to all work and safety policies and governing policies and procedures established by the County Board.
- T. Assists the Administrative Services Department and elected offices in responding to requests for records and information pursuant to subpoena, court order, the Illinois Freedom of Information Act and/or any other applicable state and/or federal law.
- U. Preserves the confidentiality and security of confidential information including information that may be protected under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA").
- V. Attend meetings of the Human Resource and Administration Committee as needed both during and after work hours.
- W. Attendance and punctuality while performing assigned job duties.
- X. Performs any other duties as required or assigned.

III. Qualifications:

To perform this job successfully, an individual must be able to perform all essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required for the position.

A. LANGUAGE SKILLS:

- Ability to research, read, and interpret documents.
- Ability to prepare documents, reports and correspondence.
- Ability to speak effectively with the public, employees, law enforcement agencies, and elected officials.
- Requires good knowledge of the English language, spelling and grammar.

B. MATHEMATICAL SKILLS:

- Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals.
- Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

C. REASONING ABILITY:

- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form.
- Ability to deal with problems involving several concrete variables in standardized situations.

D. CERTIFICATES, LICENSES, REGISTRATIONS:

- Any and all certificates and registrations as required for the specific duties performed.

E. OTHER SKILLS, KNOWLEDGE AND ABILITIES:

- Strong organizational skills.
- Knowledge of information technology computer systems and software and the ability to manage the entire spectrum of information technology operations, configuration of computer hardware, including but not limited to LAN and WAN capabilities.
- Knowledge of contracting, negotiating, and change management.
- Ability to motivate teams and staff.
- Ability to multi-task and simultaneously manage several projects.
- Ability to participate in and facilitate group meetings.
- Commitment to quality results and customer focused.
- High degree of professionalism and demeanor.
- Proven time management skills.

F. EDUCATION AND EXPERIENCE:

- Bachelor's degree in information technology or computer science preferred;
- Four (4) or more years' experience as a manager or director of an information technology department;
- Previous governmental experience in technology and information systems is a plus; and
- Prior experience in strategic planning, execution and implementation of information technology integration in a 50+-user environment.

IV. Physical Demands:

1. Frequently sit for hours at a desk or in meetings;
2. Occasionally lift and/or move up to 40 pounds; frequently lift and/or move up to 10 pounds;
3. Use hands and fingers to finger, handle, type, write, and feel;
4. Reach, push, and pull with one and/or both hands and arms;
5. Talk and hear in person and via use of telephone;
6. Vision abilities include close and distance vision, and ability to view computer monitors and screens;
7. Travel independently to other County office buildings and other locations, to perform job duties.

V. Work Environment

1. Mostly inside environmental conditions except when outside traveling between various buildings or locations to perform assigned job duties.
2. The noise level in the work environment is usually quiet to moderately quiet.
3. Employee may be exposed to stressful situations while working with staff, law enforcement, department heads, elected officials, vendors, and the general public.
4. Employee must be able to perform all assigned job duties during normal business hours and outside of normal business hours.

By signing my name below, I hereby affirm that I received a copy of this job description.

Employee Receipt Acknowledgement & Signature

Date

Signature of Supervisor
cc: personnel file, employee

Date



Contact: Bob Jones
Phone: (630) 553-4838
Fax: (630) 553-4117
Email: bjones@co.kendall.il.us

2018 Employee Benefits

January 1, 2018 marks the renewal of our benefit plan program. Open enrollment will start November 28 and run until December 14th, 2018. You will be required to complete an election form for your 2018 benefit elections. This election form will ensure that we have all of your correct information such as address, dependent names, birth dates and social security numbers.

What is new for 2018?

PPO HDHP HSA Option Network Update

The PPO HDHP w/HSA will utilize the UnitedHealthcare PPO **CORE** network starting January 1, 2018. The benefits and the County HSA contributions are not changing. Please make sure your providers are part of the **CORE** network before you visit them in 2018. You can confirm those network providers at myuhc.com or by calling the number on the back of your ID card.

HMO Navigate Plan Changes

Starting January 1, 2018 the HMO will have a deductible for inpatient and outpatient services. The single deductible will be \$500 and the family will have a \$1,000 deductible. The maximum out of pocket will increase to \$2,000 single and \$4,000 family. The ER copay will be \$300 and the office visit and specialty copays of \$20/\$40 will remain the same. The prescription drugs copays will also remain the same at \$10/40/60. The network is still HMO Navigate.

