



KANE COUNTY

SURGES, Lenert, Allan, Barreiro, Davoust, Hoscheit, Lewis

HUMAN SERVICES COMMITTEE

WEDNESDAY, OCTOBER 9, 2019

County Board Room

Agenda

9:00 AM

Kane County Government Center, 719 S. Batavia Ave., Bldg. A, Geneva, IL 60134

1. **Call to Order**
2. **Approval of Minutes: September 11, 2019**
3. **Public Comment**
4. **Monthly Financial Reports**
 - A. September Monthly Reports (attached)
5. **Veteran's Assistance Commission**
 - A. Monthly Report (attached)
6. **Department of Human Resource Management**
 - A. Monthly Applicant and Staff Changes Reports (attached)
 - B. Monthly BCBS Invoice (attached)
 - C. Monthly MERP Report (attached)
 - D. Monthly Training Report (attached)
 - E. Presentation: Michael Baker, Group Alternatives (attached)
 - F. Presentation: Workers' Compensation/Liability by Dora Delima, Cannon Cochran Management Services, Inc. (attached)
 - G. Presentation: Kane County Liability and Property Insurance Renewal and Loss Experience Update by Richard Ryan, Presidio
7. **Compliance**
8. **Old Business**
9. **New Business**
 - A. **Resolution:** Approving Payment of All Line of Commercial Insurance FY2020 Including Auto, Property, Casualty, General Liability and Workers Compensation and continuing a Service Agreement with Presidio (Wine Sergi) Insurance
 - B. **Resolution:** Approving Two Year Third Party Claims Administration Services Agreement with Cannon Cochran Management Services, Inc. (CCMSI)
 - C. **Resolution:** Amending RES #18-68 Authorizing a Procedure for Employees in Building Management's Pay Rate for Holiday, On Call and After Hours Worked
 - D. **Resolution:** Amending the Discipline Policy
 - E. **Resolution:** Repealing the Appeals Policy
 - F. **Resolution:** Repealing the Grievances Policy
 - G. **Resolution:** Amending Kane County Code Sections 2-47 and 2-48

- 10. Reports Placed On File**
- 11. Executive Session (If Needed)**
- 12. Adjournment**

Health Insurance Fund
Revenue and Expenses
As of Transactions Processed through October 2, 2019

Revenue

652.800.000.38000 - Investment Income	30,224.46
652.800.000.38910 - Healthcare Employer Portion	9,851,966.63
652.800.000.38915 - Dental Employer Portion	334,302.42
652.800.000.38920 - Healthcare Employee Portion	2,122,865.24
652.800.000.38921 - Dental Employee Portion	211,997.06
652.800.000.38927 - MERP Employer Portion	566,405.50
652.800.000.38930 - Retiree Payments - Healthcare	626,148.04
652.800.000.38935 - Retiree Payments - Dental	3,515.46
652.800.000.38940 - Cobra Payments - Healthcare	36,007.54
652.800.000.38945 - Cobra Payments - Dental	787.54
Total Revenue	13,784,219.89

Expenses - Health Insurance General

652.800.814.50150 - Contractual/Consulting Services	80,000.00
652.800.814.50520 - Healthcare Admin Services	6,712.00
652.800.814.53005 - Healthcare - Stop Loss Insurance	-
652.800.814.53031 - Self Insured Healthcare Claims	-
652.800.814.53032 - Self Insured Healthcare Claims Administration	-
652.800.814.53036 - Healthcare Taxes	-
652.800.814.53038 - Healthcare - Vision Insurance	69,353.10
652.800.814.53039 - Affordable Care Act Fee	240.10
652.800.814.53300 - Healthcare - Health Insurance	10,497,057.56
652.800.814.53310 - Healthcare - Dental Insurance	609,956.64
652.800.814.53320 - Healthcare - Life Insurance	28,214.70
652.800.814.53390 - Change in IPBC Terminal Reserve	-
Total Health Insurance General Expenses	11,291,534.10

Health Insurance Fund
Revenue and Expenses
As of Transactions Processed through October 2, 2019

Expenses - Health Insurance MERP

652.800.814.53340 - MERP - Premium Reimbursement	51,754.00
652.800.814.45100 - MERP FICA/SS on Premium Reimbursement	3,903.67
652.800.814.53330 - MERP - Medical Expense Reimbursement	89,269.81
652.800.814.53350 - MERP - Shared Savings with Administrator	91,566.01
Total MERP Expenses	<hr/> 236,493.49

Expenses - Health Insurance PPO

652.800.817.53005 - Healthcare - Stop Loss Insurance	-
652.800.817.53031 - Self Insured Healthcare Claims	-
652.800.817.53032 - Self Insured Healthcare Claims Administration	-
652.800.817.53033 - Healthcare Facility Access Fee	-
652.800.817.53037 - Healthcare Credits	-
Total Health Insurance PPO Expenses	<hr/> -

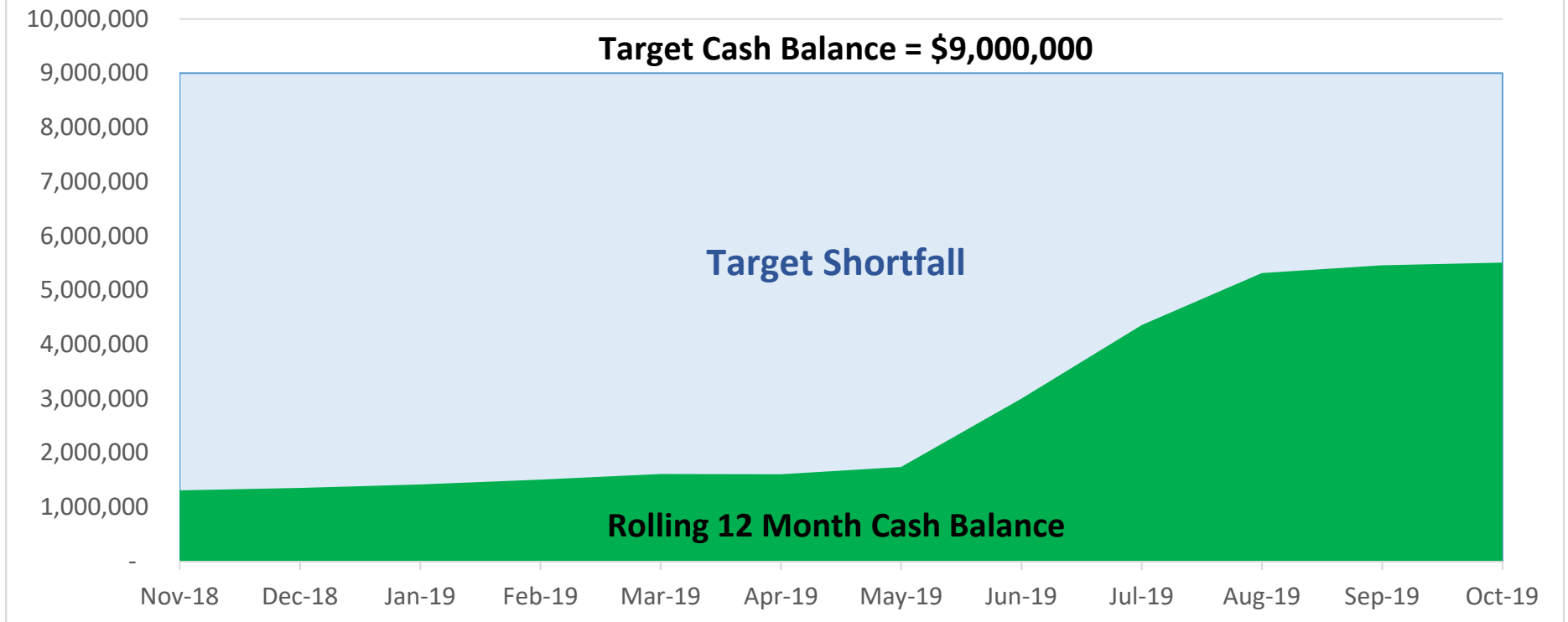
Expenses - Health Insurance HMO

652.800.818.53005 - Healthcare - Stop Loss Insurance	-
652.800.818.53031 - Self Insured Healthcare Claims	-
652.800.818.53032 - Self Insured Healthcare Claims Administration	-
652.800.818.53034 - Healthcare HMO Managed Care Fee	-
652.800.818.53035 - Healthcare Physician Services Fee	-
652.800.818.53036 - Healthcare Taxes	-
652.800.818.53037 - Healthcare Credits	-
Total Health Insurance HMO Expenses	<hr/> -

Total Expenses	<hr/> 11,528,027.59
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Revenue Net Expenses	<hr/> 2,256,192.30 <hr/>
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Health Insurance Fund Rolling 12-Month Cash Balances



Health Insurance Fund Rolling Cash Balances as of October 2, 2019

	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19
Target *	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000
Actual	1,312,038	1,355,469	1,422,343	1,509,410	1,613,929	1,609,244	1,740,652	3,004,075	4,358,261	5,314,308	5,456,677	5,508,590

* Target is calculated as 3 months of average cost (\$4,000,000) plus difference between maximum and expected cost (\$5,000,000).

Prepared by Finance Department for Human Services Committee

**Human Services Committee Revenue Report - Summary
Through September 30, 2019 (83.3% YTD)**

	Current Month Transactions	Total Amended Budget	YTD Actual Transactions	Total % Received
120 Human Resource Management		\$ 1,000	\$ 1,395	139.46%
246 Employee Events Fund		\$ 1,000	\$ 1,395	139.46%
660 Veterans' Commission	\$ 84,361	\$ 331,000	\$ 261,572	79.02%
380 Veterans' Commission	\$ 84,361	\$ 331,000	\$ 261,572	79.02%
Grand Total	\$ 84,361	\$ 332,000	\$ 262,967	79.21%

**Human Services Committee Expenditure Report - Summary
Through September 30, 2019 (83.3% YTD, 84.62% Payroll)**

	Current Month Transactions	Total Amended Budget	YTD Actual Transactions	YTD Encumbrances	Total % Used
120 Human Resource Management	\$ 338,201	\$ 2,842,895	\$ 2,882,354	\$ 210	101.40%
001 General Fund	\$ 18,514	\$ 290,436	\$ 191,639	\$ 210	66.06%
010 Insurance Liability	\$ 319,687	\$ 2,551,459	\$ 2,687,841	\$ -	105.35%
246 Employee Events Fund		\$ 1,000	\$ 2,874	\$ -	287.40%
660 Veterans' Commission	\$ 21,086	\$ 331,000	\$ 243,644	\$ -	73.61%
380 Veterans' Commission	\$ 21,086	\$ 331,000	\$ 243,644	\$ -	73.61%
Grand Total	\$ 359,287	\$ 3,173,895	\$ 3,125,998	\$ 210	98.50%

**Human Services Committee Expenditure Report - Detail
Through September 30, 2019 (83.3% YTD, 84.62% Payroll)**

	Current Month Transactions	Total Amended Budget	YTD Transactions	YTD Encumbrances	Total % Used
120 Human Resource Management	\$ 338,201	\$ 2,842,895	\$ 2,882,354	\$ 210	101.40%
001 General Fund	\$ 18,514	\$ 290,436	\$ 191,639	\$ 210	66.06%
Personnel Services- Salaries & Wages	\$ 11,586	\$ 179,607	\$ 126,089	\$ -	70.20%
Personnel Services- Employee Benefits	\$ 2,867	\$ 71,578	\$ 34,773	\$ -	48.58%
Commodities	\$ 391	\$ 6,800	\$ 3,902	\$ 210	60.46%
Contractual Services	\$ 3,671	\$ 32,451	\$ 26,877	\$ -	82.82%
010 Insurance Liability	\$ 319,687	\$ 2,551,459	\$ 2,687,841	\$ -	105.35%
Personnel Services- Salaries & Wages	\$ 10,435	\$ 136,777	\$ 114,711	\$ -	83.87%
Personnel Services- Employee Benefits	\$ 3,109	\$ 41,627	\$ 32,816	\$ -	78.83%
Contractual Services	\$ 306,143	\$ 2,373,055	\$ 2,540,314	\$ -	107.05%
246 Employee Events Fund	\$ -	\$ 1,000	\$ 2,874	\$ -	287.40%
Commodities	\$ -	\$ 1,000	\$ -	\$ -	0.00%
Contractual Services	\$ -	\$ -	\$ 2,874	\$ -	0.00%
660 Veterans' Commission	\$ 21,086	\$ 331,000	\$ 243,644	\$ -	73.61%
380 Veterans' Commission	\$ 21,086	\$ 331,000	\$ 243,644	\$ -	73.61%
Personnel Services- Salaries & Wages	\$ 14,590	\$ 190,206	\$ 159,536	\$ -	83.88%
Personnel Services- Employee Benefits	\$ 6,448	\$ 93,218	\$ 66,845	\$ -	71.71%
Commodities	\$ 24	\$ 4,211	\$ 799	\$ -	18.97%
Contractual Services	\$ 24	\$ 43,365	\$ 16,464	\$ -	37.97%
Grand Total	\$ 359,287	\$ 3,173,895	\$ 3,125,998	\$ 210	98.50%



