

**AGENDA**  
**GENERAL ADMINISTRATION & PERSONNEL COMMITTEE**  
**VILLAGE OF HOFFMAN ESTATES**  
**January 12, 2015**

*7:00 p.m. – Board Room*

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**Members:**   **Gayle Vandenberg, Chairman**  
                  **Gary Stanton, Vice-Chairman**  
                  **Karen Mills, Trustee**  
                  **Anna Newell, Trustee**  
                  **Gary Pilafas, Trustee**  
                  **Michael Gaeta, Trustee**  
                  **Mayor William McLeod**

**I.     Roll Call**

**II.    Approval of Minutes – December 8, 2014**

**NEW BUSINESS**

1.     Discussion regarding Legislative Update.
2.     Request acceptance of Cable TV Monthly Report.
3.     Request acceptance of Human Resources Management Monthly Report.

**III.   President’s Report**

**IV.   Other**

**V.    Items in Review**

**VI.   Adjournment**

**GENERAL ADMINISTRATION & PERSONNEL  
COMMITTEE MEETING MINUTES**

December 8, 2014

**I. Roll Call**

**Members in Attendance:**

Gayle Vandenberg, Chairperson  
Gary Stanton, Vice Chairperson  
Karen Mills, Trustee  
Anna Newell, Trustee  
Gary Pilafas, Trustee  
Michael Gaeta, Trustee  
Mayor William D. McLeod

**Management Team Members  
in Attendance:**

Jim Norris, Village Manager  
Arthur Janura, Corporation Counsel  
Dan O'Malley, Deputy Village Manager  
Mark Koplun, Asst. Vlg. Mgr. – Dev. Services  
Peter Gugliotta, Director of Planning  
Kevin Kramer, Economic Development Coord.  
Patrick Seger, Director of HRM  
Michael Hankey, Director of Transportation  
Gary Salavitch, Director of Engineering  
Jeff Jorian, Fire Chief  
Ted Bos, Acting Police Chief  
Algean Garner, Director of HHS  
Joe Nebel, Director of Public Works  
Rachel Musiala, Director of Finance  
Fred Besenhoffer, Acting Director of IS  
Bruce Anderson, CATV Coordinator  
Ben Gibbs, GM, Sears Centre  
Patti Cross, Asst. Corporation Counsel  
Ken Koop, Risk Manager  
Ashley Monroe, Asst. to Village Manager

The General Administration & Personnel Committee meeting was called to order at 7:22 p.m.

**II. Approval of Minutes**

Motion by Trustee Gaeta, seconded by Trustee Pilafas, to approve the General Administration & Personnel Committee meeting minutes of November 10, 2014. Voice vote taken. All ayes. Motion carried.

**NEW BUSINESS**

**1. Discussion regarding Legislative Update.**

An item summary sheet from Austin Pollack was presented to the Committee.

Jim Norris discussed two pieces of legislation affecting the Village, HB 5485 Minimum Manning, and HB 3796 FOIA voluminous requests.

**2. Discussion regarding the 2015 Village Board and Standing Committees meeting schedule.**

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

Motion by Mayor McLeod, seconded by Trustee Newell, to approve the 2015 Village Board and Standing Committees meeting schedule. 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 Gaeta, seconded by Trustee Pilafas, to accept the Cable TV Monthly Report. Voice vote taken. All ayes. Motion carried.

**4. Request acceptance of Human Resources Management Monthly Report.**

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

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

**III. President's Report**

**IV. Other**

**V. Adjournment**

Motion by Trustee Gaeta, seconded by Trustee Pilafas, to adjourn the meeting at 7:27 p.m. Voice vote taken. All ayes. Motion carried.

Minutes submitted by:

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Debbie Schoop, Executive Assistant

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Date

# COMMITTEE AGENDA ITEM

## VILLAGE OF HOFFMAN ESTATES

**SUBJECT:** Discussion regarding legislative update

**MEETING DATE:** January 12, 2014

**COMMITTEE:** General Administration & Personnel Committee

**FROM:** Austin Pollack, Administrative Intern

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**PURPOSE:** To provide discussion of legislation that may impact the Village of Hoffman Estates and highlight potential topics of interest for the coming year.

**DISCUSSION:** The 98<sup>th</sup> General Assembly reconvened on January 8, 2015, and newly elected Republican Governor Bruce Rauner was sworn in on January 12<sup>th</sup>.

### ANTICIPATED 2015 LEGISLATIVE TOPICS

The Illinois Municipal League has established their legislative policies and principles for 2015, and the Northwest Municipal Conference is in the process of publishing their legislative program. As requested, the NWMC provided the Village with their legislative program messages that highlights the anticipated legislative issues of 2015. Both organizations share similar stances on these issues, and once the formal platforms are presented and specific legislation is put forth, we will return to committee. For items the Board has previously taken a position on, we will continue to take that same position unless otherwise directed.

#### STATE

- Adopt Meaningful Public Safety Pension Reform
- Reduce Impact of Prevailing Wage Act on Local Taxpayers
- Support Workers' Compensation Reform
- Balance the Interest Arbitration process
- Protect Local Government Revenue
- Reform/increase the wireless surcharge for 911 services
- Increase state funding for water infrastructure projects

#### FEDERAL

- Approve the Marketplace and Internet Tax Fairness Act
- Remove/Reform the Affordable Care Act's excise tax on high-cost health plans
- Generate Sustainable Transportation Funding
- Protect the Tax Exempt Status of Municipal Bonds

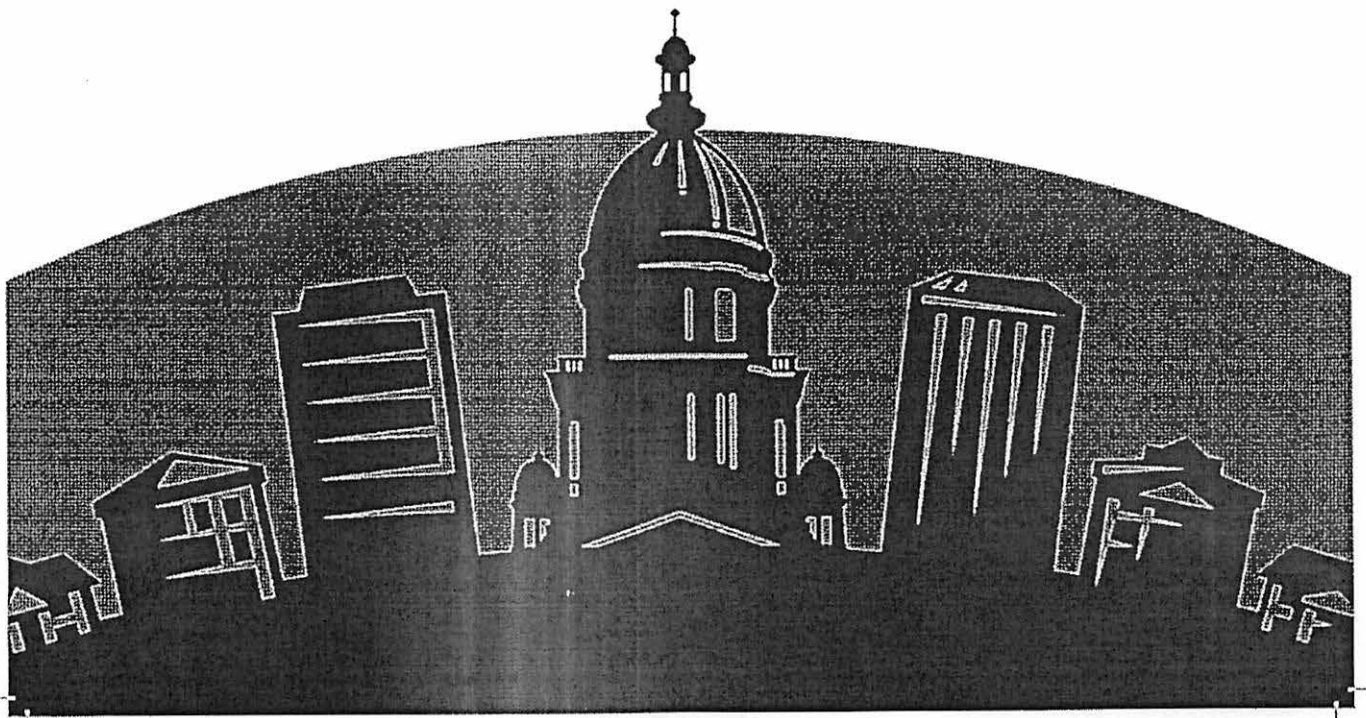
**RECOMMENDATION:** For discussion purposes only.

