

COMMITTEE REPORT

COMMITTEE: Joint Meeting-Executive/Finance, Tax, & Budget Committees
CHAIRPERSON: Steve Allendorf, Chairperson/John Schultz, Chairperson
DATE/TIME: October 1, 2019 @ 6:30 pm

PRESENT-EXECUTIVE:

<input checked="" type="checkbox"/> Steve Allendorf, Chair	<input type="checkbox"/> Bill Bingham	<input checked="" type="checkbox"/> LaDon Trost
<input checked="" type="checkbox"/> Scott Toot, Vice-Chair	<input checked="" type="checkbox"/> Don Hill	<input type="checkbox"/> Lucas Bourquin
<input checked="" type="checkbox"/> Diane Gallagher	<input checked="" type="checkbox"/> John Lang	<input checked="" type="checkbox"/> John Schultz

PRESENT-FINANCE:

<input checked="" type="checkbox"/> Steve Allendorf	<input checked="" type="checkbox"/> John Schultz, Chair	<input type="checkbox"/> Staci Duerr
<input checked="" type="checkbox"/> Diane Gallagher	<input type="checkbox"/> Vacant	<input checked="" type="checkbox"/> Ron Smith
<input checked="" type="checkbox"/> Scott Toot	<input checked="" type="checkbox"/> John Lang	

A quorum was established for each committee.

Other Board Members: None.

Others: Angela Kaiser, Dan Reimer, Eric Tison, Laura Edmonds, and Melisa Hammer.

1. Minutes Approval

- a. Minutes of the September 3, 2019 Executive Committee meeting – **John Lang made a motion to approve the September 3, 2019 Executive Committee meeting minutes as presented. Seconded by John Schultz and motion carried.**

2. Citizens' Comments – None.

3. Unfinished Business

- a. FY2019/FY2020 Strategic Goals and Plans – Diane Gallagher read the top three goals and asked members to keep them in mind.
- b. Update on the Bautsch Gray and Marsden Mine Sites on Blackjack Road – The committee discussed their concerns regarding Blackjack Road and the damage it could incur from heavy travel during the next phase of cleanup.
- c. Update on Jo Daviess County FOIA requests – The committee reviewed the updated FOIA request report.
- d. Update of Jo Daviess County Special Service Area Commissions – A joint commission meeting to discuss contracts is scheduled for October 3, 2019 at 6:30 p.m. and at 7:00 p.m., the commissions will meet with the Ad-Hoc EMS Sustainability Committee to discussion accomplishments.
- e. Update on the Cannabis Regulation and Tax Act – Eric Tison is working on an update to the Zoning Ordinance to allow for Cannabis facilities to be permitted in unincorporated areas of Jo Daviess County by Special Use via text amendments. This will be presented to the Zoning Board at their November meeting.

4. New Business

- a. EXECUTIVE: Discussion and possible action on a Destination Marketing Management Agreement (the Ad-Hoc DMO Committee will be holding a special meeting on October 1, 2019 @ 6:00 pm for a possible recommendation) – Scott Toot addressed the committee regarding the earlier meeting of the Ad-Hoc DMO committee and distributed a clean copy of the proposed agreement. The term length of the agreement was modified on the advice of

State's Attorney John Hay. The new language removes the ten year term and replaces it with a one year term and automatic renewal of successive one year terms for a maximum of ten years, unless either party notifies the other no later than six months prior to the renewal date. **John Lang made a motion to move forward to the County Board a recommendation to approve the Destination Marking Management Agreement as presented. Seconded by John Schultz and motion carried.**

- b. FINANCE: Discussion and possible action on Jo Daviess County group health insurance for FY2020 (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) – Dan Reimer and Angie Kaiser addressed the committee on behalf of the Ad-Hoc Health Insurance Committee: Quotes for both Medical Associates Health Plans (MAHP) and Blue Cross/Blue Shield of Illinois (BCBS) were presented and discussed. The MAHP quotes represented a 4.1% increase over FY19 rates in all three plan designs. The BCBS quotes represented a 24.2% increase over FY19 rates for the Traditional HMO plan and a 53.9% increase over FY19 rates for the high deductible plan design. The Ad-Hoc Health Insurance Committee recommends a renewal with MAHP for FY2020.
1. **John Lang made a motion to move forward to the County Board a recommendation to approve the renewal of Medical Associates Traditional HMO Insurance Plan \$25/\$50 co-pay, \$15/\$30 RX card, \$3,000/\$6,000 OPM for FY2020 with a 4.1% premium increase; single premium of \$905.03/month and a family premium of \$2,217.37/month. Seconded by Don Hill and motion carried.**
 2. **Steve Allendorf made a motion to move forward to the County Board a recommendation to approve the renewal of Medical Associates \$2000 High Deductible HMO Insurance Plan SINGLE ONLY with a single premium of \$647.17/month. Seconded by Scott Toot and motion carried.**
 3. **Don Hill made a motion to move forward to the County Board a recommendation to approve the renewal of Medical Associates \$2700/5400 Embedded High Deductible HMO Insurance Plan with a single premium of \$601.54/month and a family premium of \$1473.80/month. Seconded by Ron Smith and motion carried.**
- c. FINANCE: Discussion and possible action on FY2020 Employer HSA Contribution Amounts/Timing of Payments (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) – The Ad-Hoc Health Insurance Committee recommendation is no change in the Employer HSA contribution amounts of \$1,500 single and \$2,200 family/timing of payments in January and July. **Steve Allendorf made a motion to move forward to the County Board a recommendation to approve the County (employer) contribution amounts of \$1,500 for single coverage and \$2,200 for family coverage to employees' HSA for those enrolled in the qualifying high deductible health plans with said contributions to be made biannually in the January and July claims cycles as established. Seconded by LaDon Trost and motion carried.**
- d. FINANCE: Discussion and possible action on Voluntary Supplemental Insurance United Healthcare Group Dental Insurance (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) - The Ad-Hoc Health Insurance Committee recommendation is to approve the Voluntary Supplemental Insurance United Healthcare Group Dental Insurance plans with no change in rates. **John Lang made a motion to move forward to the County Board a recommendation to approve the renewal of the United Healthcare Group Dental Insurance with no change in premium rates, Plan 2 rate of \$31.04/single and \$83.05/family without orthodontia and Plan 1 rate of \$39.56/single and \$114.71/family including orthodontia. Seconded by Ron Smith and carried.**