Human Services Accounts Payable by GL Distribution

Payment Date Range 09/01/19 - 09/30/19

Vendor	Invoice No.	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Amount
Fund 001 - General Fund										
Department 120 - Human Resource Management										
Sub-Department 120 - Human Resource Management										
Account 53130 - General Association Dues										
6651 - Illinois Chamber of Commerce	20190903ICC	HR Roundtable Membership	Paid by Check # 368019		08/27/2019	09/03/2019	09/03/2019		09/16/2019	398.00
Account 53130 - General Association Dues Totals										Invoice Transactions 1
										\$398.00
Account 55000 - Miscellaneous Contractual Exp										
8437 - Phoenix Staffing & Management Systems	24928-2	Temp Services for Nancy McGary	Paid by EFT # 54729		08/11/2019	08/19/2019	08/19/2019		09/03/2019	748.30
8437 - Phoenix Staffing & Management Systems	24938-2	Temp Services - Nancy McGary	Paid by EFT # 54729		08/18/2019	08/19/2019	08/19/2019		09/03/2019	748.30
1299 - Kane County Regional Office of Education	8002000035	August 2019 Fingerprinting	Paid by EFT # 54911		08/31/2019	09/03/2019	09/03/2019		09/16/2019	280.00
8437 - Phoenix Staffing & Management Systems	24948-2	Temp Services for Nancy McGary w/e 8/25/2019	Paid by EFT # 54955		08/25/2019	09/03/2019	09/03/2019		09/16/2019	748.30
8437 - Phoenix Staffing & Management Systems	24958-2	Temp Services Nancy McGary, 8/31.2019	Paid by EFT # 54955		08/31/2019	09/03/2019	09/03/2019		09/16/2019	748.30
8437 - Phoenix Staffing & Management Systems	24979-2	Temp Services for Nancy McGary w/e 9/15/2019	Paid by EFT # 55217		09/15/2019	09/19/2019	09/19/2019		09/30/2019	748.30
8437 - Phoenix Staffing & Management Systems	24969-2	Temp Services for Nancy McGary w/e 9/8/2019	Paid by EFT # 55217		09/08/2019	09/19/2019	09/19/2019		09/30/2019	748.30
Account 55000 - Miscellaneous Contractual Exp Totals										Invoice Transactions 7
										\$4,769.80
Account 60000 - Office Supplies										
11023 - Genesis Technologies Inc.	708510	Department Toner	Paid by EFT # 54659		08/08/2019	08/19/2019	08/19/2019		09/03/2019	447.17
3578 - Warehouse Direct Office Products	4378972-0	Office Supplies	Paid by EFT # 54783		08/08/2019	08/19/2019	08/19/2019		09/03/2019	65.94
3578 - Warehouse Direct Office Products	4387555-0	Office Supplies	Paid by EFT # 54783		08/19/2019	08/19/2019	08/19/2019		09/03/2019	4.62
3578 - Warehouse Direct Office Products	4382993-0	Office Supplies	Paid by EFT # 54783		08/13/2019	08/19/2019	08/19/2019		09/03/2019	12.16
1024 - Ready Refresh by Nestle (Ice Mountain)	29H810620779 1	Fin-Water Delivery 8/6/19	Paid by EFT # 54967		08/24/2019	09/04/2019	09/04/2019		09/16/2019	25.72
3578 - Warehouse Direct Office Products	4398890-0	Custom Bind/Fold/Insert	Paid by EFT # 55278		09/19/2019	09/19/2019	09/19/2019		09/30/2019	250.00
3578 - Warehouse Direct Office Products	4413541-0	Office Supplies	Paid by EFT # 55278		09/10/2019	09/19/2019	09/19/2019		09/30/2019	114.80
Account 60000 - Office Supplies Totals										Invoice Transactions 7
										\$920.41



Human Services Accounts Payable by GL Distribution

Payment Date Range 09/01/19 - 09/30/19

Vendor	Invoice No.	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Amount
Fund 001 - General Fund										
Department 120 - Human Resource Management										
Sub-Department 120 - Human Resource Management										
Account 60080 - Employee Recognition Supplies										
4526 - Fifth Third Bank	7740TK08/19	Grahams - Employee Recognition	Paid by EFT # 54650		08/08/2019	08/22/2019	08/22/2019		09/03/2019	127.50
Account 60080 - Employee Recognition Supplies Totals							Invoice Transactions 1			\$127.50
Sub-Department 120 - Human Resource Management Totals							Invoice Transactions 16			\$6,215.71
Department 120 - Human Resource Management Totals							Invoice Transactions 16			\$6,215.71
Fund 001 - General Fund Totals							Invoice Transactions 16			\$6,215.71
Fund 010 - Insurance Liability										
Department 120 - Human Resource Management										
Sub-Department 130 - Insurance Liability- HRM										
Account 50000 - Project Administration Services										
10407 - Physicians Immediate Care North Chicago, LLC	4118542	Hepatitis B	Paid by EFT # 54730		08/07/2019	08/19/2019	08/19/2019		09/03/2019	95.00
8258 - CCMSTI	0121956-IN	September 2019 Claims/Administration Fee	Paid by EFT # 54830		09/05/2019	09/03/2019	09/03/2019		09/16/2019	5,884.17
Account 50000 - Project Administration Services Totals							Invoice Transactions 2			\$5,979.17
Account 50150 - Contractual/Consulting Services										
1026 - Laner Muchin Ltd	568511	July 2019 Retainer	Paid by EFT # 54696		07/01/2019	08/19/2019	08/19/2019		09/03/2019	5,833.33
1026 - Laner Muchin Ltd	568633	August 2019 Retainer & Services through 7/20/19	Paid by EFT # 54919		08/01/2019	09/06/2019	09/06/2019		09/16/2019	14,702.98
1026 - Laner Muchin Ltd	569797	Legal Services through 8/20/19	Paid by EFT # 55179		09/01/2019	09/19/2019	09/19/2019		09/30/2019	22,055.83
Account 50150 - Contractual/Consulting Services Totals							Invoice Transactions 3			\$42,592.14
Account 53000 - Liability Insurance										
1016 - Acrisure LLC dba Presidio (Wine Sergi)	161406	Notary - Kaus	Paid by EFT # 54584		08/14/2019	08/19/2019	08/19/2019		09/03/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	161417	Notary - Zarate	Paid by EFT # 54584		08/14/2019	08/19/2019	08/19/2019		09/03/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	161430	Notary - Becker	Paid by EFT # 54584		08/14/2019	08/19/2019	08/19/2019		09/03/2019	25.00
8901 - Central Furnace Supply Co.	278193	CAC Annex Repair	Paid by EFT # 54609		08/08/2019	08/19/2019	08/19/2019		09/03/2019	1,433.86
2520 - G.W. Berkheimer Co., Inc.	503764	CAC Annex Repair	Paid by Check # 367866		08/13/2019	08/19/2019	08/19/2019		09/03/2019	55.82



Human Services Accounts Payable by GL Distribution

Payment Date Range 09/01/19 - 09/30/19

Vendor	Invoice No.	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Amount
Fund 010 - Insurance Liability										
Department 120 - Human Resource Management										
Sub-Department 130 - Insurance Liability- HRM										
Account 53000 - Liability Insurance										
3374 - Kane County Sheriff	20190724PO-B	Replacement Vehicle Reimbursement from Insurance Liability	Paid by Check # 367882		08/19/2019	08/19/2019	08/19/2019		09/03/2019	36,305.00
1390 - Menards, Inc.	21530	CAC Repairs	Paid by EFT # 54716		08/06/2019	08/19/2019	08/19/2019		09/03/2019	103.68
1390 - Menards, Inc.	22660	Supplies for repair	Paid by EFT # 54716		08/20/2019	08/19/2019	08/19/2019		09/03/2019	46.96
1390 - Menards, Inc.	21663	Supplies for repairs	Paid by EFT # 54716		08/08/2019	08/19/2019	08/19/2019		09/03/2019	226.38
1654 - Northern Contracting, Inc.	8065	Guardrail repair Sterns/Rt 25	Paid by EFT # 54719		08/16/2019	08/19/2019	08/19/2019		09/03/2019	1,940.65
1654 - Northern Contracting, Inc.	8066	Guardrail repair, Hughes/Rt 47	Paid by EFT # 54719		08/19/2019	08/19/2019	08/19/2019		09/03/2019	4,643.00
8728 - State Street Collision, Inc.	9186	Ford Explorer 2018 Repair	Paid by EFT # 54762		08/13/2019	08/19/2019	08/19/2019		09/03/2019	2,158.30
8728 - State Street Collision, Inc.	9073	2016 Ford Explorer Interceptor Repair	Paid by EFT # 54762		07/25/2019	08/19/2019	08/19/2019		09/03/2019	4,562.20
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167365	Notary/Michels	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167378	Notary Ortiz	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167369	Notary Orsini	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167387	Notary Schuring	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167356	Notary Franco	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167348	Notary Turcios	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167351	Notary Cardenas	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
1016 - Acrisure LLC dba Presidio (Wine Sergi)	167343	Notary Cunningham	Paid by EFT # 55045		09/06/2019	09/19/2019	09/19/2019		09/30/2019	25.00
Account 53000 - Liability Insurance Totals									Invoice Transactions 21	\$51,750.85
Account 53010 - Workers Compensation										
8258 - CCMSI	0074129-IN	Advanced Funding for Settlement Payment	Paid by EFT # 54608		08/09/2019	08/19/2019	08/19/2019		09/03/2019	66,629.18
4220 - Illinois Workers Compensation Commission	20190822WC	WC - 2019 Six Months Assessment	Paid by Check # 367878		08/12/2019	08/19/2019	08/19/2019		09/03/2019	5,561.96
8258 - CCMSI	0074947-IN	WC Reimbursements for August 2019	Paid by EFT # 54830		08/31/2019	09/03/2019	09/03/2019		09/16/2019	99,450.09



Human Services Accounts Payable by GL Distribution

Payment Date Range 09/01/19 - 09/30/19

Vendor	Invoice No.	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Amount
Fund 010 - Insurance Liability										
Department 120 - Human Resource Management										
Sub-Department 130 - Insurance Liability- HRM										
Account 53010 - Workers Compensation										
8258 - CCMSI	0075349-IN	Advanced Funding Settlement 16D45G949620	Paid by EFT # 55071		09/11/2019	09/19/2019	09/19/2019		09/30/2019	103,840.48
8258 - CCMSI	0075555-IN	Advanced Funding Settlement 17D45F274225	Paid by EFT # 55071		09/19/2019	09/19/2019	09/19/2019		09/30/2019	60,009.57
Account 53010 - Workers Compensation Totals							Invoice Transactions	5		\$335,491.28
Sub-Department 130 - Insurance Liability- HRM Totals							Invoice Transactions	31		\$435,813.44
Department 120 - Human Resource Management Totals							Invoice Transactions	31		\$435,813.44
Fund 010 - Insurance Liability Totals							Invoice Transactions	31		\$435,813.44
Fund 380 - Veterans' Commission										
Department 660 - Veterans' Commission										
Sub-Department 660 - Veterans' Commission										
Account 52140 - Repairs and Maint- Copiers										
8930 - Impact Networking, LLC	1530327	Copier Overage for August	Paid by EFT # 55162		08/22/2019	09/21/2019	09/17/2019	08/26/2019	09/30/2019	23.96
Account 52140 - Repairs and Maint- Copiers Totals							Invoice Transactions	1		\$23.96
Account 53100 - Conferences and Meetings										
4526 - Fifth Third Bank	8705-JZ-07/19	Purchasing Card Payment	Paid by EFT # 54650		08/05/2019	09/05/2019	08/22/2019	08/05/2019	09/03/2019	49.50
Account 53100 - Conferences and Meetings Totals							Invoice Transactions	1		\$49.50
Account 60000 - Office Supplies										
3578 - Warehouse Direct Office Products	4394080-0	General Office Supplies	Paid by EFT # 54783		08/22/2019	09/22/2019	08/22/2019	08/22/2019	09/03/2019	53.48
1024 - Ready Refresh by Nestle (Ice Mountain)	29H8106647400	Water Services for August	Paid by EFT # 55232		08/24/2019	09/13/2019	09/17/2019	08/26/2019	09/30/2019	12.45
3578 - Warehouse Direct Office Products	4421108-0	Office Supplies	Paid by EFT # 55278		09/17/2019	10/17/2019	09/17/2019	09/17/2019	09/30/2019	11.64
Account 60000 - Office Supplies Totals							Invoice Transactions	3		\$77.57
Sub-Department 660 - Veterans' Commission Totals							Invoice Transactions	5		\$151.03
Department 660 - Veterans' Commission Totals							Invoice Transactions	5		\$151.03
Fund 380 - Veterans' Commission Totals							Invoice Transactions	5		\$151.03
Grand Totals							Invoice Transactions	52		\$442,180.18