Attached: Illinois Municipal League: Legislative Principles and Policies for 2015  
Northwest Municipal Conference Draft: Legislative Program Draft



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# LEGISLATIVE PRINCIPLES AND POLICIES for 2015



# **LEGISLATIVE PRINCIPLES AND POLICIES for 2015**

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## **MISSION STATEMENT**

For those who believe in keeping decision-making local, the Illinois Municipal League is Illinois' statewide community-focused lobbying and educational organization "whose special interest is the people" so municipalities can have a powerful resource and voice in Springfield.

## **CORE PRINCIPLES**

- Maintain Local Control
- Preserve Home Rule Powers
- Oppose Unfunded Mandates
- Preserve the Right of Municipalities to Decide Employee Wages and Benefits
- Protect State-Shared Revenues

## **ABOUT THE IML**

The Illinois Municipal League was founded in 1913 and has worked continuously for the benefit of municipalities. The governing board is comprised of elected officials of member municipalities.

The Illinois Municipal League:

- Provides a formal voice for Illinois municipalities in matters involving common interests, particularly legislative issues.
- Promotes competence and integrity in administration of municipal government.
- Provides municipal officials knowledge and experience to best administer their duties.
- Provides timely and informative publications, such as the *Illinois Municipal Review* monthly magazine; *Statehouse Briefings* published during the legislative session; and a bi-monthly *Legal Bulletin* sent to all municipal attorneys.
- Provides publications such as the Illinois Municipal Handbook, Illinois Municipal Directory, Zoning Handbook, etc.
- Educates members via conferences, road shows, and other educational meetings.
- Provides other member services, including the IML Risk Management Association, and staff resources.

The Illinois Municipal League reaffirms the guarantee set forth in the League constitution that membership shall be open to any city, village, or incorporated town in the State of Illinois.

It is the practice of the League to adopt a point of view regarding an issue only after extensive consideration and analysis of the alternatives. The IML recognizes that our diverse membership possesses knowledge and expertise concerning the impact of legislation and administrative policies, and that the League benefits from this expertise.

It is the general policy of the Illinois Municipal League on behalf of its member municipalities, to promote the highest standards of competence and integrity in the administration of municipal governments, to seek a just balance between federal, state, and municipal powers, and to furnish to the residents of Illinois' communities those governmental services and protections that can and should appropriately be furnished by municipal government.



# LEGISLATIVE PRINCIPLES AND POLICIES

## Municipal Authority

The operation of municipalities is a complex task that requires partnerships with both the federal and state government. The enactment of laws and regulations that preempt local authority only hinder the ability of municipal officials to meet the needs of residents and address community problems. Municipal officials must maintain the autonomy necessary to fulfill their appropriate responsibilities to those that elected them.

*To achieve this goal, IML:*

- Supports the full preservation of home rule powers afforded under the Illinois Constitution and the expansion of home rule authority to every city, village, and incorporated town in Illinois;
- Opposes federal and state preemption of traditional local rights and responsibilities, such as the right to levy and collect taxes and fees and to make land use and zoning decisions;
- Opposes unfunded federal and state mandates on local communities either by legislative, executive, or administrative action;
- Opposes legislation to impose statewide building codes that fail to recognize the diversity and different needs of Illinois' communities.
- Supports legislation allowing for protection from creditors in a bankruptcy proceeding for instances where Illinois municipalities find themselves in need of such protection.
- Supports legislation that grants municipalities with authority to help reduce natural gas costs through natural gas aggregation programs.

## Municipal Revenue and Taxation

Illinois municipalities continue to require additional revenues. The League commends the State for the provision of revenue sharing to Illinois municipalities. This successful partnership must be continued in good faith and in recognition that most of the services that benefit Illinoisans are provided by local government. Municipal governments must also have the autonomy to address their local revenue needs.

*To achieve these goals, IML:*

- Supports the restoration of a full 10% share of state Income Tax collections;
- Opposes any diversions of revenue that is collected by the state on behalf of local governments;
- Supports the restoration of previously-diverted Corporate Personal Property Replacement Tax and Local Government Tax Fund revenues;
- Supports full flexibility for municipal officials to spend municipal revenues to benefit communities. This includes broader discretion for expending Motor Fuel Tax revenues.
- Supports the repeal of the Property Tax Extension Limitation Law (PTELL);

- Opposes modifications to PTELL that result in further restrictions on local taxing authority;
- Opposes any reduction in existing municipal taxing authority;
- Opposes restrictions to municipal finance and development tools such as Tax Increment Financing (TIF), Special Service Areas, and Special Assessment Areas, and various debt instruments when the restrictions undermine the benefits that these tools provide to local communities;
- Supports the continued federal tax exemption for municipal bonds;
- Supports Congressional passage of the Marketplace Fairness Act to allow for the collection of taxes on out-of-state sales transactions;
- Encourages a study of alternative sources of revenue in keeping with the changing nature of the economy.

### **Labor Law, Compensation, and Employment Benefits**

As with the private sector, compensation and benefits decisions involving local government employees are appropriately made by the employer. Wages and benefits must balance the interests of the employee, employer, and taxpayer. The General Assembly and Governor must avoid approving policies that increase the costs of municipal compensation, benefits, and personnel without providing revenues to offset the financial obligations created by their actions. Existing state labor and employment policies must also be reexamined with the intent of ensuring that local governments can maintain personnel costs at sustainable levels.

*To achieve these goals, IML:*

- Supports reforms to the municipal police and firefighter pension systems that meaningfully reduce the long-term financial obligations to municipal employers and protect the solvency of the systems for participating employees;
- Supports the repeal of the funding penalty contained within P.A. 96-1495 that allows employee-controlled pension boards to divert state-collected local government revenues to fund pension obligations;
- Supports cost-saving reforms to the Public Safety Employee Benefits Act with an ideal solution being the adoption of the federal definition of “catastrophic injury;”
- Supports local control regarding the hiring, promotion, and discipline of municipal employees and opposes state interference in what are local employment matters;
- Opposes legislation that would increase pension benefits or expand eligibility for retirement and disability benefits;
- Opposes the expansion of collective bargaining rights for municipal employees;
- Opposes legislative expansion of health insurance benefits including policies that would allow retirees to opt back into municipal group health insurance plans after previously declining participation;
- Supports requiring arbitrators to base awards on actual municipal revenues and not on municipal authority to increase taxes and fees or spend down financial reserves;
- Opposes legislation that would require municipalities to collectively bargain personnel levels;

- Supports legislation that imposes reasonable exemptions to the Illinois Prevailing Wage Act. Opposes expansions to the Prevailing Wage Act;
- Supports reforms to the Workers' Compensation system that result in meaningful cost savings to local governments and taxpayers.

## **Intergovernmental Cooperation**

Local governments and Illinois taxpayers benefit from the broad authority that allows local governments to cooperatively pool resources and share services. Service cooperation and consolidation reduces the cost of local governments, eliminates redundancies, and appropriates resources wisely and effectively.

*To achieve these goals, IML:*

- Supports the purpose and intent of Article VII, Section 10 of the Illinois Constitution which authorizes intergovernmental cooperation between units of government.
- Opposes legislation that restricts, modifies, or otherwise infringes upon the authority of local government to voluntarily initiate or terminate intergovernmental cooperation arrangements.

## **Meetings, Public Records, and Notifications**

The Illinois Municipal League believes that a vibrant democracy requires the active participation of an engaged citizenry. Citizens elect their local leaders and have an obligation to hold their leaders accountable. The Open Meetings Act, Freedom of Information Act, and public notification laws are essential accountability mechanisms. These laws must be balanced to consider staff obligations, personnel information sensitivities, evolving technology, and occasional abuses of the process by those seeking public information.

*To achieve these goals, IML:*

- Opposes legislation claiming to enhance open and public meetings that in practice unnecessarily complicates the ability of a local governing body to properly communicate with the public and that discourages communications among governing body members through unproductive restrictions and inappropriate activities.
- Supports legislation that allows for statutory reporting requirements and FOIA requests to be satisfied when the information is available on the website of the municipality;
- Opposes legislation that results in duplicative posting requirements for local government information.



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**P.O. Box 5180 | Springfield, IL 62705-5180 | [www.iml.org](http://www.iml.org)**

## **2015 Legislative Program DRAFT Issues**

### **Message: Ensure a pro-growth environment that reduces the burden on local taxpayers**

- **Adopt Meaningful Public Safety Pension Reform**  
With the Comptroller able to divert local government revenues into pension funds beginning in FY 2016, reforms to police and fire pensions must be approved.
- **Reduce Impact of Prevailing Wage Act on Local Taxpayers**  
Prevent the imposition of Responsible Bidder requirement in the Prevailing Wage Act (PWA). Enact a minimum \$1,000,000 threshold in the PWA. Expand the list of non-PWA items.
- **Support Workers' Compensation Reform**  
The existing Workers' Compensation system allows for large awards to employees whose injuries are minimally related to their employment or caused by non-employment related, pre-existing conditions. We request meaningful reform to eliminate abuses of this law.
- **Balance the Interest Arbitration process**  
Police officer and firefighter salary and benefit awards typically exceed those of other municipal employees because the interest arbitration process has made it difficult to negotiate contracts that reflect the community's needs or ability to pay. Arbitrators should be required to take into account economic factors such as the budgetary constraints facing local governments when determining the total compensation packages.

