

FINANCE COMMITTEE

AGENDA

Called by: Jaime Salgado, Chairman

Members: Joe Hoffman, Burt Gerl,

Dave Fiduccia, Steve Schultz,

Keith McDonald

DATE: THURSDAY, APRIL 2, 2020

TIME: 5:30 PM

LOCATION: VIRTUAL MEETING

WWW.WINCOIL.US/FEATURED-ITEMS/WATCH-COUNTY-BOARD-MEETINGS-ONLINE

(WINNEBAGO COUNTY YOU TUBE LIVE)

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of February 6, 2020 Minutes
- D. Public Comment – This is the time we invite the public to address the Finance Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name. Thank you.
- E. An Ordinance Imposing a Special Retailers' Occupation Tax for Mental Health Pursuant to the Authority Granted in Chapter 55 Act 5, Section 5-1006.5 of the Illinois Compiled Statutes
- F. Resolution Authorizing Execution of an Addendum to Interlocal Agreement between the City of Rockford, IL and County of Winnebago, IL for the 2017, 2018 and 2019 and Edward Bryne Memorial Justice Grant (JAG) Program Award.
- G. Resolution Extending the Deadline for Filing Applications for the Senior Citizens Assessment Freeze Homestead Exemption
- H. Host Fee 2020 Expenditures and Fund Balance Update
- I. Highway Bond Issues
- J. Other Matters
- K. Adjournment

**Winnebago County Board
Finance Committee Meeting
County Administration Building
404 Elm Street, Room 303
Rockford, IL 61101**

Thursday, February 6, 2020
Immediately Following the Personnel and Policies Meeting

Present:

Jaime Salgado, Chairman
Steve Schultz
Keith McDonald
Dave Boomer
Joe Hoffman
Burt Gerl
Dave Fiduccia

Others Present:

Steve Chapman, Interim County Administrator
Dave Kurlinkus, Deputy State's Attorney
Gus Gentner, IT Department
Ann Johns, Purchasing Director
Dan Magers, IT Department
Todd Hughes, IT Department

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of September 26, October 3, 17, and 24, 2019 Minutes
- D. Public Comment
- E. Budget Amendment 2020-005 Axon Network Enhancements
- F. Budget Amendment 2020-006 ToughBooks Replacements
- G. Discussion on Finance Ad Hoc Committee
- H. An Ordinance to Abate the 2010C Winnebago County Alternate Bond Property Tax Levy for the Year 2019
- I. An Ordinance to Abate the 2012C State Income Tax Alternate Bond Property Tax Levy for the Year 2019
- J. An Ordinance to Abate the Federal Aid Matching Tax and Motor Fuel Tax Alternate Bond (2012D Series) Property Tax Levy for the Year 2019
- K. An Ordinance to Abate the 2012F Alternate Revenue Bond Property Tax Levy for the Year 2019
- L. An Ordinance to Abate the 2012G Alternate Revenue Bond Property Tax Levy for the Year 2019
- M. An Ordinance to Abate the 2013A Public Safety Sales Tax Alternate Bond Property Tax Levy for the Year 2019
- N. An Ordinance to Abate the Federal Aid Matching Tax and Motor Fuel Tax Alternate Bond (2013B Series) Property Tax Levy for the Year 2019
- O. An Ordinance to Abate the 2016A Public Safety Sales Tax Alternate Bond Property Tax Levy for the Year 2019
- P. An Ordinance to Abate the 2016D Public Safety Sales Tax Alternate Bond Property Tax Levy for the Year 2019
- Q. An Ordinance to Abate the 2016E Public Safety Sales Tax Alternate Bond Property Tax Levy for the Year 2019
- R. An Ordinance to Abate the Federal Aid Matching Tax and Motor Fuel Tax Alternate Bond (2017 Series B) Property Tax Levy for the Year 2019
- S. An Ordinance to Abate the 2017C Tort Property Tax and Quarter Cent Sales Tax Alternate Bond Property Tax Levy for the Year 2019

- T. An Ordinance Abating the Tax hereto Levied for the Year 2019 to Pay the Principal of and Interest on Taxable General Obligation Bonds (Alternate Revenue Source), Series 2018, of the County of Winnebago, Illinois
- U. An Ordinance Abating Special Tax Roll for 2019 Levy Year for Properties within the Special Service Area for the I-39/Baxter Road County Water District Project
- V. Resolution Authorizing the Chairman of the County Board to Execute a Grant Sub-Award Agreement Between Region 1 Planning Council and Winnebago County Administration (2020 Census)
- W. Budget Amendment 2020-012 Juvenile Detention Home (Funding for Replacement Roof)
- X. Budget Amendment 2020-013 2018 IMRF Pension Bonds
- Y. Replacement of Window 7 PC's (Notebooks and Desktops)
- Z. Review of Closed Meeting Minutes
- AA. Other Matters
- BB. Adjournment

Chairman Salgado called the meeting to order at 6:15 PM.

Motion to approve the Minutes of September 26, October 3, 17, and 24, 2019

Moved: Mr. Hoffman, Seconded: Mr. Fiduccia.

Motion passed by unanimous voice vote.

Public Comment

Chairman Salgado omitted reading the Public Comment section of the Agenda due to no one present to speak.

Budget Amendment 2020-005 Axon Network Enhancements

Motion by Mr. Gerl and Seconded by Mr. Hoffman and Mr. McDonald.

- A discussion followed.

Motion passed by unanimous voice vote with the exception of one vote.

and

Budget Amendment 2020-006 ToughBooks Replacements

- A discussion followed.

Motion passed by unanimous voice vote with the exception of one vote.

Discussion on Finance Ad Hoc Committee

- Discussion regarding creating a Committee to look at financials, receivables, and different departments across the County, including the Sheriff's Department and River Bluff Nursing Home. More information to come.
- A discussion followed.

Mr. Salgado – Motion to put on the table the **Ordinances from item H through item T.**

Moved: Mr. Gerl, Seconded: Mr. Hoffman.

- A discussion followed.

Motion passed by unanimous voice vote.

An Ordinance Abating Special Tax Roll for 2019 Levy Year for Properties within the Special Service Area for the I-39/Baxter Road County Water District Project

Motion by Mr. Gerl and Seconded by Mr. Hoffman.

- A discussion followed.

Motion passed by unanimous voice vote.

Resolution Authorizing the Chairman of the County Board to Execute a Grant Sub-Award Agreement Between Region 1 Planning Council and Winnebago County Administration (2020 Census)

Motion by Mr. Hoffman and Seconded by Mr. Fiduccia and Mr. McDonald.

- A discussion followed.

Motion passed by unanimous voice vote.

Budget Amendment 2020-012 Juvenile Detention Home (Funding for Replacement Roof)

Motion by Mr. Gerl and Seconded by Mr. Hoffman.

- A discussion followed.

Motion passed by unanimous voice vote.

Budget Amendment 2020-013 2018 IMRF Pension Bonds

Motion by Mr. Gerl and Seconded by Mr. Fiduccia.

- A discussion followed.

Motion passed by unanimous voice vote.

Replacement of Window 7 PC's (Notebooks and Desktops)

- As part of the budget process there were funds set aside to look at the replacement of the Window 7 PC's, Notebooks, and Desktops. Originally there were over 300 PC's and now there are 235. There are certain departments that are going to pick up the cost of their computers out of their own individual budgets. Other computers will be funded out of the automation fund. This will go out for bid.
- A discussion followed.

Review of Closed Meeting Minutes

None

Other Matters

None

Motion to adjourn. Moved: Mr. Hoffman, Seconded: Mr. Gerl and Mr. Boomer.
Motion passed by unanimous voice vote.

