

AGENDA

GENERAL ADMINISTRATION & PERSONNEL COMMITTEE VILLAGE OF HOFFMAN ESTATES December 13, 2010

Immediately Following Planning, Building, and Zoning Committee

Members: Gary Stanton, Chairperson
Ray Kincaid, Vice-Chairperson
Gary Pilafas, Trustee
Karen Mills, Trustee
Jacquelyn Green, Trustee
Anna Newell, Trustee
William McLeod, Mayor

I. Roll Call

II. Approval of Minutes – November 8, 2010

NEW BUSINESS

1. Discussion regarding the legislative update.
2. Request Board approval of 2011 Village Board and Standing Committee meeting schedule.
3. Request acceptance of Cable TV Monthly Report.
4. Request acceptance of Human Resources Management Monthly Report.

III. President's Report

IV. Other

V. Adjournment

**GENERAL ADMINISTRATION & PERSONNEL
COMMITTEE MEETING MINUTES**

November 8, 2010

I. Roll Call

Members in Attendance:

Cary Collins, Chairperson
Ray Kincaid, Vice-Chairperson
Gary Pilafas, Trustee
Trustee Karen Mills
Trustee Jacquelyn Green
Trustee Anna Newell
Village President William McLeod

**Management Team Members
in Attendance:**

Jim Norris, Village Manager
Arthur Janura, Corporation Counsel
Dan O'Malley, Deputy Village Manager
Mark Koplín, Asst. Vlg. Mgr., Dev. Services
Patrick Seger, Human Resource Mgmt Dir.
Bev Romanoff, Village Clerk
Mike Hankey, Director of Trans.
Don Plass, Director of Code Enforcement
Robert Gorvett, Fire Chief
Mike Hish, Acting Police Chief
Algean Garner, Director of HHS
Michael DuCharme, Director of Finance
Ashley Monroe, Planner
Pete Gugliotta, Director of Planning
Doug Schultz, Public Relations
Gordon Eaken, Director of IS
Dave Christensen, Director of Emer. Mgmt.

Others in Attendance

Reporter from *Daily Herald*

The General Administration & Personnel Committee meeting was called to order at 8:35 p.m.

II. Approval of Minutes

Motion by Trustee Pilafas, seconded by Mayor McLeod, to approve the General Administration & Personnel Committee meeting minutes of October 11, 2010. Voice vote taken. All ayes. Motion carried.

NEW BUSINESS

1. Request approval of an ordinance amending Section 2-2-2, Regular Meetings, of the Hoffman Estates Municipal Code.

An item summary sheet from James Norris was presented to Committee.

Motion by Mayor McLeod, seconded by Trustee Pilafas, to approve ordinance amending Section 2-2-2, Regular Meetings, of Hoffman Estates Municipal Code. Voice vote taken. All ayes. Motion carried.

- 2. Request approval to amend the flexible benefits plan to appoint Discovery Benefits, Inc. as the third party administrator and to continue with the additional Village depository.**

An item summary sheet from Patrick Seger was presented to Committee.

Motion by Trustee Pilafas, seconded by Trustee Green, to approve amending the flexible benefits plan to appoint Discovery Benefits, Inc. as the third party administrator and to continue with the additional Village depository. Voice vote taken. All ayes. Motion carried.

- 3. Request acceptance of Cable TV Monthly Report.**

The Cable TV Monthly Report was submitted to the Committee.

Motion by Trustee Pilafas, seconded by Trustee Newell, to accept the Cable TV Monthly Report. Voice vote taken. All ayes. Motion carried.

- 2. Request acceptance of Human Resources Management Monthly Report.**

The Human Resources Management Monthly Report was submitted to the Committee.

Motion by Trustee Pilafas, seconded by Trustee Newell, to accept the Human Resources Management Monthly Report. Voice vote taken. All ayes. Motion carried.

III. President's Report

IV. Other

V. Items in Review

VI. Adjournment

Motion by Trustee Pilafas, seconded by Trustee Mills, to adjourn the meeting at 7:38 p.m. Voice vote taken. All ayes. Motion carried.

Minutes submitted by:

Debbie Schoop, Executive Assistant

Date

COMMITTEE AGENDA ITEM

VILLAGE OF HOFFMAN ESTATES

SUBJECT: Discussion regarding legislative update

MEETING DATE: December 13, 2010

COMMITTEE: General Administration & Personnel Committee

FROM: Sarah Kuechler, Administrative Intern

PURPOSE: To provide a summary of significant legislation recently acted upon in the 2010 Illinois General Assembly Veto Session.

BACKGROUND: The Veto Session is a six-day period during which the General Assembly can act on the bills that were either vetoed or amendatorally vetoed by the Governor during the spring legislative session. Rather than give the Governor the final word on a bill, the Illinois Constitution allows the General Assembly to either override or accept the Governor's actions. This opportunity presents itself during the Veto Session. New legislation may also be introduced during this session.

DISCUSSION: The attached memo outlines those bills significant to the Village of Hoffman Estates that advanced or failed during the 2010 Illinois General Assembly Veto Session.

The two most noteworthy bills are public employee performance evaluations and police and fire pension reform.

The police and fire pension reform bill (SB3538) must be signed by Governor Quinn before January 1, 2011. However, approval of the bill is facing strong opposition from the City of Chicago. Mayor Daley has voiced his objection arguing that the city will have to substantially increase its property tax to meet the required funding obligations. If obligations are not met, the state can withhold sales and income tax revenue from the city. Furthermore, 43 of 50 Chicago aldermen signed a letter last Wednesday urging Governor Quinn *not* to sign the bill. This presents a danger to the bill that would be a critical first step in reforming the police and fire pension systems and providing some initial relief to taxpayers and municipalities.

Note: The General Assembly is scheduled to return on Monday, January 3 for a lame duck session. The 96th General Assembly (current) can act upon any bills until the inauguration of the 97th General Assembly on January 12, at which time all prior drafted legislation from the 96th General Assembly is discarded. The deadline to introduce bills is February 4.

ATTACHMENTS:

Legislative Update Memorandum

NWMC - Synopsis of Senate Bill 3538 House Amendment #3
(Police and Fire Pension Reform)

List of Staff Tracked Legislation during 2010

Five (5) Legislative Letters from the Mayor

VILLAGE OF HOFFMAN ESTATES

Memo

TO: James H. Norris, Village Manager
FROM: Sarah Kuechler, Administrative Intern
RE: Legislative Update
DATE: December 13, 2010

The following provides a summary of significant legislation recently discussed in the 2010 Illinois General Assembly Veto Session. Full text of all bills can be found at: <http://www.ilga.gov/>. A list of legislation previously reviewed and acted on by the Board in 2010 is attached.

Bills of interest that advanced during the Legislative Veto Session

HB 5154 – Public Employee Performance Evaluations

Summary: In April, the General Assembly passed this bill which prohibits the disclosure of personnel evaluations of all municipal employees under the Freedom of Information Act. In July, the Governor exercised his amendatory veto to fundamentally change the bill to exempt only the performance evaluations of law enforcement personnel from disclosure. During the veto session, the Governor's amendatory veto was overridden by both houses: 77-36 by the House on November 16 and 48-3 by the Senate on December 1. As a result, the provision of HB 5154 will be restored to the original version passed by the General Assembly in April.

Status: Amendatory veto overridden. HB 5154 restored to original version—*all public employee evaluations are prohibited from disclosure under FOIA.*

Impact on Hoffman Estates: Performance evaluations cannot be disclosed by FOIA request; it has been made illegal to do so. This protects the privacy of our employees and allows the Village to continue to use performance evaluations as a valuable tool to help train and guide employees as they progress through the course of their careers.

SB 3538 – Police and Fire Pension Reform

Summary: This bill creates a second tier of benefits for new hires, extends the amortization period, imposes funding requirements, and calls for additional studies on pension reform. It has been applauded as a major first step toward pension reform providing some initial relief, but more action will be needed to make the pension system sustainable. Some of the most substantial changes are outlined below:

Second Tier of Benefits (Applicable to only new hires after 1/1/2011):

- Increase the normal retirement age from 50 to 55
- Pension salary cap of \$106, 800 with annual CPI adjustments (currently no cap)
- Calculate pensions using an average final salary based upon the highest 8 consecutive years out of the last 10 years

Other Modifications

- 30 year closed amortization period with a funding target of 90% by the end of 2040
- State-shared revenue diversions to pension funds beginning in 2016 equaling any difference between the employer contribution and the required actuarial contribution
- Three year phase-in with up to 1/3 of state-shared revenue diverted in 2016, up to 2/3 in 2017 and up to the full contribution difference beginning in 2018
- Allows 5 year smoothing of actuarial gains and losses incurred after 2011
- Allows funds with over \$10 million in assets to expand exposure on equities

Commission on Government Forecasting and Accountability (COGFA) Studies

- Study on each pension fund for release in 2013, study on investment pooling, and study on a 50/50 employer and employee split of the normal cost

Note: See attached Synopsis of Senate Bill 3538 from the NWMC for greater detail of the bill.

Status: Passed both houses during the veto session. The bill requires approval by the Governor before January 1, 2011 to become effective.

Recommendation: IML and the Pension Fairness for Illinois Communities Coalition believe that SB 3538 represents a positive first-step toward public safety pension reform, but that additional reforms will be necessary to alleviate the growing burden on taxpayers and municipalities and ensure that the pension funds remain financially viable. Staff recommends support.

