CALL TO ORDER
The meeting was called to order by Chair Judy Gilmour at 9:32a.m.

ROLL CALL
Committee Members Present: John Purcell – present, Elizabeth Flowers - present, Lynn Cullick - here, Dan Koukol - here, Judy Gilmour - here

Others present: Glenn Campos, Jim Pajauskas, Jeff Wilkins

PUBLIC COMMENT – None

APPROVAL OF MINUTES: Member Flowers made a motion to approve the October 2, 2014 meeting minutes, second by Member Cullick.  With all in agreement, the motion passed.

MONTHLY REPORTS

CBIZ UPDATE

- **2015 Health Benefit Plan recommendation** – Jim Pajauskas reviewed the benefit recommendations with the committee, and clarified set hospital fees, hospital coverage discounts, management fees in the claims discount, and the local hospitals that are in the BCBS network for Kendall County employees. There was consensus of the committee to do nothing at this time with the self-funded plan, but to review it again in March 2015.

  Member Purcell made a motion to forward the recommendation for the 2015 Blue Cross Blue Shield Health Benefit Plan to the County Board for approval, second by Member Cullick.  Roll Call: Koukol - yes, Gilmour – yes, Cullick - yes, Purcell - yes, Flowers - aye.  **Motion carried.**

- **Employee funded supplemental group life, accidental death/dismemberment plan recommendation** – Mr. Pajauskas explained the plan and the benefit to employees. Mr. Wilkins explained the plans currently available to employees, and the difference between this plan and the AFLAC and IMRF policies. This plan would be at no cost to the County, but fully funded by those employees interested in purchasing additional coverage. Motion by Member Purcell to forward the Lincoln National Employee funded supplement group life, accidental death/dismemberment plan to the County Board for approval, second by Member Koukol.  Roll Call: Flowers – aye, Koukol – yes, Cullick – yes, Gilmour – yes, Purcell – yes.  **Motion carried.**
- **Employee funded vision plan recommendation** – Mr. Pajauskas reviewed the two options for an employee funded vision plan. The consensus of the committee was to offer the EyeMed plan to employees, with no cost to the County. Motion carried.

**COUNTY ADMINISTRATOR** – Jeff Wilkins reported that Oswego has requested to add a second Park-n-Ride location at the east side of town along Douglas Road. Mr. Wilkins said that the Voluntary Action Center has made a request of the county to allow this second location. There would be no additional cost to the county for this addition. Mr. Wilkins will ask VAC to send the County a letter requesting the second location.

Mr. Wilkins also said the VAC Park-n-Ride agreement with the County expires in June 30, 2015, and that he is working with VAC on a new two-year agreement, with an option for a third year.

**DEPARTMENT HEADS AND ELECTED OFFICIALS** – None

**OLD BUSINESS**

- **Authorize Wellness Initiative Program** – Judy Gilmour said that since the last meeting, new information has come from the State’s Attorney’s Office. Assistant State’s Attorney Leslie Johnson reported that the County cannot offer any type of program with a financial incentive for participation in the wellness program would be a mandatory subject of bargaining because it would be classified as a wages, terms and conditions of employment. Ms. Johnson said that she can always present that to the unions if the committee desired her to do so. To avoid any unintentional gain of an employee’s disability, medical conditions, etc., she recommended that the administration of the program should be handled by a third-party administrator, and not by the County HR Coordinator. Ms. Johnson said that the County would also have to offer wellness options giving similar opportunities to disabled individuals interested in participating in a wellness program, to avoid any discrimination or exclusion of employees.

Ms. Johnson suggested another option of convening a joint union Labor Management Committee for each of the different unions. The Committee could meet with the union staff and ask for input and feedback in offering a wellness program to county employees. Ms. Johnson said that she could send a letter to each union asking them to meet together if the committee so desired. There was consensus of the committee to not implement any type of County wellness program at this time.

**NEW BUSINESS** - None

**ACTION ITEMS FOR COUNTY BOARD**

*Approval of the 2015 Blue Cross Blue Shield Health Benefit Plan*

*Approval of the employee funded EyeMed Vision Plan*
Approval of the Lincoln National employee funded supplemental group life, accidental death/dismemberment Plan

EXECUTIVE SESSION – None needed

ADJOURNMENT – Member Cullick moved to adjourn the meeting at 10:50 a.m., second by Member Flowers. The motion was unanimously approved by a voice vote.

Respectfully Submitted,

Valarie McClain
Administrative Assistant/Recording Secretary