Respectfully submitted,

Amy Ferling
Administrative Assistant

April 9, 2020 Board Meeting

**ORDINANCE OF THE
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

2020 CR _____

SUBMITTED BY: FINANCE COMMITTEE

SPONSORED BY: JAMIE SALGADO

**AN ORDINANCE IMPOSING A SPECIAL RETAILERS' OCCUPATION TAX
FOR MENTAL HEALTH PURSUANT TO THE AUTHORITY
GRANTED IN CHAPTER 55, ACT 5, SECTION 5-1006.5 OF THE
ILLINOIS COMPILED STATUTES**

WHEREAS, a proposition in the form required by Chapter 55, Act 5, Section 5-1006.5 of the Illinois Compiled Statutes, to allow the imposition of a Special Retailers' Occupation Tax For Mental Health of one-half percent was submitted to the electors of Winnebago County on March 17, 2020; and

WHEREAS, said electors of Winnebago County, by a majority of those voting on the question (26,656 being in favor and 16,613 being opposed), approved the imposition of said Special Retailers' Occupation Tax For Mental Health on March 17, 2020; and

WHEREAS, The County Board of Winnebago County has determined, at a lawfully constituted meeting of the Board held on April 9, 2020, that imposition of said Special Retailers' Occupation Tax For Mental Health is in the best interest of the citizens of Winnebago County and should be imposed, as authorized by statute and by the majority vote of the electors voting on the question.

NOW, THEREFORE BE IT ORDAINED, by the County Board of the County of Winnebago, Illinois as follows:

Section 1: A Special Retailers' Occupation Tax For Mental Health is imposed as and to the full extent authorized by Chapter 55, Act 5, Section 5-1006.5 of the Illinois Compiled Statutes, and in the amount of one-half cent upon all persons engaged in the business of selling tangible personal property, other than personal property titled or registered with an agency of the State of Illinois, at retail within the County of Winnebago, State of Illinois on the gross receipts from the sales made in the course of business and as a service occupation tax upon all persons engaged, within the County of Winnebago, State of Illinois, in the business of making sales of service, who, as an incident to making those sales of service,

transfers tangible personal property within the County of Winnebago, State of Illinois as an incident to a sale of service, except as otherwise limited or prohibited by law.

Section 2: The tax hereby imposed, and all civil penalties that may be assessed as an incident thereto, shall be collected and enforced by the Illinois Department of Revenue and that the Illinois Department of Revenue shall have full power to administer and enforce the provisions of this Ordinance.

Section 3: The County Clerk of the County of Winnebago, State of Illinois is hereby directed to file with the Illinois Department of Revenue on or before May 1, 2020, a certified copy of this Ordinance and the results of the election authorizing the imposition of this tax, as required by Chapter 55, Act 5, Section 5-1006.5 of the Illinois Compiled Statutes.

Section 4: This Ordinance shall take effect on the first day of July next following the adoption and filing of this Ordinance with the Illinois Department of Revenue.

Section 5: The authority to levy the tax imposed by this Ordinance shall expire at 11:59 p.m. on June 30, 2026, if not terminated earlier by a vote of the County Board of the County of Winnebago, Illinois.

BE IT FURTHER ORDAINED that the Clerk of the County Board shall deliver certified copies of this Ordinance to the Winnebago County Clerk, the interim Winnebago County Administrator and the Winnebago County Director of Finance.

The above and foregoing Ordinance was adopted by the County Board of the County of Winnebago, Illinois this ____ day of _____, 2020.

Frank Haney, Chairman of the
County Board of the
County of Winnebago, Illinois

ATTEST:

Lori Gummow, Clerk of the
County Board of the
County of Winnebago, Illinois

TO: THE HONORABLE MEMBERS OF THE COUNTY BOARD OF THE
COUNTY OF WINNEBAGO, ILLINOIS

Your Finance Committee presents the following **AN ORDINANCE
IMPOSING A SPECIAL RETAILERS' OCCUPATION TAX FOR MENTAL HEALTH
PURSUANT TO THE AUTHORITY GRANTED IN CHAPTER 55, ACT 5, SECTION
5-1006.5 OF THE ILLINOIS COMPILED STATUTES**, and recommends its adoption.

Respectfully submitted,
FINANCE COMMITTEE

TO ADOPT

NOT TO ADOPT

Jaime Salgado, Chairman

Jaime Salgado, Chairman

David Fiduccia

David Fiduccia

Burt Gerl

Burt Gerl

Joe Hoffman

Joe Hoffman

Keith McDonald

Keith McDonald

Steve Schultz

Steve Schultz

Dated this ____ day of April, 2020.

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Submitted by: Finance Committee

2020 CR _____

**RESOLUTION AUTHORIZING EXECUTION OF AN ADDENDUM TO
INTERLOCAL AGREEMENT BETWEEN THE CITY OF ROCKFORD, IL
AND COUNTY OF WINNEBAGO, IL FOR THE 2017, 2018 AND 2019
EDWARD BYRNE MEMORIAL JUSTICE GRANT (JAG) PROGRAM
AWARD**

WHEREAS, the City of Rockford has been awarded the Edward Byrne Memorial Justice Grant (JAG) Program for Grant Years 2017, 2018 and 2019; and,

WHEREAS, the City of Rockford has named the Winnebago County Sheriff's Department as a sub-recipient of Grant Funds under the above named grant; and,

WHEREAS, the City agrees to provide a sub-award to the County in the amount of \$72,542 for Grant Year 2017, \$77,042 for Grant Year 2018 and \$71,133 for Grant Year 2019; and,

WHEREAS, in order to finalize the grant documents and request a submittal for funds the Addendum to Interlocal Agreement between the City of Rockford, IL and the County of Winnebago, IL requires execution by the parties.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois, that the Chairman of the County Board is hereby authorized to execute Addendums to Interlocal Agreement between the City of Rockford, IL and the County of Winnebago, IL for F/Y 2017, 2018 and 2019 for the Edward Byrne Memorial Justice Assistance Grant (JAG) Program Award.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effect immediately upon its adoption.

BE IT FURTHER RESOLVED, that the Clerk of the County Board is hereby directed to prepare and deliver certified copies of this Resolution to Winnebago County Interim County Administrator, Winnebago County Sheriff and the City of Rockford Department of Law.

Respectfully submitted,
FINANCE COMMITTEE

AGREE

DISAGREE

Jaime Salgado, Chairman

Jaime Salgado, Chairman

Dave Boomer

Dave Boomer

Dave Fiduccia

Dave Fiduccia

Burt Gerl

Burt Gerl

Joe Hoffman

Joe Hoffman

Keith McDonald

Keith McDonald

Steve Schultz

Steve Schultz

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____ day of April, 2020.