NWMC - Synopsis of Senate Bill 3538 House Amendment #3

Modified Pension Benefits for Police and Firefighters Hired After 1/1/11

- Normal retirement age 55 (was age 50)
- Early retirement age 50 with ½% reduction for each month prior to age 55 (up to 30% reduction if pension taken at age 50) (currently no early retirement penalty)
- 10 year vesting (current vesting 8 years for police and 10 year for fire)
- Earn 2.5% pension for each year of service with maximum of 75% at 30 years (slight change in formula for earlier years for fire)
- Pension salary cap of \$106,800 with annual CPI adjustments (no current cap)
- Final Average Salary for pension is average of final best 8 of 10 years of service (now final day/month)
- Cost of Living Adjustment is lesser of 3% or ½ CPI-U, non-compounded (was 3% compounded)
- COLA begins at age 60 (was age 55)
- Surviving spouse benefit 66 2/3% of pension at time of annuitant death with new COLA formula also beginning at age 60 (currently 100%)

Actuarial Changes

- 30 year closed amortization period with funding goal of 90% by 2041 (was 40 year closed with goal of 100% due by 2033)
- Level percent of payroll formula remains in effect
- Allows 5 year smoothing of actuarial gains and losses incurred after 2011

Compliance Mechanism

- State-shared revenue diversions to pension funds beginning in fiscal year 2016 equaling any difference between the employer contribution and the required actuarial contribution
- Three year phase-in with up to 1/3 of state-shared revenue diverted in fiscal year 2016, up to 2/3 in fiscal year 2017 and up to the full contribution difference beginning in fiscal year 2018

Expanded Investment Authority

- Allows funds with over \$10 million in assets to expand investment opportunities

Commission on Government Forecasting and Accountability Studies

- Investment pooling
- In-depth study on each pension fund including: fund balances, historical contribution rates, actuarial formulas used, available funding sources, impact of revenue limitations including tax caps and existing compliance measures
- Required to be released in 2013

Note: SB 3538 also applies actuarial changes and compliance mechanism to the City of Chicago's police and fire pension funds.

Tracked Legislation during 2010

Bill Number	Bill Summary Name	Bill Summary	Status	Previous Action
HB 5154	Performance Evaluation Disclosure	Amends the Personnel Record Review Act to prohibit the disclosure of all public employee performance evaluations under the Freedom of Information Act. <i>Governor Amendatory Veto</i> - Performance evaluations of only State and local peace officers (instead of all personnel) would be prohibited (7/26/10).	Amendatory Veto Overridden by both houses during the veto session. Bill returned to original version to prohibit all evaluations from disclosure.	IML support. Staff recommended support.
HB 5483	Approval of Minutes and Public Comments	Amends the Open Meetings Act. Requires a public body to make proposed minutes of an open meeting available for public inspection within 8 business days after the meeting to which the minutes relate and make approved minutes of an open meeting available for public inspection within 5 business days after approval (now, make available within 7 business days after approval).	Governor Approved. Public Act as of 8-23-10.	FYI
HB 43	Stop for Pedestrians	Amends the Illinois Vehicle Code. Provides that where traffic signals are not in place, vehicles must stop and yield to a pedestrian in a crosswalk rather than yielding the right-of-way by slowing down or stopping if need be. Provides that on a school day when children are present and so close that a potential hazard exists because of the close proximity of the motorized traffic and when traffic signals are not in place or in operation, vehicles must stop and yield to a pedestrian in a crosswalk rather than yielding the right-of-way by slowing down or stopping if need be to so yield. Effective immediately.	Governor Approved. Public Act as of 7-22-10.	Staff recommended support.
SB 3538	Police and Fire Pension Reform	Amends the Illinois Pension Code. In the Downstate Police, Downstate Fire, Chicago Police, and Chicago Fire Articles of the Code, as well as provisions in the IMRF Article regarding sheriff's law enforcement employees, makes changes concerning eligibility for a pension, the method of calculating retirement pensions, the amount of survivor pensions, and the amount and timing of annual increases; authorizes the Comptroller to deduct amounts owed by a municipality from specified percentages of grants of State funds to the municipality, if the municipality fails to transmit required contributions within a specified time; changes the way that public safety tax levies are calculated; and specifies the means for calculating the value of fund assets. In the General Provisions Article of the Code, provides that a downstate police or downstate firefighter pension fund that has net assets of at least \$10,000,000 and has appointed an investment adviser may, through that investment adviser, invest an additional portion of its assets in certain common and preferred stocks and mutual funds; authorizes Downstate Police and Downstate Fire pension funds to invest in corporate bonds that meet certain requirements; and requires COGFA to conduct a study on the feasibility of creating an investment pool and enacting a contribution cost-share component. Effective January 1, 2011.	Awaiting Governor's Approval.	IML supports. Pension Fairness for Illinois Communities Coalition supports. Staff recommends support.

Tracked Legislation during 2010

SB 43	Prevailing Wage in Enterprise Zones	Amends the Prevailing Wage Act. Provides that "public works" includes all projects located in an enterprise zone as defined in the Illinois Enterprise Zone Act or located in an economic development project area as defined in the Economic Development Project Area Tax Increment Allocation Act of 1995, but does not include projects at an owner-occupied single family residence or owner-occupied multi-family residence located in an enterprise zone or economic development project area. Provides that all contractors and subcontractors required to pay the prevailing wage under the Act shall make payment of such wages in legal tender, without any deduction for food, sleeping accommodations, transportation, use of tools, or any other thing of any kind or description. Provides that the Department of Labor shall make revised prevailing wage rates available on its official website and such posting on the website shall be deemed notice to the contractor or subcontractor of the revised rate. Provides that the contractor or subcontractor shall be responsible to pay the revised rate. Provides that in lieu of posting the prevailing wage rates on the project site of the public works, a contractor which has a business location where laborers, workers and mechanics regularly visit may: (1) post in a conspicuous location at that business the current prevailing wage rates for each county in which the contractor is performing work; or (2) provide such laborer, worker or mechanic engaged on the public works project a written notice indicating the prevailing wage rates for the public works project. Makes other changes. Effective immediately.	Governor Approved. Public Act as of 7-23-10.	Staff recommended opposition.
SB 2612	Utilities - Local Tax Audit	Amends the Electricity Infrastructure Maintenance Fee Law and the Illinois Municipal Code. Authorizes municipalities that impose certain taxes or fees on or collected by public utilities to conduct audits of those utilities to determine the accuracy of the taxes or fees paid to the municipality. Sets forth procedures under which a municipality may collect information from a public utility that is necessary to perform an audit. Sets forth procedures concerning the audit findings, liability for errors, penalties, confidentiality, and exemptions. Provides that a municipality may audit a community antenna television system operator franchised by the municipality to provide video services. Sets forth the procedures concerning the audit. Amends the Local Government Taxpayers' Bill of Rights Act. Limits the authority of municipalities (including home rule municipalities) to impose penalties with respect to certain taxes imposed under the Illinois Municipal Code or with respect to the municipal electricity infrastructure maintenance fee. Amends the Counties Code. Provides that a county may audit a community antenna television system operator franchised by the county to provide video services. Sets forth the procedures concerning the audit. Sets forth procedures concerning the audit findings, liability for errors, and confidentiality. Contains other provisions. Effective immediately.	Governor Approved. Public Act as of 8-3-2010.	At direction of the Board, letter of opposition signed by Mayor sent 4-19-10.

Tracked Legislation during 2010

HB 5873	Pension Legislation	Amends the Illinois Pension Code. Provides that, by January 1, 2011 and annually thereafter, the Division must submit a report to the General Assembly and the Governor on the actuarial funding level and funding level requirements for the downstate police and fire pension funds and the Illinois Municipal Retirement Fund. Effective immediately	Referred to Assignments. 6-27-10.	Village Manager is part of the pension negotiating team and will provide updates.
HB 6425	Telecom Act Rewrite	Amends the Public Utilities Act. House Bill 6425 negates the passage of the Cable and Video Competition Act of 2007 by deregulating AT&T's U-Services, allowing AT&T the freedom from consumer protection and oversight by the Attorney General's Office.	Re-referred to Rules Comm. 5-28-10.	At the direction of the Board, letter of opposition signed by Mayor sent 4-20-10.
SB 3151	TIF Devaluation	Amends the Economic Development Area Tax Increment Allocation Act, the County Economic Development Project Area Property Tax Allocation Act, the County Economic Development Project Area Tax Increment Allocation Act of 1991, the Tax Increment Allocation Redevelopment Act in the Illinois Municipal Code, and the Economic Development Project Area Tax Increment Allocation Act of 1995. Provides that, beginning January 1, 2011, the initial equalized assessed value of all taxable real property within the economic development project area must be increased over the initial equalized assessed value of the previous year by the annual rate of increase, for the previous calendar year, of the Consumer Price Index for All Urban Consumers for all items, published by the United States Bureau of Labor Statistics. Effective immediately.	Referred to Assignments. 6-27-10.	IML opposes. Staff recommends strong opposition. Letter of opposition sent 3-25-10 by Mayor on behalf of the Board.
SB 3566	Lawsuit Exposure	Creates the Abusive Work Environment Act. Provides findings and purposes of the Act; definitions; unlawful employment practices, including abusive work environment and retaliation; employer liability and affirmative defense; employee liability and affirmative defense; relief; procedures and limitations; effect of the Act on other legal relationships; and other matters	Re-referred to Rules Comm. 4-23-10.	IML opposes. Staff recommends strong opposition.

