COUNTY OF KENDALL, ILLINOIS
ADMIN HR COMMITTEE
County Office Building
County Board Room 210
Monday, April 1, 2019 at 5:30p.m.

MEETING AGENDA

1. Call to Order

2. Roll Call: Elizabeth Flowers (Chair), Judy Gilmour, Scott Gryder, Matthew Prochaska, Robyn Vickers

3. Approval of Agenda

4. Approval of Minutes from March 20, 2019

5. Department Head and Elected Official Reports

6. Public Comment

7. Committee Business
   - Wellness Program Presentation by CHC Wellbeing
   - Kendall Area Transit Resolution Authorizing the Execution and Amendment of Section 5311 Grant Agreement
   - Discussion of Monthly Meeting Dates & Times
   - Discussion of Employee Recognition

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
RESOLUTION AUTHORIZING EXECUTION AND AMENDMENT OF
SECTION 5311 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 GOVERNING BOARD OF KENDALL COUNTY:

Section 1. That Kendall County finds that the Kendall Area Transit project is consistent with official plans
for developing the community.

Section 2. 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
2020 for the purpose of off-setting a portion of the Public Transportation Program operating
deficits of Kendall County.

Section 3. That while participating in said operating assistance program, Kendall County will provide all
required local matching funds.

Section 4. That the Kendall County Board Chairman of the Kendall County Kendall County Board is
hereby authorized and directed to execute and file on behalf of Kendall County such application.

Section 5. That the Kendall County Board acknowledges the Acceptance of Special Warranty, and
understands as a condition of receipt of funds under 49 U.S.C. 5311 funds, that 49 U.S.C.
5311(b) requires fair and equitable arrangement must be made to protect the interest of
employees affected by assistance.

Section 6. That the Kendall County Board Chairman of the Kendall County Kendall County Board 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 7. That the Kendall County Board Chairman of the Kendall County Kendall County Board is
hereby authorized and directed to execute and file on behalf of Kendall County 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 2020.
Section 8. That the Kendall County Administrator of Kendall County 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 9. That the Kendall County Board Chairman of the Kendall County Kendall County Board 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 2020.

PRESENTED and ADOPTED this 16th day of April.

Approved: 

X 
Scott R. Gryder, County Board Chairman

Attest: 

X 
Debbie Gillette, County Clerk and Recorder
WELLBEING STRATEGY DEVELOPMENT: You receive a comprehensive three-year plan for reaching your true potential, including specific strategies for your scientific rewards platform, engagement marketing campaigns, specific support tools and ongoing activities to shape a culture of organizational trustworthiness.

WELLBEING ASSESSMENT: We gain a holistic view of each individual and set a baseline for your population against the benchmark wellbeing risks through our comprehensive biometric screenings (37-panel) and our Health & Lifestyle Survey which examines physical, emotional, social and financial aspects of wellbeing.

REWARDS PLATFORM: We scientifically apply rewards to promote specific habits that lead to true potential. Our proprietary algorithm ensures the proper type and timing of rewards to create lasting change.

DIGITAL/MOBILE: We offer more than 700 e-learning modules, webinars and a suite of activity and nutrition tracking tools. These are available online and via mobile through our interactive web portal.

FINANCIAL WELLBEING: We improve financial confidence by tackling topics such as budgeting, bank accounts, student loans, credit cards and retirement.

SOCIAL SUPPORT: Our proprietary walking program is one example of how we bring participants together to team up and reach their goals.

HEALTH COACHING: Participants can get professional, personalized help with issues such as stress, sleep, nutrition, exercise, smoking and diabetes control.

TRANSPARENT REPORTING: Each year, you will receive detailed trending for your benchmark wellbeing risks, including a report on the impact that reduced benchmark risks are having on your bottom line through decreased cost and improved productivity.
SERVICE & SUPPORT

CHC ensures your success by investing in the highest level of client service, IT support, and fully transparent and comprehensive reporting.

To guide you in your journey to true potential, CHC provides an exceptional account manager with training and expertise in developing customized wellbeing strategies. We will partner with you to deliver:

3-YEAR PLAN: You receive a comprehensive plan for reaching your true potential, including a scientific rewards platform, specific support tools and ongoing activities to shape a culture of organizational trustworthiness.

PARTICIPATION STRATEGIES: We offer insight on maximizing participation, including a library of marketing assets to promote your wellbeing initiatives.

STATUS UPDATES: We will stay engaged with your team via weekly, monthly, and quarterly updates as well as an annual review of your performance.

Our account management team relies on our rich repository of data and leading analytics capabilities to examine:

RISK REDUCTION
Each year, you receive detailed trending for your benchmark wellbeing risks.

FINANCIAL IMPACT
We report the impact that reduced benchmark risks are having on your bottom line through decreased cost and improved productivity.