### **Message: Ensure Local Governments have sufficient revenue to provide quality public services**

- **Protect Local Government Revenue**  
With the scheduled expiration of the income tax increase on December 31, 2014, legislators will be challenged to craft a budget that maintains state priorities while avoiding diversion of local government revenues.
- **Reform/increase the wireless surcharge for 911 services**  
As homes transition away from land-based telephone service, the amount of 911 revenue directly provided to municipalities decreases. A unified 911 surcharge system is needed.
- **Approve the Marketplace and Internet Tax Fairness Act**  
Require all retailers to compete on a level playing field. The Act provides authorization for Illinois and other states to collect sales tax revenues on online purchases.
- **Remove/Reform the Affordable Care Act's excise tax on high-cost health plans**  
The excise tax will force municipalities to cut benefits for employees or pass along the federal tax to local taxpayers.

### **Message: Ensure the sustainability of critical infrastructure through strategic investment**

- **Increase state funding for water infrastructure projects**  
Aging water infrastructure presents a financial, environmental and public health risk for communities.

## 2015 Legislative Program DRAFT Issues

- **Generate Sustainable Transportation Funding (Transportation Committee Recommendation)**  
With the state's capital program complete, sufficient funding to maintain and expand the transportation system must be identified. With MAP-21 extended into next year, sufficient funding to maintain and expand the transportation system must be identified.
- **Protect the Tax Exempt Status of Municipal Bonds**  
Eliminating the tax exempt status of municipal bonds would decrease investment in infrastructure and increase borrowing costs for taxpayers.

# VILLAGE OF HOFFMAN ESTATES

## Memo

To: Jim Norris  
From: Bruce Anderson  
Regarding: Cable TV Report  
Date: January 6, 2015

### **Citizen Segments**

This month the Citizen covers: Shop with a Cop, Teddy Bear Tea, Claire's & Girl Scouts Great Citizen Awards, CRC and Senior's Holiday Parties.

Citizen Segments and Programs in development:  
MLK Celebration

### **Equipment Replacement**

A new video server has been ordered to replace the current server that is based on the Windows XP operating system that is no longer supported. It should be operating by the end of January.

### **Concerts**

The HEHS orchestra aired in December with the Traditional Holiday concert airing in January. There are two HEHS concerts in January.

### **Friendship Tree Lighting**

Ran during December.

### **Positive Aging**

Ran during December and is continuing in January, due to a positive response.

### **Citizens Utility Board**

The December C.U.B. presentation is airing in January.

### **Game of the Week**

Basketball continues through February.

### **Complaints/Inquiries**

There was one inquiry about an increasingly high cable bill. There are currently no issues outstanding. There were 27 inquiries in 2014, compared to 19 in 2013.



## HUMAN RESOURCES MANAGEMENT DEPARTMENT

### Monthly Report

December 2014

#### Staffing Activity

New Starts: 3 – Firefighter  
Patrol Officer  
Engineering Intern

Separations: 2 – IS Specialist  
ASO I

Transfers: 0

Retirees: 2 – GIS Specialist  
Firefighter

Promotions: 0

Reclassifications: 0

Change in Status: 0

Staffing:	Full Time Employees	330 budgeted	325 current
	Part Time Employees	61 budgeted	56 current
	Temporary Employees	3 budgeted	4 current
	Seasonal Employees	16 budgeted	0 current
	Paid Interns	6 budgeted	6 current

#### Month & Year-to-Date Activity:

0 Seasonals with	15 for year
0 Promotions with	4 for year
2 Separations with	37 for year
2 Retirements with	8 for year
0 Transfer with	10 for year



## **Recruitment Activity**

### Recruitment:

#### **Auxiliary Snow & Ice Drivers**

The position was posted on the Village website and social media. Five fall seasonals have applied along with four returning drivers from last snow season. Eleven internal employees have signed up for plowing. Seven new applicants were interviewed and six were offered positions. All started in December for training and as needed for plowing.

#### **Custodian (PT) – Public Works**

The position was posted on the Village website, social media and electronic boards. Applications have been sent to the Asst. Director of Public Works to review. Interviews will be scheduled in January.

#### **IS Specialist – Information Systems**

Position was posted on the Village website and social media. It was also posted on Public Salary and GMIS websites. Applications will be reviewed by IS Director after 01/09/2015 deadline.

#### **Admin Staff Asst. (PT) – Human Resources Mgt.**

Position was posted internally only. Two applications received. Applicants will be completing skills testing and interviews in January.

#### **Cable TV Intern (unpaid) – General Government**

Position posted on Village website, Village social media and with several schools. Applications were reviewed by Cable TV Coordinator. One candidate interviewed on 10/31/2014. He was offered the position. Candidate began on 12/05/2014.

## **Labor/Management Relations**

### Contract Status:

**Police** (Metropolitan Alliance of Police - MAP Chapter 96) – Contract (Jan. 1, 2013 - December 31, 2015).

**Fire** (International Association of Firefighters - Local 2061) – Contract (January 1, 2012 – December 31, 2017).

**Public Works** (International Brotherhood of Teamsters, Local 714) – Contract (Jan. 1, 2013 – Dec. 31, 2015).

**Police Sergeants** (Metropolitan Alliance of Police – MAP-97) Contract (Jan. 1, 2014 – December 31, 2016).

### **Personnel/Benefits/Employee Services**

- As staff liaison for the Celtic Fest and Cultural Awareness Commissions, Director of HRM participated in several meetings for both committees during the month.
- Director of HRM held the second of two Performance Evaluation training sessions for supervisors.
- As IPBC Vice Chair, Director of HRM attended the IPBC Finance & Operations, Membership Development and the Executive Committee meeting.
- Director of HRM participated in the Management Team meetings.
- Director of HRM attended a meeting regarding a personnel issue with the Police Department.
- HR Specialist and Director of HRM met to discuss the 2015 Comparable Community Compensation Analysis.
- Director of HRM and Risk Manager attending a meeting regarding a personnel issue in the Public Works Department.

### **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 sexual harassment awareness training for newly hired firefighters.
- Provided excess insurance renewal recommendations to the Village Board. The approved recommendations were bound with the Village's insurance broker for the policy year 2015.
- Conducted a mandatory random Federal Department of Transportation drug and alcohol test. There was no positive result.
- Followed up with an employee regarding recommended ergonomic changes to their workstation. The process is ongoing.
- Worked closely with an independent forensic psychologist related to a personnel issue.

- 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, including the administration of a property damage claim.
- Brought to conclusion several auto physical damage claims.
- Reviewed and approved invoices related to the 2015 insurance program.
- Provided continual written updates to appropriate management staff related to the status of several open workers' compensation claims.
- Investigated and brought to conclusion several liability claims made against the Village.

A handwritten signature in black ink, appearing to read 'Patrick J. Seger', is written over a solid horizontal line.

**Patrick J. Seger**  
Director of Human Resources Management

# HUMAN RESOURCES MANAGEMENT

## MONTHLY STAFFING REPORT

### DECEMBER 2014

#### **RECRUITMENTS**

**POSITION TITLE:** IS Specialist  
**DEPARTMENT:** Information Systems  
**DATE POSTED:** 12//18/2014  
**AD DEADLINE:** 01/09/2015  
**APPLICATIONS REC'D:** 5 applications received to date  
**STATUS:** Position was posted on the Village website and social media. It was also posted on Public Salary and GMIS websites. Applications will be reviewed by IS Director after deadline.

**POSITION TITLE:** PT Administrative Staff Assistant (Internal)  
**DEPARTMENT:** Human Resources  
**DATE POSTED:** 12//17/2014  
**AD DEADLINE:** 12/26/2014  
**APPLICATIONS REC'D:** 2  
**STATUS:** Position was posted internally. Applicants will be completing skills testing and interviews in January.

**POSITION TITLE:** Custodian – Part Time  
**DEPARTMENT:** Public Works  
**DATE POSTED:** 12//16/2014  
**AD DEADLINE:** 12/31/2014  
**APPLICATIONS REC'D:** 14 applications received  
**STATUS:** The position was posted on the Village website, social media and electronic boards. Applications have been sent to the Asst. Director of Public Works to review. Interviews will be scheduled in January.