Tuition Reimbursement FYTD

Payment Date Range 12/01/18 - 09/30/19

Vendor	Invoice No.	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Amount
Fund 120 - Grand Victoria Casino Elgin										
Department 010 - County Board										
Sub-Department 020 - Riverboat										
Account 45420 - Tuition Reimbursement										
10354 - Erin Rauscher	18-06-01	PHHE 605 - Biostatistics in Public Health	Paid by Check # 365053		12/19/2018	12/26/2018	11/30/2018		01/07/2019	952.83
4856 - Tim Mescher	1807-01	Intro to Python 3 Programming	Paid by Check # 365247		01/11/2019	01/10/2019	11/30/2018		01/22/2019	115.00
10873 - Brittany Scott	1805-01	Courses: LAW113; LAW162; LAW190; LAW424	Paid by EFT # 50998		01/11/2019	01/10/2019	11/30/2018		01/22/2019	2,400.00
11910 - Kathleen Skubisz	1804-01	Courses: SWK6160;SWK6140;S WK6725;SWK6381;SW K6382	Paid by Check # 365294		01/04/2019	01/10/2019	11/30/2018		01/22/2019	2,400.00
10873 - Brittany Scott	1902-01	LAW132; LAW140; LAW192	Paid by EFT # 53597		06/14/2019	06/14/2019	06/14/2019		06/24/2019	2,400.00
11910 - Kathleen Skubisz	1901-01	SWK6511; SWK6700; SWK6721; SWK6730	Paid by Check # 367167		06/07/2019	06/14/2019	06/14/2019		06/24/2019	2,400.00
Account 45420 - Tuition Reimbursement Totals							Invoice Transactions	6		\$10,667.83
Sub-Department 020 - Riverboat Totals							Invoice Transactions	6		\$10,667.83
Department 010 - County Board Totals							Invoice Transactions	6		\$10,667.83
Fund 120 - Grand Victoria Casino Elgin Totals							Invoice Transactions	6		\$10,667.83
Grand Totals							Invoice Transactions	6		\$10,667.83

COUNTY OF KANE

VETERANS ASSISTANCE COMMISSION

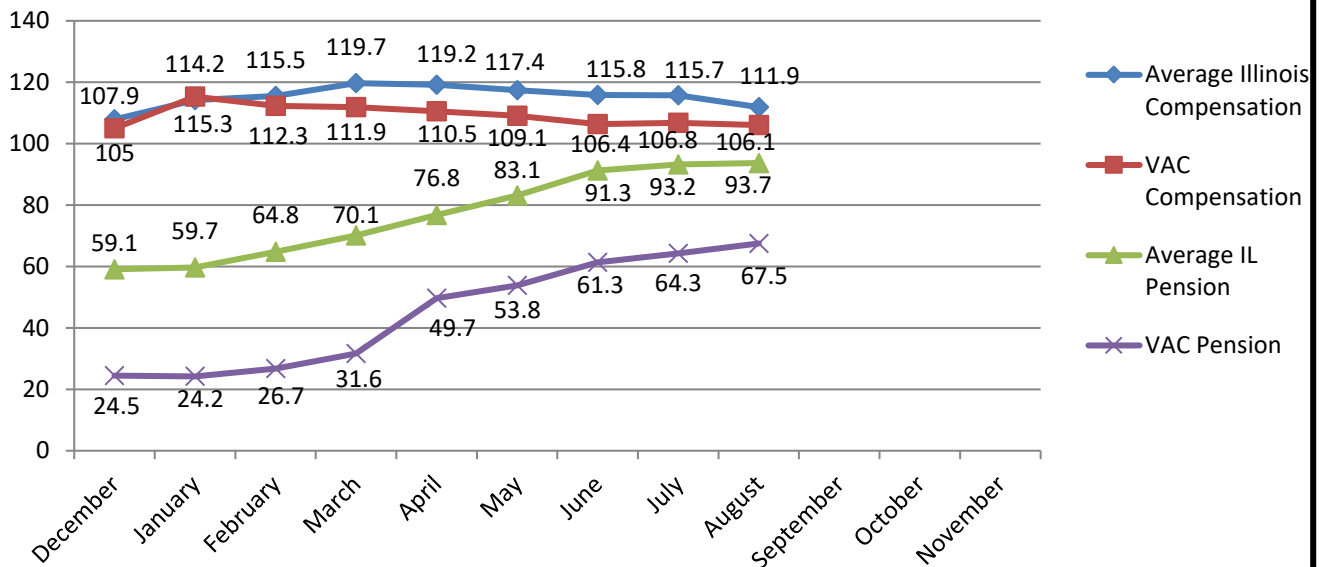
JACOB A. ZIMMERMAN
Superintendent



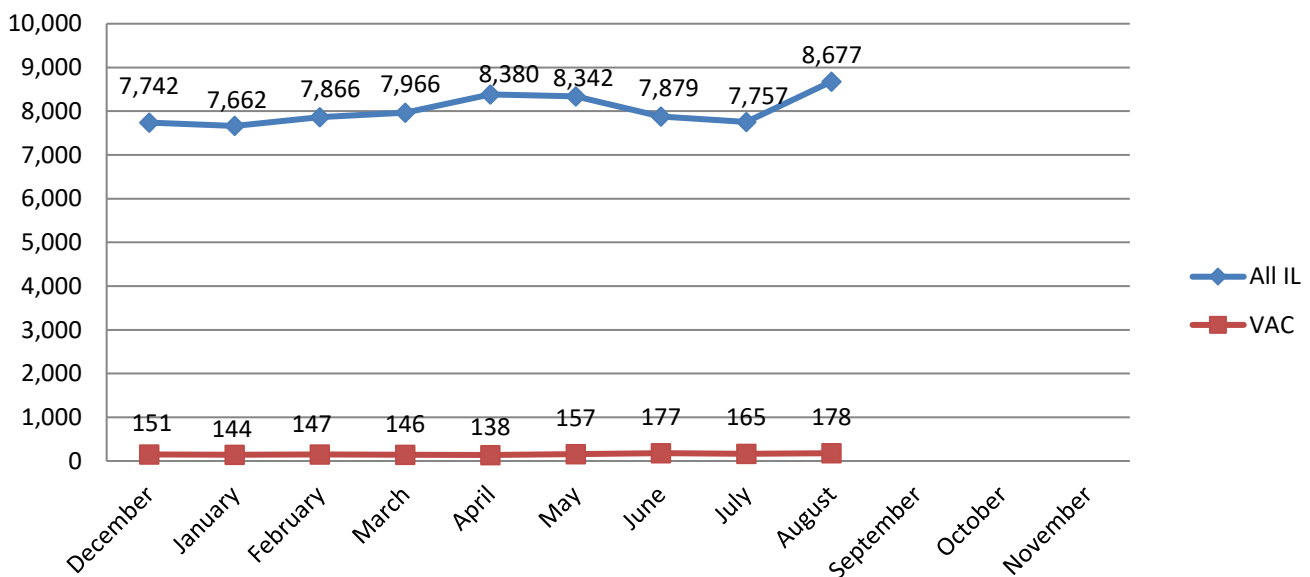
COUNTY GOVERNMENT CENTER
719 South Batavia Avenue, Building A
Geneva, Illinois 60134-3077
Phone: (630) 232-3550
Fax: (630) 232-5403
www.countyofkane.org/pages/veterans.aspx