PARTICIPATION
We’ll share participation and engagement metrics, as well as demographic information such as age and gender breakdowns.

FEEDBACK
We’ll take the pulse of your population to gauge their satisfaction and gain insight on what additional support they need.

Beyond Wellness to True Potential.
We scientifically apply rewards to promote specific habits that lead to true potential. Our proprietary algorithm ensures the proper type and timing of rewards to create lasting change.

Flexible and customizable platform based on your goals and your population's wellbeing assessment

Scientifically valid formula proven to predictably impact benchmark wellbeing risks

Verification process ensures specific activities have been completed

Expansive library of rewards allows us to encourage participation as well as outcomes, which encourage behavior change

Our strategy for applying rewards answers the following questions:

- What are the rewards being used?
- How frequently are rewards granted?
- How much value does each reward carry?
- What mix of activities and/or outcomes are being rewarded, and why?
- How are rewards verified to confirm specific behaviors and actions have occurred?

We will set a specific rewards strategy based on your three-year plan and our experience guiding individuals along their journey to true potential. The ultimate goal of our rewards platform is to nurture healthy habits long enough to embed a state of personal wellbeing for every participant.

Beyond Wellness to True Potential.

847.640.4440

www.chcw.com
Money shouldn't be a burden for your employees, but a tool to help them achieve their true potential. Our robust and unique curriculum increases your employee's financial confidence by engaging them with topics such as budgeting, bank accounts, student loans, credit cards and retirement.

**WHY IS FINANCIAL WELLBEING IMPORTANT?**

85% of people are stressed about finances

50% of Americans have less than one month's income saved for a rainy day

48% of employees have credit card debt

The financial wellbeing of your population has a direct impact on physical, emotional and social wellbeing as well. From declining life and job satisfaction to increased stress, financial pressure can be a major contributor to decreased productivity, increased cost and lower employee engagement.

**WHAT DOES OUR PROGRAM OFFER?**

CHC equips your employees with interactive tools to personalize their experience. They can earn rewards along the way as they achieve specific goals. With a catalog of tools at their fingertips, your employees can take a big step toward true potential by taking control of their finances.

Support includes:

- Finance Experts
- Articles
- Interactive Modules
- Webinars
- Resource Recommendations
- And more!

Beyond Wellness to True Potential.

📞 847.640.4440
🌐 www.chcw.com
THE IMPACT OF 5,000 STEPS PER DAY

A sixteen month independent study of participants with metabolic syndrome found that:

38% of diabetics returned to healthy status

78% with high blood pressure moved to medium or low risk categories

9 lbs on average were lost by walking participants, while non-participants gained weight

Challenge participants with path goals in Google Maps, distance goals or average daily step goals. Watch as competition and camaraderie help nurture an environment where employees can do their best work. Features of the CHC walking program include:

- Customizable walking challenges (individual or group)
- Online team results and leaderboards
- Targeted marketing to drive participation
- Complete program tracking through the CHC member portal, including integration with 100+ activity devices
- Capability for participants to purchase activity trackers at exclusive discount prices

Beyond Wellness to True Potential.

☎ 847.640.4440
✉ www.chcw.com
At CHC Wellbeing, we go beyond wellness to true potential. We exist to help individuals excel in every facet of their lives. Our belief is that everyone has a right to thrive.
PURPOSE-DRIVEN

CHC Wellbeing is a purpose driven organization. Each day, we care for individuals within companies. Each night, we care for the underprivileged in our community, leading a citywide effort to deliver emergency provisions to the homeless across Chicago.
We focus on a set of benchmark wellbeing risks that have been directly linked to healthcare costs and productivity through foundational research based on analyzing 4 million claims over 40 years.

We have been consistently and predictably reducing benchmark wellbeing risks by an average of 25 percent for more than a decade.

We stand behind our work, offering our clients a three-year performance guarantee for the effectiveness of our approach.
Benchmark wellbeing risk trending and detailed biometric trending for key metrics and health conditions such as diabetes.

Financial impact of your wellbeing strategy, including cost reduction and improved productivity.

Participation and engagement metrics, including demographic breakdowns such as age and gender.

Participant feedback, including satisfaction and recommendations related to future support.
If you change risk, costs will change in the same direction.

University of Michigan
SUPPORTIVE

We take the guesswork and the grunt work out of wellbeing. Our experienced account management team will be at your service to help build a strategic three-year plan, lead a smooth implementation process and be “on call” to assist with ongoing needs.
The road to true potential is a personal journey. That's why we customize our approach for each and every client we serve. We combine best practices with “best for you” practices. Our capabilities are extremely flexible and can be modified to address your specific needs.