#### **NEW STARTS**

**POSITION TITLE:** Cable TV Intern (unpaid)  
**DEPARTMENT:** General Government  
**DATE POSTED:** 09/29/2014  
**AD DEADLINE:** Until Filled  
**APPLICATIONS REC'D:** 1 application received to date  
**STATUS:** Position posted on Village website, Village social media and with several schools. Applications were reviewed by Cable TV Coordinator. One candidate interviewed on 10/31/2014. He was offered the position. Candidate began on 12/05/2014.

**POSITION TITLE:** Auxiliary Snow & Ice Drivers  
**DEPARTMENT:** Public Works  
**DATE POSTED:** 10/20/2014  
**AD DEADLINE:** Until filled  
**APPLICATIONS REC'D:** 15 applications to date  
**STATUS:** The position was posted on the Village website and social media. Five Fall seasonals have applied along with four returning drivers from last snow season. Eleven internal employees have signed up for plowing. Seven new applicants were interviewed and six were offered positions. All started in early December for training and as needed for plowing.

**POSITION TITLE:** Police Officer  
**DEPARTMENT:** Police  
**DATE POSTED:** N/A  
**AD DEADLINE:** N/A  
**APPLICATIONS REC'D:** N/A  
**STATUS:** One candidate from the eligibility list started on 12/22/2014.

**POSITION TITLE:** Firefighter  
**DEPARTMENT:** Fire  
**DATE POSTED:** N/A  
**AD DEADLINE:** N/A  
**APPLICATIONS REC'D:** N/A  
**STATUS:** One candidate from the eligibility list started on 12/08/2014.

## SUMMARY OF EMPLOYMENT ACTIVITY DECEMBER 2014

	<u>Total Number</u>	<u>Position</u>
<b>New Starts</b>	<b>3</b>	<b>Firefighter Patrol Officer Engineering Intern</b>
<b>Separations</b>	<b>2</b>	<b>ASO I IS Specialist</b>
<b>Promotions</b>	<b>0</b>	
<b>Upgrades</b>	<b>0</b>	
<b>Downgrades</b>	<b>0</b>	
<b>Transfers</b>	<b>0</b>	
<b>Retirements</b>	<b>2</b>	<b>GIS Specialist Firefighter</b>
<b>Reclassifications</b>	<b>0</b>	

**ANTICIPATED ACTIVITY NEXT MONTH**

	<b><u>Total Number</u></b>	<b><u>Position</u></b>
New Starts	1	Maintenance I (temporary)
Separations	0	
Promotions	3	Sergeant to Lieutenant Patrol Officer(2) to Sergeant
Transfers	1	PT Data Tech to FT Tech Support
Reclassifications	1	GIS Tech to GIS Specialist
Change in Status	0	
Retirements	0	
New Positions	0	
Eliminated Positions	0	

**2014 EMPLOYEE COUNT**

	<b><u>Budgeted</u></b>	<b><u>Actual</u></b>
<b>FULL TIME EMPLOYEES</b>	<b>330</b>	<b>325</b>
<b>PART TIME EMPLOYEES</b>	<b>61</b>	<b>56</b>
<b>TEMPORARY EMPLOYEES</b>	<b>3</b>	<b>4</b>
<b>SEASONAL EMPLOYEES</b>	<b>16</b>	<b>0</b>
<b>INTERNS (PAID)</b>	<b>6</b>	<b>6</b>
<b>TOTAL</b>	<b>416</b>	<b>391</b>

**Total Vacancies:**

**Full Time**

<b>Budgeted – Posted</b>	<b>1</b>	<b>IS Specialist</b>
<b>Budgeted - Not Posted</b>	<b>6</b>	<b>Community Relations Coordinator Police Lieutenant Police Sergeant (2) ASO I GIS Specialist</b>

**TOTAL FULL TIME 7**

*(actual count will not match budgeted count because of unbudgeted positions being added throughout the year)*

**Part Time**

<b>Budgeted – Posted</b>	<b>0</b>	
<b>Budgeted-Not Posted</b>	<b>4</b>	<b>Staff Assistant (PD) Fire Inspector Clinic Nurse (HHS) - 2</b>
<b>TOTAL PART TIME</b>	<b>4</b>	

## RECRUITMENT ACTIVITY

	<u>Month</u>	<u>Year To Date</u>
Full Time – Response to Recruitments	5	220
Part Time – Response to Recruitments	16	259
Seasonal Applicants	0	102
Unsolicited Applications/Walk-Ins	6	54
<b>TOTAL</b>	<b>27</b>	<b>635</b>

## HUMAN RESOURCES MANAGEMENT EMPLOYMENT ACTIVITY DECEMBER 2014

### NEW HIRES

<u>Name</u>	<u>Date of Hire</u>	<u>Position</u>	<u>Replacement for</u>
Kevin Sullivan	12/08/2014	Firefighter	Ken Sandacz
Phillip Giancone	12/22/2014	Patrol Officer	Louis Masucci
Nicholas Butler	12/29/2014	Engineering Intern	N/A

### SEPARATIONS

<u>Name</u>	<u>Termination Date</u>	<u>Position</u>	<u>Reason</u>
John Peebles	12/12/2014	IS Specialist	Resigned
Ken Sandacz	12/12/2014	Firefighter Paramedic	Disability Pension
Julia Otomo	12/22/2014	ASO I	Terminated
Robert Pugh	12/30/2014	GIS Specialist	Retired

### PROMOTIONS

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

### TRANSFERS

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

### RECLASSIFICATIONS

<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			

**UNPAID INTERNSHIPS/ADDITIONAL ACTIVITY**

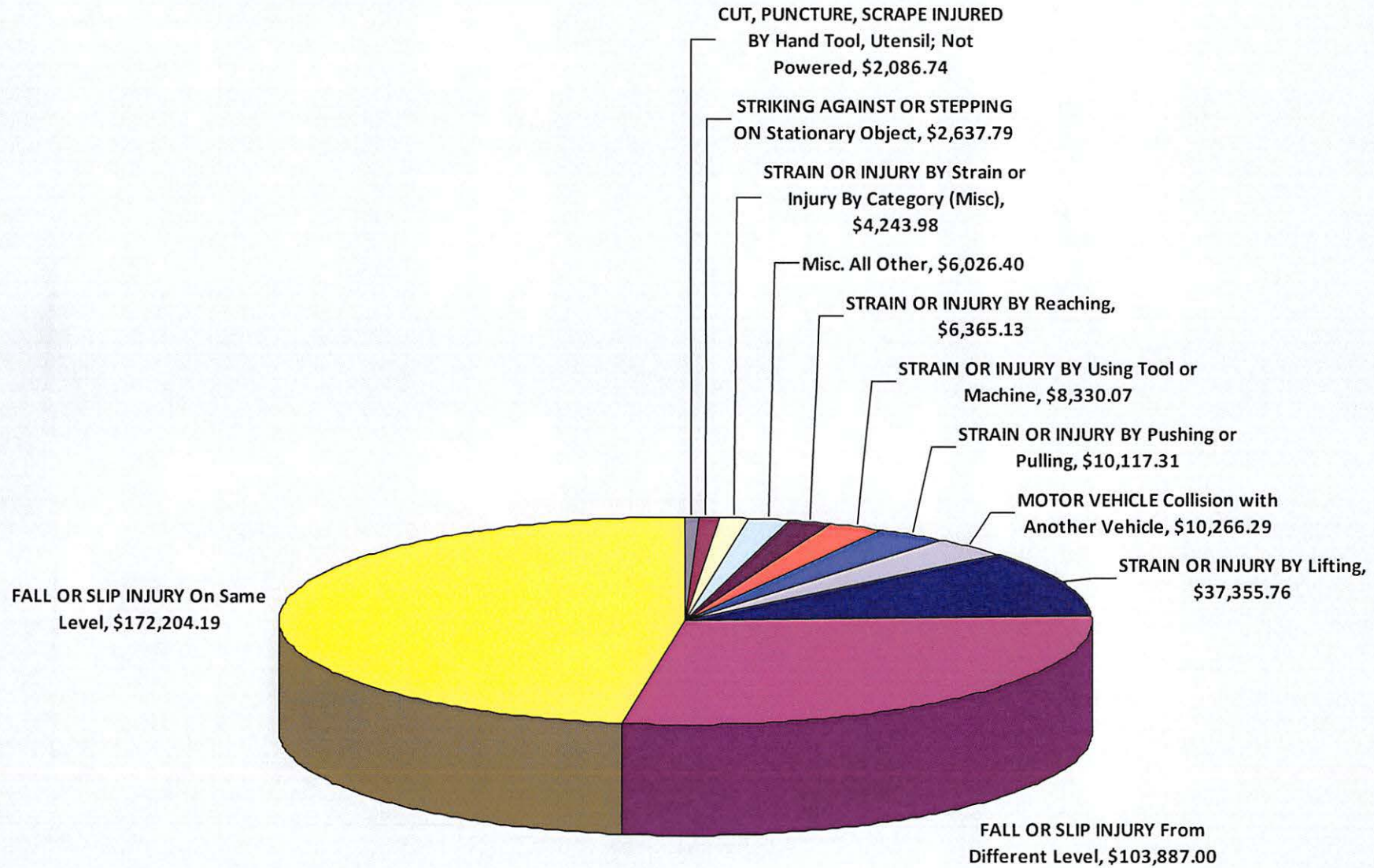
<b><u>Name</u></b>	<b><u>Effective Date</u></b>	<b><u>Position</u></b>	<b><u>Reason</u></b>
Kyle Anders	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Connor Anderson	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Jamie Arndt	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Patrick Byrne	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Ron Cassidy	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Doug Eimer	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Ray Gennetti	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Greg Lewandowski	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Tom Manolis	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Adam Rabey	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Joesph Schwartz	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Norman Schwartz	12/01/2014	Aux. Snowplow Driver	Beginning of Season
Cory Howard	12/02/2014	Auxiliary EMA	Replace Frank Kerous
Eric O'Brien	12/05/2014	Unpaid Cable TV Intern	Beginning of Internship
Bobby Key	12/11/2014	Aux. Snowplow Driver	Snow Season