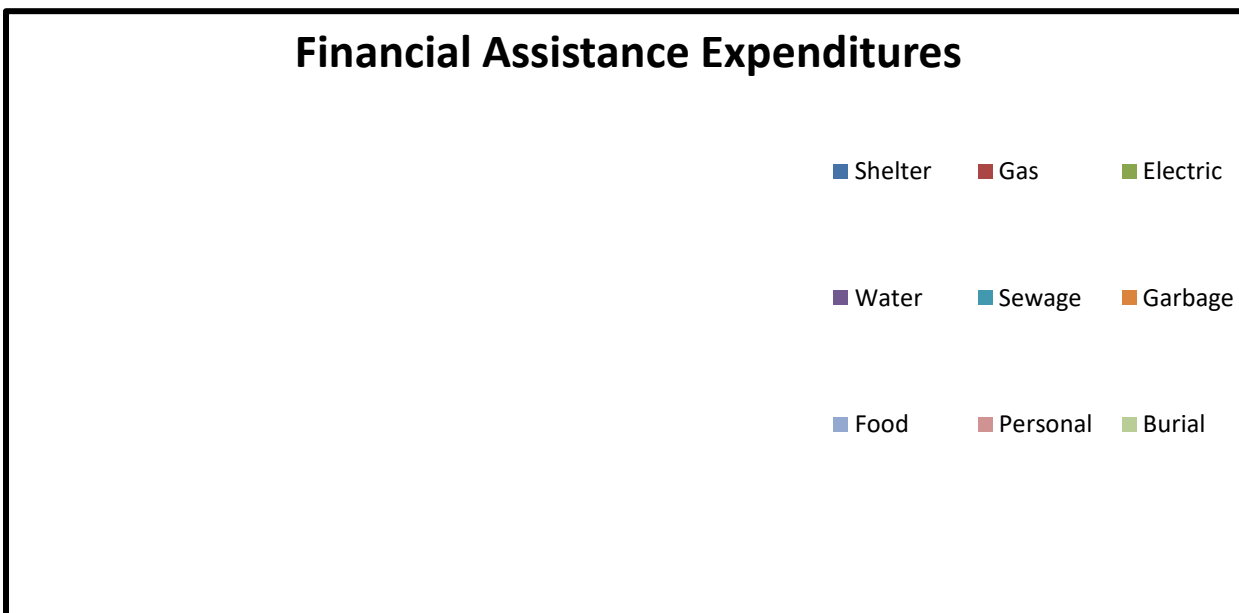
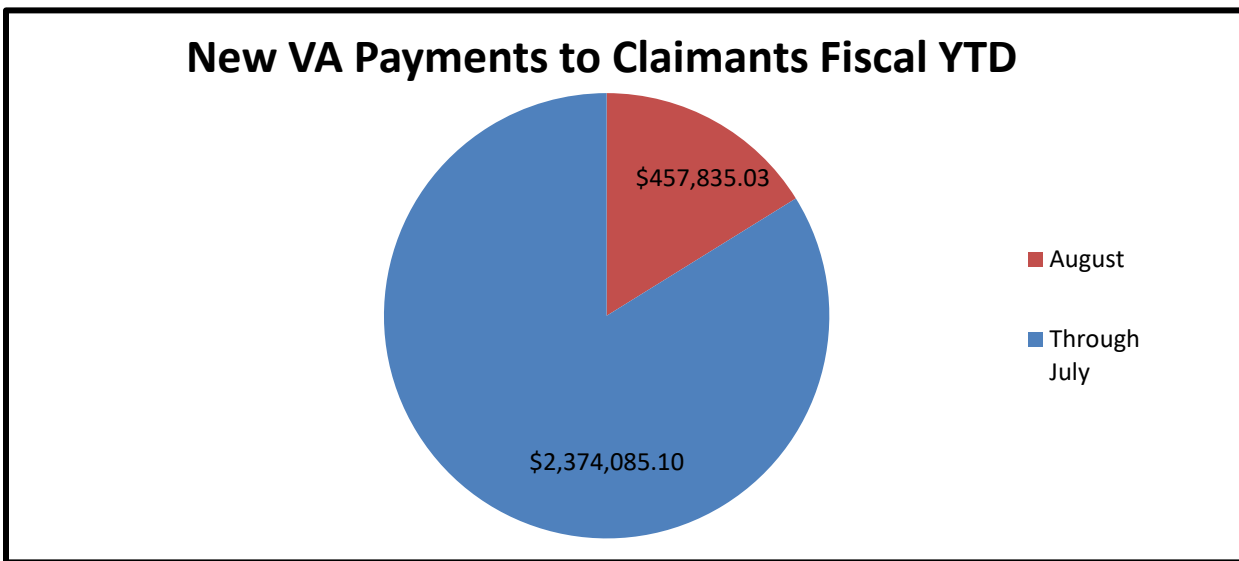
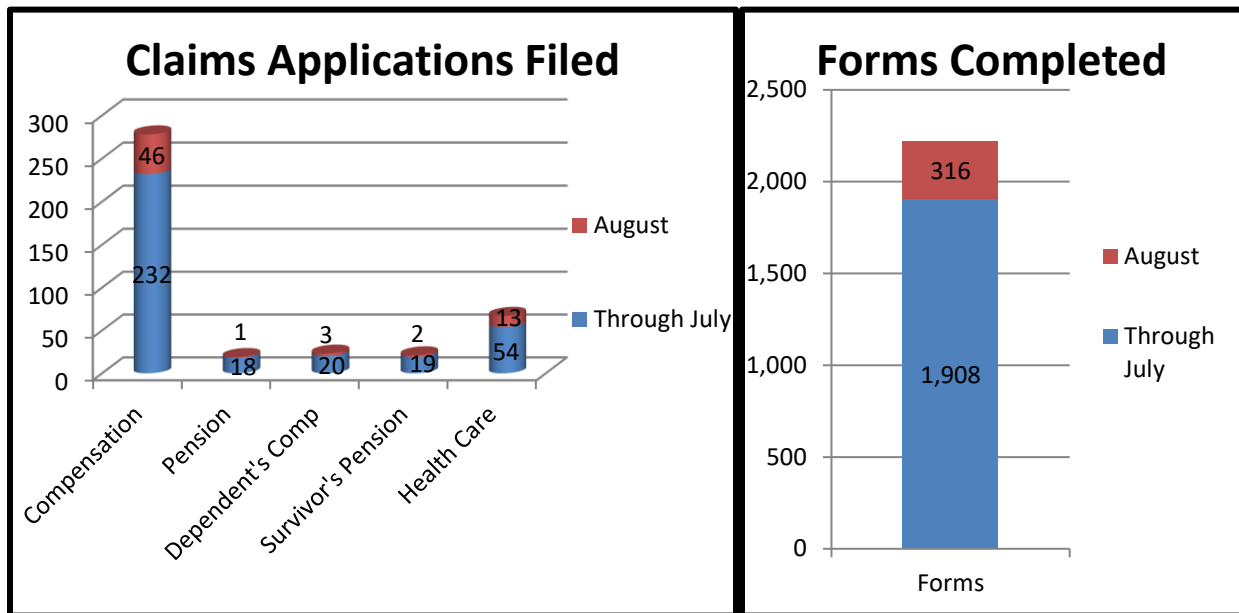
Monthly Report on Commission Activities

Average Days Pending for Claims Fiscal YTD



Total Claims Pending





VETERANS ASSISTANCE COMMISSION CLAIM REPORT

Category	December	January	February	March	April	May	June	July	August	September	October	November	FY 2019 Total
Service-Connected Disability Claims	31	23	37	25	24	36	18	38	46				278
Non-Service Connected Pension Claims	3	0	8	3	1	1	2	0	1				19
Dependent's Compensation Claims	1	1	3	7	2	3	1	2	3				23
Survivor's Pension Claims	1	6	1	1	3	4	1	2	2				21
Intent-to-File	16	25	13	28	23	36	20	28	45				234
§5103 Response / Claims Follow up	15	8	11	13	20	20	14	25	18				144
Total Forms Completed	221	198	259	261	226	282	183	278	316				2,224
Claims Decision Reviews	16	2	4	11	2	8	5	12	3				63
Appeals Filed	4	1	6	10	7	14	12	10	20				84
VA Health Care Applications	8	6	5	7	10	5	3	10	13				67
Federal Ancillary Benefit Applications	1	2	0	3	4	3	4	7	3				27
Burial Benefits Applications	5	4	10	4	3	1	5	7	4				43
eBenefits Registration	1	2	2	0	2	0	0	0	0				7
DD-214 / Military Records Requests	17	80	134	39	55	30	24	20	32				431
Corrections / Upgrade Military Records	1	3	0	0	1	1	4	2	10				22
Dependent's Ancillary Applications	0	2	1	1	1	2	0	3	1				11
State Ancillary Benefit Applications	13	8	12	17	9	6	3	18	8				94
VAC Outreach (Man Hours)	51.5	53.5	24.0	57.0	52.5	52.8	21.75	27.5	36.5				377.0
Training (Man Hours)	26.25	3.0	1.0	29	13.0	0.0	140.0	0.0	4.0				216
Total Claims Pending	151	144	147	146	138	157	177	165	178				
Intent-to-File Pending	122	138	141	152	145	161	165	160	170				
New VA Monetary Awards	\$ 322,308.33	\$362,285.25	\$ 155,878.89	\$ 285,261.60	\$ 225,732.05	\$ 445,488.09	\$ 276,854.73	\$ 300,276.16	\$ 457,835.03				\$ 2,831,920.13

Termination Report

from 08/23/2019 - 09/20/2019

Department	Termination Date
Building Management	
Employee Name SCHULTZ, FAITH A	08/30/19
Circuit Clerk	
FENN, HEATHER	09/03/19
SMITH, JANICE	08/30/19
County Clerk	
PECK, BRANDON S	08/26/19
Court Services/Diagnostic Center	
RICCIO, SARAH T	08/30/19
Health	
LOPEZ, BEVERLY	09/06/19
Information Technologies	
STEPANEK, ALEX	09/06/19
Judiciary and Courts	
NUDO, GRACE I	09/06/19
Kane Comm	
RIOS, THERESA M	08/31/19
Sheriff/Adult Corrections	
TROTTIER, THOMAS J	09/01/19
Sheriff/Court Security	
MUEHLBAUER, MARISSA J	09/20/19
State's Attorney	
SALINAS-RAMIREZ, SUSAN	09/10/19
Transportation	
VERHALEN, PATRICK J	09/20/19

Total Terminations 13

7 Resigned, 3 Retired, 3 Terminations

Job Applicants for September 2019 by Position

Title	Post Date - Deadline	Open/Close	Applicants
Animal Control (Brett Youngsteadt, Administrator)			
Shelter Programs and Operations Manager - Geneva	06/19/2019 - N/A	Closed on 9/4/2019	0
Warden	08/19/2019 - N/A	Open	1
Lead Kennel Assistant	08/28/2019 - N/A	Open	1
Part Time Kennel Assistant	09/04/2019 - N/A	Open	5
Total Animal Control Applicants			7
Building Management (Rickey Sparks, Executive Director)			
Maintenance - Corrections/Sheriff's facility	03/25/2019 - N/A	Open	1
Maintenance-Building Management Operations	03/25/2019 - N/A	Open	1
Jail Janitor	04/24/2019 - N/A	Open	0
Total Building Management Applicants			2
Circuit Clerk (Thomas Hartwell, Elected Official Circuit Clerk)			
Deputy Clerk	09/17/2019 - N/A	Open	10
Total Circuit Clerk Applicants			10
Community Reinvestment and Workforce Development (Scott Berger, Director)			
Business Services Representative	08/05/2019 - N/A	Open	7
Career Specialist	08/05/2019 - N/A	Open	5
Program Assistant	09/04/2019 - N/A	Open	13
Total Community Reinvestment and Workforce Development Applicants			25
Coroner (Rob Russell, Elected Official County Coroner)			
Intern/Volunteer	N/A	Open	1
Total Coroner Applicants			1
Court Services (Lisa Aust, Executive Director)			
Youth Counselor	11/30/2018 - N/A	Closed on	5
Support Staff - Tri Cities	09/04/2019 - 09/13/2019	Closed on	6
Mental Health Clinician - JJC	09/05/2019 - 10/04/2019	Open	2
Total Court Services Applicants			13
Development & Community Services (Mark VanKerhoff, Director)			
Zoning Planner II	07/18/2019 - N/A	Open	4
Total Development & Community Services Applicants			4
Human Resource Management (Sylvia Wetzel, Executive Director)			
Human Resource Coordinator	08/21/2019 - N/A	Open	18
Total Human Resource Management Applicants			18
Information Technologies (Roger Fahnestock, Executive Director)			
Desktop Support Analyst I	10/19/2018 - N/A	Open	3
Total Information Technologies Applicants			3
Judiciary (Susan Clancy Boles, Chief Judge)			
Paralegal	08/20/2019 - 09/06/2019	Closed on	0
Paralegal	09/12/2019 - 10/09/2019	Open	7
Junior Staff Attorney	09/25/2019 - 10/11/2019	Open	1
Total Judiciary Applicants			8

KDOT (Carl Schoedel, Director and County Engineer Transportation)

Construction Resident Engineer	02/01/2019 - N/A	Open	1
Project Manager/Traffic Safety Engineer	02/01/2019 - N/A	Open	0
Seasonal Maintainer/Snowbird	09/25/2019 - 10/15/2019	Open	0
Total KDOT Applicants			1

Public Health Department (Barbara Jeffers, Executive Director)

Assistant Director for Communicable Disease	09/04/2018 - N/A	Closed on	3
Substance Abuse Prevention Specialist	12/10/2018 - N/A	Open	8
Clinical Nursing Supervisor for Nurse-Family Partnership Program	03/04/2019 - N/A	Closed on 9/5/2019	1
CHS II: Public Health Nurse	04/12/2019 - N/A	Open	0
CHS II: Public Health Nurse	04/15/2019 - N/A	Closed on	0
Assistant Director for Public Health Nursing	07/05/2019 - N/A	Open	1
CHS II Public Health Nurse (Grant funded position for the Nurse Family Partnership Program)	07/09/2019 - N/A	Open	0
CHS II: Environmental Health Practitioner	08/07/2019 - N/A	Open	1
Clinical Nursing Supervisor for Nurse-Family Partnership Program	09/05/2019 - N/A	Open	2
Early Childhood Mental Health Consultant/Grant Funded	09/23/2019 - N/A	Open	1
Total Public Health Department Applicants			17

Sheriff (Ron Hain, Sheriff)

Intake/Release Civilian	06/03/2019 - N/A	Closed on	4
Court Security Officer	06/06/2019 - N/A	Open	12
Total Sheriff Applicants			16

State's Attorney (Joseph McMahon, Elected Official States Attorney)

Administrative Assistant	06/19/2019 - N/A	Closed on	3
Bilingual Administrative Assistant	07/12/2019 - N/A	Closed on	1
Bilingual Domestic Violence Advocate	07/26/2019 - N/A	Closed on	0
Assistant State's Attorney/Child Support	08/14/2019 - N/A	Closed on	0
Forensic Interviewer, Grant Funded Position	08/29/2019 - N/A	Open	12
Total State's Attorney Applicants			16

Supervisor of Assessments (Mark Armstrong, Supervisor of Assessments)

Data Specialist	02/28/2019 - N/A	Open	9
Total Supervisor of Assessments Applicants			9

Total Applicants for September **150**

New Hire Report

from 08/23/2019 - 09/20/2019

Department	Employee Name	Job Title	Employee Status	Hire Date
Building Management				
	ROJAS JACOBO, EDGARDO	Janitor I	ACTIVE	08/26/2019
Circuit Clerk				
	BRIGGS, JOHNATHAN D	Deputy Clerk	ACTIVE	09/11/2019
County Clerk				
	CARROLL, CYNTHIA E	Clerk I	ACTIVE	09/16/2019
Court Services/Diagnostic Center				
	CHIODO, BRITTANY T	Psychology Intern	ACTIVE	09/03/2019
	O'CONNOR, ELLIS C	Psychology Intern	ACTIVE	09/03/2019
Court Services/Juvenile Justice Center				
	CHAIDEZ, RAUL	Youth Counselor JJC	ACTIVE	08/27/2019
	LIQUORI, JOSEPH A	Youth Counselor JJC	ACTIVE	08/27/2019
Development/Water Resources				
	BERG-MEYER, COURTNEY L	Admin Officer Technician	ACTIVE	08/23/2019
Sheriff/Court Security				
	ALBERT, CHLOE A T	Court Security Officer	ACTIVE	09/03/2019
		Telecommunicator	ACTIVE	09/03/2019
	BANNER, GISELLE J	Court Security Officer	ACTIVE	09/03/2019
	MILLER, TERRY L	Court Security Officer	ACTIVE	09/03/2019
	VANSOIT, ERNEST Jr	Court Security Officer	ACTIVE	09/09/2019
Sheriff/Sheriff				
	WISTOCKI, RICHARD J	Peace Officer Seasonal	ACTIVE	09/09/2019
State's Attorney				
	KARAYANNIS, NICHOLAS M	Law Intern	ACTIVE	08/26/2019

Total New Hires 14



**BlueCross BlueShield
of Illinois**

Monthly Settlements - Settlement Statement

BARS Number: 01272010008 - KANE COUNTY ASO INVOICE

Statement Period: 09/01/2019-09/30/2019 Rebill: NO Process Date: 10/01/2019

Settlement Statement

The Settlement Statement presents a high level overview of charges, including administrative fees, stop loss premiums, billing adjustments, and other charges.