Frank Haney, Chairman of the
County Board of the
County of Winnebago, Illinois

ATTEST:

Lori Gummow, Clerk of the
County Board of the
County of Winnebago, Illinois

RESOLUTION

of the

COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

SUBMITTED BY: FINANCE COMMITTEE

2020 CR

RESOLUTION EXTENDING THE DEADLINE FOR FILING APPLICATIONS FOR THE SENIOR CITIZENS ASSESSMENT FREEZE HOMESTEAD EXEMPTION

WHEREAS, the deadline for filing applications for the Senior Citizen Assessment Freeze Homestead Exemption is set by statute as being July 1st of each taxable year (35 ILCS 200/15-172); and

WHEREAS, each year many senior citizen taxpayers in Winnebago County prefer to file their applications for the Senior Citizen Assessment Freeze Homestead Exemption in person at the Winnebago County Supervisor of Assessments Office; and

WHEREAS, the Centers for Disease Control and Prevention has identified adults over 60 years old as being at "higher risk" from COVID-19 and recommends that persons at higher risk avoid crowds as much as possible to reduce their risk of being exposed to the virus; and

WHEREAS, the Property Tax Code provides that a county may establish a date for the submission of senior citizen assessment freeze homestead exemption applications within the county that is different than July 1st (35 ILCS 200/15-172(c)); and

WHEREAS, Winnebago County Supervisor of Assessments Thomas Hodges has advised that extending the deadline for filing senior citizen assessment freeze homestead exemption applications for the 2020 taxable year (the 2020 taxes payable in 2021) from July 1, 2020 to October 1, 2020 will not delay the tax cycle for the 2020 taxable year and recommends it be so extended; and

WHEREAS, the Finance Committee finds that extending the deadline for filing senior citizen assessment freeze homestead exemption applications for the 2020 taxable year from July 1, 2020 to October 1, 2020 will likely reduce the number of persons at "higher risk" from traveling to the Winnebago County Supervisor of Assessments Office during the next five months; and

WHEREAS, the Finance Committee finds it is in the best interests of the citizens of Winnebago County, Illinois to extend the deadline for filing senior citizen assessment freeze homestead exemption applications for the 2020 taxable year from July 1, 2020 to October 1, 2020.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois, that the deadline for filing senior citizen assessment freeze homestead exemption applications in Winnebago County, Illinois for the 2020 taxable year (the 2020 taxes payable in 2021) is hereby extended from July 1, 2020 to October 1, 2020.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effect immediately upon its adoption.

BE IT FURTHER RESOLVED, that the Clerk of the County Board is hereby directed to prepare and deliver a certified copy of this Resolution to Winnebago County Supervisor of Assessments Thomas Hodges.

Respectfully submitted,

FINANCE COMMITTEE

AGREE

DISAGREE

Jaime Salgado, Chairman

Jaime Salgado, Chairman

Dave Fiduccia

Dave Fiduccia

Burt Gerl

Burt Gerl

Joe Hoffman

Joe Hoffman

Keith McDonald

Keith McDonald

Steve Schultz

Steve Schultz

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois, this ___ day of April, 2020.

Frank Haney, Chairman of the
County Board of the County of
Winnebago, Illinois

ATTEST:

Lori Gummow, Clerk of the
County Board of the County
of Winnebago, Illinois

SMC
03/27/2020

County of Winnebago
2020 Budget – Host Fee Projected Expenditures

<u>Host Fee Multi Year Commitments</u>		
City of Rockford – BMO Harris Center	460,000	
Rockford Park District Foundation – Nicholas	100,000	
Rockford Park District Reclaiming First	350,000	
Rock Valley College Aviation Program	50,000	
Airport Authority – Maintenance Repair Org.	565,312	
Collins Aerospace	100,000	
City of Loves Park – Infrastructure	280,000	
Rockford Econ. Dev. District – Rock Forward	100,000	
New Milford (Estimated)	<u>400,000</u>	2,405,312
<u>Other One Time Payments</u>		
Estwing	150,000	
Bergstrom	125,000	
Village of Pecatonica	50,000	
RAMP	35,000	
Rockford Local Dev. Corp.	<u>200,000</u>	560,000
Rock 39 G Bonds		50,400
<u>Annual Payments (Pending)</u>		
Winnebago County F Bonds Water	130,000	
Blight Reduction (Prop. Demo) Health Dept.	100,000	
U of I Extension	80,000	
EDDNI/Region 1 Planning Annual Membership	50,000	
Rockford Chamber Small Business Dev. Center	50,000	
Winnebago County Internal Cap.	50,000	
Soil & Water Cons. District	45,000	
Keep Northern Illinois Beautiful	40,000	
Severson Dells	25,000	
Alignment Rkfd. – Police & Fire Academies	20,000	
United Way of Rockford – 100 th Anniversary	15,000	
815 Outside	10,000	
UCCI Membership	5,000	
Diversity Council	3,000	
One Body Collaborative	2,500	
County Board Member Initiatives	<u>20,000</u>	645,500
<u>Pending Requests</u>		
RLDC Loan Program – Coronavirus		<u>250,000</u>
Total Anticipated Expenditures		<u>\$3,911,212</u>

Projected Fiscal Year 2020
Host Fee Fund

Beginning Fund Balance	\$4,348,481
Anticipated Revenues	4,500,000
Anticipated Expenditures	<u>3,911,212</u>
Estimated Fund Balance	\$4,937,269

PERSONNEL AND POLICIES COMMITTEE AGENDA

Called by: Dave Fiduccia, Chairman
Members: Jim Webster, Joe
Hoffman, Angie Goral, Dorothy
Redd, Dave Kelley

DATE: THURSDAY, APRIL 2, 2020
TIME: IMMEDIATELY FOLLOWING THE
FINANCE COMMITTEE MEETING
LOCATION: VIRTUAL MEETING
WWW.WINCOIL.US/FEATURED-ITEMS/WATCH-COUNTY-BOARD-MEETINGS-ONLINE
(WINNEBAGO COUNTY YOU TUBE
LIVE)

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of November 7, 21 and 26, 2019, December 10, 2019, January 2, 16 and 23, 2020 and February 6, 2020 Minutes
- D. Public Comment – This is the time we invite the public to address the Personnel and Policies Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name. Thank you.
- E. Resolution Authorizing the Execution of an Agreement with Reliance Standard to Provide Term Life Insurance and Accidental Death and Dismemberment (AD & D) Insurance
- F. Resolution Authorizing the Execution of an Agreement with Reliance Standard
- G. Resolution Amending the Coronavirus Response Policy
- H. County Administrator Selection Committee
- I. Other Matters
- J. Adjournment

**Winnebago County Board
Personnel & Policies Committee Meeting**
County Administration Building
404 Elm Street, Room 510
Rockford, IL 61101

Thursday, November 7, 2019
Immediately Following the Finance Committee Meeting

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Joe Hoffman
Angie Goral
Dorothy Redd

Others Present:

Frank Haney, County Board Chairman
Steve Chapman, Interim County Administrator
Marilyn Hite Ross, State's Attorney
Dave Kurlinkus, Deputy State's Attorney
Ann Johns, Purchasing Director
Jaime Salgado, County Board Member

Absent:

Dave Kelley

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of Minutes of May 16 and 30, 2019 Personnel and Policies, February 6, 2019 Combined Finance and Personnel and Policies, and March 21, 2019 Combined Operations and Administrative and Personnel and Policies
- D. Public Comment
- E. Resolution Authorizing the Execution of a Renewal Agreement with Gallagher Bassett for Third Party Administrator Fees for Workers Compensation and Liability Claims
- F. Resolution Authorizing the Execution of a Renewal Agreement with Arthur J. Gallagher for the Property, Casualty, and Workers Compensation Coverage
- G. Personnel and Policies Subcommittee Report
- H. Search for County Administrator
- I. Review of Closed Session Minutes by State's Attorney
- J. Other Matters
- K. Adjournment

Chairman Fiduccia called the meeting to order at 6:32 PM.

Mr. Fiduccia – Strike item G from the record and there will be a discussion on item H.

Motion to approve the minutes of May 16 and 30, 2019 Personnel and Policies and February 6, 2019 Combined Finance and Personnel and Policies

Moved: Mr. Boomer, Seconded: Ms. Redd.

Motion passed by unanimous voice vote.

Motion to approve the minutes of March 21, 2019 Combined Operations and Administrative and Personnel and Policies

Moved: Mr. Hoffman, Seconded: Ms. Goral.

Motion passed by unanimous voice vote.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

Resolution Authorizing the Execution of a Renewal Agreement with Gallagher Bassett for Third Party Administrator Fees for Workers Compensation and Liability Claims

Motion made by Mr. Boomer and Seconded by Mr. Webster.

- A discussion followed.

Motion passed by unanimous voice vote.