Tracked Legislation during 2010

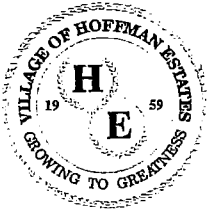
HB 6249	Conceal and Carry	<p>Creates the Family and Personal Protection Act. Establishes statewide uniform standards for the issuance of permits to carry concealed firearms in this State. Vests in the Department of State Police the authority to issue concealed firearms permits to qualified applicants. Requires an applicant to complete a training course in handgun use, safety, and marksmanship. Also requires instruction in the law relating to firearm use. Creates the Citizen Safety and Self-Defense Trust Fund administered by the Department. The moneys in the Fund shall be used to administer the Act. Establishes restrictions on carrying concealed firearms. Establishes standards for the training course and for certifying instructors. Amends the Firearm Owners Identification Card Act. Provides that the Family and Personal Protection Act supersedes an ordinance of a unit of local government inconsistent with that Act. Prohibits a home rule unit from regulating the issuance of permits to carry concealed firearms. Amends the Criminal Code of 1961. Exempts, from an unlawful use of weapons and aggravated unlawful use of weapons violation, persons who carry or possess firearms in accordance with the Family and</p>	Re-referred to Rules Comm. 3-26-10.	IML opposes. Staff recommends opposition.
HB 4657	Pension Credit Purchase	<p>Amends the Downstate Firefighter Article of the Illinois Pension Code. Allows an active firefighter to establish creditable service for time spent as an on-call firefighter or volunteer firefighter at the rate of one year of creditable service for each 5 years of time spent as an on-call firefighter or volunteer firefighter, provided that (i) the firefighter has at least 5 years of creditable service as an active firefighter, (ii) the firefighter spent at least 5 years as an on-call firefighter or volunteer firefighter for a municipality, (iii) the firefighter contributes to the Fund an amount representing employee contributions for the number of years of creditable service granted, based on the salary and contribution rate in effect for the firefighter at the date of entry into the Fund, to be determined by the board, (iv) not more than 3 years of creditable service may be granted, and (v) the municipality consents to allow the employee to establish the creditable service. Amends the State Mandates Act to require implementation without reimbursement. Effective immediately.</p>	Re-referred to Rules Comm. 3-26-10.	Monitor

Tracked Legislation during 2010

SB 3140	Automated Red Light Enforcement	Amends the Illinois Vehicle Code. Provides that an ordinance that provides for the administrative adjudication of automated traffic law enforcement system violations shall require that all determinations by a technician employed or contracted by the municipality or county that a motor vehicle committed a violation must be reviewed and approved by a law enforcement officer. Requires a municipality or county issuing an automated traffic law enforcement system violation to provide a website address to an alleged violator on the notice of violation. Provides that the camera housing of an automated traffic law enforcement camera installed at an intersection must be distinctive in color in order to be visible to approaching traffic. Provides that a municipality or county that has one or more intersections equipped with an automated traffic law enforcement system must provide notice to drivers by posting signs in dedicated right turn lanes indicating that a complete stop is required prior to making a right turn on red and posting the locations of the systems within the municipality or county on the municipality or county website. Provides that an intersection equipped with an automated traffic law enforcement system must	Re-referred to Assignments. 3-19-10.	Monitor
HB 6127	Manning Flexibility	Amends the Illinois Public Labor Relations Act. Exempts manning levels as a required subject of collective bargaining. With respect to peace officers, fire fighters, and security employees, (i) provides that, in the absence of an agreement, an arbitration panel's consideration of the unit of government's ability to meet costs is limited to existing revenues and (ii) in a non-home rule municipality with a population in excess of 140,000, excludes manning levels from successor fire fighter agreements unless the municipality's corporate authorities agree otherwise.	Re-referred to Rules Committee. 3-15-10.	IML supports. Staff recommends support.
HB 5787	Firefighter Hiring Mandate	Amends the Illinois Municipal Code and the Fire Protection District Act. Sets forth alternative procedures for appointments to full-time fire departments. Provides for the creation of a register of eligibles for original appointments to fire departments. Sets forth the requirements for placement on the register of eligibles. Provides that a local commission may also hire from a statewide master register of eligibles for original appointments. Sets forth the requirements for placement on the master register. Provides for the award of preference points for eligible persons. Sets forth the procedure for awarding preference points for fire cadet, veteran, paramedic, educational, and experience preferences. Denies home rule powers. Contains other provisions. Effective immediately.	Re-referred to Rules Committee. 3-15-10.	IML opposes. Staff recommends opposing.

Tracked Legislation during 2010

SB 3629	Non-Highway Vehicle Clarification	Amends the Illinois Municipal Code and the Illinois Vehicle Code. Removes references to a neighborhood vehicle in the Illinois Vehicle Code. Creates a new Article in the Illinois Vehicle Code regulating low-speed vehicles and non-highway vehicles and consolidates a provision concerning the operation of low-speed vehicles on streets into a similar provision concerning the operation of non-highway vehicles on streets into one provision in the new Article. Provides that it is unlawful for any person to drive or operate a low-speed vehicle or non-highway vehicle upon any street in this State unless expressly authorized by a unit of local government. Provides that it is lawful for any person to drive or operate a low-speed vehicle upon any street that is located in the City of Chicago where the posted speed limit is 30 miles per hour or less unless the City of Chicago or the Illinois Department of Transportation prohibit the activity. Provides that any person engaged in the retail sale of low-speed vehicles are required to comply with the motor vehicle dealer licensing, registration, and bonding laws of this State. Provides that it is lawful for any person to drive or operate a non-highway vehicle or a recreational off-	Referred to Rules Comm. 3-11-20.	IML supports. Staff recommends supporting.
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HOFFMAN ESTATES

OFFICE OF THE MAYOR

William D. McLeod
MAYOR

November 10, 2010

Honorable John Milner
State Senator – 28th District
105-C Capitol Building
Springfield, IL 62706

**Re: HB 5154 – Override Governor's Amendatory Veto on
Employee Performance Evaluations**

Dear Senator Milner:

As Mayor of the Village of Hoffman Estates, I strongly encourage you to support the motion to override the Governor's amendatory veto to House Bill 5154, which changes the Bill to exempt only the performance evaluations of law enforcement personnel from disclosure. These privacy protections should apply to all public servants, not just a select few.

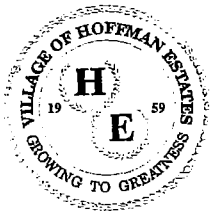
In the Village, performance evaluations are important tools to help train and guide our employees as they progress through the course of their careers. They are designed to be a time for open communication between the supervisor and the employee and if made to be public record, it will greatly reduce their value. Both supervisors and employees may be reluctant to be completely candid out of fear of unfair scrutiny from the public or fellow co-workers who may not understand the context. Not only would this violate employees' privacy, it would decrease employee morale and only be disruptive in nature to the operations of our Village.

Thank you for your consideration of our comments and for your continued service to the citizens of the State of Illinois, and particularly to the residents of the Village of Hoffman Estates. I trust that you will do everything in your power to support the motion to override this veto and return the bill to its original format to prohibit all employee evaluations from disclosure under the Freedom of Information Act.

Sincerely,

William D. McLeod
Mayor

WDM/ds



HOFFMAN ESTATES

OFFICE OF THE MAYOR

William D. McLeod
MAYOR

November 10, 2010

Honorable John Milner
State Senator – 28th District
105-C Capitol Building
Springfield, IL 62706

Re: Immediate Action on Public Safety Pension Reform

Dear Senator Milner:

As Mayor of the Village of Hoffman Estates, I strongly encourage you to act on public safety pension reform in the upcoming veto session. As you are aware, the Village of Hoffman Estates faces an extremely difficult budget situation for 2011, as well as for future years. The impact of public safety pensions is significant and immediate, and we cannot delay addressing this issue.

The rising pension debt and increasing funding requirement is a problem for the Village of Hoffman Estates. Municipal governments, including the Village of Hoffman Estates, can no longer keep up with the funding demands required to offset this debt. If the General Assembly fails to act with urgency to provide cost relief to municipal governments, these funds will move further down the road of financial insolvency.

Pension reform needs to be acted upon now. Changing the calculation for employer contributions to a rolling 30-year amortization period will greatly help these future increases and would not be detrimental to our current employees and pensioners. Other possibilities for reform should also be explored including, but not limited to, altering benefits for those hired after January 1, 2011. The taxpayers of Hoffman Estates need relief, both immediate and long-term, from the burden that the present public safety pension system places on municipalities. We are confident that reforms can provide relief to municipalities at this difficult financial time without unduly harming the employees and pensioners for whom these programs exist.

Thank you for your consideration of our comments and for your continued service to the citizens of the State of Illinois, and particularly to the residents of the Village of Hoffman Estates. I trust that you will do everything in your power to continue serving the citizens of the State of Illinois by acting immediately upon pension reform in the upcoming veto session.

Sincerely,

William D. McLeod
Mayor

WDM/ds



HOFFMAN ESTATES

OFFICE OF THE MAYOR

William D. McLeod
MAYOR

November 24, 2010

Honorable John Milner
State Senator – 28th District
105-C Capitol Building
Springfield, IL 62706

Dear Senator Milner:

I write to you on a matter of critical importance to the Village of Hoffman Estates. The Village of Hoffman Estates is very concerned about the rising costs to fund our police and fire pension fund(s) and are uncertain that the Village of Hoffman Estates can continue to fund these rising costs without substantially increasing taxes or reducing basic service levels to our residents.

Benefit increases, consistently poor investment returns, and the 2008-2009 market crash have imposed a tremendous financial burden on the Village of Hoffman Estates to fund these pensions and maintain their solvency. On a statewide basis, municipal governments have increased their contributions by 162% into the police pension funds between 1997 and 2008. Despite this substantial allocation of taxpayer money, the unfunded liability of the police funds has increased by 297% during this time period. For the firefighter pension funds, municipal governments have increased their contributions by 151% only to see the unfunded liability grow by 365%.

In the last two years alone, an additional \$985 million in unfunded liability has been created statewide. The magnitude of this debt spiral is sobering and it shows no sign of abating. This is a serious problem for both municipal governments and the police officers and firefighters that expect to receive retirement and disability benefit payments into the future.

The rising pension debt and increasing funding requirement is a problem for the Village of Hoffman Estates. Since 2004, the unfunded pension liability has increased by 194% for our police pension fund and 265% for our firefighter pension fund. During this same time period, the Village's employer contribution increased by 41.1% for our police pension fund and by 48.2% for our firefighter pension fund.

Municipal governments, including the Village of Hoffman Estates, can no longer keep up with the funding demands required to offset this debt. If the General Assembly fails to act with urgency to provide cost relief to municipal governments, these funds will move further down the road of financial insolvency. Once again, municipal governments and their taxpayers cannot reasonably be expected to keep up with the growing costs needed to keep these pension funds financially viable.