Billing Contact: **SYLVIA WETZEL**
KANE COUNTY ASO INVOICE
719 BATAVIA AVENUE
GENEVA, IL 60134-3077

Past Due Date: **10/26/2019**

Settlement Statement

This statement includes claims paid thru 09/30/2019.		
Prior Statement Balance		\$1,120,294.00
Claims	\$843,607.52	
Fees	\$100,863.98	
Charges		\$944,471.50
Cash Applied		(\$1,120,294.00)
Disbursements		\$0.00
Adjustments		\$213,389.18
Account Balance at 09/30/2019		\$1,157,860.68
Ending Statement Balance as of 09/30/2019		
		\$1,157,860.68

Payment Instructions

Please follow the instructions below when remitting your payment.

For Electronic Payments (Wire or ACH), make payments to:

Mellon Bank
 Health Care Service Corporation
 ABA#: 043000261
 Account#: 120-5032

When remitting electronically via wire or ACH, please indicate: Settlement ID 01272010008 and Settlement Date: 09/19.

For check payments:

- Make check payable to: **Blue Cross Blue Shield of IL**
- Please provide your Settlement ID 01272010008 and Settlement Date: 09/19 on the check.

If sending payment by **1st Class Mail**, remit to:

Blue Cross Blue Shield of IL
 Dept. 1134
 P.O. Box 121134
 Dallas, TX 75312-1134

If sending via **Overnight Courier**:

Blue Cross Blue Shield of IL
 Box 891134
 1501 North Plano Rd
 Richardson, TX 75081

Training Report as of October 9, 2019

TYPE OF TRAINING DELIVERED	TRAINING TITLE	SOURCE OF TRAINING	DATE OF TRAINING	DEPARTMENTS INVITED	TOTAL NUMBER OF ATTENDEES
Webinar	Emotional Intelligence Training	HRDQ-U Ideas for Learning	9/10/2019	All Employees	10
Webinar	What Makes Great Transformational Leadership	HRDQ-U Ideas for Learning	9/12/2019	Elected Officials/Directors/Managers	5
Webinar	Leadership Styles: Measuring and Refining Your Skills	HRDQ-U Ideas for Learning	9/13/2019	Elected Officials/Directors/Managers	5
Webinar	Why Are They Acting That Way? Training on Personal Styles	HRDQ-U Ideas for Learning	9/19/2019	Elected Officials/Directors/Managers	5
Webinar	Changing Training: Leading Organizational Change Efforts	HRDQ-U Ideas for Learning	9/20/2019	Elected Officials/Directors/Managers	5
Webinar	Difficult Conversations: Embrace Confrontation and Produce Long-Lasting Results	HRDQ-U Ideas for Learning	9/23/2019	Elected Officials/Directors/Managers	15
Onsite	Instructor Led: FMLA Training	Department of Labor	9/24/2019	Elected Officials/Directors/Managers	40
Webinar	Critical Thinking Skills: A Process for Better Problem Solving and Decision Making	HRDQ-U Ideas for Learning	9/25/2019	All Employees	15
Onsite	Instructor Led: FMLA Training	Department of Labor	9/26/2019	Payroll Coordinators	50

2019

OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
29	30	1	2 Webinar: Leadership Skills That Are Critical To Success 1 PM to 2 PM CST	3 Webinar: Mindful Eating: How to Achieve Natural, Healthy Weight Loss 11 AM to 12 Noon	4 Webinar: What Does Your Coaching Style Say About You? 1 PM to 2 PM CST	5
6	7 Webinar: A New Way to Do Team Building 1 PM to 2 PM CST	8	9 Webinar: How Listening Skills can Improve Workplace Performance 1 PM to 2 PM CST	10 Webinar: Communication Style 101 1 PM to 2 PM	11 Webinar: Courageous Leadership: How to Build Backbone, Boost Performance, and Get Results 1 PM to 2 PM CST	12
13	14	15	16	17 Webinar: Talking with the Top: Tips for Building and Using Your Executive Presence 1 PM to 2 PM CST	18	19
20	21 Webinar: How to Thrive Through Change 1 PM to 2 PM CST	22	23 On-site: Breast Cancer Awareness Training 10 AM to 11 AM CST	24	25 Webinar: How Do You Come Across to Others 1 PM to 2 PM CST	26
27	28	29	30	31	1	2
3	4	NOTES: Green = Onsite Instructor Led Training Yellow = Webinar Training for All Kane County Employees Pink = Webinar Training for Members of Management (Directors, Elected Officials)				



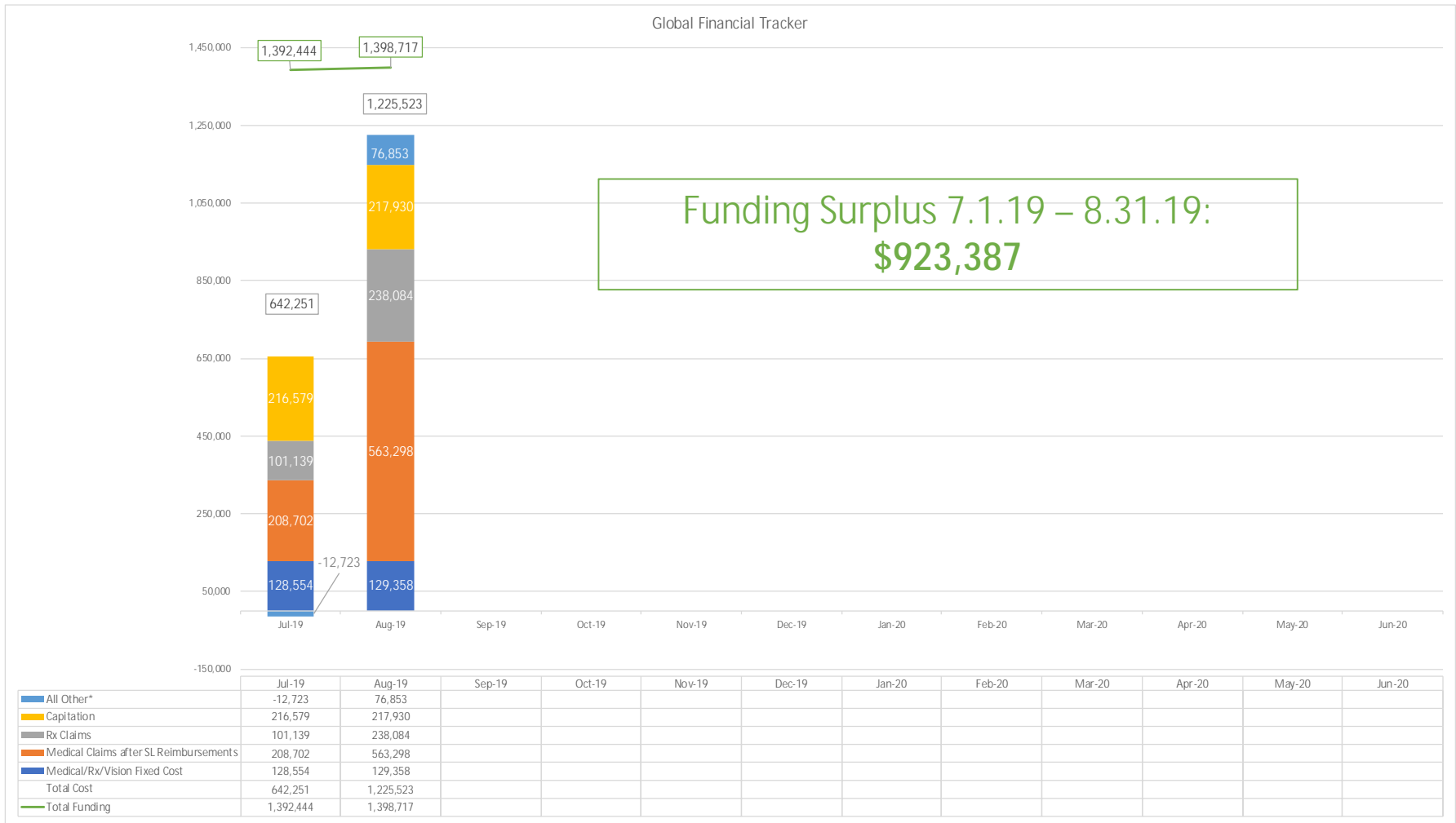
Kane County

Human Services Committee Meeting

10.09.19

Presented by: Group Alternatives

2019-20 Global Financial Tracker



*All Other includes Interactive Health Service, Group Alternative fee, dental, vision, life and EAP services

*All Other July 2019 includes a 90,000 Transition Credit from BCBSIL

**Medical Runout July 2019 is 157,115

Year Over Year

	2018-19 IPBC	2019-20 BCBSIL Direct YTD
Employee Headcount	984	986
Average per Month Fixed Cost + Medical/Rx Claims	\$1,308,252	\$864,822
Average PEPM	\$1,330	\$877

Communication Calendar

Communication Calendar

2019 - 2020

Kane County

August 2019	September 2019	October 2019	November 2019	December 2019	January 2020
<p>Immunizations</p> <p>Immunizations</p> <p>Immunizations</p>	<p>Cholesterol</p> <p>Cholesterol / Trans-Fat</p> <p>Healthy Aging – (Dental)</p> <p><u>Self-Care</u> Member Webinar: Energy for Life Newsletter Topic: Healthy Habits for Shift Workers Preventive Focus: Sleep Apnea</p>	<p>Breast Cancer</p> <p>Wellness Screenings</p> <p>Second-hand Smoke / Colds & Flu</p> <p>Dental Hygiene</p> <p><u>Family Health</u> Member Webinar: Unify Your Family Unit Newsletter Topic: Caring for the Caregiver Preventive Focus: Hearing Screenings</p>	<p>Diabetes</p> <p>Diabetes</p> <p>“Beat the Sweets”</p> <p><u>Diabetes Awareness</u> Member Webinar: Blood Sugar Basics Newsletter Topic: Avoiding Winter Weight Gain Preventive Focus: A1c</p>	<p>Virtual Visit Services</p> <p>Alcohol Awareness</p> <p>Dental Restoration</p> <p><u>Stress Management</u> Member Webinar: The Power of Mindfulness Newsletter Topic: Combatting the Winter Blues Preventive Focus: Depression/Anxiety Screening</p>	<p>Weight Loss</p> <p><u>New Year's Health Goals</u> Motivation: Starting and keeping healthy habits Newsletter Topic: New year, new you Preventive focus: Annual preventive screenings</p>
February 2020	March 2020	April 2020	May 2020	June 2020	July 2020
<p>Heart and Stroke</p> <p><u>Heart Health</u> Member Webinar: Arteries and inflammation: Maintaining your highways to health Newsletter Topic: Heart-smart living Preventive Focus: Blood Pressure</p>	<p>Nutrition</p> <p><u>Healthy Eating</u> Member Webinar: Debunking nutrition myths Newsletter Topic: Navigating nutrition Preventive Focus: Eating the rainbow</p>	<p>Cancer/Stress</p> <p><u>Healthcare Planning</u> Member webinar: Advocating for health: taking care of you and yours Newsletter Topic: Taking charge of your health Preventive Focus: Choosing your care team</p>	<p>Asthma/Blood Pressure/Mental Health</p> <p><u>Physical Activity</u> Member Webinar: Your muscles and metabolism Newsletter Topic: Keep moving Preventive Focus: Lipid Panel</p>	<p>BCBSIL Mobile App</p> <p><u>Workplace Wellness:</u> Member Webinar: Keep it moving: flexibility and mobility Newsletter Topic: Health @ work Preventive focus: Vitamin D</p>	<p>Preventive Care</p> <p><u>Summer Health</u> Member Webinar: Healthy skin for life Newsletter Topic: Safe summer fun Preventive Focus: Skin cancer screening</p>