**ADDITIONAL MONTHLY REPORT INFORMATION  
DECEMBER 2014**

<b># Anniversaries</b>	<u>4</u>
<b># Interviews conducted during month</b>	<u>2</u>
<b>#Orientations conducted during month</b>	<u>7</u>



# Causal Analysis-Injury Type by Total Incurred



**EMPLOYER'S CLAIM SERVICE, INC.**  
**POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY**  
**From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
97	804	Forestry	(Dept)	1	100.0%	0	0	1	100%	1	0	145,096.40	105,666.76	39,429.64	145,096.40	100.0%
97	8	Public Works	(Sub-Loc)	1	100.0%	0	0	1	100%	1	0	145,096.40	105,666.76	39,429.64	145,096.40	100.0%
97	01	Village of Hoffman Estates	(Loc)	1	100.0%	0	0	1	100%	1	0	145,096.40	105,666.76	39,429.64	145,096.40	100.0%
Totals for 1997 Claims:				1	100.0%	0	0	1	100%	1	0	145,096.40	105,666.76	39,429.64	145,096.40	100.0%
00	102	Planning	(Dept)	1	1.8%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
00	1	Community Development	(Sub-Loc)	1	1.8%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
00	206	Customer Service	(Dept)	1	1.8%	0	0	1	100%	0	1	3,974.20	3,974.20		3,974.20	1.3%
00	2	Finance	(Sub-Loc)	1	1.8%	0	0	1	100%	0	1	3,974.20	3,974.20		3,974.20	1.3%
00	250	PPO Payments	(Dept)	1	1.8%	1	0	0	0%	0	1	152,127.86	152,127.86		152,127.86	49.1%
00	25	PPO Payments	(Sub-Loc)	1	1.8%	1	0	0	0%	0	1	152,127.86	152,127.86		152,127.86	49.1%
00	300	Administration	(Dept)	1	1.8%	0	1	0	0%	0	1	193.50	193.50		193.50	0.1%
00	301	Fire Suppression	(Dept)	12	21.4%	6	3	3	25%	0	12	7,922.89	95,074.64		95,074.64	30.7%
00	303	Emergency Medical Service	(Dept)	7	12.5%	5	1	1	14%	0	7	2,302.35	16,116.43		16,116.43	5.2%
00	3	Fire	(Sub-Loc)	20	35.7%	11	5	4	20%	0	20	5,569.23	111,384.57		111,384.57	36.0%
00	400	Manager's Office	(Dept)	1	1.8%	0	1	0	0%	0	1	4,452.45	4,452.45		4,452.45	1.4%
00	401	Cable TV	(Dept)	1	1.8%	1	0	0	0%	0	1	260.40	260.40		260.40	0.1%
00	402	Boards & Commissions	(Dept)	1	1.8%	1	0	0	0%	0	1	413.43	413.43		413.43	0.1%
00	4	General Government	(Sub-Loc)	3	5.4%	2	1	0	0%	0	3	1,708.76	5,126.28		5,126.28	1.7%
00	600	Administration	(Dept)	1	1.8%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
00	6	Human Resources Manage	(Sub-Loc)	1	1.8%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
00	700	Patrol	(Dept)	16	28.6%	13	1	2	13%	0	16	1,761.71	28,187.36		28,187.36	9.1%
00	704	Traffic	(Dept)	1	1.8%	1	0	0	0%	0	1	1,159.40	1,159.40		1,159.40	0.4%
00	7	Police	(Sub-Loc)	17	30.4%	14	1	2	12%	0	17	1,726.28	29,346.76		29,346.76	9.5%
00	801	Water & Sewer	(Dept)	4	7.1%	2	2	0	0%	0	4	733.76	2,935.02		2,935.02	0.9%
00	802	Building & Grounds	(Dept)	1	1.8%	0	1	0	0%	0	1	1,411.10	1,411.10		1,411.10	0.5%
00	804	Forestry	(Dept)	5	8.9%	5	0	0	0%	0	5	565.72	2,828.60		2,828.60	0.9%
00	805	Clerical	(Dept)	1	1.8%	1	0	0	0%	0	1	452.50	452.50		452.50	0.1%
00	8	Public Works	(Sub-Loc)	11	19.6%	8	3	0	0%	0	11	693.38	7,627.22		7,627.22	2.5%
00	9	Information Systems	(Sub-Loc)	1	1.8%	1	0	0	0%	0	1	168.50	168.50		168.50	0.1%

**EMPLOYER'S CLAIM SERVICE, INC.  
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY  
From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
00	01	Village of Hoffman Estates	(Loc)	56	100.0%	38	11	7	13%	0	56	5,531.35	309,755.39		309,755.39	100.0%
Totals for 2000 Claims:				56	100.0%	38	11	7	13%	0	56	5,531.35	309,755.39		309,755.39	100.0%
01	300	Administration	(Dept)	2	3.1%	1	1	0	0%	0	2	538.72	1,077.44		1,077.44	0.1%
01	301	Fire Suppression	(Dept)	8	12.3%	3	3	2	25%	0	8	35,023.68	280,189.41		280,189.41	23.7%
01	303	Emergency Medical Service	(Dept)	7	10.8%	2	1	4	57%	0	7	38,418.72	268,931.02		268,931.02	22.7%
01	304	ESDA	(Dept)	1	1.5%	1	0	0	0%	0	1	425.39	425.39		425.39	0.0%
01	3	Fire	(Sub-Loc)	18	27.7%	7	5	6	33%	0	18	30,590.18	550,623.26		550,623.26	46.5%
01	400	Manager's Office	(Dept)	1	1.5%	1	0	0	0%	0	1	4,374.81	4,374.81		4,374.81	0.4%
01	4	General Government	(Sub-Loc)	1	1.5%	1	0	0	0%	0	1	4,374.81	4,374.81		4,374.81	0.4%
01	505	Immunization	(Dept)	1	1.5%	1	0	0	0%	0	1	391.50	391.50		391.50	0.0%
01	5	Health & Human Services	(Sub-Loc)	1	1.5%	1	0	0	0%	0	1	391.50	391.50		391.50	0.0%
01	700	Patrol	(Dept)	20	30.8%	11	2	7	35%	0	20	10,615.24	212,304.82		212,304.82	17.9%
01	702	Crime Prevention	(Dept)	1	1.5%	1	0	0	0%	0	1	5,663.17	5,663.17		5,663.17	0.5%
01	704	Traffic	(Dept)	3	4.6%	1	0	2	67%	0	3	2,887.00	8,660.99		8,660.99	0.7%
01	707	Records	(Dept)	4	6.2%	1	0	3	75%	0	4	14,372.31	57,489.25		57,489.25	4.9%
01	7	Police	(Sub-Loc)	28	43.1%	14	2	12	43%	0	28	10,147.08	284,118.23		284,118.23	24.0%
01	800	Streets	(Dept)	5	7.7%	3	1	1	20%	0	5	48,719.89	243,599.47		243,599.47	20.6%
01	801	Water & Sewer	(Dept)	4	6.2%	2	1	1	25%	0	4	24,096.40	96,385.58		96,385.58	8.1%
01	802	Building & Grounds	(Dept)	3	4.6%	3	0	0	0%	0	3	422.63	1,267.88		1,267.88	0.1%
01	803	Equipment & Supply	(Dept)	1	1.5%	1	0	0	0%	0	1	210.60	210.60		210.60	0.0%
01	804	Forestry	(Dept)	3	4.6%	2	1	0	0%	0	3	1,150.17	3,450.50		3,450.50	0.3%
01	8	Public Works	(Sub-Loc)	16	24.6%	11	3	2	13%	0	16	21,557.13	344,914.03		344,914.03	29.1%
01	9	Information Systems	(Sub-Loc)	1	1.5%	1	0	0	0%	0	1	301.50	301.50		301.50	0.0%
01	01	Village of Hoffman Estates	(Loc)	65	100.0%	35	10	20	31%	0	65	18,226.51	1,184,723.33		1,184,723.33	100.0%
Totals for 2001 Claims:				65	100.0%	35	10	20	31%	0	65	18,226.51	1,184,723.33		1,184,723.33	100.0%
02	102	Planning	(Dept)	1	2.6%	0	1	0	0%	0	1	28,933.52	28,933.52		28,933.52	3.9%
02	1	Community Development	(Sub-Loc)	1	2.6%	0	1	0	0%	0	1	28,933.52	28,933.52		28,933.52	3.9%
02	301	Fire Suppression	(Dept)	5	13.2%	1	2	2	40%	0	5	11,335.45	56,677.26		56,677.26	7.6%
02	303	Emergency Medical Service	(Dept)	8	21.1%	4	3	1	13%	0	8	7,441.19	59,529.50		59,529.50	8.0%