Resolution Authorizing the Execution of a Renewal Agreement with Arthur J. Gallagher for the Property, Casualty, and Workers Compensation Coverage

Motion made by Mr. Hoffman and Seconded by Ms. Goral.

- A discussion followed.

Motion passed by unanimous voice vote.

Search for County Administrator

- The Personnel and Policies Ad Hoc Committee has some recommendations that they will be bringing forward but Mr. Arena couldn't be here this evening. They are going to come up with a search company.
- A discussion followed.

Review of Closed Session Minutes by State's Attorney

- By Statute, the Clerk is the official keeper of records and maintains the closed session minutes for County Board meetings. However, Ms. Gummow does not maintain closed session minutes for Committee meetings. There needs to be an improvement on how those are stored so that until, and when, or there is a vote to release closed session minutes out of Committees, the information and the integrity of it is properly maintained. Mr. Kurlinkus spoke to Ms. Gummow to see if she would be willing to maintain those minutes and she is willing to do that. Ms. Hite was told that they are kept on a laptop versus a computer.
- One person does the transcribing now. If minutes are going to be stored in the Clerk's Office, Ms. Hite Ross suggested that Ms. Gummow's Office should do the transcribing. If it becomes an extra burden on her staff, may need to make sure she has sufficient staff to do that.
- Ms. Reina currently does transcribing of County Board minutes. Maybe she could transcribe closed session minutes too. Not sure how many closed minutes there would be to type.
- The State's Attorney and the County Clerk will come up with a best practice for closed session minutes and then present it to the Combined Committee or Personnel and Policies Committee.
- A discussion followed.

Other Matters

- Mr. Webster discussed County signs being put on County vehicles.

Motion to adjourn. Moved: Mr. Webster, Seconded: Mr. Hoffman.
Motion passed by unanimous voice vote

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
County Administration Building
404 Elm Street, Room 303
Rockford, IL 61101

Thursday, November 21, 2019
Immediately Following the Finance Committee Meeting

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Joe Hoffman
Angie Goral
Dorothy Redd
Dave Kelley

Others Present:

Frank Haney, County Board Chairman
Steve Chapman, Interim County Administrator
Marilyn Hite Ross, State's Attorney
Dave Kurlinkus, Deputy State's Attorney
Paul Arena, County Board Member
John Butitta, County Board Member
Jaime Salgado, County Board Member
Isaac Guerrero, RRS

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Public Comment
- D. Report from Personnel and Policies Ad Hoc Committee
- E. Resolution Authorizing Hiring of the Northern Illinois University Center for Governmental Studies and the Law Firm of Ancel Glink for Technical Research: Administrator and County Board Chair Duties
- F. County Administrator Hiring Update
- G. Resolution Authorizing the Execution of an Agreement with Voya Financial for Stop Loss Specific and Aggregate Coverage on the POS, PPO, and HDHP Medical Plans
- H. Resolution Authorizing the Execution of an Agreement with Arthur J. Gallagher for Auto Property Damage Coverage
- I. Adjournment

Chairman Fiduccia called the meeting to order at 8:25 PM.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

Mr. Fiduccia – Layover letter E, Resolution Authorizing Hiring of the Northern Illinois University Center for Governmental Studies and the Law Firm of Ancel Glink for Technical Research: Administrator and County Board Chair Duties

Report from Personnel and Policies Ad Hoc Committee

- Mr. Arena reported on the recommendations by the Ad Hoc Committee and explained some of the accompanying documents provided to the Committee for their review.

- The first item is the Resolution being laid over this evening. John Phillips and the NIU Center for Government Studies previously spoke to the Committee. They reviewed the Ordinance and thought there were areas of overlapping duties that needed to be cleaned up. The Ad Hoc Committee recommended engaging these individuals to identify areas where they thought cleanup was needed and offer suggestions on how to do it. It was determined to wait on that issue because of pending litigation.
- The second item is related to a referendum on the ballot for an executive form of government. Mr. Butitta did an analysis of what the duties of an Executive are as it relates to the duties as of now of the Chairman.
- The third item is that the Committee thinks a professional search firm should be hired for the County Administrator position.
- The fourth item is that the Committee recommended maintaining the structure with the Board having oversight of the Administrator, hiring, and firing. Mr. Phillips provided a report.
- A discussion followed.

County Administrator Hiring Update

- Heidi Voorhees of GovHR recommended that we wait to hire or utilize an Interim Administrator until after the election. LoRayne Logan's thought was to have NIU finish the work, make whatever changes necessary based on NIU's recommendation, and then begin the search.

Resolution Authorizing the Execution of an Agreement with Voya Financial for Stop Loss Specific and Aggregate Coverage on the POS, PPO, and HDHP Medical Plans

Motion made by Mr. Hoffman and Seconded by Ms. Goral.

- A discussion followed.

Motion passed by unanimous voice vote.

Resolution Authorizing the Execution of an Agreement with Arthur J. Gallagher for Auto Property Damage Coverage

Motion made by Mr. Boomer and Seconded by Mr. Hoffman.

- A discussion followed.

Motion passed by unanimous voice vote.

- Ms. Redd talked about not receiving Committee meeting minutes in a timely manner.

Motion to adjourn. Moved: Mr. Hoffman, Seconded: Ms. Goral.

Motion passed by unanimous voice vote

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
Conference Room 815
Behind County Board Room
County Courthouse
400 West State Street
Rockford, IL 61101

Tuesday, November 26, 2019
5:30 PM

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Angie Goral
Dave Kelley

Others Present:

Frank Haney, County Board Chairman
Steve Chapman, Interim County Administrator
Dave Kurlinkus, Deputy State's Attorney
Marilyn Hite Ross, State's Attorney
Paul Arena, County Board Member

Absent:

Joe Hoffman
Dorothy Redd

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Public Comment
- D. Resolution Authorizing Hiring of the Northern Illinois University Center for Governmental Studies for Technical Research: Administrator and County Board Chair Duties
- E. Other Matters
- F. Adjournment

Chairman Fiduccia called the meeting to order at 5:31PM.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

Resolution Authorizing Hiring of the Northern Illinois University Center for Governmental Studies for Technical Research: Administrator and County Board Chair Duties

- Resolution was laid over.

Other Matters

- Ms. Goral talked about continuing to have the Ad Hoc Committee because work has not been finished.
- Mr. Fiduccia spoke about possibly having the Committee Chairman meet with the State's Attorney about hiring an Administrator.
- A discussion followed.

Motion to adjourn. Moved: Mr. Boomer, Seconded: Mr. Webster.
Motion passed by unanimous voice vote

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
County Administration Building
404 Elm Street, Room 510
Rockford, IL 61101

Tuesday, December 10, 2019
3:00 PM

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Joe Hoffman
Angie Goral
Dave Kelley

Absent:

Dorothy Redd

Others Present:

Frank Haney, County Board Chairman
Steve Chapman, Interim County Administrator
Dave Kurlinkus, Deputy State's Attorney
Gus Gentner, IT Department
Paul Arena, County Board Member
Tim Nabors, County Board Member
Pat McDiarmid, River Bluff Nursing Home
Heidi Voorhees, GovHR
Lisa Anger, River Bluff Nursing Home
Star Maizonet, River Bluff Nursing Home

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of June 6, 20, and July 1 and 8, 2019 Minutes
- D. Public Comment
- E. County Administrator Position – Representative of GovHR
- F. Chief Strategic Initiatives Officer Vacancy
- G. Resolution Authorizing the Chairman of the County Board to Execute an Agreement with WellSky Corporation
- H. Other Matters
- I. Adjournment

Chairman Fiduccia called the meeting to order at 3:00 PM.

Motion to approve the Minutes of June 6, 20, and July 1 and 8, 2019

Moved: Mr. Hoffman, Seconded: Mr. Gerl and Mr. Webster.