- e. FINANCE: Discussion and possible action on Aflac Group Accident Advantage Plus Insurance (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) - The Ad-Hoc Health Insurance Committee recommendation is to approve the Aflac Group Accident Advantage Plus Insurance plan with no change in rates. **Steve Allendorf made a motion to move forward to the County Board a recommendation to approve the renewal of the Aflac Group Accident insurance with no change in premium rates of \$4.92/single, \$7.37/employee and spouse, \$8.62/employee and dependent children, and \$11.07/family. Seconded by Scott Toot and motion carried.**
- f. FINANCE: Discussion and possible action on Aflac Group Critical Illness Advantage Insurance (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) - The Ad-Hoc Health Insurance Committee recommendation is to approve the Aflac Group Critical Illness Advantage Insurance plan with no change in rates. **Don Hill made a motion to move forward to the County Board a recommendation to approve the renewal of the Aflac Group Critical Illness Advantage insurance with no change in premium rates based on age and insurance level. Seconded by John Lang and motion carried.**
- g. FINANCE: Discussion and possible action on the FY2020 Optional Health Insurance Incentive Program (Ad-Hoc Health Insurance Committee will be holding a special meeting on September 30, 2019 @ 1:00 pm for a possible recommendation) - The Ad-Hoc Health Insurance Committee recommendation is to approve the FY2020 Optional Health Insurance Incentive Program with no change, pending review by State’s Attorney John Hay. **John Schultz made a motion to move forward to the County Board a recommendation to approve the FY2020 Optional Health Insurance Incentive Program with no change pending review by State’s Attorney John Hay. Seconded by Ron Smith and motion carried.**
- h. EXECUTIVE: Discussion and possible action on a recommendation to remove steps 1 & 2, add 1% to steps 3, 4, 5, 6, and add additional steps of 7 & 8 at 3% for both the exempt and non-exempt Jo Daviess County Pay Grade Structure Schedules (Recommended by the Personnel Review Committee, meeting of September 25, 2019) – Dan Reimer and Angie Kaiser addressed the committee on behalf of the Personnel Review Committee: Discussion was held regarding several issues facing Jo Daviess County in the recruitment and hiring of quality new employees. Given the fact that many department heads are frequently requesting advance step hire permission when bringing in new people tells the committee that the starting wages on the Jo Daviess County Pay Grade Structure Schedules are too low. A market analysis would cost the County approximately \$10,000 and could ultimately recommend essentially the same thing. The committee feels addressing the known issues in-house and proposing these changes, which effectively move the wage midpoint from 95% of market to 100% of market, rename the merit to maximum column to merit and remove the maximum dollar amount from each pay grade and insert “up to 3% increase per year” (which reflects County Board action on 03.13.18), is something we don’t need to pay \$10,000 to do. Should this be approved and implemented, the budget increase for FY2020 overall would be no more \$25,000. Charlie Carlson from Carlson Dettmann was consulted regarding the proposal and he believes it is a good recommendation. **Scott Toot made a motion to move forward to the County Board a recommendation to remove steps 1 & 2, add 1% to steps 3, 4, 5, 6, and add additional steps of 7 & 8 at 3% for both the exempt and non-exempt Jo Daviess County Pay Grade Structure Schedules to be effective December 1, 2019. Seconded by Ron Smith and motion carried with a nay vote recorded for John Lang.**

5. Closed Session – None.

6. Possible action as a result of closed session – None.

7. Staff Reports

- a) County Clerk/Recorder: Angela Kaiser thanked the board members for their willingness to consider recommendations and their ongoing commitment to Jo Daviess County. It is greatly appreciated.
- b) County Administrator: Dan Reimer discussed GASB 54 Minimum Year End Fund Balance Policies and the county's history of fiscal year end fund balances versus cash balances. He presented charts and graphs that illustrate the differences between the two.

8. Summary of Committee Activities – None.

9. Citizens Comments – None.

10. Board Member Concerns – Diane Gallagher asked that historical budget information be included in orientation packets for new county board members. John Lang is concerned about the long term effect of modified pay schedules. Steve Allendorf reminded members that the first budget workshop is scheduled for Wednesday, October 2, 2019. Scott Toot reminded board members to always be aware of the agenda and to stay on topic in all meetings. Discussion is important, but please avoid repetition, as this causes meetings to run longer than necessary.

The meeting adjourned at 8:13 p.m. following a motion made by Scott Toot. Seconded by Don Hill and motion carried.

The next meeting of the Executive Committee is scheduled for Tuesday, November 5, 2019 at 6:30 p.m.