

## **LEGAL AND HUMAN RESOURCES COMMITTEE**

**OCTOBER 30, 2017**

### **MINUTES**

#### **CALL TO ORDER**

The meeting was called to order by Committee Chairman Stagno at 2:00 p.m.

#### **ROLL CALL**

Members present: Chairman Stagno, Trustee Kerman

Members absent: Trustee Cohen

Others present: President McCombie, Mitch Backes (Corkill Insurance) and Ken Morris (Waipa District New Zealand).

Staff present: Treasurer Bodie and Administrator Palmer

#### **APPROVAL OF MINUTES**

Motion to approve the Minutes of the October 18, 2017 Regular Session Meeting and Closed Session Meeting was made by Trustee Kerman and seconded by Chairman Stagno. Motion passed by unanimous voice vote.

#### **PUBLIC COMMENT**

No public comments were made.

#### **AGENDA ITEMS**

##### **Introduction of Calli Ortega, Corkill Insurance**

Bodie explained that Calli Ortega could not attend today's meeting, however Mitch Backes from Corkill Insurance was in attendance in place of Calli. Chairman Stagno welcomed Backes and asked him to introduce himself. Backes explained that their office is located in Elk Grove Village and that he is part of the Special Public Entity Team, specializing in Property Casualty and Workers Compensation. The office has a claims team of four individuals. Bodie added that the company has human resource people on staff to assist with such issues as the Fair Labor Standards Act (FLSA). Backes explained that the company has been in business since 1959 and that he had been with the company for nine years. Much of their work is with Fire Prevention Districts. Stagno asked about narrowing down the range of plans that have been presented. Bodie added that a big part of the current task at hand is to decide on which broker to work with or as another option, to self broker the health insurance for the Village. Bodie further explained that for Workers Compensation, the Village currently works with IPRF and has had recent experience with small injuries. Trustee Abbate asked about the method for reducing the modifier for health insurance premiums. The Committee briefly discussed the tenure of some claims that feed into determining the modifier. Backes explained Workers Compensation, higher settlements and from experience, that once a claim is entered into the system it is very difficult to have it removed. Backes explained their claim reporting system and how it has worked to better manage workers compensation claims. Bodie asked if Corkill had ever used investigators to address some claims that are made. Backes confirmed that they had used such measures in past cases. Abbate asked about starting a Workers Comp Pool. Backes noted that it is a very difficult process and often is not achievable because of the problems that come from handling other municipality's employees.

Bodie thanked Backes for attending the meeting at which time Backes left the meeting. The Committee then continued to discuss the current broker in terms of responsiveness. Following a brief discussion, the Committee concurred that Bodie be directed to prepare a resolution to change brokers for employee health insurance.

#### Discussion of employee group insurance renewal and broker services

The Committee discussed the current broker in terms of responsiveness. Following a brief discussion, the Committee concurred that Bodie be directed to prepare a resolution to change brokers for employee health insurance. Bodie then reviewed the various plans that had been proposed for health insurance coverage. Bodie described the situation for the Village noting that the current plan could be extended for a year, or an option existed to pick up a different plan that would be offered beginning January 1, 2018. Bodie also noted that the existing program would not be available after this year. In regard to the HSA, Bodie recommended to reduce the contribution to \$650. Bodie also explained that the average cost per employee was \$15,270 for insurance. Mayor McCombie concurred with the recommendation to keep the current plan and extend it for a year. Motion was made by Kerman to have Bodie draft a resolution to extend the existing health insurance plan for a year. Motion was seconded by Stagno. On a voice vote the motion was passed. The resolution would be forwarded to the Village Board upon completion.

#### Business Hours

Bodie noted that this item was continued from the previous meeting. She also stated that lunch time for staff could be limited during current office hours, which are 8 AM to 4 PM. Mayor McCombie requested that contact be made with comp communities to find out their policy on lunch periods. Having no further discussion, the item was tabled until further information was made available.

#### **EXECUTIVE SESSION**

No executive session was held.

#### **STAFF REPORTS**

##### Village Administrator

Palmer again introduced Ken Morris, the CFO from the Waipa District in New Zealand who is visiting the US on an ICMA Manager's exchange. Palmer also reported that he had followed up on a block heater needing repair at the water plant. Jason Fowler had been contacted and reported that all the generators have block heaters and the last one to be repaired was at Wood Oaks Lift Station. Based on that information the repair was authorized.

##### Village Treasurer

Bodie reported that she would be attending Pension Administrator Training and Treasurer Re-Certification in Bloomington.

#### **OLD BUSINESS**

No old business was discussed.

**NEW BUSINESS**

Mayor McCombie mentioned that she would be meeting with two attorney groups pending upcoming negotiations. Mayor McCombie also reported on a recent meeting with Senator Duckworth and Mayor Darch in Barrington to talk about the proposed Federal Tax Bill. Mayor McCombie mentioned that contact had been made with a broker regarding the possibility of a Goddard School along Barrington Road.

**ADJOURNMENT** - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 3:34 PM.

Respectfully submitted by  
Bob Palmer, Administrator