**EMPLOYER'S CLAIM SERVICE, INC.**  
**POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY**  
**From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
02	306	Technical Rescue	(Dept)	1	2.6%	0	1	0	0%	0	1	5,830.00	5,830.00		5,830.00	0.8%
02	3	Fire	(Sub-Loc)	14	36.8%	5	6	3	21%	0	14	8,716.91	122,036.76		122,036.76	16.3%
02	700	Patrol	(Dept)	11	28.9%	5	0	6	55%	0	11	24,662.45	271,286.95		271,286.95	36.3%
02	704	Traffic	(Dept)	1	2.6%	0	0	1	100%	0	1	310,828.16	310,828.16		310,828.16	41.6%
02	706	Communication	(Dept)	1	2.6%	1	0	0	0%	0	1	1,777.50	1,777.50		1,777.50	0.2%
02	7	Police	(Sub-Loc)	13	34.2%	6	0	7	54%	0	13	44,914.82	583,892.61		583,892.61	78.2%
02	800	Streets	(Dept)	5	13.2%	4	1	0	0%	0	5	1,511.20	7,556.00		7,556.00	1.0%
02	801	Water & Sewer	(Dept)	2	5.3%	0	2	0	0%	0	2	1,227.90	2,455.80		2,455.80	0.3%
02	803	Equipment & Supply	(Dept)	1	2.6%	1	0	0	0%	0	1	281.70	281.70		281.70	0.0%
02	804	Forestry	(Dept)	2	5.3%	2	0	0	0%	0	2	642.60	1,285.20		1,285.20	0.2%
02	8	Public Works	(Sub-Loc)	10	26.3%	7	3	0	0%	0	10	1,157.87	11,578.70		11,578.70	1.6%
02	01	Village of Hoffman Estates	(Loc)	38	100.0%	18	10	10	26%	0	38	19,643.20	746,441.59		746,441.59	100.0%
<b>Totals for 2002 Claims:</b>				<b>38</b>	<b>100.0%</b>	<b>18</b>	<b>10</b>	<b>10</b>	<b>26%</b>	<b>0</b>	<b>38</b>	<b>19,643.20</b>	<b>746,441.59</b>		<b>746,441.59</b>	<b>100.0%</b>
03	301	Fire Suppression	(Dept)	5	14.3%	2	1	2	40%	0	5	25,542.01	127,710.07		127,710.07	31.2%
03	303	Emergency Medical Service	(Dept)	12	34.3%	9	1	2	17%	0	12	15,553.15	186,637.80		186,637.80	45.7%
03	305	Underwater Rescue	(Dept)	1	2.9%	1	0	0	0%	0	1	785.49	785.49		785.49	0.2%
03	3	Fire	(Sub-Loc)	18	51.4%	12	2	4	22%	0	18	17,507.41	315,133.36		315,133.36	77.1%
03	700	Patrol	(Dept)	7	20.0%	5	1	1	14%	0	7	1,467.76	10,274.35		10,274.35	2.5%
03	701	Investigations	(Dept)	1	2.9%	0	0	1	100%	0	1	79,722.54	79,722.54		79,722.54	19.5%
03	704	Traffic	(Dept)	3	8.6%	1	2	0	0%	0	3	88.33	265.00		265.00	0.1%
03	7	Police	(Sub-Loc)	11	31.4%	6	3	2	18%	0	11	8,205.63	90,261.89		90,261.89	22.1%
03	801	Water & Sewer	(Dept)	3	8.6%	3	0	0	0%	0	3	699.33	2,098.00		2,098.00	0.5%
03	802	Building & Grounds	(Dept)	2	5.7%	2	0	0	0%	0	2	477.00	954.00		954.00	0.2%
03	803	Equipment & Supply	(Dept)	1	2.9%	1	0	0	0%	0	1	310.50	310.50		310.50	0.1%
03	8	Public Works	(Sub-Loc)	6	17.1%	6	0	0	0%	0	6	560.42	3,362.50		3,362.50	0.8%
03	01	Village of Hoffman Estates	(Loc)	35	100.0%	24	5	6	17%	0	35	11,678.79	408,757.75		408,757.75	100.0%
<b>Totals for 2003 Claims:</b>				<b>35</b>	<b>100.0%</b>	<b>24</b>	<b>5</b>	<b>6</b>	<b>17%</b>	<b>0</b>	<b>35</b>	<b>11,678.79</b>	<b>408,757.75</b>		<b>408,757.75</b>	<b>100.0%</b>
04	201	Water Billing	(Dept)	1	2.1%	1	0	0	0%	0	1	1,295.10	1,295.10		1,295.10	0.1%
04	2	Finance	(Sub-Loc)	1	2.1%	1	0	0	0%	0	1	1,295.10	1,295.10		1,295.10	0.1%

**EMPLOYER'S CLAIM SERVICE, INC.  
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY  
From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
04	301	Fire Suppression	(Dept)	10	20.8%	6	2	2	20%	0	10	4,666.25	46,662.48		46,662.48	4.4%
04	303	Emergency Medical Service	(Dept)	11	22.9%	7	4	0	0%	0	11	12,225.62	134,481.79		134,481.79	12.7%
04	3	Fire	(Sub-Loc)	21	43.8%	13	6	2	10%	0	21	8,625.92	181,144.27		181,144.27	17.1%
04	504	Health Screening	(Dept)	1	2.1%	1	0	0	0%	0	1	405.00	405.00		405.00	0.0%
04	5	Health & Human Services	(Sub-Loc)	1	2.1%	1	0	0	0%	0	1	405.00	405.00		405.00	0.0%
04	600	Administration	(Dept)	1	2.1%	1	0	0	0%	0	1	248.68	248.68		248.68	0.0%
04	6	Human Resources Manage	(Sub-Loc)	1	2.1%	1	0	0	0%	0	1	248.68	248.68		248.68	0.0%
04	700	Patrol	(Dept)	16	33.3%	12	0	4	25%	0	16	41,219.86	659,517.75		659,517.75	62.4%
04	703	Tactical	(Dept)	2	4.2%	2	0	0	0%	0	2	137.84	275.68		275.68	0.0%
04	7	Police	(Sub-Loc)	18	37.5%	14	0	4	22%	0	18	36,655.19	659,793.43		659,793.43	62.5%
04	800	Streets	(Dept)	3	6.3%	1	0	2	67%	0	3	43,878.25	131,634.74		131,634.74	12.5%
04	801	Water & Sewer	(Dept)	1	2.1%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
04	803	Equipment & Supply	(Dept)	1	2.1%	0	0	1	100%	0	1	81,422.11	81,422.11		81,422.11	7.7%
04	804	Forestry	(Dept)	1	2.1%	1	0	0	0%	0	1	481.50	481.50		481.50	0.0%
04	8	Public Works	(Sub-Loc)	6	12.5%	3	0	3	50%	0	6	35,589.73	213,538.35		213,538.35	20.2%
04	01	Village of Hoffman Estates	(Loc)	48	100.0%	33	6	9	19%	0	48	22,008.85	1,056,424.83		1,056,424.83	100.0%
Totals for 2004 Claims:				48	100.0%	33	6	9	19%	0	48	22,008.85	1,056,424.83		1,056,424.83	100.0%
05	301	Fire Suppression	(Dept)	6	11.3%	4	2	0	0%	0	6	1,012.80	6,076.77		6,076.77	2.0%
05	303	Emergency Medical Service	(Dept)	20	37.7%	12	5	3	15%	0	20	12,979.04	259,580.79		259,580.79	83.9%
05	3	Fire	(Sub-Loc)	26	49.1%	16	7	3	12%	0	26	10,217.60	265,657.56		265,657.56	85.9%
05	504	Health Screening	(Dept)	1	1.9%	1	0	0	0%	0	1	184.50	184.50		184.50	0.1%
05	5	Health & Human Services	(Sub-Loc)	1	1.9%	1	0	0	0%	0	1	184.50	184.50		184.50	0.1%
05	700	Patrol	(Dept)	7	13.2%	5	1	1	14%	0	7	3,015.10	21,105.71		21,105.71	6.8%
05	701	Investigations	(Dept)	1	1.9%	1	0	0	0%	0	1	297.00	297.00		297.00	0.1%
05	704	Traffic	(Dept)	1	1.9%	1	0	0	0%	0	1	1,186.85	1,186.85		1,186.85	0.4%
05	707	Records	(Dept)	1	1.9%	0	0	1	100%	0	1	10,253.45	10,253.45		10,253.45	3.3%
05	7	Police	(Sub-Loc)	10	18.9%	7	1	2	20%	0	10	3,284.30	32,843.01		32,843.01	10.6%
05	800	Streets	(Dept)	4	7.5%	4	0	0	0%	0	4	627.99	2,511.94		2,511.94	0.8%
05	801	Water & Sewer	(Dept)	5	9.4%	5	0	0	0%	0	5	1,066.50	5,332.50		5,332.50	1.7%