Voluntary Supplement Life/AD&D

The voluntary supplemental Life/AD&D coverage will now be through UnitedHealthcare. If you are currently enrolled you will be able to continue your current coverage with UnitedHealthcare. UnitedHealthcare is allowing a true open enrollment period for the voluntary supplemental Life/AD&D. If you previously waived coverage or didn't purchase coverage up to the guarantee issue amount you will now have the opportunity to do so without completing an evidence of insurability (EOI). The guarantee issue amount for employee is \$150,000 and Spouse would be \$30,000. The age rated rates are remaining the same in 2018.

Medical Flexible Spending Account (FSA) and Limited Flexible Spending Account (LFSA)

The annual maximum for the medical FSA and Limited FSA has increased to \$2,650. You must elect your medical FSA or Limited FSA contribution for 2018.

2018 IRS contribution limits have increased for the Health Savings Account (HSA)

- Employee only will be \$3,450
- Family will be \$6,900

Your Guide to Benefits for the period January 1, 2018 – December 31, 2018
Summary of Benefits

Medical Insurance – NETWORK UPDATE

Carrier: UnitedHealthcare

Website: www.uhc.com

CORE HDHP (PPO) w/HSA – The plan puts employees in charge of their health by giving them the power to decide how their health care dollars are spent. This High Deductible Health Plan (HDHP) works in conjunction with a Health Savings Account (HSA) - bank account into which Kendall County deposits a lump sum contribution to help pay for health care expenses. **UHC PPO CORE is the network, this is the new network effective January 1, 2018. Please make sure your providers are in network before you visit them in 2018.**

Navigate HMO – Members receive the full benefits of their HMO coverage by selecting and coordinating all medical care through their Primary Care Physician (PCP) from an HMO contracted Medical Group. Your PCP provides and coordinates your health care, helps you make informed decisions and, when necessary, makes referrals to specialists. In addition female members have the option of choosing a Woman's Principle Health Care Provider (WPHCP). You do not need a PCP referral to see your WPHCP.

How to find a UHC provider:

Go to myuhc.com and at the top right corner of the home page click on Find Physician, Laboratory or Facility.

HMO – Navigate HMO / Navigate Balanced HMO / Navigate Plus HMO

PPO – CORE

MEDICAL PLANS—UnitedHealthcare		
As part of your benefits package for medical and prescription drug benefits you are offered 2 plans through UnitedHealthcare HMO Plan and a PPO high deductible plan (QHDP). The below chart represents benefit coverage overview. Please refer to the SBC or certificate of coverage for greater detail.		
BENEFITS SUMMARY	UnitedHealthcare Navigate HMO IN NETWORK ONLY	UnitedHealthcare CORE PPO HDHP w/HSA IN NETWORK / OUT OF NETWORK
Individual Deductible	\$500	\$1,500
Family Deductible	\$1,000	\$3,000
Coinsurance	100%	100% / 80%
Ind. Maximum Out of Pocket	\$2,000	\$3,000
Fam. Maximum Out of Pocket	\$4,000	\$6,000
Virtual Visits	\$20 Copay	Average fee \$40-\$50, 100% after deductible
Physician Services	\$20 PCP / \$40 *Specialist (*w/a referral from PCP)	Deductible then covered 100% / 80%
Inpatient Hospital Services	\$100 Copay per admission	Deductible then covered 100% / 80%
Emergency Room	\$300 Copay	Deductible then covered 100% / 80%
Pharmacy- Retail	\$10/\$40/\$60	After Deductible \$10/35/60
Mail Order	\$25/\$100/\$150	After Deductible \$25/\$87.50/\$150
Kendall County H S A Contribution	Not Available, Member can enroll in FSA	\$1,500 Single \$3,000 Family
Network	HMO Navigate	PPO CORE
Employee Biweekly Deduction	\$34.07	\$35.59
Family Biweekly Deduction	\$251.31	\$262.50

** If you enroll in the PPO HDHP w/H S A you can contribute additional dollars into your H S A. The maximum amount for 2018 single is \$3,450 and Family would be \$6,900. If you are 55+ you can contribute an additional \$1,000 catch up contribution amount.*

Dental Insurance

Carrier: UnitedHealthcare
Website: www.uhc.com
Phone:

Preferred Provider Organization (PPO) –Pay less money out of your pocket when you see dentists that are in the UHC Dental Provider Network.