Pink – National Awareness Calendar

Blue – BCBSIL Focus

Purple – Cigna Focus

Green – Interactive Focus

Strategic Opportunities Calendar

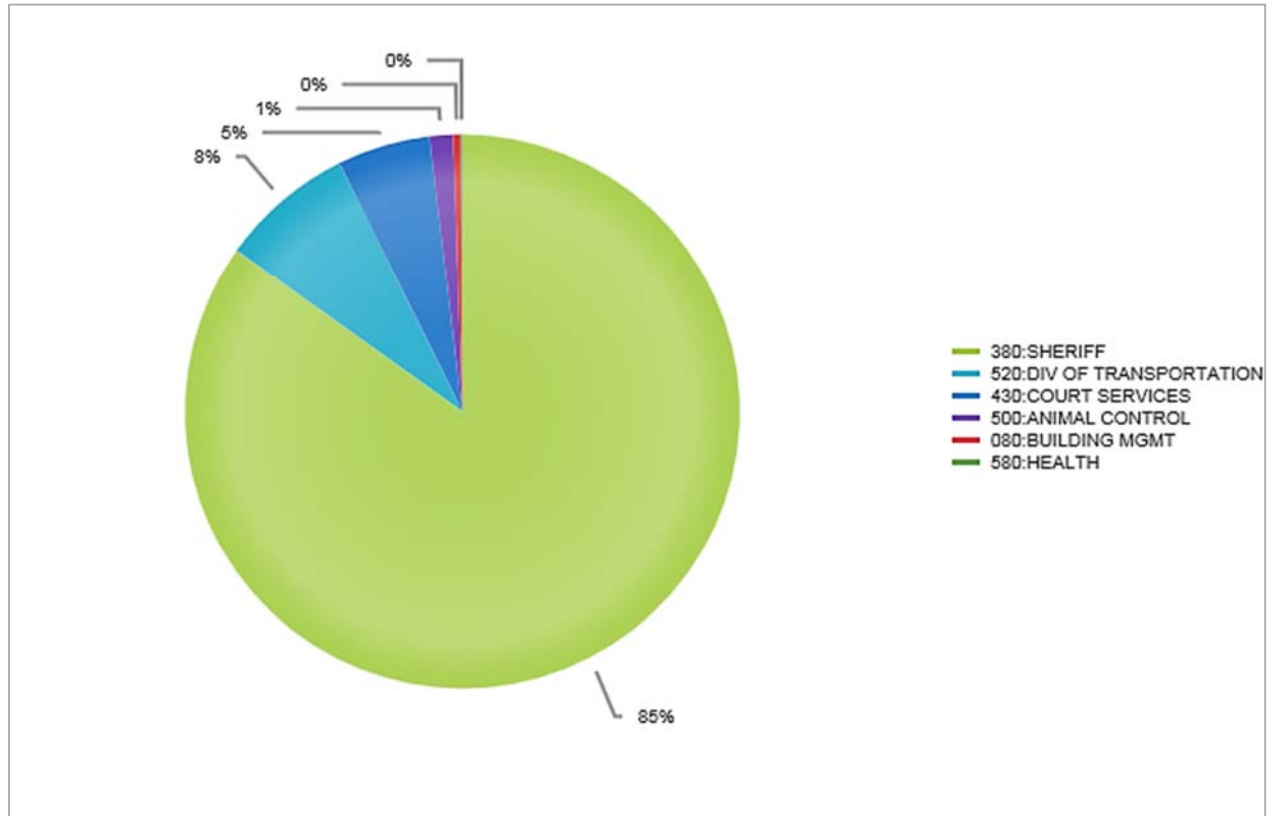
Strategic Priorities Calendar

2020 - 2021

Kane County

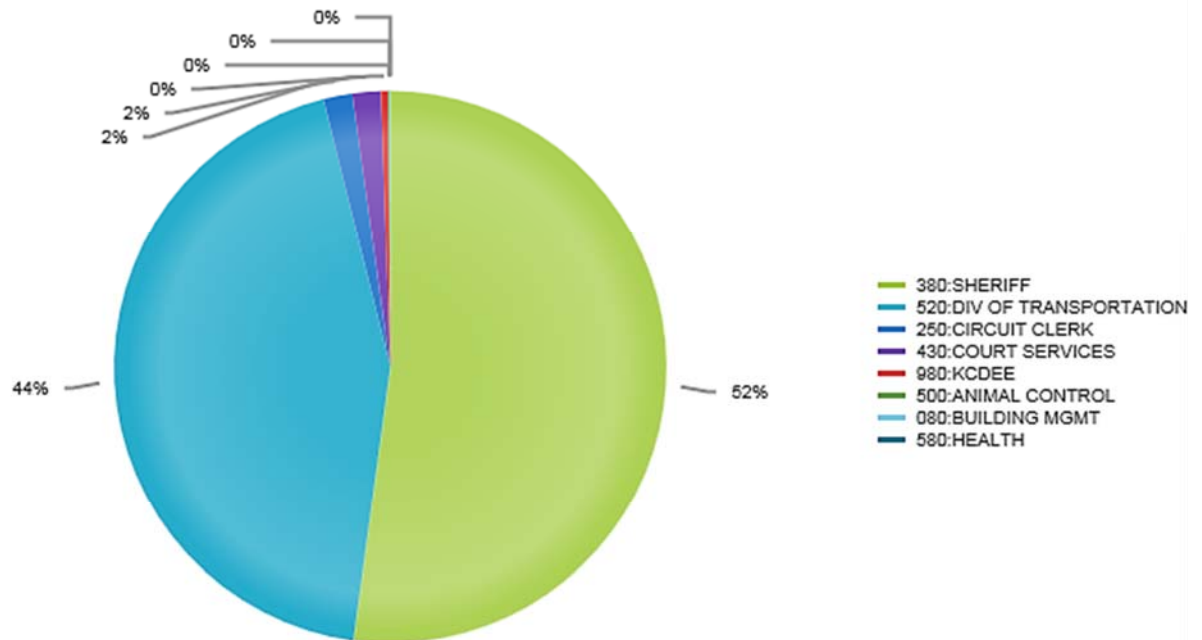
January 2020	February 2020	March 2020	April 2020	May 2020	June 2020
Renewal Marketing Initial Report for July 1, 2020 Initial Rx Review/Analysis			Finalize Marketing Decisions Finalize Rx Decisions	Benchmarking	Strategy and 2021 Plan Design Recommendations
July 2020	August 2020	September 2020	October 2020	November 2020	December 2020
Initial Marketing Report for January 2021 Renewal	Finalize 2021 Plan Design HRIS/Benefit Technology Soft Rollout for New Hires Fully functional for 2020 OE				

Open Workers Compensations Claims that occurred from 12/01/2018-09/30/19



Departments (Group 1)	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
380:SHERIFF	\$83,761.55	\$434,079.05	\$0.00	\$517,840.60	19	\$27,254.77
520:DIV OF TRANSPORTATION	\$41,606.79	\$6,025.37	\$0.00	\$47,632.16	1	\$47,632.16
430:COURT SERVICES	\$12,419.85	\$20,554.70	\$0.00	\$32,974.55	11	\$2,997.69
500:ANIMAL CONTROL	\$6,731.52	\$1,568.48	\$0.00	\$8,300.00	2	\$4,150.00
080:BUILDING MGMT	\$0.00	\$2,750.00	\$0.00	\$2,750.00	1	\$2,750.00
580:HEALTH	\$0.00	\$550.00	\$0.00	\$550.00	1	\$550.00
Totals:	\$144,519.71	\$465,527.60	\$0.00	\$610,047.31	35	\$17,429.92

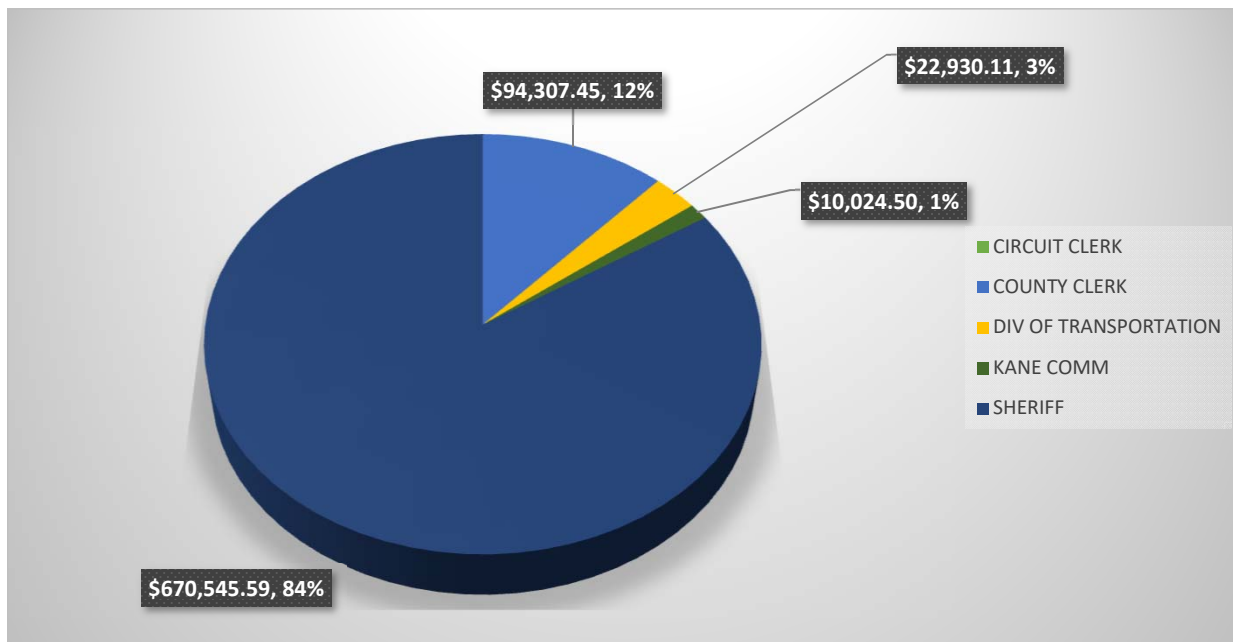
All Open Worker's Compensation Claim for Kane County as of 09/30/19 with The Oldest Injury Date of 06/15/2000 - By Department



Departments (Group 1)	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
380:SHERIFF	\$2,470,517.18	\$2,324,188.65	\$0.00	\$4,794,705.83	43	\$111,504.79
520:DIV OF TRANSPORTATION	\$2,601,287.71	\$1,440,085.42	\$0.00	\$4,041,373.13	8	\$505,171.64
250:CIRCUIT CLERK	\$85,316.75	\$70,317.61	\$0.00	\$155,634.36	4	\$38,908.59
430:COURT SERVICES	\$106,830.33	\$46,027.83	\$0.00	\$152,858.16	14	\$10,918.44
980:KCDEE	\$13,414.87	\$24,934.24	\$0.00	\$38,349.11	2	\$19,174.56
500:ANIMAL CONTROL	\$6,731.52	\$1,568.48	\$0.00	\$8,300.00	2	\$4,150.00
080:BUILDING MGMT	\$0.00	\$2,750.00	\$0.00	\$2,750.00	1	\$2,750.00
580:HEALTH	\$0.00	\$550.00	\$0.00	\$550.00	1	\$550.00
Totals:	\$5,284,098.36	\$3,910,422.23	\$0.00	\$9,194,520.59	75	\$122,593.61