**EMPLOYER'S CLAIM SERVICE, INC.**  
**POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY**  
 From: 12/31/1996 Through: 12/31/2014

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/ Claim	Paid	Outstanding	Total Incurred	% Of Total
05	802	Building & Grounds	(Dept)	1	1.9%	1	0	0	0%	0	1	437.00	437.00		437.00	0.1%
05	803	Equipment & Supply	(Dept)	2	3.8%	2	0	0	0%	0	2	697.05	1,394.10		1,394.10	0.5%
05	804	Forestry	(Dept)	4	7.5%	3	1	0	0%	0	4	259.88	1,039.50		1,039.50	0.3%
05	8	Public Works	(Sub-Loc)	16	30.2%	15	1	0	0%	0	16	669.69	10,715.04		10,715.04	3.5%
05	01	Village of Hoffman Estates	(Loc)	53	100.0%	39	9	5	9%	0	53	5,837.74	309,400.11		309,400.11	100.0%
		<b>Totals for 2005 Claims:</b>		<b>53</b>	<b>100.0%</b>	<b>39</b>	<b>9</b>	<b>5</b>	<b>9%</b>	<b>0</b>	<b>53</b>	<b>5,837.74</b>	<b>309,400.11</b>		<b>309,400.11</b>	<b>100.0%</b>
06	201	Water Billing	(Dept)	1	1.8%	0	1	0	0%	0	1	1,527.37	1,527.37		1,527.37	0.1%
06	2	Finance	(Sub-Loc)	1	1.8%	0	1	0	0%	0	1	1,527.37	1,527.37		1,527.37	0.1%
06	301	Fire Suppression	(Dept)	9	16.1%	5	2	2	22%	0	9	38,029.36	342,264.26		342,264.26	31.5%
06	303	Emergency Medical Service	(Dept)	14	25.0%	7	3	4	29%	0	14	39,335.55	550,697.76		550,697.76	50.8%
06	3	Fire	(Sub-Loc)	23	41.1%	12	5	6	26%	0	23	38,824.44	892,962.02		892,962.02	82.3%
06	700	Patrol	(Dept)	17	30.4%	11	3	3	18%	0	17	3,949.26	67,137.34		67,137.34	6.2%
06	701	Investigations	(Dept)	1	1.8%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
06	703	Tactical	(Dept)	4	7.1%	3	1	0	0%	0	4	2,311.32	9,245.26		9,245.26	0.9%
06	704	Traffic	(Dept)	2	3.6%	2	0	0	0%	0	2	3,850.97	7,701.94		7,701.94	0.7%
06	707	Records	(Dept)	1	1.8%	0	0	1	100%	0	1	25,046.89	25,046.89		25,046.89	2.3%
06	7	Police	(Sub-Loc)	25	44.6%	17	4	4	16%	0	25	4,365.26	109,131.43		109,131.43	10.1%
06	800	Streets	(Dept)	1	1.8%	1	0	0	0%	0	1	4,201.51	4,201.51		4,201.51	0.4%
06	801	Water & Sewer	(Dept)	2	3.6%	1	1	0	0%	0	2	112.50	225.00		225.00	0.0%
06	802	Building & Grounds	(Dept)	1	1.8%	0	1	0	0%	0	1	70,689.99	70,689.99		70,689.99	6.5%
06	804	Forestry	(Dept)	3	5.4%	3	0	0	0%	0	3	2,038.90	6,116.71		6,116.71	0.6%
06	8	Public Works	(Sub-Loc)	7	12.5%	5	2	0	0%	0	7	11,604.74	81,233.21		81,233.21	7.5%
06	01	Village of Hoffman Estates	(Loc)	56	100.0%	34	12	10	18%	0	56	19,372.39	1,084,854.03		1,084,854.03	100.0%
		<b>Totals for 2006 Claims:</b>		<b>56</b>	<b>100.0%</b>	<b>34</b>	<b>12</b>	<b>10</b>	<b>18%</b>	<b>0</b>	<b>56</b>	<b>19,372.39</b>	<b>1,084,854.03</b>		<b>1,084,854.03</b>	<b>100.0%</b>
07	301	Fire Suppression	(Dept)	9	18.8%	7	0	2	22%	0	9	42,805.36	385,248.23		385,248.23	50.7%
07	303	Emergency Medical Service	(Dept)	7	14.6%	6	0	1	14%	0	7	2,644.72	18,513.01		18,513.01	2.4%
07	3	Fire	(Sub-Loc)	16	33.3%	13	0	3	19%	0	16	25,235.08	403,761.24		403,761.24	53.2%
07	600	Administration	(Dept)	1	2.1%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
07	6	Human Resources Manage	(Sub-Loc)	1	2.1%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%

**EMPLOYER'S CLAIM SERVICE, INC.**  
**POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY**  
 From: 12/31/1996 Through: 12/31/2014

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
07	700	Patrol	(Dept)	10	20.8%	6	2	2	20%	1	9	17,680.50	173,533.16	3,271.79	176,804.95	23.3%
07	703	Tactical	(Dept)	2	4.2%	2	0	0	0%	0	2	356.16	712.31		712.31	0.1%
07	704	Traffic	(Dept)	4	8.3%	2	1	1	25%	0	4	4,376.80	17,507.19		17,507.19	2.3%
07	7	Police	(Sub-Loc)	16	33.3%	10	3	3	19%	1	15	12,189.03	191,752.66	3,271.79	195,024.45	25.7%
07	800	Streets	(Dept)	3	6.3%	2	0	1	33%	0	3	8,294.56	24,883.69		24,883.69	3.3%
07	801	Water & Sewer	(Dept)	4	8.3%	4	0	0	0%	0	4	1,093.37	4,373.47		4,373.47	0.6%
07	802	Building & Grounds	(Dept)	1	2.1%	1	0	0	0%	0	1	743.84	743.84		743.84	0.1%
07	803	Equipment & Supply	(Dept)	3	6.3%	3	0	0	0%	0	3	1,148.10	3,444.30		3,444.30	0.5%
07	804	Forestry	(Dept)	4	8.3%	3	0	1	25%	0	4	31,828.77	127,315.08		127,315.08	16.8%
07	8	Public Works	(Sub-Loc)	15	31.3%	13	0	2	13%	0	15	10,717.36	160,760.38		160,760.38	21.2%
07	01	Village of Hoffman Estates	(Loc)	48	100.0%	36	4	8	17%	1	47	15,823.88	756,274.28	3,271.79	759,546.07	100.0%
Totals for 2007 Claims:				48	100.0%	36	4	8	17%	1	47	15,823.88	756,274.28	3,271.79	759,546.07	100.0%
08	200	Accounting	(Dept)	1	1.6%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
08	206	Customer Service	(Dept)	1	1.6%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
08	2	Finance	(Sub-Loc)	2	3.1%	1	1	0	0%	0	2	0.00	0.00		0.00	0.0%
08	300	Administration	(Dept)	1	1.6%	1	0	0	0%	0	1	3,466.28	3,466.28		3,466.28	0.7%
08	301	Fire Suppression	(Dept)	14	21.9%	11	2	1	7%	0	14	1,747.67	24,467.38		24,467.38	4.8%
08	303	Emergency Medical Service	(Dept)	22	34.4%	17	2	3	14%	0	22	10,444.02	229,768.34		229,768.34	44.8%
08	3	Fire	(Sub-Loc)	37	57.8%	29	4	4	11%	0	37	6,964.92	257,702.00		257,702.00	50.2%
08	400	Manager's Office	(Dept)	1	1.6%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
08	4	General Government	(Sub-Loc)	1	1.6%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
08	700	Patrol	(Dept)	7	10.9%	4	0	3	43%	0	7	8,533.91	59,737.37		59,737.37	11.6%
08	701	Investigations	(Dept)	1	1.6%	0	0	1	100%	0	1	80,561.35	80,561.35		80,561.35	15.7%
08	703	Tactical	(Dept)	2	3.1%	2	0	0	0%	0	2	953.81	1,907.61		1,907.61	0.4%
08	704	Traffic	(Dept)	1	1.6%	0	1	0	0%	0	1	8,049.19	8,049.19		8,049.19	1.6%
08	705	Canine	(Dept)	1	1.6%	1	0	0	0%	0	1	5,940.13	5,940.13		5,940.13	1.2%
08	7	Police	(Sub-Loc)	12	18.8%	7	1	4	33%	0	12	13,016.30	156,195.65		156,195.65	30.4%
08	800	Streets	(Dept)	5	7.8%	4	1	0	0%	0	5	661.38	3,306.90		3,306.90	0.6%
08	801	Water & Sewer	(Dept)	5	7.8%	4	1	0	0%	0	5	410.40	2,052.00		2,052.00	0.4%