- No deductible if services are provided in-network
- 100% paid preventive services in-network
- \$2,000 calendar year benefit per participant

Non Preferred Provider – You can receive all of your dental care from a non network dentist; however, you may pay significantly less money out of pocket if you use a dentist in the

DENTAL PLAN—UnitedHealthcare	
Employees and their dependents / civil union partners are eligible for dental benefits through one plan option.	
BENEFIT SUMMARY	IN / OUT NETWORK
Individual Deductible	\$50/\$50
Family Deductible	\$150/\$150
Annual Maximum	\$2,000/\$2,000
Preventative Services	Covered at 100%/100%
Basic Services	Covered at 80%/80%
Major Services	Covered at 50%/50%
Orthodontia (children up to age 19)	Covered at 50%/50%
Orthodontia Lifetime Maximum	\$750/\$750
Employee Biweekly Deduction	\$0.00
Family Biweekly Deduction	\$16.17

Vision Care Services

Carrier: EYEMED
Website: www.eyemedvisioncare.com
Phone: 888-581-3648

Employees can now purchase affordable vision care insurance for themselves and their family. Members receive guarantee discounts on vision services from over 53,000 vision care providers nationwide, including LenCrafters, Target, Sears and JC Penny Optical, and Pearle Vision. Regular annual eye exams also lead to the early detection of more serious health conditions such as cataracts and macular degeneration.

Plan Details:

- \$10 copay for eye exams
- \$130 allowance toward frames
- \$130 allowance toward Contact Lenses
- Discounts on Lens Options, additional frames, Laser Vision Correction
- Optional Dependent Coverage

VISION PLAN—EYEMED	
Employees and their dependents / civil union partners are eligible for dental benefits through one plan option.	
BENEFIT SUMMARY	IN NETWORK
Eye Exam	\$10 Copay
Eye Exam Frequency	Once every 12 Months
Frames	\$0 copay; \$130 allowance; 80% of charge over \$130
Frame Frequency	Once every 24 Monthys
Standard Plastic Lenses	\$25 Copay
Lens or Contacts Frequency	Once every 12 months
Contacts	\$0 Copay; \$130 allowance; 80% of charge over \$130
Lens or Contacts Frequency	Once every 12 months
	Biweekly Deduction
Employee	\$3.13
Employee & Spouse	\$5.95
Employee +Ch(ren)	\$6.26
Family	\$9.21

Basic Life Insurance – No cost to employee

Carrier: UnitedHealthcare

Plan Details:

- \$10,000 Term Life Insurance Coverage for employee
- Additional \$10,000 for AD&D Insurance
- Provided through UnitedHealthcare
- No Cost to Employee

EAP – Employee Assistance Program

Carrier: ComPsych
Website: www.guidanceresources.com
Phone: 800-272-7255
Company ID: COM589

Plan Details:

Confidential counseling service available 24/7, 365 days a year, to help address personal issues or problems that may affect you or family members:

- Substance abuse
- Stress, anxiety or depression
- Marital conflicts and/or relations
- Free referral for local counseling or to resources in your community
- No cost to Employee or spouse and dependent children to use

Flexible Spending Accounts (FSA)

Contact: CBIZ Flex
Email: cbizflex@cbiz.com
Phone: 800-815-3023

Plan Details: Health Care Spending Account

- Pre-tax deduction; Reduces taxable income up to \$2,650 (\$1,000 for participants enrolled in HSA plan limited to only Dental and Vision).
- Carry over up to \$500 in account money from one year to the next
- Able for use with dental, vision, medical co-pays, deductibles
- Annual election amount is provided up front for use immediately but divided over 26 pay periods

Plan Details: Dependent Care Spending Account

- Pre-tax deduction; Reduces taxable income up to \$2,500 for an individual or up to \$5,000 if filing jointly
- Able for use on Preschool charges, after-school care, home care for children and the elderly, summer camp
- Direct deposit reimbursement available

Legal Shield & Identity Theft Shield

Contact: Doug Roberts
Website: www.legalshield.com
Phone: 630-254-2884
Fax: 630-566-2342

Plan Details:

- Covers member, spouse, non-married children
- Small fee covers everything and you get access to quality law firms
- Continuous Credit Monitoring
- Identity Restoration

NCPERS Voluntary Life

Carrier: Prudential Life Insurance

Guaranteed Acceptance Term Life Insurance. Designed especially for public employees like you. This voluntary plan offers a supplementary survivor's benefits for yourself, spouse and children. Your designated beneficiary will receive the full benefit. Included is an Accidental Death and Dismemberment (AD&D) rider that pays an additional benefit if the loss is due to accident, or dismemberment results as part of an injury.