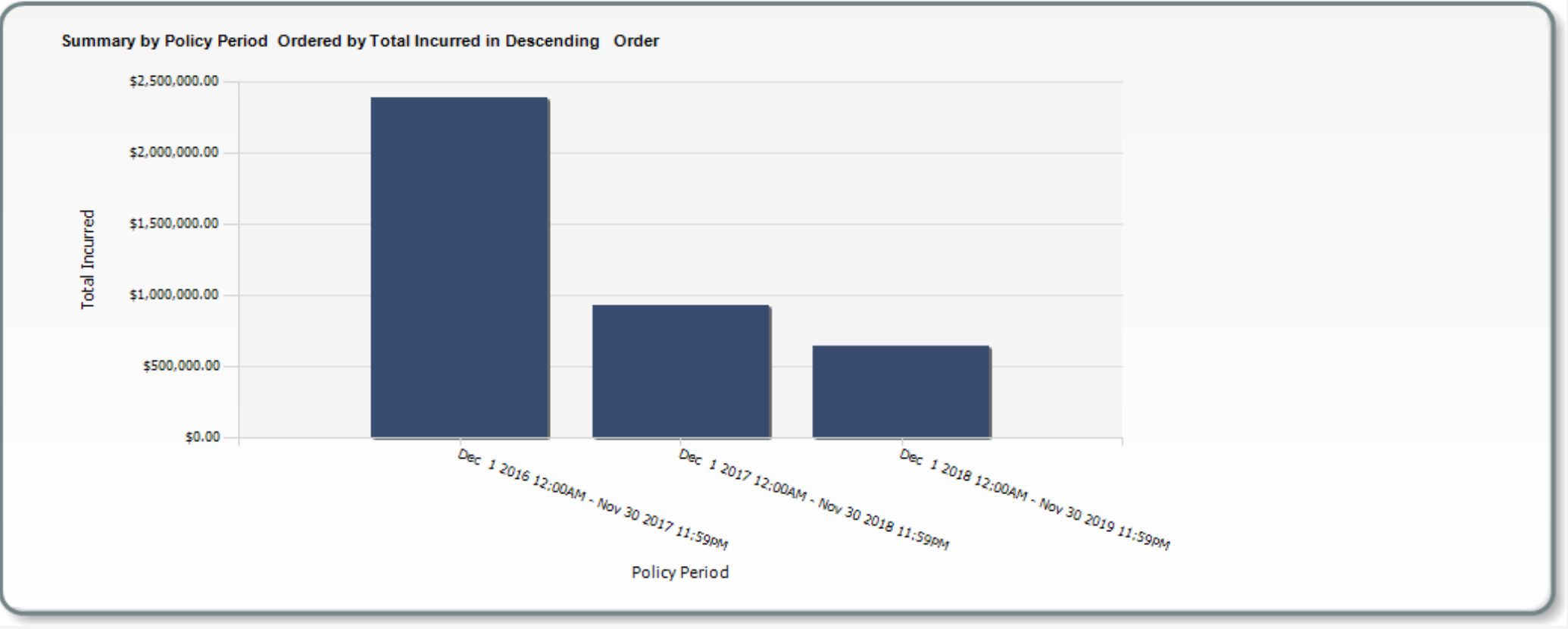
**Kane County Settlements by Department for Policy Period
December 1, 2018- November 30, 2019 as of September 30, 2019**

Department	Settlement Amount	Percentage %
ANIMAL CONTROL	\$0.00	0.00%
BUILDING MAINT	\$0.00	0.00%
CIRCUIT CLERK	\$0.00	0.00%
CORONER	\$0.00	0.00%
COUNTY CLERK	\$94,307.45	11.82%
COURT SERVICES	\$0.00	0.00%
DIV OF TRANSPORTATION	\$22,930.11	2.87%
HEALTH	\$0.00	0.00%
INFO TECH	\$0.00	0.00%
KANE COMM	\$10,024.50	1.26%
RECORDER	\$0.00	0.00%
SHERIFF	\$670,545.59	84.05%
STATES ATTY	\$0.00	0.00%
Total	\$797,807.65	100.00%



Kane County Workman's Comp Trend for 3 Policy Periods- Descending in the Total Incurred

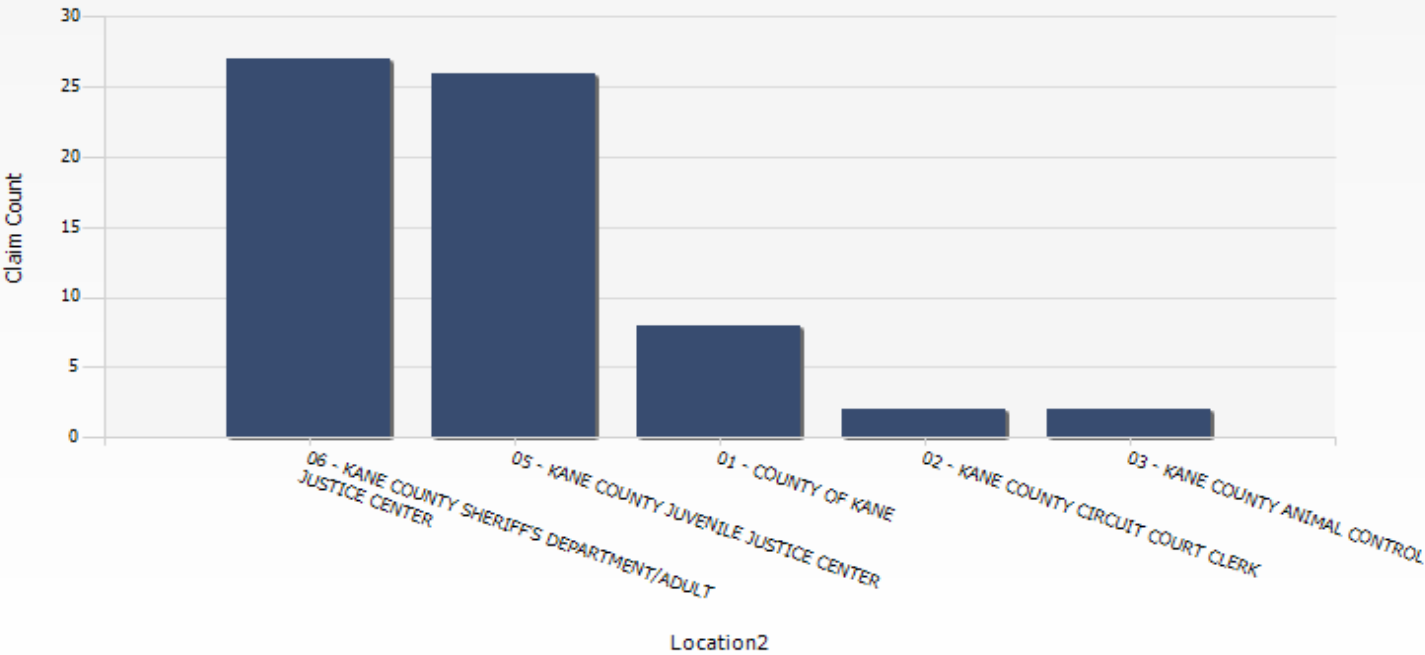
Policy Period	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursement	Net Incurred	Cost Per Claim	% of Freq	% Of Incur
Dec 1 2016 12:00AM - Nov 30 2017 11:59PM	90	\$1,443,315.93	\$951,707.48	\$0.00	\$2,395,023.41	\$0.00	\$2,395,023.41	\$26,611.37	37%	60%
Dec 1 2017 12:00AM - Nov 30 2018 11:59PM	74	\$499,552.03	\$428,042.12	\$887.43	\$926,706.72	\$0.00	\$926,706.72	\$12,523.06	31%	23%
Dec 1 2018 12:00AM - Nov 30 2019 11:59PM	76	\$184,207.27	\$465,845.76	\$0.00	\$650,053.03	\$0.00	\$650,053.03	\$8,442.25	32%	16%



Top 5 Locations where Most Incidents Occurred from 12/01/18 - 09/30/19

Location2	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursement	Net Incurred	Cost Per Claim	% of Freq	% Of Incur
06 - KANE COUNTY SHERIFF'S DEPARTMENT/ADULT JUSTICE CENTER	27	\$74,573.42	\$282,816.31	\$0.00	\$357,389.73	\$0.00	\$357,389.73	\$13,236.66	35%	55%
05 - KANE COUNTY JUVENILE JUSTICE CENTER	26	\$29,325.41	\$17,388.15	\$0.00	\$46,713.56	\$0.00	\$46,713.56	\$1,796.68	34%	7%
01 - COUNTY OF KANE	8	\$67,407.14	\$155,919.04	\$0.00	\$223,326.18	\$0.00	\$223,326.18	\$27,915.77	10%	34%
02 - KANE COUNTY CIRCUIT COURT CLERK	2	\$1,835.94	\$0.00	\$0.00	\$1,835.94	\$0.00	\$1,835.94	\$917.97	3%	0%
03 - KANE COUNTY ANIMAL CONTROL	2	\$6,873.37	\$1,426.63	\$0.00	\$8,300.00	\$0.00	\$8,300.00	\$4,150.00	3%	1%

Summary by Location2 Ordered by Claim Count in Descending Order

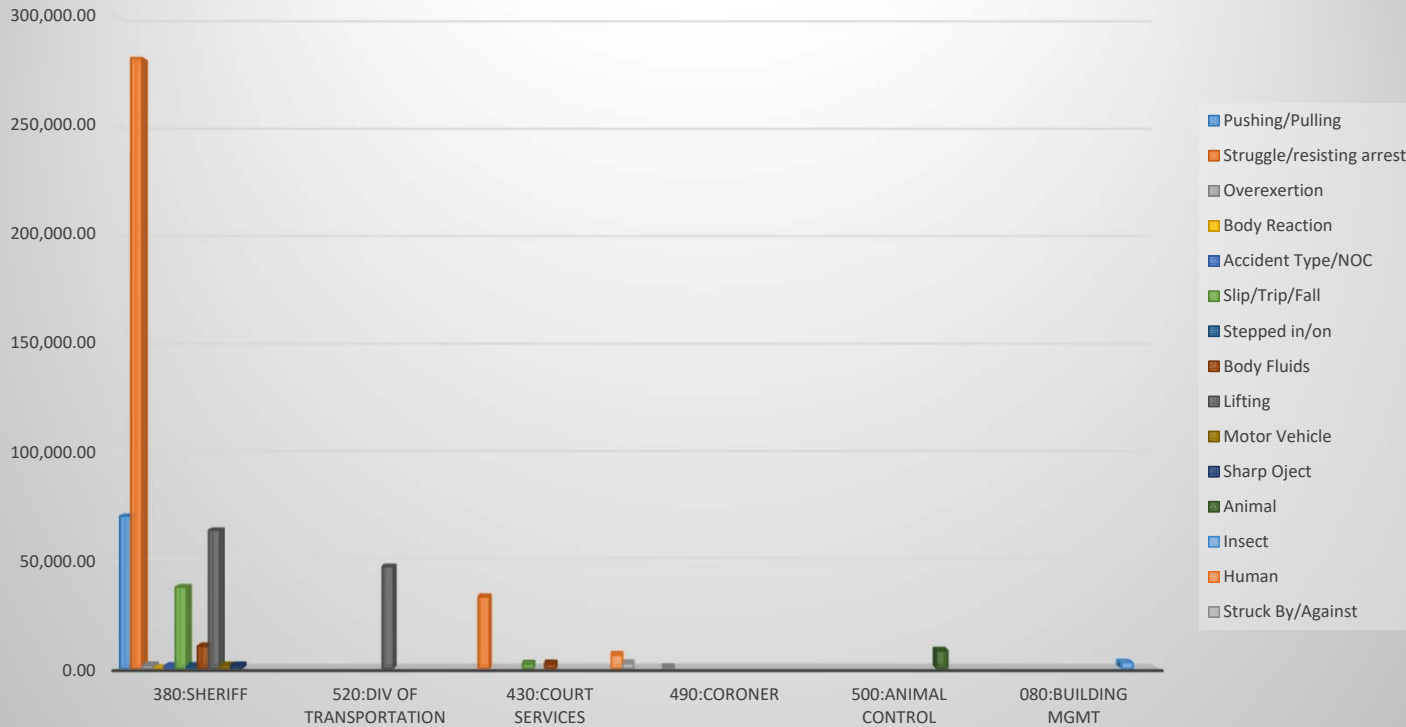


The Top 5 Locations where the Most Incidents have occurred From 12/01/2018-09/30/2019