So what are the solutions? The Village of Hoffman Estates supports the following reforms that have been proposed by the Illinois Municipal League and the Pension Fairness for Illinois Communities Coalition:

Changes for employees hired on or after January 1, 2011:

- *Increase the normal retirement age to 60
- *Provide that the maximum pension would be earned after 35 years of service
- *Set a pensionable salary cap at \$106,800
- *Set the maximum pension at 72% of final salary
- *Calculate pensions using an average final salary based upon the highest 8 consecutive years out of the last 10 years
- *Adjust the annual COLA to the lesser of 3% simple or 50% of the CPI-U
- *Set the amount of the survivor benefit at 66 2/3% of final average salary

Changes to the current pension system:

- *Enact a 30-year rolling amortization period for pension funding
- *Expand investment authority
- *Adjust employee contributions upward

Recommended studies and reports:

- *COGFA study regarding consolidation of the police and firefighter funds
- *COGFA study regarding the benefits of investment pooling
- *COGFA report concerning the financial condition of each of the police and firefighter pension funds
- *Illinois Department of Insurance authority to conduct special examinations and investigations of individual pension funds

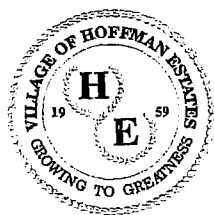
The Village of Hoffman Estates is aware that reducing benefits for newly-hired police officers and firefighters is not politically popular for legislators. One important point, however, should be considered. If the problem of unsustainable pension costs is not addressed immediately, then these increasing costs will place demands on local budgets that cannot meet and provide vital services to communities. At that point, municipal governments and employee unions will approach the General Assembly with demands for a remedy. When this occurs, the number of available solutions will have already diminished and no good options will remain.

Once again, the Village of Hoffman Estates urges that the General Assembly take immediate action to rescue the downstate and suburban municipal police and firefighter pension systems by approving the reforms in this letter. These funds must be made affordable for municipal governments and sustainable for our police officers and firefighters.

Sincerely,



William D. McLeod
Mayor



HOFFMAN ESTATES

OFFICE OF THE MAYOR

November 17, 2010

William D. McLeod
MAYOR

Honorable John Milner
State Senator – 28th District
105-C Capitol Building
Springfield, IL 62706

Re: HB 6900 - Proposed Extension to Enterprise Zone Term

Dear Senator Milner:

The Village of Hoffman Estates supports passage of House Bill 6900 which seeks to extend the term of the Illinois Enterprise Zone Program for an additional twenty (20) years. The Illinois Enterprise Zone Program is a proven economic development partnership between the State of Illinois and local units of government and has a documented history of making the difference for projects seeking to locate in Illinois. The incentives allowed under the Enterprise Zone Program have enabled both existing companies and new ventures alike to make decisions regarding job creation, job retention, and capital investment resulting in a stronger Illinois economy.

HB 6900 would extend the Zone Program for twenty (20) years similar to a previous extension accomplished by the 91st General Assembly and signed by the Governor in 2000. The Village believes the Illinois Enterprise Zone Program to be of particular importance in today's highly competitive world of economic development. Recent negative impacts to Illinois resulting from a national and global economic crisis make it even more important to preserve and extend this program.

HB 6900 is supported by the Illinois Enterprise Zone Association (IEZA). This bill, sponsored by Representative Robert Flider (D) of Decatur, is identical in language to last spring's SB 3659 which was a good example of both sides of the aisle demonstrating support for economic development in Illinois. The Village appreciates the cooperation demonstrated to support this issue in the General Assembly and urges all legislators to support the bill. The organizations from across the State of Illinois, including the IEZA, Illinois Municipal League, Illinois Chamber, Illinois Manufacturer's Association, Illinois Development Council, and others who have worked to bring this extension legislation to the 96th General Assembly.

HB 6900 preserves one of the few available Illinois' incentive programs. Further, it does so using mechanisms that primarily result in a self-funding methodology that utilizes local property tax abatement with formulas voluntarily created and agreed to by local taxing districts; building material sales tax exemptions initiated jointly by the State of Illinois and the local jurisdictions; and various other investment and income tax credits to incent projects through business income tax credit allowances. All of these incentives are governed under a "but for" imperative in the Enterprise Program which only grants incentives if a project is undertaken by an existing company for new investment in Illinois or for a new company coming to an Illinois Enterprise Zone. It is a quid pro quo that results in no incentive if there is no investment made or jobs created.

The past ten (10) years' DCEO annual reports to the General Assembly on Enterprise Zone jobs retention, creation, and investment total as follows:

Jobs Retained: 188,031
Jobs Created: 159,235
Total Investment: \$29.423 billion

This successful record of the Illinois Enterprise Zone Program speaks for itself. The past ten years of documented investments in building and capital equipment totaling nearly \$30 billion have assured that nearly 350,000 Illinois citizens received or kept their jobs here in Illinois. These were only the direct jobs reported and do not include all of the untold spinoff created by Enterprise Zone projects across the state. The Illinois Enterprise Zone Program enabled those investments and helped to retain and create those jobs. By extending this valuable program, HB-6900 will strengthen Illinois, create investment, and retain and create jobs for Illinois citizens. The Enterprise Zone in Hoffman Estates has been instrumental in construction of new development.

Unless the General Assembly acts to extend the Zone Program, Enterprise Zones will soon begin to expire all across Illinois. Several zones are already operating with "impaired" incentives due to their proximity to their expiration dates. The time is now to enact this extension legislation. The time is now to send a message that Illinois is interested in and wants to support economic development and business investment here in our great state.

Why Support HB 6900?

- ◆ HB 6900 preserves Enterprise Zones as a premier economic development tool in Illinois' toolbox. Nothing else is out there to create the kind of incentives zones bring.
- ◆ Illinois Enterprise Zones have a proven record of stimulating investment and job creation for both existing Illinois companies and for helping those companies from outside our state to decide to come to Illinois (\$30 billion and 350,000 jobs).
- ◆ HB 6900 would result in increased investment and job retention and creation resulting in stabilized and increased state revenues (investment and job creation = state revenue).
- ◆ Ask yourself "Is now the time to send this positive message?" We say yes!

We sincerely and respectfully ask you to support House Bill 6900 without further amendment and to enact it this fall session of the 96th General Assembly.

Sincerely,



William D. McLeod
Mayor



HOFFMAN ESTATES

OFFICE OF THE MAYOR

December 2, 2010

William D. McLeod
MAYOR

Senator Richard Durbin
U.S. Senator
309 Hart Senate Office Building
Washington, DC 20510

Re: Oppose Passage of Continuing Resolution Based on FY 2008 Spending Levels

Dear Senator Durbin:

On behalf of the Village of Hoffman Estates, I strongly encourage you to oppose passage of a Continuing Resolution that would fund federal programs for Fiscal Year 2011 at Fiscal Year 2008 spending levels. This would result in dramatic cuts to federal programs that are deeply important to our community.

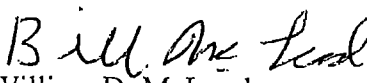
The significant cuts to valuable federal programs that improve community development, housing, transportation, water infrastructure, emergency management and public safety, would have a substantial detrimental impact to the Village. The Village relies on these federal programs to help enhance the quality of life for our residents and improve infrastructure and neighborhoods that are in the greatest need of rehabilitation.

For instance, if using FY 2008 levels, CDBG would be funded at only \$3.593 billion compared to \$3.99 billion in FY 2010. To compare at the municipal level, as an entitlement community, Hoffman Estates received \$327,334 in FY 2010 in CDBG funds, but only \$298,483 in FY 2008—to return to these prior levels would only hamper the efforts we have made in community development and housing. In addition to these reduced levels, other key programs that many communities have a great need for, such as COPS, Byrne Justice Assistance Grants, Clean Water and Drinking Water State Revolving Loan Funds, are in danger of not being funded at all or radically reduced.

To continue funding for federal programs, I encourage you to support a 2011 Omnibus appropriations bill based on the work already done by the House and Senate, which would maintain spending at the 2010 level and in many programs increase funding levels. In addition, an Omnibus bill would make it possible for administrative changes that would help achieve more effective delivery and implementation of federal programs.

Thank you for your continued service to the citizens of the State of Illinois, and particularly the residents of the Village of Hoffman Estates. I strongly urge you to oppose the passage of a Continuing Resolution based on FY 2008 spending levels and instead encourage you to support a 2011 Omnibus appropriations bill.

Sincerely,


William D. McLeod
Village President

COMMITTEE AGENDA ITEM

VILLAGE OF HOFFMAN ESTATES

NB2

SUBJECT: Discussion regarding 2011 Village Board and Standing Committees meeting schedule

MEETING DATE: December 13, 2010

COMMITTEE: General Administration & Personnel

FROM: James H. Norris, Village Manager

PURPOSE: To provide discussion regarding the 2011 Village Board and Standing Committees meeting schedule.

DISCUSSION: To determine if major religious holidays celebrated by the Christian, Islamic and Jewish faiths fall on the dates of scheduled 2011 Village Board and Standing Committee meetings, which may hinder public attendance, staff conducted a review of major religious holidays and created a calendar to depict the dates of such observances.

The following major religious holiday falls on a scheduled meeting date:

Eid al-Adha (begins at sundown) – November 7, 2011

The holiday listed above is celebrated during the day and/or evening listed above. The above does not represent all religious holidays that are observed on Mondays, but reflects major/high holy days, as determined through research of each faith's traditional major holidays.

The following national holidays fall on scheduled meeting dates:

Independence Day – July 4, 2011

Labor Day – September 5, 2011

Christmas Day – December 25, 2011 (designated day for employees' holiday - Monday, December 26)

Also, according to Ordinance No. 4212 passed this November designating legal holidays be held the following Monday after the legal holiday, the July 4 Board meeting would be held on July 11, and September 5 Board meeting would be held on September 12.

Staff has also compiled a list of conferences that the Mayor and Board of Trustees often attend that fall on Mondays:

1. National League of Cities – March 12-16 (March 14)
2. ICSC Conference – May 22-25 (May 23)
3. U.S. Conference of Mayors – June 17-21 (June 20)

In addition, Mayor McLeod has requested that the Standing Committee meetings on January 10 be rescheduled prior to the Village Board meeting on January 17, 2011.

This year, the Village Board rescheduled summer Board meetings to the first Monday of the month and Committee meetings to the fourth Monday of the month in July and August. If the Village were to follow the same schedule in 2011, Board meetings would be held on July 11 (due to holiday on July 4) and August 1. Committee meetings would be held on July 25 and August 22.