Motion passed by unanimous voice vote.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

County Administrator Position – Representative of GovHR

- Heidi Voorhees, President of GovHR spoke about the process of locating a County Administrator.
- A discussion followed.

Resolution Authorizing the Chairman of the County Board to Execute an Agreement with WellSky Corporation

Motion made by Mr. Hoffman and Seconded by Ms. Goral.

- A discussion followed.

Motion passed by unanimous voice vote.

Chief Strategic Initiatives Officer Vacancy

- Mr. Chapman recommended filling the Operations Officer position instead of the Chief Strategic Initiatives Officer position. There are certain items in the Strategic Initiatives Officer's position that can be done by the Operations Officer or someone else in the County.
- Mr. Hoffman recommended hiring individuals who live in Winnebago County.
- A discussion followed.

Other Matters

- Chairman Haney asked for an update on some debt collections passed a year ago and spoke about River Bluff Nursing Home.
- Mr. Boomer, Ms. Goral, and Mr. Fiduccia spoke about River Bluff Nursing Home.
- A discussion followed.

Motion to Adjourn. Moved: Mr. Boomer, Seconded: Mr. Hoffman.

Motion passed by unanimous voice vote.

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
County Administration Building
404 Elm Street, Room 303
Rockford, IL 61101

Thursday, January 2, 2020
5:30 PM

Present:

Dave Fiduccia, Chairman
Jim Webster
Joe Hoffman
Dave Kelley
Dorothy Redd

Others Present:

Dave Kurlinkus, Deputy State's Attorney
LoRayne Logan, Workplace
Michael King, Workplace

Absent:

Dave Boomer
Angie Goral

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of Minutes of July 22 and 25 and August 7 and 15, 2019
- D. Public Comment
- E. County Administrator Position – Representation of Workplace
- F. Other Matters
- G. Adjournment

Chairman Fiduccia called the meeting to order at 5:40 PM.

Motion to approve the minutes of July 22 and 25 and August 7 and 15, 2019

Moved: Mr. Webster, Seconded: Mr. Hoffman.

Motion passed by unanimous voice vote.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

County Administrator Position – Representation of Workplace

- Ms. Logan gave a report. Workplace recommends beginning a search process for an Administrator at the earliest possible availability of the County. Participation in a success factor analysis gives everybody a chance to weigh in on what they think needs to be achieved. Then they will work with the contact person from the Committee to develop a profile to post when recruiting begins.
- Mr. King went through the steps of the process to identify the right profile for the candidate and the right candidate. They will seek candidates after putting together a profile after

listening to all of the key stakeholders. After they have identified a number of candidates, they will start the screening process including an interview and assessment. They put together a multiple step process where they bring in finalists and work with the Committee members. The process will be about 90 to 120 days.

Other Matters

- The Operations Committee formed a Sub Committee to interact with representatives on land bank. The Sub Committee is to be staffed by a member of each standing Committee. Mr. Arena was previously appointed to represent Operations. All of the other Committees need to appoint an individual as well.
- Ms. Redd spoke about the issue of getting Committee meeting minutes late.

Motion to adjourn. Moved and Seconded.
Motion passed by unanimous voice vote.

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
County Administration Building
404 Elm Street, Room 303
Rockford, IL 61101

Thursday, January 16, 2020
Immediately Following the Finance Committee Meeting

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Joe Hoffman
Angie Goral
Dorothy Redd

Others Present:

Steve Chapman, Interim County Administrator
Dave Kurlinkus, Deputy State's Attorney
Marilyn Hite Ross, State's Attorney
Ann John, Purchasing Director
Dr. Sandra Martell, Public Health Administrator
Paul Arena, County Board Member
Jaime Salgado, County Board Member
Isaac Guerrero, RRS

Absent:

Dave Kelley

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Public Comment
- D. Resolution Authorizing the Chairman of the County Board to Execute an Agreement with Gov Temp USA, LLC for the Employment of Interim County Administrator Steven Chapman
- E. County Administrator Replacement Process
- F. Other Matters
- G. Adjournment

Chairman Fiduccia called the meeting to order at 8:20 PM.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

Resolution Authorizing the Chairman of the County Board to Execute an Agreement with Gov Temp USA, LLC for the Employment of Interim County Administrator Steven Chapman

Motion by Mr. Webster and Seconded by Mr. Hoffman.

Motion passed by unanimous voice vote.

County Administrator Replacement Process

- Will go with GovHR right now. The State's Attorney's Office will prepare Resolution.
- A discussion followed.

Other Matters

- Caucuses will take place on Tuesday as Monday the County building will be closed for Martin Luther King Jr. Day.

Motion to adjourn. Moved: Ms. Goral, Seconded: Mr. Boomer and Mr. Webster.
Motion passed by unanimous voice vote.

Respectfully submitted,

Amy Ferling
Administrative Assistant

**Winnebago County Board
Personnel & Policies Committee Meeting**
Conference Room 815
Behind County Board Room
County Courthouse
400 West State Street
Rockford, IL 61101

Thursday, January 23, 2020
5:30 PM

Present:

Dave Fiduccia, **Chairman**
Dave Boomer
Jim Webster
Joe Hoffman
Angie Goral
Dorothy Redd
Dave Kelley

Others Present:

Steve Chapman, Interim County Administrator
Dave Kurlinkus, Deputy State's Attorney
Ann Johns, Purchasing Director
Jaime Salgado, County Board Member
Dave Tassoni, County Board Member
Steve Schultz, County Board Member

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Public Comment
- D. Resolution Authorizing Search Firm for County Administrator Position
- E. Other Matters
- F. Adjournment

Chairman Fiduccia called the meeting to order at 5:30 PM.

Public Comment

Chairman Fiduccia omitted reading the Public Comment section of the Agenda due to no one present to speak.

Resolution Authorizing Search Firm for County Administrator Position

Motion made by Mr. Boomer and Seconded by Ms. Goral.

- A discussion followed.

Mr. Boomer made a Motion recommending Workplace to search for a new Administrator.

Mr. Boomer Seconded.

Roll call: Mr. Boomer yes, Mr. Hoffman yes, Mr. Kelley no, Ms. Redd no, Mr. Webster no, Ms. Goral no, and Mr. Fiduccia yes. Vote was 3 to 4.

Mr. Fiduccia – Resolution with GovHR.

Motion passed by unanimous voice vote with the exception of one vote.

It passes out of Committee.

Other Matters

None

Motion to adjourn. Moved: Mr. Boomer, Seconded: Mr. Hoffman.
Motion passed by unanimous voice vote.

Respectfully submitted,

Amy Ferling
Administrative Assistant

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2020 CR

**RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH RELIANCE STANDARD TO
PROVIDE TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE**

WHEREAS, the County of Winnebago provides to all employees a term life insurance policy of \$20,000, with an accidental death & dismemberment rider; and,

WHEREAS, the County of Winnebago has offered the basic life insurance and AD&D to employees during 2020; and

WHEREAS, the County's Benefit Consultant recommends continuation of the basic life and AD&D administered by Reliance Standard; and,

WHEREAS, Reliance Standard has proposed the following rates to Winnebago County for life insurance for 2 years effective June 1, 2020:

\$2.00 per employee per month for life insurance
\$.20 per employee per month for AD&D

This is a 12% savings from current rates.

WHEREAS, the Personnel and Policies Committee of the County Board for the County of Winnebago, Illinois has reviewed the proposal and recommends that the County Board authorize execution of an agreement with Reliance Standard for the administration of the term life insurance and AD&D coverage timeframe of June 1, 2020 through May 31, 2022.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement with Reliance Standard, 1100 E. Woodfield Road, Suite 427, Schaumburg, IL 60172 for life insurance and AD&D coverage.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE

DISAGREE

DAVID FIDUCCIA, CHAIRMAN

DAVID FIDUCCIA, CHAIRMAN

ANGIE GORAL

ANGIE GORAL

JOE HOFFMAN

JOE HOFFMAN

DAVID KELLEY

DAVID KELLEY

DOROTHY REDD

DOROTHY REDD

JIM WEBSTER

JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this ____ day of _____ 2020.