Our member portal is available as a stand-alone product or with biometric and health survey data. The data can be gathered using CHC screenings and/or CHC health & lifestyle surveys, as well as importing from personal physician records or a data feed. Additional components such as our walking program and rewards program can be added on to our portal to enhance the user experience further.
Our **WELLBEING ASSESSMENT** provides a comprehensive understanding of your organization's wellbeing. We gain a holistic view of each individual and set a baseline for your population against the benchmark wellbeing risks through:

1. **COMPREHENSIVE BIOMETRIC SCREENINGS**

   Our comprehensive biometric screenings provide a detailed report to help identify individuals at risk or out of range for key health indicators.

   - We can perform onsite screenings, remote screenings and also receive biometric results from physician offices.
   - Registration for the screenings can be completed online, over the phone or on paper.
   - Onsite screenings are staffed by CHC-employed and trained phlebotomists. Spanish-speaking phlebotomists are also available.

2. **HEALTH & LIFESTYLE SURVEY**

   Our health & lifestyle survey examines physical, emotional, social and financial aspects of wellbeing.

   - Collects info on benchmark wellbeing risks such as stress, job/life satisfaction, smoking, alcohol use, and exercise.
   - Survey can be completed via paper or online.
   - Available in English, Spanish and Polish.
SIGHTFUL

The comprehensive biometric screenings that take place onsite test for the following:

- ANEMIA, INFECTIONS & CERTAIN CANCERS
- HEART DISEASE & STROKE
- KIDNEY DISEASE
- NUTRITIONAL & GASTROINTESTINAL DISORDERS
- LIVER & GALLBLADDER
- DIABETES
- BLOOD PRESSURE
- ANY ADDITIONAL TESTS ADDED, SUCH AS REFLEX A1C OR NICOTINE

Our phlebotomists are also able to measure height, weight and waist circumference at onsite screenings.
PHYSICIAN CONNECT
Share wellbeing results with physician

WEBINAR SERIES
Tips & trends for healthy living from industry experts

HEALTH COACHING
Participants can get professional, personalized help with issues such as stress, sleep, nutrition, exercise, smoking and diabetes control.

E-LEARNING MODULES
More than 700 wellbeing topics - interactive, multimedia

FINANCIAL WELLBEING
Robust, unique curriculum to build financial confidence

ACTIVITY TRACKER
Monitor hundreds of regular activities

NUTRITION JOURNAL
Record daily eating habits, including carbs, fats, sugars and calories

MINDFULNESS
Over 60 videos on emotional wellbeing topics from experts in the field
Team Standings to Date

1st  Team 4
     2,567,947 steps

2nd  Team 8
     2,348,900 steps

3rd  Team 2
     1,954,345 steps
CHC's WALKING PROGRAM gets participants active, builds community and contributes to a culture of organizational trustworthiness. Features of the walking program include:

- Customizable walking challenges
- Online team results and leaderboards
- Targeted marketing to drive participation
- Complete program tracking through the CHC member portal, including integration with 100+ activity devices
- Capability for participants to purchase activity trackers at exclusive discount prices

Walking challenges are highly customizable and can be created as either individual or group challenges with several different types of walking goals.
Our REWARDS PROGRAM scientifically promotes specific habits that lead to true potential. Our proprietary algorithm ensures the proper type and timing of rewards to create lasting change.

- Flexible and customizable platform based on your goals and your population's wellbeing assessment
- Scientifically valid formula proven to predictably impact benchmark wellbeing risks
- Verification process ensures specific activities have been completed
- Expansive library of rewards allows us to encourage participation as well as outcomes, which encourage behavior change

Our strategy for applying rewards answers the following questions:

- What are the rewards being used?
- How frequently are rewards granted?
- How much value does each reward carry?
- What mix of activities and/or outcomes are being rewarded, and why?
- How are rewards verified to confirm specific behaviors and actions have occurred?
Set your rewards program to award all types of incentives at various levels:

- **Bronze**
  - 300 points
  - Entered into a raffle

- **Silver**
  - 450 points
  - 1 PTO Day

- **Gold**
  - 600 points
  - Discount on insurance premiums

Promote engagement by assigning points to all different types of activities, such as:

- **✓** Being in range for certain health screening measurements
- **✓** Utilizing the CHC member portal, such as watching webinars and completing e-learning courses
- **✓** Directly uploading documents showing completion of important preventive service to the portal

- **✓** Participation in CHC's walking program and any company-wide walking challenges
- **✓** Involvement in company-sponsored activities, such as weight loss challenges or volunteer days
- **✓** Any other personal healthy activities that can be reported via documentation (gym membership, etc)
ARE YOU READY TO GO BEYOND WELLNESS TO TRUE POTENTIAL?

For 14 years, we have served more than 1,000 clients across multiple industries, including: manufacturing, healthcare, governments, school districts and non-profits. We’re proud to have helped so many organizations reduce healthcare costs, improve productivity and enhance their overall wellbeing.

Will you be our next true potential story? Contact us today for a demo of our capabilities and a no-cost assessment of your current wellbeing strategies.