RECOMMENDATION: Staff recommends scheduling Village Board and Standing Committee meetings for 2011 as follows:

Village Board

January 3, 17
February 7, 21
March 7, 21
April 4, 18
May 2, 16
June 6, 27 (June 20*)
July 11 (July 4*)
August 1
September 12 (Sept. 5*), 19
October 3, 17
November 14 (Nov. 7*), 21
December 5, 19

Standing Committees

January 17 (Jan. 10*), 24
February 14, 28
March 21 (March 14*), 28
April 11, 25
May 9, 16 (May 23*)
June 13, 27
July 25
August 22
September 12, 26
October 10, 24
November 14, 28
December 12

*The dates in parentheses above are the Board/Committee dates that were rescheduled due to holidays, conferences.

VILLAGE OF HOFFMAN ESTATES

Memo

To: Jim Norris
From: Bruce Anderson
Regarding: Cable TV Report
Date: December 7, 2010

Citizen Segments

French Exchange, Harvest Luncheon, Shop with a Cop, Teddy Bear Party, Recycling Awards and Dept of HHS activities.

Citizen Segments and Programs in development:

Martin Luther King Day
CRC Holiday Party
New CRC Open House

Friendship Tree Lighting

This program will run in December.

Concerts

The District 211 Jazz Concert ran in late November and early December. Staff is exploring taping the HEHS Holiday Concert.

Environmental Programs

The lectures at the Environmental and Recycling Day were taped and will air over the next four months. This month we are showing S.O.A.R. (Save our American Raptors), with Deshka the Bald Eagle.

Veterans Day

The Veteran's Day Ceremony will continue running until mid December.

Sports

It is winter sports season. This month we will televise Schaumburg v Conant, Conant v HE & HE v Schaumburg basketball and Conant v HE wrestling.

Economic Development Video

A video promoting development in Hoffman Estates and Huntington 90 is being aired as filler between programs.

Small Business Loans

A Chamber program featuring Congresswoman Melissa Bean talking about the SBA loan program is available on the Village YouTube page.

Complaints/Inquiries

There were five inquiries this month: two billing issues, two repair issues and an unbundled cable. There are two inquiries pending resolution.



HOFFMAN ESTATES

NB4

DEPARTMENT OF HUMAN RESOURCES MANAGEMENT

HUMAN RESOURCES MANAGEMENT DEPARTMENT

Monthly Report

November 2010

Staffing Activity

New Starts: 0

Separations: 0

Transfers: 1 – Admin. Assistant from Gen Gov. to Fire

Retirees: 1- Admin. Assistant – Fire Dept.

Promotions: 0

Reclassifications: 0

Change in Status: 0

Staffing:	Full Time Employees	351 budgeted	347 current
	Part Time Employees	49 budgeted	47 current
	Temporary Employees	0 budgeted	0 current
	Seasonal Employees	18 budgeted	0 current
	Paid Interns	3 budgeted	3 current

Month & Year-to-Date Activity:

0 Seasonals with	10 for year
0 Promotions with	0 for year
0 Separations with	19 for year
1 Retirements with	6 for year
1 Transfer with	5 for year

Recruitment Activity

Recruitment: **Auxiliary Snowplow Driver (35-40)**
Position posted on 10/07/10.
Position was posted on Village website, cable access channel,
social media and electronic Village signs.
Twenty-eight internal candidates hired. Five returning external
candidates hired. Five new external candidates hired.

Labor/Management Relations

Contract Status: **Police** (Metropolitan Alliance of Police - MAP Chapter 96) –
Contract (Jan. 1, 2008 - December 31, 2012).

Fire (International Association of Firefighters - Local 2061) –
Contract (January 1, 2009 – December 31, 2011).

Public Works (International Brotherhood of Teamsters, Local
714) – Contract (Jan. 1, 2010 – Dec. 31, 2012).

Police Sergeants (Metropolitan Alliance of Police – MAP-97)
Contract (Jan. 1, 2009 – December 31, 2013).

Grievances: Two (2) IAFF Local 2061 Grievances
 One (1) Grievance –
 Received arbitration award by Arbitrator Goldberg
 denying the union grievance regarding the charging
 of benefit time while on light duty on a 3:1 basis.
 One (1) Grievance – Arbitration date pending.

One (1) MAP 96 Unfair Labor Practice (ULP) –
After legal briefs by both the Village and MAP 96 were
submitted to the Illinois Labor Relation board, MAP 96
withdrew ULP.

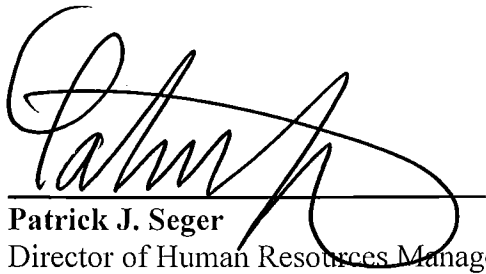
Personnel/Benefits/Employee Services

- HRM staff met to discuss the 2011 salary schedule.
- Director of HRM met with the Public Works management team to discuss personnel issues.
- Director of HRM, Deputy Village Manager and the Acting Police Chief met with legal counsel to prepare MAP 96 ULP brief.
- Director of HRM participated in the Management Team meetings.
- HR Coordinator and Director of HRM continue to refine the 2011 budget performance measures.
- Director of HRM and Risk Manager attended the Village Hall evacuation plan discussion.
- Director of HRM attended the IPBC strategic planning meeting and the finance and operations meeting.
- HR Coordinator conducted a market review and recommended a new 125 plan provider, Discovery Benefits and coordinated the open enrollment in November.
- Director of HRM and HR Coordinator met with IPBC representatives to discuss health care reform and the renewal of our agreement with IPBC.
- As President of IPELRA, Director of HRM hosted the monthly IPELRA meeting at Village Hall.

Risk Management/Safety/Loss Control

- Continued to facilitate the proper handling of all open workers' compensation claims. Two (2) third party claims administrators are currently being used to administer the Village's workers' compensation claims.
- Conducted a mandatory random Federal Department of Transportation drug and alcohol test. There was one positive result.
- Coordinated the administration of several litigated liability claims being handled by the Village's third party claims administrator.
- Continue to provide consultation related to risk management issues related to the Sears Centre. Conducted a Hazard Survey during the reporting period.
- Provided continual written updates to appropriate management staff related to the status of several open workers' compensation claims.

- Spoke with one of the Village's workers' compensation defense attorneys and the third party claims administrator to discuss the disposition of several high exposure workers' compensation claims. .
- Continue to coordinate the presentation of workplace violence training for employees of at Village Hall. The training will be conducted in December of 2010.
- Coordinated the Request for Proposal process for the Village's insurance broker, property and casualty and workers' compensation programs. Met with the participating brokers to discuss their proposals.
- Facilitated the settlement of a high exposure workers' compensation claim. All aspects of these multiple long standing claims for this former employee have been brought to conclusion.



Patrick J. Seger
Director of Human Resources Management

HUMAN RESOURCES MANAGEMENT MONTHLY STAFFING REPORT November 2010

RECRUITMENTS

POSITION TITLE: Auxiliary Snowplow Drivers (35-40 positions)
DEPARTMENT: Public Works
DATE POSTED: 10/07/10
AD DEADLINE: until filled
APPLICATIONS REC'D: 28 internal applications, 9 returning driver applications,
 9 new external candidate applications
STATUS: Twenty-eight internal candidates hired. Five returning external
 candidates hired. Five new external candidates hired.

NEW STARTS

N/A

SUMMARY OF EMPLOYMENT ACTIVITY November 2010

	<u>Total Number</u>	<u>Position</u>
New Starts	0	
Separations	0	
Promotions	0	
Upgrades	0	
Downgrades	0	
Transfers	1	Administrative Assistant - from Gen Gov. to Fire Dept.
Retirements	1	Administrative Assistant – Fire Dept.
Reclassifications	0	

SUMMARY OF UNPAID INTERNS/ADDITIONAL ACTIVITY

Additional Activity

(See HRM Employment Activity Report attached for details)

ANTICIPATED ACTIVITY NEXT MONTH

	<u>Total Number</u>	<u>Position</u>
New Starts	1	PT Staff Asst - PD
Separations	2	Fire Prevention Bureau Mgr PT Fire Inspector Aide
Promotions	0	
Transfers	0	
Reclassifications	0	
Changes in Status	0	
Retirements	7	Deputy Fire Chief Director of Public Works Administrative Asst Admin. Staff Assistant Staff Assistant Maint. II/Crew Leader Customer Srv. Rep/Front Desk
New Positions	0	
Eliminated Positions	0	

2010 EMPLOYEE COUNT

	<u>Budgeted</u>	<u>Actual</u>
FULL TIME EMPLOYEES	351	347
PART TIME EMPLOYEES	49	47
TEMPORARY EMPLOYEES	0	0
SEASONAL EMPLOYEES	18	0
INTERNS (PAID)	<u>3</u>	<u>3</u>
TOTAL	421	397

Total Vacancies:

Full Time
Budgeted – Posted 0

Budgeted - Not Posted 3 Chief of Police
Police Lieutenant
Administrative Assistant (PD)

TOTAL FULL TIME 3

Part Time

Budgeted-Not Posted 2 HR Generalist – PT
PT Custodian

TOTAL PART TIME 2

RECRUITMENT ACTIVITY

	<u>Month</u>	<u>Year To Date</u>
Full Time – Response to Recruitments	0	7
Part Time – Response to Recruitments	0	18
Seasonal Applicants	2	57
Unsolicited Applications/Walk-Ins	16	179
TOTAL	18	261

**HUMAN RESOURCES MANAGEMENT
EMPLOYMENT ACTIVITY
November 2010**

NEW HIRES

<u>Name</u>	<u>Date of Hire</u>	<u>Position</u>	<u>Replacement for</u>
N/A			

SEPARATIONS

<u>Name</u>	<u>Termination Date</u>	<u>Position</u>	<u>Reason</u>
Bonnie Busse	11/19/2010	Admin. Assistant - Fire	Retired

PROMOTIONS

<u>Name</u>	<u>Effective Date</u>	<u>Current Position</u>	<u>New Position</u>
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N/A

TRANSFERS

<u>Name</u>	<u>Effective Date</u>	<u>Current Position</u>	<u>New Position</u>
Carrie Hart	11/22/2010	Admin. Assistant – GG	Admin. Assistant - Fire

RECLASSIFICATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Current Position</u>	<u>New Position</u>
N/A			

CHANGE IN CLASS

<u>Name</u>	<u>Effective Date</u>	<u>Current Position</u>	<u>New Position</u>
N/A			

CANCELLATIONS

<u>Name</u>	<u>Effective Date</u>	<u>Current Position</u>	<u>New Position</u>
N/A			

SEASONAL/UNPAID INTERNSHIPS

<u>Name</u>	<u>Position</u>
N/A	

**ADDITIONAL MONTHLY REPORT INFORMATION
November 2010**

# Anniversaries	<u>2</u>
# Interviews conducted during month	<u>6</u>

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
00	102	Planning	(Dept)	1	1.8%	1	0	0	1	0	0.00	0.00		0.00	0.0%
00	1	Community Development	(Sub-Loc)	1	1.8%	1	0	0	1	0	0.00	0.00		0.00	0.0%
00	206	Customer Service	(Dept)	1	1.8%	0	1	0	1	1	3,974.20	3,974.20		3,974.20	1.3%
00	2	Finance	(Sub-Loc)	1	1.8%	0	1	0	1	1	3,974.20	3,974.20		3,974.20	1.3%
00	250	PPO Payments	(Dept)	1	1.8%	1	0	0	1	0	152,127.86	152,127.86		152,127.86	48.7%
00	25	PPO Payments	(Sub-Loc)	1	1.8%	1	0	0	1	0	152,127.86	152,127.86		152,127.86	48.7%
00	300	Administration	(Dept)	1	1.8%	0	1	0	1	0	193.50	193.50		193.50	0.1%
00	301	Fire Suppression	(Dept)	12	21.4%	6	6	1	11	3	8,166.95	95,074.64	2,928.75	98,003.39	31.3%
00	303	Emergency Medical Services	(Dept)	7	12.5%	5	2	0	7	1	2,302.35	16,116.43		16,116.43	5.2%
00	3	Fire	(Sub-Loc)	20	35.7%	11	9	1	19	4	5,715.67	111,384.57	2,928.75	114,313.32	36.6%
00	400	Manager's Office	(Dept)	1	1.8%	0	1	0	1	0	4,452.45	4,452.45		4,452.45	1.4%
00	401	Cable TV	(Dept)	1	1.8%	1	0	0	1	0	260.40	260.40		260.40	0.1%
00	402	Boards & Commissions	(Dept)	1	1.8%	1	0	0	1	0	413.43	413.43		413.43	0.1%
00	4	General Government	(Sub-Loc)	3	5.4%	2	1	0	3	0	1,708.76	5,126.28		5,126.28	1.6%
00	600	Administration	(Dept)	1	1.8%	0	1	0	1	0	0.00	0.00		0.00	0.0%
00	6	Human Resources Management	(Sub-Loc)	1	1.8%	0	1	0	1	0	0.00	0.00		0.00	0.0%
00	700	Patrol	(Dept)	16	28.6%	13	3	0	16	2	1,761.71	28,187.36		28,187.36	9.0%
00	704	Traffic	(Dept)	1	1.8%	1	0	0	1	0	1,159.40	1,159.40		1,159.40	0.4%
00	7	Police	(Sub-Loc)	17	30.4%	14	3	0	17	2	1,726.28	29,346.76		29,346.76	9.4%
00	801	Water & Sewer	(Dept)	4	7.1%	2	2	0	4	0	733.76	2,935.02		2,935.02	0.9%
00	802	Building & Grounds	(Dept)	1	1.8%	0	1	0	1	0	1,411.10	1,411.10		1,411.10	0.5%
00	804	Forestry	(Dept)	5	8.9%	5	0	0	5	0	565.72	2,828.60		2,828.60	0.9%
00	805	Clerical	(Dept)	1	1.8%	1	0	0	1	0	452.50	452.50		452.50	0.1%
00	8	Public Works	(Sub-Loc)	11	19.6%	8	3	0	11	0	693.38	7,627.22		7,627.22	2.4%
00	9	Information Systems	(Sub-Loc)	1	1.8%	1	0	0	1	0	168.50	168.50		168.50	0.1%
00	01	Village of Hoffman Estates	(Loc)	56	100.0%	38	18	1	55	7	5,583.65	309,755.39	2,928.75	312,684.14	100.0%
		Totals for 2000 Claims:		56	100.0%	38	18	1	55	7	5,583.65	309,755.39	2,928.75	312,684.14	100.0%
01	300	Administration	(Dept)	2	3.1%	1	1	0	2	0	538.72	1,077.44		1,077.44	0.1%
01	301	Fire Suppression	(Dept)	8	12.3%	3	5	1	7	2	38,114.77	280,039.41	24,878.75	304,918.16	24.3%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
01	303	Emergency Medical Services	(Dept)	7	10.8%	2	5	2	5	4	44,742.27	268,931.02	44,264.90	313,195.92	25.0%
01	304	ESDA	(Dept)	1	1.5%	1	0	0	1	0	425.39	425.39		425.39	0.0%
01	3	Fire	(Sub-Loc)	18	27.7%	7	11	3	15	6	34,423.16	550,473.26	69,143.65	619,616.91	49.4%
01	400	Manager's Office	(Dept)	1	1.5%	1	0	0	1	0	4,374.81	4,374.81		4,374.81	0.3%
01	4	General Government	(Sub-Loc)	1	1.5%	1	0	0	1	0	4,374.81	4,374.81		4,374.81	0.3%
01	505	Immunization	(Dept)	1	1.5%	1	0	0	1	0	391.50	391.50		391.50	0.0%
01	5	Health & Human Services	(Sub-Loc)	1	1.5%	1	0	0	1	0	391.50	391.50		391.50	0.0%
01	700	Patrol	(Dept)	20	30.8%	11	9	0	20	7	10,615.24	212,304.82		212,304.82	16.9%
01	702	Crime Prevention	(Dept)	1	1.5%	1	0	0	1	0	5,663.17	5,663.17		5,663.17	0.5%
01	704	Traffic	(Dept)	3	4.6%	1	2	0	3	2	2,887.00	8,660.99		8,660.99	0.7%
01	707	Records	(Dept)	4	6.2%	1	3	0	4	3	14,372.31	57,489.25		57,489.25	4.6%
01	7	Police	(Sub-Loc)	28	43.1%	14	14	0	28	12	10,147.08	284,118.23		284,118.23	22.7%
01	800	Streets	(Dept)	5	7.7%	3	2	0	5	1	48,719.89	243,599.47		243,599.47	19.4%
01	801	Water & Sewer	(Dept)	4	6.2%	2	2	0	4	1	24,096.40	96,385.58		96,385.58	7.7%
01	802	Building & Grounds	(Dept)	3	4.6%	3	0	0	3	0	422.63	1,267.88		1,267.88	0.1%
01	803	Equipment & Supply	(Dept)	1	1.5%	1	0	0	1	0	210.60	210.60		210.60	0.0%
01	804	Forestry	(Dept)	3	4.6%	2	1	0	3	0	1,150.17	3,450.50		3,450.50	0.3%
01	8	Public Works	(Sub-Loc)	16	24.6%	11	5	0	16	2	21,557.13	344,914.03		344,914.03	27.5%
01	9	Information Systems	(Sub-Loc)	1	1.5%	1	0	0	1	0	301.50	301.50		301.50	0.0%
01	01	Village of Hoffman Estates	(Loc)	65	100.0%	35	30	3	62	20	19,287.95	1,184,573.33	69,143.65	1,253,716.98	100.0%
Totals for 2001 Claims:				65	100.0%	35	30	3	62	20	19,287.95	1,184,573.33	69,143.65	1,253,716.98	100.0%
02	102	Planning	(Dept)	1	2.6%	0	1	0	1	0	28,933.52	28,933.52		28,933.52	3.9%
02	1	Community Development	(Sub-Loc)	1	2.6%	0	1	0	1	0	28,933.52	28,933.52		28,933.52	3.9%
02	301	Fire Suppression	(Dept)	5	13.2%	1	4	0	5	2	11,335.45	56,677.26		56,677.26	7.6%
02	303	Emergency Medical Services	(Dept)	8	21.1%	4	4	0	8	1	7,441.19	59,529.50		59,529.50	7.9%
02	306	Technical Rescue	(Dept)	1	2.6%	0	1	0	1	0	5,830.00	5,830.00		5,830.00	0.8%
02	3	Fire	(Sub-Loc)	14	36.8%	5	9	0	14	3	8,716.91	122,036.76		122,036.76	16.3%
02	700	Patrol	(Dept)	11	28.9%	5	6	1	10	6	24,911.38	271,136.95	2,888.25	274,025.20	36.6%
02	704	Traffic	(Dept)	1	2.6%	0	1	0	1	1	310,828.16	310,828.16		310,828.16	41.5%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
02	706	Communication	(Dept)	1	2.6%	1	0	0	1	0	1,777.50	1,777.50		1,777.50	0.2%
02	7	Police	(Sub-Loc)	13	34.2%	6	7	1	12	7	45,125.45	583,742.61	2,888.25	586,630.86	78.3%
02	800	Streets	(Dept)	5	13.2%	4	1	0	5	0	1,511.20	7,556.00		7,556.00	1.0%
02	801	Water & Sewer	(Dept)	2	5.3%	0	2	0	2	0	1,227.90	2,455.80		2,455.80	0.3%
02	803	Equipment & Supply	(Dept)	1	2.6%	1	0	0	1	0	281.70	281.70		281.70	0.0%
02	804	Forestry	(Dept)	2	5.3%	2	0	0	2	0	642.60	1,285.20		1,285.20	0.2%
02	8	Public Works	(Sub-Loc)	10	26.3%	7	3	0	10	0	1,157.87	11,578.70		11,578.70	1.5%
02	01	Village of Hoffman Estates	(Loc)	38	100.0%	18	20	1	37	10	19,715.26	746,291.59	2,888.25	749,179.84	100.0%
Totals for 2002 Claims:				38	100.0%	18	20	1	37	10	19,715.26	746,291.59	2,888.25	749,179.84	100.0%
03	301	Fire Suppression	(Dept)	5	14.3%	2	3	0	5	2	25,542.01	127,710.07		127,710.07	31.2%
03	303	Emergency Medical Services	(Dept)	12	34.3%	9	3	0	12	2	15,553.15	186,637.80		186,637.80	45.7%
03	305	Underwater Rescue	(Dept)	1	2.9%	1	0	0	1	0	785.49	785.49		785.49	0.2%
03	3	Fire	(Sub-Loc)	18	51.4%	12	6	0	18	4	17,507.41	315,133.36		315,133.36	77.1%
03	700	Patrol	(Dept)	7	20.0%	5	2	0	7	1	1,467.76	10,274.35		10,274.35	2.5%
03	701	Investigations	(Dept)	1	2.9%	0	1	0	1	1	79,722.54	79,722.54		79,722.54	19.5%
03	704	Traffic	(Dept)	3	8.6%	1	2	0	3	0	88.33	265.00		265.00	0.1%
03	7	Police	(Sub-Loc)	11	31.4%	6	5	0	11	2	8,205.63	90,261.89		90,261.89	22.1%
03	801	Water & Sewer	(Dept)	3	8.6%	3	0	1	2	0	699.33	2,098.00		2,098.00	0.5%
03	802	Building & Grounds	(Dept)	2	5.7%	2	0	0	2	0	477.00	954.00		954.00	0.2%
03	803	Equipment & Supply	(Dept)	1	2.9%	1	0	0	1	0	310.50	310.50		310.50	0.1%
03	8	Public Works	(Sub-Loc)	6	17.1%	6	0	1	5	0	560.42	3,362.50		3,362.50	0.8%
03	01	Village of Hoffman Estates	(Loc)	35	100.0%	24	11	1	34	6	11,678.79	408,757.75		408,757.75	100.0%
Totals for 2003 Claims:				35	100.0%	24	11	1	34	6	11,678.79	408,757.75		408,757.75	100.0%
04	201	Water Billing	(Dept)	1	2.1%	1	0	0	1	0	1,295.10	1,295.10		1,295.10	0.1%
04	2	Finance	(Sub-Loc)	1	2.1%	1	0	0	1	0	1,295.10	1,295.10		1,295.10	0.1%
04	301	Fire Suppression	(Dept)	10	20.8%	6	4	1	9	2	7,530.42	45,424.98	29,879.25	75,304.23	6.8%
04	303	Emergency Medical Services	(Dept)	11	22.9%	7	4	0	11	0	12,225.62	134,481.79		134,481.79	12.2%