FRANK HANEY
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS



Gallagher Williams-Manny
ARTHUR J. GALLAGHER & CO.

555 S. Perryville Rd., Rockford, IL 61108 | 815-398-6800

2020 Renewal & Marketing Presentation

Prepared for

Winnebago County

Presented by

Todd Soma, Area Sr. Vice President

IMPORTANT: This proposal (analyses, report, etc.) is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal (analyses, report, etc.) is not a contract and offers no contractual obligation on behalf of Gallagher. This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.



Gallagher Williams-Manny
ARTHUR J. GALLAGHER & CO.

555 S. Perryville Rd., Rockford, IL 61108 | 815-398-6800

Winnebago County 2020 Life & Voluntary Life Market Study

	Life	Comments
Reliance Standard	Current Carrier	
CIGNA	Declined to Quote	Due to Uncompetitive Rates
Dearborn Life Insurance	Received	9.6% Below Current
Guardian	Declined to Quote	Due to Uncompetitive Rates
Hartford	No Response	
Lincoln Financial	Received	12% Below Current
Met Life	Received	Uncompetitive Rates 29.6% Over Current
Mutual of Omaha	No Response	
Principal	Declined to Quote	Due to Uncompetitive Rates
Prudential	Received	Uncompetitive Rates 128% Over Current
Standard	Received	12% Below Current
Sun Life	Received	Uncompetitive Rates 47.2% Over Current
UNUM	Declined to Quote	Due to Uncompetitive Rates
VOYA	Received	Uncompetitive Rates 48% Over Current

JW - 2/11/2020

Winnebago County

Life & AD&D - Basic Plan Analysis

June 1, 2020 Renewal Date



ARTHUR J. SULLAGHER & CO.
555 S. Perryville Rd., Rockford, IL 61108 | 815-398-6800

ER Contrib to EE: 100%		Current	Renewal	Renewal w/ Rate Relief
Waiting Period: 90 Days		Reliance Standard Basic Life	Reliance Standard Basic Life	Reliance Standard Basic Life
Benefits				
Eligibility				
EE Life Benefit	All Full Time Employees	All Full Time Employees	All Full Time Employees	All Full Time Employees
EE Guaranteed Issue	\$20,000	\$20,000	\$20,000	\$20,000
EE AD&D Benefit	\$20,000	\$20,000	\$20,000	\$20,000
Other Features				
Reduction Schedule	None	None	None	None
EAP Included (Yes/No)	Yes	Yes	Yes	Yes
Travel Assist (Yes/No)	Yes	Yes	Yes	Yes
Identity Theft Services (Yes/No)	Yes	Yes	Yes	Yes
Conversion Available (Yes/No)	Yes	Yes	Yes	Yes
Prem Waiver (Yes/No)	Yes	Yes	Yes	Yes
Minimum Participation	100%	100%	100%	100%
Rate Guarantee	3 Years - Renews 6/1/2020	2 Years - Renews 6/1/2022	2 Years - Renews 6/1/2022	2 Years - Renews 6/1/2022
Rates				
Life Rate per \$1,000	\$0.11	\$0.11	\$0.10	\$0.10
AD&D Rate per \$1,000	\$0.015	\$0.015	\$0.01	\$0.01
Estimated Monthly Premium	\$2,747.50	\$2,747.50	\$2,417.80	\$2,417.80
Estimated Annual Premium	\$32,970.00	\$32,970.00	\$29,013.60	\$29,013.60
Percentage Change From Current		0%	-12%	-12%

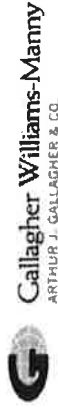
Rates are not final until approved by insurance carrier. Illustration is for comparative purposes only. Please see carrier brochure/certificate for exact coverage.

The information contained herein is subject to the disclosures and disclaimers on the final page of this presentation.

Winnebago County

Voluntary Life & AD&D - Plan Analysis

June 1, 2020 Renewal Date



555 S. Perryville Rd., Rockford, IL 61108 | 815-398-6800

	ER Contrib to EE: 0%	Current Reliance Standard Voluntary Life	Renewal Reliance Standard Voluntary Life
Waiting Period: 90 Days *			
Benefits			
Eligibility Class 1			
EE Life Benefit		All Full Time Employees \$10k Increments to \$500k max not to exceed 5x's BAE \$200,000	All Full Time Employees \$10k Increments to \$500k max not to exceed 5x's BAE \$200,000
EE Guaranteed Issue		\$10k Increments to \$500k max not to exceed 10x's BAE	\$10k Increments to \$500k max not to exceed 10x's BAE
EE AD&D Benefit		Elected Board Members \$10k Increments to \$500k max not to exceed 5x's BAE \$200,000	Elected Board Members \$10k Increments to \$500k max not to exceed 5x's BAE \$200,000
Eligibility Class 2			
EE Life Benefit		\$10k Increments to \$500k max not to exceed 5x's BAE \$200,000	\$10k Increments to \$500k max not to exceed 5x's BAE \$200,000
EE Guaranteed Issue		\$10k Increments to \$500k max not to exceed 10x's BAE	\$10k Increments to \$500k max not to exceed 10x's BAE
EE AD&D Benefit		\$5k Increments to \$500k max not to exceed 100% of EE Benefit \$50,000	\$5k Increments to \$500k max not to exceed 100% of EE Benefit \$50,000
Dependent Coverage			
Spouse Life Benefit		\$5k Increments to \$500k max not to exceed 100% of EE Benefit	\$5k Increments to \$500k max not to exceed 100% of EE Benefit
Spouse Guaranteed Issue		\$5k Increments to \$500k max not to exceed 100% of EE Benefit	\$5k Increments to \$500k max not to exceed 100% of EE Benefit
Spouse AD&D Benefit		\$2k Increments to \$20k max \$2k Increments to \$20k max	\$2k Increments to \$20k max \$2k Increments to \$20k max
Child(ren) 0-14 d			
Child(ren) 15 d to 6 mo.			
Child(ren) 6 mo. to 19 yr.			
Max Dependent Age			
Other Features			
Reduction Schedule		To 60% @ 75, 35% @ 80, 25% @ 85, 20% @ 90, 8% @ 95, 5% @ 100	To 60% @ 75, 35% @ 80, 25% @ 85, 20% @ 90, 8% @ 95, 5% @ 100
EAP Included (Yes/No)		Included w/ Life	Included w/ Life
Travel Assist (Yes/No)		Included w/ Life	Included w/ Life
Identity Theft Services (Yes/No)		Included w/ Life	Included w/ Life
Portable (Yes/No)		Yes	Yes
Conversion Available (Yes/No)		Yes	Yes
Prem Waiver (Yes/No)		Yes	Yes
Minimum Participation		Current	Current
Rate Guarantee		3 Years - Renews 6/1/2020	2 Years - Renews 6/1/2022
Rates			
Life Rate per \$1,000		Age Rated	Age Rated
AD&D Rate per \$1,000		See Attached Rate Grid	See Attached Rate Grid

Rates are not final until approved by insurance carrier. Illustration is for comparative purposes only. Please see carrier brochure/benefits for exact coverage.

JW - 2/11/2020 - Page 2

* For all FT Employees, For Class 2 coverage begins on the day their elected period begins.

The information contained herein is subject to the disclosures and disclaimers on the final page of this presentation.