Plan Details:

- Term Life Insurance – coverage is based on age group
- Accidental Death and Dismemberment Benefit
- Flat \$8 per check covers employee, spouse, and children
- Premium never increases

IMRF – Illinois Municipal Retirement Fund

Contact: Tecya Anderson
Website: www.imrf.org
Phone: 800-275-4673

Plan Details:

- Provides for temporary or long term disability benefits (after 12 months of consecutive work service)
- Provides for Retiree Pension Benefits (vesting applies)
- Provides a Retiree Death Benefit after one year of credited service

Voluntary Supplemental Life/AD&D Insurance

Carrier: UnitedHealthcare
Website: www.uhc.com

Employees may now purchase up to \$150,000 guarantee acceptance term life insurance at group discount rates. Accidental Death and Dismemberment (AD&D) coverage is available for an additional cost.

Plan Details:

- Purchase coverage up to 5x yours annual salary (Max \$300,000)
- AD&D supplement insurance coverage available with term life purchase
- Coverage for Spouse and Children available (additional costs apply)
- Portable, if you leave the County, you can take your plan with you
- Accelerated Death Benefit
- Waiver of Premium for disability

AFLAC - Voluntary Life, Disability, Hospital, Accident and Illness

Carrier: AFLAC (fees based on underwriting)
Contact: David Cotton
Phone: 815-210-8499

Accident Insurance - Accident insurance is designed to help employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. Benefit payments may be made for, but not limited to emergency room care, doctor office visits and physical therapy.

Illness Insurance - Illness insurance is designed to help employees offset the financial effects of a catastrophic illness with a lump sum benefit if diagnosed with a covered illness. Covered conditions include heart attack, stroke, major organ transplant; permanent paralysis, end-stage renal (kidney) failure and the need for coronary artery bypass surgery.

Disability Insurance - Personal Disability Income protection allows you to choose a level of financial coverage that best meets your individual needs resulting from a covered disability, sickness or covered off the job injury.

Hospital and Sickness Plan - Provides cash benefits, in addition to medical insurance to cover physician visits, confinement costs, major diagnostic exams, surgery, ambulance and rehabilitation.

Life Insurance - Provides additional term and whole life insurance for yourself and family members. You can select a term life insurance plan for 10, 20, or 30 years of coverage at a guaranteed rate.

Nationwide Retirement – 457 Plan

Contact: Brent Harpster
Website: www.nrsforu.com
Phone: 630-473-5885

Plan Details:

- Decide how much you want to contribute
- Tax Deferred Savings lower your taxable income
- 24/7 access to your account and investments
- Ability to withdraw / borrow from your account (for unforeseeable emergency that is approved by plan).

Annual Wellness Plan Dates & Requirements

- ↓ The Kendall County Wellness Program takes effect January 1, 2019*.

- ↓ To be eligible for health care savings, an employee will need to:
 - Submit evidence of a current annual wellness screening/physical by December 1, 2018 to the Kendall County Treasurer's Office.
 - The current annual wellness screening/physical must be dated between December 2017 and November 2018.
 - If the employee's spouse is on the County's family health insurance plan then the employee's spouse must also submit an annual wellness screening.
 - Employees' children do not need to submit annual wellness screenings.
 - Please contact the Kendall County Treasurer's Office with any questions.

2018 HMO & HSA Premium Information

- ↓ Employees electing the HMO Plan or the HSA Plan currently pay:
 - **Single Plan – 10%** of the total health premium cost.
 - **Family Plan - 50%** of difference between the total family premium less 90% of the total single premium.

2019* HMO & HSA Premium Information

- ↓ Employees electing to **participate** in the wellness program and electing the HMO Plan or the HSA Plan would continue to pay:
 - **Single Plan – 10%** of the total health premium cost.
 - **Family Plan - 50%** of difference between the total family premium less 90% of the total single premium.

- ↓ Employees electing **not to participate** in the wellness program and electing the HMO Plan or the H S A Plan would pay increased premiums in the amounts of:
 - **Single Plan – 20%** of the total health premium cost.
 - **Family Plan - 50%** of the difference between the total family premium less 80% of the total single premium.

*NOTE: 2019 Health Insurance Premium costs will not be available until November 2018