04	3	Fire	(Sub-Loc)	21	43.8%	13	8	1	20	2	9,989.81	179,906.77	29,879.25	209,786.02	19.0%
04	504	Health Screening	(Dept)	1	2.1%	1	0	0	1	0	405.00	405.00		405.00	0.0%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
04	5	Health & Human Services	(Sub-Loc)	1	2.1%	1	0	0	1	0	405.00	405.00		405.00	0.0%
04	600	Administration	(Dept)	1	2.1%	1	0	0	1	0	248.68	248.68		248.68	0.0%
04	6	Human Resources Management	(Sub-Loc)	1	2.1%	1	0	0	1	0	248.68	248.68		248.68	0.0%
04	700	Patrol	(Dept)	16	33.3%	12	4	1	15	4	42,269.60	657,047.70	19,265.90	676,313.60	61.4%
04	703	Tactical	(Dept)	2	4.2%	2	0	0	2	0	137.84	275.68		275.68	0.0%
04	7	Police	(Sub-Loc)	18	37.5%	14	4	1	17	4	37,588.29	657,323.38	19,265.90	676,589.28	61.4%
04	800	Streets	(Dept)	3	6.3%	1	2	0	3	2	43,878.25	131,634.74		131,634.74	11.9%
04	801	Water & Sewer	(Dept)	1	2.1%	1	0	0	1	0	0.00	0.00		0.00	0.0%
04	803	Equipment & Supply	(Dept)	1	2.1%	0	1	0	1	1	81,422.11	81,422.11		81,422.11	7.4%
04	804	Forestry	(Dept)	1	2.1%	1	0	0	1	0	481.50	481.50		481.50	0.0%
04	8	Public Works	(Sub-Loc)	6	12.5%	3	3	0	6	3	35,589.73	213,538.35		213,538.35	19.4%
04	01	Village of Hoffman Estates	(Loc)	48	100.0%	33	15	2	46	9	22,955.47	1,052,717.28	49,145.15	1,101,862.43	100.0%
Totals for 2004 Claims:				48	100.0%	33	15	2	46	9	22,955.47	1,052,717.28	49,145.15	1,101,862.43	100.0%
05	301	Fire Suppression	(Dept)	6	11.3%	4	2	0	6	0	1,012.80	6,076.77		6,076.77	1.9%
05	303	Emergency Medical Services	(Dept)	20	37.7%	12	8	2	18	3	13,718.25	233,553.40	40,811.53	274,364.93	84.6%
05	3	Fire	(Sub-Loc)	26	49.1%	16	10	2	24	3	10,786.22	239,630.17	40,811.53	280,441.70	86.5%
05	504	Health Screening	(Dept)	1	1.9%	1	0	0	1	0	184.50	184.50		184.50	0.1%
05	5	Health & Human Services	(Sub-Loc)	1	1.9%	1	0	0	1	0	184.50	184.50		184.50	0.1%
05	700	Patrol	(Dept)	7	13.2%	5	2	0	7	1	3,015.10	21,105.71		21,105.71	6.5%
05	701	Investigations	(Dept)	1	1.9%	1	0	0	1	0	297.00	297.00		297.00	0.1%
05	704	Traffic	(Dept)	1	1.9%	1	0	0	1	0	1,186.85	1,186.85		1,186.85	0.4%
05	707	Records	(Dept)	1	1.9%	0	1	0	1	1	10,253.45	10,253.45		10,253.45	3.2%
05	7	Police	(Sub-Loc)	10	18.9%	7	3	0	10	2	3,284.30	32,843.01		32,843.01	10.1%
05	800	Streets	(Dept)	4	7.5%	4	0	0	4	0	627.99	2,511.94		2,511.94	0.8%
05	801	Water & Sewer	(Dept)	5	9.4%	5	0	0	5	0	1,066.50	5,332.50		5,332.50	1.6%
05	802	Building & Grounds	(Dept)	1	1.9%	1	0	0	1	0	437.00	437.00		437.00	0.1%
05	803	Equipment & Supply	(Dept)	2	3.8%	2	0	0	2	0	697.05	1,394.10		1,394.10	0.4%
05	804	Forestry	(Dept)	4	7.5%	3	1	0	4	0	259.88	1,039.50		1,039.50	0.3%
05	8	Public Works	(Sub-Loc)	16	30.2%	15	1	0	16	0	669.69	10,715.04		10,715.04	3.3%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
05	01	Village of Hoffman Estates	(Loc)	53	100.0%	39	14	2	51	5	6,116.68	283,372.72	40,811.53	324,184.25	100.0%
Totals for 2005 Claims:				53	100.0%	39	14	2	51	5	6,116.68	283,372.72	40,811.53	324,184.25	100.0%
06	201	Water Billing	(Dept)	1	1.8%	0	1	0	1	0	1,527.37	1,527.37		1,527.37	0.1%
06	2	Finance	(Sub-Loc)	1	1.8%	0	1	0	1	0	1,527.37	1,527.37		1,527.37	0.1%
06	301	Fire Suppression	(Dept)	9	16.1%	5	4	0	9	2	38,029.36	342,264.26		342,264.26	31.0%
06	303	Emergency Medical Services	(Dept)	14	25.0%	7	7	2	12	4	40,612.80	534,828.10	33,751.03	568,579.13	51.5%
06	3	Fire	(Sub-Loc)	23	41.1%	12	11	2	21	6	39,601.89	877,092.36	33,751.03	910,843.39	82.4%
06	700	Patrol	(Dept)	17	30.4%	11	6	1	16	3	4,087.87	67,137.34	2,356.43	69,493.77	6.3%
06	701	Investigations	(Dept)	1	1.8%	1	0	0	1	0	0.00	0.00		0.00	0.0%
06	703	Tactical	(Dept)	4	7.1%	3	1	0	4	0	2,311.32	9,245.26		9,245.26	0.8%
06	704	Traffic	(Dept)	2	3.6%	2	0	0	2	0	3,850.97	7,701.94		7,701.94	0.7%
06	707	Records	(Dept)	1	1.8%	0	1	0	1	1	24,709.39	24,709.39		24,709.39	2.2%
06	7	Police	(Sub-Loc)	25	44.6%	17	8	1	24	4	4,446.01	108,793.93	2,356.43	111,150.36	10.1%
06	800	Streets	(Dept)	1	1.8%	1	0	0	1	0	4,201.51	4,201.51		4,201.51	0.4%
06	801	Water & Sewer	(Dept)	2	3.6%	1	1	0	2	0	112.50	225.00		225.00	0.0%
06	802	Building & Grounds	(Dept)	1	1.8%	0	1	0	1	0	70,689.99	70,689.99		70,689.99	6.4%
06	804	Forestry	(Dept)	3	5.4%	3	0	0	3	0	2,038.90	6,116.71		6,116.71	0.6%
06	8	Public Works	(Sub-Loc)	7	12.5%	5	2	0	7	0	11,604.74	81,233.21		81,233.21	7.4%
06	01	Village of Hoffman Estates	(Loc)	56	100.0%	34	22	3	53	10	19,727.76	1,068,646.87	36,107.46	1,104,754.33	100.0%
Totals for 2006 Claims:				56	100.0%	34	22	3	53	10	19,727.76	1,068,646.87	36,107.46	1,104,754.33	100.0%
07	301	Fire Suppression	(Dept)	9	18.8%	7	2	2	7	2	42,481.57	244,391.40	137,942.70	382,334.10	59.4%
07	303	Emergency Medical Services	(Dept)	7	14.6%	6	1	1	6	1	4,290.48	12,293.01	17,740.35	30,033.36	4.7%
07	3	Fire	(Sub-Loc)	16	33.3%	13	3	3	13	3	25,772.97	256,684.41	155,683.05	412,367.46	64.1%
07	600	Administration	(Dept)	1	2.1%	0	1	0	1	0	0.00	0.00		0.00	0.0%
07	6	Human Resources Management	(Sub-Loc)	1	2.1%	0	1	0	1	0	0.00	0.00		0.00	0.0%
07	700	Patrol	(Dept)	10	20.8%	6	4	0	10	2	5,390.95	53,909.49		53,909.49	8.4%
07	703	Tactical	(Dept)	2	4.2%	2	0	0	2	0	356.16	712.31		712.31	0.1%
07	704	Traffic	(Dept)	4	8.3%	2	2	0	4	1	4,376.80	17,507.19		17,507.19	2.7%
07	7	Police	(Sub-Loc)	16	33.3%	10	6	0	16	3	4,508.06	72,128.99		72,128.99	11.2%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
07	800	Streets	(Dept)	3	6.3%	2	1	0	3	1	8,294.56	24,883.69		24,883.69	3.9%
07	801	Water & Sewer	(Dept)	4	8.3%	4	0	0	4	0	1,093.37	4,373.47		4,373.47	0.7%
07	802	Building & Grounds	(Dept)	1	2.1%	1	0	0	1	0	743.84	743.84		743.84	0.1%
07	803	Equipment & Supply	(Dept)	3	6.3%	3	0	0	3	0	1,148.10	3,444.30		3,444.30	0.5%
07	804	Forestry	(Dept)	4	8.3%	3	1	0	4	1	31,316.73	125,266.90		125,266.90	19.5%
07	8	Public Works	(Sub-Loc)	15	31.3%	13	2	0	15	2	10,580.81	158,712.20		158,712.20	24.7%
07	01	Village of Hoffman Estates	(Loc)	48	100.0%	36	12	3	45	8	13,400.18	487,525.60	155,683.05	643,208.65	100.0%
Totals for 2007 Claims:				48	100.0%	36	12	3	45	8	13,400.18	487,525.60	155,683.05	643,208.65	100.0%
08	200	Accounting	(Dept)	1	1.6%	1	0	0	1	0	0.00	0.00		0.00	0.0%
08	206	Customer Service	(Dept)	1	1.6%	0	1	0	1	0	0.00	0.00		0.00	0.0%
08	2	Finance	(Sub-Loc)	2	3.1%	1	1	0	2	0	0.00	0.00		0.00	0.0%
08	300	Administration	(Dept)	1	1.6%	1	0	0	1	0	3,466.28	3,466.28		3,466.28	0.6%
08	301	Fire Suppression	(Dept)	14	21.9%	11	3	1	13	1	1,805.58	21,286.63	3,991.53	25,278.16	4.7%
08	303	Emergency Medical Services	(Dept)	22	34.4%	17	5	2	20	3	11,466.08	216,334.83	35,918.95	252,253.78	46.5%
08	3	Fire	(Sub-Loc)	37	57.8%	29	8	3	34	4	7,594.55	241,087.74	39,910.48	280,998.22	51.8%
08	400	Manager's Office	(Dept)	1	1.6%	0	1	0	1	0	0.00	0.00		0.00	0.0%
08	4	General Government	(Sub-Loc)	1	1.6%	0	1	0	1	0	0.00	0.00		0.00	0.0%
08	700	Patrol	(Dept)	7	10.9%	4	3	1	6	3	9,369.12	58,079.87	7,503.95	65,583.82	12.1%
08	701	Investigations	(Dept)	1	1.6%	0	1	0	1	1	80,561.35	80,561.35		80,561.35	14.9%
08	703	Tactical	(Dept)	2	3.1%	2	0	0	2	0	953.81	1,907.61		1,907.61	0.4%
08	704	Traffic	(Dept)	1	1.6%	0	1	0	1	0	8,049.19	8,049.19		8,049.19	1.5%
08	705	Canine	(Dept)	1	1.6%	1	0	0	1	0	5,940.13	5,940.13		5,940.13	1.1%
08	7	Police	(Sub-Loc)	12	18.8%	7	5	1	11	4	13,503.51	154,538.15	7,503.95	162,042.10	29.9%
08	800	Streets	(Dept)	5	7.8%	4	1	0	5	0	661.38	3,306.90		3,306.90	0.6%
08	801	Water & Sewer	(Dept)	5	7.8%	4	1	0	5	0	410.40	2,052.00		2,052.00	0.4%
08	804	Forestry	(Dept)	2	3.1%	1	1	0	2	1	46,969.21	93,938.41		93,938.41	17.3%
08	8	Public Works	(Sub-Loc)	12	18.8%	9	3	0	12	1	8,274.78	99,297.31		99,297.31	18.3%
08	01	Village of Hoffman Estates	(Loc)	64	100.0%	46	18	4	60	9	8,474.03	494,923.20	47,414.43	542,337.63	100.0%
Totals for 2008 Claims:				64	100.0%	46	18	4	60	9	8,474.03	494,923.20	47,414.43	542,337.63	100.0%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
 From: 12/31/1999 Through: 11/30/2010