Current			Renewal		
Reliance Standard			Reliance Standard		
Rate Per \$1,000			Rate Per \$1,000		
Age	EE	SP	Age	EE	SP
<25	\$ 0.050	\$ 0.050	<25	\$ 0.050	\$ 0.050
25-29	\$ 0.060	\$ 0.060	25-29	\$ 0.060	\$ 0.060
30-34	\$ 0.080	\$ 0.080	30-34	\$ 0.080	\$ 0.080
35-39	\$ 0.090	\$ 0.090	35-39	\$ 0.090	\$ 0.090
40-44	\$ 0.120	\$ 0.120	40-44	\$ 0.120	\$ 0.120
45-49	\$ 0.210	\$ 0.210	45-49	\$ 0.210	\$ 0.210
50-54	\$ 0.340	\$ 0.340	50-54	\$ 0.340	\$ 0.340
55-59	\$ 0.580	\$ 0.580	55-59	\$ 0.580	\$ 0.580
60-64	\$ 0.690	\$ 0.690	60-64	\$ 0.690	\$ 0.690
65-69	\$ 1.270	\$ 1.270	65-69	\$ 1.270	\$ 1.270
70+	\$ 2.060	\$ 2.060	70+	\$ 2.060	\$ 2.060
AD&D	\$ 0.020	\$ 0.020	AD&D	\$ 0.020	\$ 0.020
Child Life		\$ 0.210	Child Life		\$ 0.210
Child AD&D		\$ 0.020	Child AD&D		\$ 0.020

Rates are not final until approved by insurance carrier. Illustration is for comparative purposes only. Please see carrier brochure/certificate for exact coverage.

The information contained herein is subject to the disclosures and disclaimers on the final page of this presentation.

Gallagher Benefit Services Disclaimers



Gallagher Williams-Manny
ARTHUR J. GALLAGHER & CO.

555 S. Perryville Rd., Rockford, IL 61108 | 815-398-6800

Coverage

This proposal (analyses, report, etc.) is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal (analyses, report, etc.) is not a contract and offers no contractual obligation on behalf of GBS.

Renewal/Financial

This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.

Legal

The intent of this analysis [report, letter, etc.] is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area.

**RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2020 CR

**RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH RELIANCE STANDARD FOR
VOLUNTARY LIFE INSURANCE**

WHEREAS, the County of Winnebago offers voluntary life insurance to active employees;
and,

WHEREAS, the County's Benefit Consultant has reviewed proposals for voluntary life
insurance in 2020; and,

WHEREAS, the County's Benefit Consultant recommends continuation of the voluntary life
insurance administered by Reliance Standard; and,

WHEREAS, Reliance Standard has proposed the attached rates to Winnebago County for
voluntary life insurance coverage for 2 years effective June 1, 2020:

See Attachment A

This benefit is 100% employee paid.

WHEREAS, the Personnel and Policies Committee of the County Board for the County of
Winnebago, Illinois has reviewed the proposal and recommends that the County Board authorize
execution of an agreement with Reliance Standard for the administration of the voluntary life
insurance coverage for the timeframe of June 1, 2020 through May 31, 2022.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago,
Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement
with Reliance Standard, 1100 E. Woodfield Road, Suite 427, Schaumburg, IL 60172 for voluntary
life insurance coverage.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective
immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare
and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human
Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE

DISAGREE

DAVID FIDUCCIA, CHAIRMAN

DAVID FIDUCCIA, CHAIRMAN

ANGIE GORAL

ANGIE GORAL

JOE HOFFMAN

JOE HOFFMAN

DAVID KELLEY

DAVID KELLEY

DOROTHY REDD

DOROTHY REDD

JIM WEBSTER

JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____ day of _____ 2020.

FRANK HANEY

CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW

CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

Winnebago County Voluntary Life & AD&D - Plan Analysis June 1, 2020 Renewal Date



Current		Renewal	
Reliance Standard		Reliance Standard	
Rate Per \$1,000		Rate Per \$1,000	
Age	EE SP	Age	EE SP
<25	\$ 0.050 \$ 0.050	<25	\$ 0.050 \$ 0.050
25-29	\$ 0.060 \$ 0.060	25-29	\$ 0.060 \$ 0.060
30-34	\$ 0.080 \$ 0.080	30-34	\$ 0.080 \$ 0.080
35-39	\$ 0.090 \$ 0.090	35-39	\$ 0.090 \$ 0.090
40-44	\$ 0.120 \$ 0.120	40-44	\$ 0.120 \$ 0.120
45-49	\$ 0.210 \$ 0.210	45-49	\$ 0.210 \$ 0.210
50-54	\$ 0.340 \$ 0.340	50-54	\$ 0.340 \$ 0.340
55-59	\$ 0.580 \$ 0.580	55-59	\$ 0.580 \$ 0.580
60-64	\$ 0.690 \$ 0.690	60-64	\$ 0.690 \$ 0.690
65-69	\$ 1.270 \$ 1.270	65-69	\$ 1.270 \$ 1.270
70+	\$ 2.060 \$ 2.060	70+	\$ 2.060 \$ 2.060
AD&D	\$ 0.020 \$ 0.020	AD&D	\$ 0.020 \$ 0.020
Child Life	\$ 0.210	Child Life	\$ 0.210
Child AD&D	\$ 0.020	Child AD&D	\$ 0.020

Rates are not final until approved by insurance carrier. Illustration is for comparative purposes only. Please see carrier brochure/certificate for exact coverage.

The information contained herein is subject to the disclosures and disclaimers on the final page of this presentation.

Accepted Opt. _____ Client Signature _____

Date _____

W/M Auth Agent _____

Date _____

Winnebago County

June 1, 2020 Renewal

Compensation - Stop Loss Carriers

Blue Cross Blue Shield	Base Commission Level Net of Commissions	Supplemental Compensation \$0 - \$150 PEPEY new, \$0 - \$50 PEPEY renewal
------------------------	--	---

Compensation - TPA, Flex, COBRA Carriers

AmWins	Base Commission Level Ret. Med'l Flat 5%, Rx Flat 2%	Supplemental Compensation None
Blue Cross Blue Shield	Net of Commissions	None
Express Scripts	Retiree Medical \$5 PMPM	None
Northern IL Health Plan	Net of Commissions	None
OptimumHealth	Net of Commissions	2.5% of premium
TransAmnca	Retiree Medical 5%	None

Compensation - Dental Carriers

Northern IL Health Plan	Base Commission Level Net of Commissions	Supplemental Compensation None
-------------------------	--	--

Solvency & Compensation - Life & Disability Carriers

Reliance Standard	Base Commission Level Life Net of Commissions, Vol. Life Flat 15%	Supplemental Compensation 2.25% of premium new	Solvency Rating A+
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Compensation - Vision Carriers

Vision Service Plan	Base Commission Level Graded 10%	Supplemental Compensation None
---------------------	--	--

For all medical, HMO, stop loss, dental, vision and EAP carriers:

While Gallagher does not guarantee the financial viability of any health insurance carrier or market, it is an area we recommend that clients closely scrutinize when selecting a health insurance carrier. There are a number of rating agencies that can be referred to including, A.M. Best, Fitch, Moody's, Standard & Poor's, and Weiss Ratings (The Street.com). Generally, agencies that provide ratings of Health Insurers, including traditional insurance companies and other managed care organizations, reflect their opinion based on a comprehensive quantitative and qualitative evaluation of a company's financial strength, operating performance and market profile. However, these ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

**RESOLUTION
OF THE
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

2020 CR _____

SUBMITTED BY: PERSONNEL & POLICIES COMMITTEE
SPONSORED BY: DAVE FIDUCCIA

RESOLUTION AMENDING THE
CORONAVIRUS RESPONSE POLICY

WHEREAS, a significant global outbreak of Coronavirus Disease 2019 (COVID-19) has emerged and as of March 30, 2020, fourteen confirmed cases have been reported in Winnebago County; and

WHEREAS, the federal government approved the Families First Coronavirus Response Act (FFCRA) on March 18, 2020, to provide paid leave to employees impacted by COVID-19; and

WHEREAS, the FFCRA is applicable to the County of Winnebago as a public entity and becomes effective on April 1, 2020; and

WHEREAS, on March 26, 2020, the County Board adopted the Coronavirus Response Policy for County personnel; and

WHEREAS, since March 26, 2020, the United States Department of Labor has issued further guidance on application and interpretation of the FFCRA; and

WHEREAS, the revised Coronavirus Response Policy, attached hereto as Exhibit A, has been approved and implemented by the County Administrator and is submitted to the County Board for approval.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED, by the County Board of the County of Winnebago, Illinois, that the Coronavirus Response Policy effective April 1, 2020, attached hereto as Exhibit A, is adopted by the County of Winnebago and replaces the policy previously adopted on March 26, 2020.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effect immediately.