Total Incurred -Departments- Cause Code

Departments	Pushing/Pulling	Struggle/resisting arrest	Overexertion	Body Reaction	Accident Type/NOC	Slip/Trip/Fall	Stepped in/on	Body Fluids	Lifting	Motor Vehicle	Sharp Object	Animal	Insect	Human	Struck By/Against
380:SHERIFF	71,000.00	280,823.89	\$1,342.79	\$53.58	\$1,100.00	\$37,984.05	\$1,100.00	\$10,386.84	\$64,530.21	\$1,342.79	\$1,369.32				
520:DIV OF TRANSPORTATION									\$47,632.16						
430:COURT SERVICES		33,544.95				\$2,222.49		\$2,258.97						\$6,320.00	\$2,366.39
490:CORONER			\$538.00												
500:ANIMAL CONTROL												\$8,300.00			
080:BUILDING MGMT													\$2,750.00		

The Top 5 Locations where Most Incidents Occurred- From 12/01/18-09/30/19



Depts	Claim Count
Sheriff	31
Court	28
Animal control	2
Building	1
Coroner	1
Division Transportation	1



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Approving Payment of All Line of Commercial Insurance FY2020 Including Auto, Property, Casualty, General Liability and Workers Compensation and continuing a Service Agreement with Presidio (Wine Sergi) Insurance

Committee Flow: Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?Y	Appropriation Amount: 921,218
If not budgeted, explain funding source:	

Summary:

This is the annual resolution establishing the insurance premiums for FY2020 and all lines of commercial liability insurance including auto, property, casualty, general liability and workers compensation coverage and continuing a service agreement with Presidio Insurance (Wine Sergi).

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

**APPROVING PAYMENT OF ALL LINE OF COMMERCIAL INSURANCE FY2020 INCLUDING
AUTO, PROPERTY, CASUALTY, GENERAL LIABILITY AND WORKERS COMPENSATION
AND CONTINUING A SERVICE AGREEMENT WITH PRESIDIO (WINE SERGI) INSURANCE**

Line Item	Line Item Description	Was Personnel/Item/Service approved in original budget or a subsequent budget revision?	Are funds currently available for this Personnel/Item/Service in the specific line item?	If funds are not currently available in the specified line item, where are the funds available?
010.120.130.50000 010.120.130.53000 010.120.130.53010	Project Administration Insurance Liability Workers Compensation	Yes	Yes	NA

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 Liability



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Approving Two Year Third Party Claims Administration Services Agreement with Cannon Cochran Management Services, Inc. (CCMSI)

Committee Flow: Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?Y	Appropriation Amount:\$69,500
If not budgeted, explain funding source:	

Summary:

This resolution is for a continued two year (2) agreement for FY2020 and FY2021 authorizing service with the third party administrator, CCMSI, to handle Kane County's liability and workers compensation claims.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

**APPROVING TWO YEAR THIRD PARTY CLAIMS ADMINISTRATION SERVICES
AGREEMENT WITH CANNON COCHRAN MANAGEMENT SERVICES, INC. (CCMSI)**

WHEREAS, to protect the interests of Kane County, prompt and effective handling of all lines of insurance including, property, casualty, general liability, automobile, and workers compensation is required and a service agreement with Cannon Cochran Management Services, Inc. (CCMSI) for a two year agreement for Fiscal Year 2020 and Fiscal Year 2021; and

WHEREAS, Cannon Cochran Management Services, Inc. agency fee is \$69,500 for December 1, 2019 through November 30, 2020 and December 1, 2020 through November 30, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Chairman is authorized to enter into a two year (2) contract with Cannon Cochran Management Services, Inc. (CCMSI) to provide third party claims administration services for property, casualty, general liability, automobile, and workers compensation.

Line Item	Line Item Description	Was Personnel/Item/Service approved in original budget or a subsequent budget revision?	Are funds currently available for this Personnel/Item/Service in the specific line item?	If funds are not currently available in the specified line item, where are the funds available?
010.120.130.50000 010.120.130.53000 010.120.130.53010	Project Admin Insurance Liability Workers Comp	Yes	Yes	N/A

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 CCMSI



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Amending RES #18-68 Authorizing a Procedure for Employees in Building Management's Pay Rate for Holiday, On Call and After Hours Worked

Committee Flow: Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

Contact: Rickey Sparks, 630.208.5175

Budget Information:

Was this item budgeted? N/A	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

Authorizing an amendment to RES #18-68 regarding procedures/policy for employees in Building Management/s pay rate for holiday and additional time worked above and beyond regularly scheduled hours.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

AMENDING RES #18-68 AUTHORIZING A PROCEDURE FOR EMPLOYEES IN BUILDING MANAGEMENT'S PAY RATE FOR HOLIDAY, ON CALL AND AFTER HOURS WORKED

WHEREAS, previously approved RES #18-68 requires clarification as it does not adequately address Building Management's policy concerning payment of personnel for hours worked during holidays and additional time worked above and beyond regularly scheduled hours; and

WHEREAS, if Building Management employees are called out to work on an unscheduled basis, on a County scheduled holiday: 1.) they will receive eight (8) hours pay for each holiday, 2.) additionally, they will be compensated at a rate of one and a half times their regular rate pay for any/all hours worked that day; and

WHEREAS, there will be a guaranteed minimum of two and one half (2.5) hours "show up" pay for unscheduled holiday call outs; and

WHEREAS, except for time worked on County scheduled holidays, regular overtime (paid at time and a half rate) will only be earned if the employee physically works more than their standard base schedule of 40 hours per week, for that week; and

WHEREAS, if a County scheduled holiday occurs during the week that unscheduled over time is required, the holiday will be considered as "time worked" for calculating over time purposes only; and

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that Building Management's Holidays and Overtime Worked rules are set forth in this resolution.

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 Amend RES #18-68



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No. 18 - 68

Authorizing a Procedure for Employees in Building Management's Pay Rate for Holiday, On Call and After Hours Worked

Committee Flow: Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted? N/A	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

Authorizing a procedure for employees in Building Management's pay rate for holiday, on call and after hours worked.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO. 18 - 68

**AUTHORIZING A PROCEDURE FOR EMPLOYEES IN BUILDING MANAGEMENT'S PAY
RATE FOR HOLIDAY, ON CALL AND AFTER HOURS WORKED**

WHEREAS, from time to time the Human Services Committee finds it necessary to establish certain procedures for Kane County Departments that are in variance with those contained in the Kane County Personnel Policy Handbook and to adopt specific procedures for a certain Department to meet unique operational requirements; and

WHEREAS, the Human Services Committee desires to authorize such administrative procedures related to pay rate for holiday, on call and after hours worked for the Kane County Building Management Department; and

WHEREAS, if a Building Management employee works on a County scheduled holiday to complete duties, he or she will be paid at a rate of one and a half their base pay and the employee will not receive holiday pay for this day; and

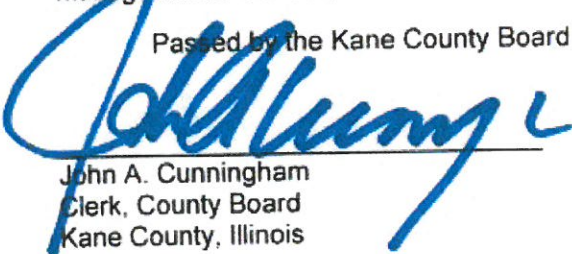
WHEREAS, in addition to the pay for hours worked, the Building Management employee will be able to bank eight hours (based on their base schedule of 40 hours per week) to use as paid leave. This earned time will be recorded on the employee's timesheets as Holiday Special Earned; and

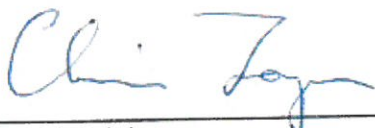
WHEREAS, Holiday Special Earned must be used within 60 days of being earned. When used, this bank of time will be indicated on the Building Management employee's timesheet as Holiday Special Used; and

WHEREAS, except for time worked on a holiday, overtime paid at time and a half will only be earned if the employee physically works more than 40 hours per week. Impacted employees will received retroactive pay at .50, beginning 12/1/2017 - 3/13/2018, paid from the Building Management Fund.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that Building Management's On-Call, Overtime and Holidays Worked rules are set forth in this resolution.

Passed by the Kane County Board on March 13, 2018.


John A. Cunningham
Clerk, County Board
Kane County, Illinois


Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:
[Unanimous]

18-03 Res Bldg



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Amending the Discipline Policy

Committee Flow: Human Services Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

This resolution amends the Discipline Policy contained in the Kane County Personnel Policy for County employees.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

AMENDING THE DISCIPLINE POLICY

WHEREAS, the County of Kane finds it desirable to amend its Discipline Policy contained in the Kane County Personnel Policy Handbook for County Employees.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Kane County Personnel Policy Handbook is amended, effective immediately, by repealing the current Disciplinary Policy and replacing it with the revised Disciplinary Policy. A copy of the revised Personnel Policy Handbook shall be placed on file with the County Clerk's Office and posted on the County's Human Resources intranet page. The Human Resources Management Director is hereby directed to notify employees of the policy amendment. Employees will sign acknowledgements to the Policy Handbook change.

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 Discipline



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Repealing the Appeals Policy

Committee Flow: Human Services Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

Repealing the Appeals Policy contained in the Kane County Personnel Policy Handbook for County employees.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

REPEALING THE APPEALS POLICY

WHEREAS, the County of Kane finds it desirable to repeal the Appeals Policy contained in the Kane County Personnel Policy Handbook for County employees.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Kane County Personnel Policy Handbook is amended, effective immediately, by repealing the current Appeals Policy. A copy of the revised Personnel Policy Handbook shall be placed on file with the County Clerk's Office and posted on the County's Human Resources intranet page. The Human Resources Management Director is hereby directed to notify employees of the policy amendment. Employees will sign acknowledgements to the Policy Handbook change.

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 Appeals



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Repealing the Grievances Policy

Committee Flow: Human Services Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

This resolution repeals the Grievances Policy contained in the Kane County Personnel Policy Handbook for County employees.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

REPEALING THE GRIEVANCES POLICY

WHEREAS, the County of Kane finds it desirable to repeal the Grievances Policy contained in the Kane County Personnel Policy Handbook for County employees.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Kane County Personnel Policy Handbook is amended, effective immediately, by repealing the current Grievances Policy. A copy of the revised Personnel Policy Handbook shall be placed on file with the County Clerk's Office and posted on the County's Human Resources intranet page. The Human Resources Management Director is hereby directed to notify employees of the policy amendment. Employees will sign acknowledgements to the Policy Handbook change.

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 Grievance



RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

Resolution No.

Amending Kane County Code Sections 2-47 and 2-48

Committee Flow: Human Services Committee, Executive Committee, County Board

Contact: Sylvia Wetzel, 630.232.5932

Budget Information:

Was this item budgeted?	Appropriation Amount:
If not budgeted, explain funding source:	

Summary:

This resolution amends the rules and procedures to better administer its operations and to more directly serve the people of Kane County.

STATE OF ILLINOIS

COUNTY OF KANE

RESOLUTION NO.

AMENDING KANE COUNTY CODE SECTIONS 2-47 AND 2-48

WHEREAS, the County of Kane intends to amend its rules of procedure to better administer its operations and to more directly serve the people of Kane County; and

NOW, THEREFORE, BE IT ORDAINED Section 2-47 of the Kane County Code is hereby amended by replacing subsections B and C.

Passed by the Kane County Board on November 12, 2019.

John A. Cunningham
Clerk, County Board
Kane County, Illinois

Christopher J. Lauzen
Chairman, County Board
Kane County, Illinois

Vote:

19-11 County Code