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
09	300	Administration	(Dept)	2	3.8%	1	1	0	2	0	1,583.20	3,166.40		3,166.40	0.5%
09	301	Fire Suppression	(Dept)	14	26.4%	11	3	0	14	0	4,666.09	65,325.31		65,325.31	9.5%
09	303	Emergency Medical Services	(Dept)	20	37.7%	13	7	4	16	3	17,264.75	275,493.41	69,801.63	345,295.04	50.5%
09	3	Fire	(Sub-Loc)	36	67.9%	25	11	4	32	3	11,494.08	343,985.12	69,801.63	413,786.75	60.5%
09	600	Administration	(Dept)	1	1.9%	0	1	1	0	1	17,647.20	4,135.00	13,512.20	17,647.20	2.6%
09	6	Human Resources Management	(Sub-Loc)	1	1.9%	0	1	1	0	1	17,647.20	4,135.00	13,512.20	17,647.20	2.6%
09	700	Patrol	(Dept)	8	15.1%	2	6	2	6	4	22,630.13	95,011.58	86,029.47	181,041.05	26.5%
09	704	Traffic	(Dept)	1	1.9%	1	0	0	1	0	2,457.38	2,457.38		2,457.38	0.4%
09	707	Records	(Dept)	1	1.9%	1	0	0	1	0	0.00	0.00		0.00	0.0%
09	7	Police	(Sub-Loc)	10	18.9%	4	6	2	8	4	18,349.84	97,468.96	86,029.47	183,498.43	26.8%
09	800	Streets	(Dept)	1	1.9%	0	1	1	0	0	62,437.22	40,070.12	22,367.10	62,437.22	9.1%
09	801	Water & Sewer	(Dept)	2	3.8%	2	0	0	2	0	592.65	1,185.30		1,185.30	0.2%
09	803	Equipment & Supply	(Dept)	1	1.9%	0	1	0	1	0	4,634.90	4,634.90		4,634.90	0.7%
09	804	Forestry	(Dept)	2	3.8%	2	0	0	2	0	551.70	1,103.40		1,103.40	0.2%
09	8	Public Works	(Sub-Loc)	6	11.3%	4	2	1	5	0	11,560.14	46,993.72	22,367.10	69,360.82	10.1%
09	01	Village of Hoffman Estates	(Loc)	53	100.0%	33	20	8	45	8	12,911.19	492,582.80	191,710.40	684,293.20	100.0%
Totals for 2009 Claims:				53	100.0%	33	20	8	45	8	12,911.19	492,582.80	191,710.40	684,293.20	100.0%
10	200	Accounting	(Dept)	1	3.4%	0	1	1	0	0	5,468.00	0.00	5,468.00	5,468.00	1.7%
10	2	Finance	(Sub-Loc)	1	3.4%	0	1	1	0	0	5,468.00	0.00	5,468.00	5,468.00	1.7%
10	250	PPO Payments	(Dept)	1	3.4%	1	0	1	0	0	21,381.10	21,381.10		21,381.10	6.7%
10	25	PPO Payments	(Sub-Loc)	1	3.4%	1	0	1	0	0	21,381.10	21,381.10		21,381.10	6.7%
10	301	Fire Suppression	(Dept)	8	27.6%	4	4	4	4	0	3,947.07	22,102.72	9,473.87	31,576.59	9.8%
10	303	Emergency Medical Services	(Dept)	5	17.2%	3	2	2	3	1	28,985.52	83,923.48	61,004.12	144,927.60	45.2%
10	3	Fire	(Sub-Loc)	13	44.8%	7	6	6	7	1	13,577.25	106,026.20	70,477.99	176,504.19	55.0%
10	700	Patrol	(Dept)	9	31.0%	5	4	5	4	1	11,750.77	38,140.74	67,616.19	105,756.93	33.0%
10	7	Police	(Sub-Loc)	9	31.0%	5	4	5	4	1	11,750.77	38,140.74	67,616.19	105,756.93	33.0%
10	800	Streets	(Dept)	3	10.3%	2	1	0	3	0	251.71	755.12		755.12	0.2%
10	802	Building & Grounds	(Dept)	1	3.4%	1	0	0	1	0	541.00	541.00		541.00	0.2%
10	804	Forestry	(Dept)	1	3.4%	0	1	1	0	0	10,222.00	5,917.10	4,304.90	10,222.00	3.2%

EMPLOYER'S CLAIM SERVICE, INC.
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY
From: 12/31/1999 Through: 11/30/2010

Year Code	Description	Claim Cnt	% of Total	Med Only	Comp	Open	Clsd	Legl	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
10 8	Public Works (Sub-Loc)	5	17.2%	3	2	1	4	0	2,303.62	7,213.22	4,304.90	11,518.12	3.6%
10 01	Village of Hoffman Estates (Loc)	29	100.0%	16	13	14	15	2	11,056.15	172,761.26	147,867.08	320,628.34	100.0%
Totals for 2010 Claims:		29	100.0%	16	13	14	15	2	11,056.15	172,761.26	147,867.08	320,628.34	100.0%
250	Village of Hoffman Estates	545		352	193	42	503	94	13,661.67	6,701,907.79	743,699.75	7,445,607.54	

Open Medical: 6
Open Comp: 11
Open Legal: 25