BE IT FURTHER RESOLVED, that the Clerk of the County Board is hereby directed to prepare and deliver a copy of this Resolution to the County Administrator, the County Human Resources Director, and the Winnebago County State's Attorney.

**Respectfully submitted,
PERSONNEL & POLICIES
COMMITTEE**

AGREE

DISAGREE

DAVE FIDUCCIA, CHAIRMAN

DAVE FIDUCCIA, CHAIRMAN

DAVE BOOMER

DAVE BOOMER

ANGIE GORAL

ANGIE GORAL

JOE HOFFMAN

JOE HOFFMAN

DAVE KELLEY

DAVE KELLEY

DOROTHY REDD

DOROTHY REDD

JIM WEBSTER


JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois, this ____ day of _____, 2020.

Frank Haney
Chairman of the County Board
of the County of Winnebago, Illinois

Attested by:

Lori Gummow
Clerk of the County Board
of the County of Winnebago, Illinois

Description:		CORONAVIRUS RESPONSE POLICY		Policy Number:	
	WINNEBAGO COUNTY			Revision Date:	4/1/20
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I. PURPOSE

To set forth the County of Winnebago’s policy and procedures regarding leave, payment and benefits when an employee requires time off related to Coronavirus/COVID-19.

II. SCOPE

Except as otherwise provided herein, this policy applies to all employees at Winnebago County, including those of elected officials, if so adopted.

III. EFFECTIVE DATE

This policy is effective April 1, 2020 through December 31, 2020.

IV. POLICY


Winnebago County is committed to ensuring that employees that require quarantine and/or isolation for exposure to COVID-19 or time off related to COVID-19 are compensated in accordance with current County policies, the federal Families First Coronavirus Response Act, and any and all other applicable state and federal laws.

V. FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA) provides Emergency Paid Sick Leave to employees for reasons related to COVID-19 and expands qualifying leave under the Family and Medical Leave Act to include leave for specified reasons related to COVID-19.

VI. DEFINITIONS

A. Quarantine: A situation in which a person who is not symptomatic but is suspected to have been exposed to COVID-19 is asked to remain separated from other people in order to prevent the possible spread of the virus.

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- B. Isolation: The separation from other people of a person known or reasonably believed to be infected with COVID-19.


- C. Qualifying Reasons for Sick Leave: An employee is entitled to take up to 80 hours of paid leave related to COVID-19 (at either full pay or two-thirds pay, depending on the reason for the leave) if the employee is unable to work, including telework, because the employee:
 - 1. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
 - 2. Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
 - 3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
 - 4. Is caring for an individual subject to an order described in (1) above or self-quarantine as described in (2) above;
 - 5. Is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 precautions; or
 - 6. Is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services.

- D. Qualifying Need Related to a Public Health Emergency: An employee is unable to work (or telework) due to a need for leave to care for the son or daughter under 18 years of age of such employee if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.

VII. EXCLUSIONS

The FFCRA permits employers of employees who are health care providers and emergency responders, as defined by the United States Department of Labor, to exclude those employees from the application of the Emergency Paid Sick Leave and the Expanded FMLA. Based upon this authorization and the need to maintain essential services, the following employees are excluded from the leave and pay provisions for leave as defined in Section VI(C)(5) and Section VI(D) above:

- 1. All employees at River Bluff Nursing Home; and
- 2. All employees of the Winnebago County Sheriff's Department.

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VIII. PAID FFCRA SICK LEAVE

A. Any employee taking paid leave under the FFCRA must notify their supervisor following established practices (or as required by their collective bargaining agreement, if applicable), and support their request with the following documentation:

1. A written statement that they are unable to work, including any remote work (“telework”) or fulfillment of any on-call status duties, specifying the dates, times and which of the six qualifying reasons set forth in Section V(C) above is applicable.
2. If applicable, copies of any Federal, State or local quarantine or isolation order related to COVID-19 or written documentation by a health care provider advising the employee to self-quarantine or isolate due to concerns related to COVID-19.


B. Additionally, while under a quarantine period, an employee:

1. Is not to come onto work premises. For COVID-19, the quarantine period is expected to be 14 days;
2. Is urged to discuss the possibility of telework with their supervisor, which would negate the need to use paid COVID-19 leave. If permitted to telework, the employee must be available to their supervisor during working hours by phone; and
3. Must keep their supervisor informed of the projected end date of their quarantine.

An employee must provide documentation from the respective Public Health Authority and/or health care provider clearing them to return to work prior to coming back onto work premises. Employees are expected to cooperate with reasonable requests to facilitate access to health information, if necessary, to confirm that returning to work is safe.

C. Additionally, while under a treatment/isolation period, an employee:

1. Is not to come onto work premises;
2. Is not permitted to perform any work, including telework or fulfillment of any on-call status duties;
3. Should contact County Human Resources to discuss leave under the Family and Medical Leave Act (FMLA) or other applicable leaves; and
4. Must keep their supervisor informed of the date they anticipate being able to return to work.

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An employee must provide documentation from the respective Public Health Authority and/or health care provider clearing them to return to work prior to coming back onto work premises. Employees are expected to cooperate with reasonable requests to facilitate access to health information, if necessary, to confirm that returning to work is safe.

IX. EXPANDED FMLA

Employees (part-time or full-time) who have been employed for at least 30 calendar days can take FMLA for a "Qualifying Need Related to a Public Health Emergency." In order to use FMLA under the FFCRA, you must:

- A. Let your supervisor know as soon as possible in the event you are seeking leave based on a qualifying need related to a public health emergency; and
- B. Complete FMLA paperwork and provide appropriate supporting documentation.

X. PAYMENT AND LEAVE PRACTICES

A. Starting April 1, 2020, the County will adhere to the pay and leave requirements as contained in the FFCRA, except as otherwise provided herein.

B. Use of accruals:

1. Employees who are receiving two-thirds of their pay under the FFCRA for leave as defined in Section VI(C)(4) may elect to use vacation, personal time, compensatory time, and/or sick accruals to make up the remaining one-third in order to receive full pay.
2. Employees who are receiving two-thirds of their pay under the FFCRA for leave as defined in Section VI(C)(5) or Section VI(D) may elect to use vacation, personal time, and compensatory time accruals to make up the remaining one-third in order to receive full pay.
3. Employees must notify their supervisor if electing to use accruals under this subsection.

Description:

**CORONAVIRUS RESPONSE
POLICY**

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**WINNEBAGO
COUNTY**

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XI. DISCLOSURE OF INFORMATION

All employees are asked to make their supervisor aware if they have been in close contact with someone whom they know has been given a directive to isolate by a Public Health Authority or health care provider due to concerns related to COVID-19.