**EMPLOYER'S CLAIM SERVICE, INC.  
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY  
From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
08	804	Forestry	(Dept)	2	3.1%	1	0	1	50%	0	2	46,969.21	93,938.41		93,938.41	18.3%
08	8	Public Works	(Sub-Loc)	12	18.8%	9	2	1	8%	0	12	8,274.78	99,297.31		99,297.31	19.3%
08	01	Village of Hoffman Estates	(Loc)	64	100.0%	46	9	9	14%	0	64	8,018.67	513,194.96		513,194.96	100.0%
Totals for 2008 Claims:				64	100.0%	46	9	9	14%	0	64	8,018.67	513,194.96		513,194.96	100.0%
09	300	Administration	(Dept)	2	3.8%	1	1	0	0%	1	1	8,782.08	14,957.97	2,606.18	17,564.15	2.5%
09	301	Fire Suppression	(Dept)	14	26.4%	11	3	0	0%	0	14	4,642.64	64,996.99		64,996.99	9.2%
09	303	Emergency Medical Service	(Dept)	20	37.7%	13	4	3	15%	0	20	17,948.22	358,964.35		358,964.35	51.0%
09	3	Fire	(Sub-Loc)	36	67.9%	25	8	3	8%	1	35	12,264.60	438,919.31	2,606.18	441,525.49	62.8%
09	600	Administration	(Dept)	1	1.9%	0	0	1	100%	0	1	19,350.10	19,350.10		19,350.10	2.8%
09	6	Human Resources Manage	(Sub-Loc)	1	1.9%	0	0	1	100%	0	1	19,350.10	19,350.10		19,350.10	2.8%
09	700	Patrol	(Dept)	8	15.1%	2	2	4	50%	0	8	18,574.08	148,592.67		148,592.67	21.1%
09	704	Traffic	(Dept)	1	1.9%	1	0	0	0%	0	1	2,457.38	2,457.38		2,457.38	0.3%
09	707	Records	(Dept)	1	1.9%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
09	7	Police	(Sub-Loc)	10	18.9%	4	2	4	40%	0	10	15,105.01	151,050.05		151,050.05	21.5%
09	800	Streets	(Dept)	1	1.9%	0	0	1	100%	0	1	84,584.78	84,584.78		84,584.78	12.0%
09	801	Water & Sewer	(Dept)	2	3.8%	2	0	0	0%	0	2	592.65	1,185.30		1,185.30	0.2%
09	803	Equipment & Supply	(Dept)	1	1.9%	0	1	0	0%	0	1	4,634.90	4,634.90		4,634.90	0.7%
09	804	Forestry	(Dept)	2	3.8%	2	0	0	0%	0	2	551.70	1,103.40		1,103.40	0.2%
09	8	Public Works	(Sub-Loc)	6	11.3%	4	1	1	17%	0	6	15,251.40	91,508.38		91,508.38	13.0%
09	01	Village of Hoffman Estates	(Loc)	53	100.0%	33	11	9	17%	1	52	13,272.34	700,827.84	2,606.18	703,434.02	100.0%
Totals for 2009 Claims:				53	100.0%	33	11	9	17%	1	52	13,272.34	700,827.84	2,606.18	703,434.02	100.0%
10	200	Accounting	(Dept)	2	4.8%	0	1	1	50%	0	2	21,935.31	43,870.61		43,870.61	7.6%
10	2	Finance	(Sub-Loc)	2	4.8%	0	1	1	50%	0	2	21,935.31	43,870.61		43,870.61	7.6%
10	250	PPO Payments	(Dept)	1	2.4%	1	0	0	0%	0	1	25,802.19	25,802.19		25,802.19	4.4%
10	25	PPO Payments	(Sub-Loc)	1	2.4%	1	0	0	0%	0	1	25,802.19	25,802.19		25,802.19	4.4%
10	301	Fire Suppression	(Dept)	8	19.0%	3	5	0	0%	0	8	3,252.66	26,021.31		26,021.31	4.5%
10	303	Emergency Medical Service	(Dept)	8	19.0%	4	1	3	38%	0	8	22,624.71	180,997.64		180,997.64	31.2%
10	3	Fire	(Sub-Loc)	16	38.1%	7	6	3	19%	0	16	12,938.68	207,018.95		207,018.95	35.7%
10	700	Patrol	(Dept)	15	35.7%	7	4	4	27%	1	14	18,525.79	261,807.50	16,079.29	277,886.79	47.9%



**EMPLOYER'S CLAIM SERVICE, INC.**  
**POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY**  
 From: 12/31/1996 Through: 12/31/2014

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
10	7	Police	(Sub-Loc)	15	35.7%	7	4	4	27%	1	14	18,525.79	261,807.50	16,079.29	277,886.79	47.9%
10	800	Streets	(Dept)	3	7.1%	2	1	0	0%	0	3	251.71	755.12		755.12	0.1%
10	801	Water & Sewer	(Dept)	3	7.1%	3	0	0	0%	0	3	2,370.53	7,111.59		7,111.59	1.2%
10	802	Building & Grounds	(Dept)	1	2.4%	1	0	0	0%	0	1	541.00	541.00		541.00	0.1%
10	804	Forestry	(Dept)	1	2.4%	0	1	0	0%	0	1	17,684.94	17,684.94		17,684.94	3.0%
10	8	Public Works	(Sub-Loc)	8	19.0%	6	2	0	0%	0	8	3,261.58	26,092.65		26,092.65	4.5%
10	01	Village of Hoffman Estates	(Loc)	42	100.0%	21	13	8	19%	1	41	13,825.50	564,591.90	16,079.29	580,671.19	100.0%
<b>Totals for 2010 Claims:</b>				<b>42</b>	<b>100.0%</b>	<b>21</b>	<b>13</b>	<b>8</b>	<b>19%</b>	<b>1</b>	<b>41</b>	<b>13,825.50</b>	<b>564,591.90</b>	<b>16,079.29</b>	<b>580,671.19</b>	<b>100.0%</b>
11	200	Accounting	(Dept)	1	3.2%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
11	2	Finance	(Sub-Loc)	1	3.2%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
11	250	PPO Payments	(Dept)	1	3.2%	1	0	0	0%	0	1	20,457.16	20,457.16		20,457.16	2.6%
11	25	PPO Payments	(Sub-Loc)	1	3.2%	1	0	0	0%	0	1	20,457.16	20,457.16		20,457.16	2.6%
11	301	Fire Suppression	(Dept)	4	12.9%	2	1	1	25%	1	3	61,241.86	140,338.59	104,628.85	244,967.44	31.6%
11	303	Emergency Medical Service	(Dept)	11	35.5%	9	0	2	18%	1	10	23,544.76	213,864.81	45,127.50	258,992.31	33.4%
11	3	Fire	(Sub-Loc)	15	48.4%	11	1	3	20%	2	13	33,597.32	354,203.40	149,756.35	503,959.75	64.9%
11	700	Patrol	(Dept)	10	32.3%	6	1	3	30%	2	8	24,207.79	220,127.74	21,950.11	242,077.85	31.2%
11	703	Tactical	(Dept)	1	3.2%	0	1	0	0%	0	1	6,447.68	6,447.68		6,447.68	0.8%
11	7	Police	(Sub-Loc)	11	35.5%	6	2	3	27%	2	9	22,593.23	226,575.42	21,950.11	248,525.53	32.0%
11	801	Water & Sewer	(Dept)	1	3.2%	1	0	0	0%	0	1	489.57	489.57		489.57	0.1%
11	804	Forestry	(Dept)	1	3.2%	1	0	0	0%	0	1	2,769.16	2,769.16		2,769.16	0.4%
11	805	Clerical	(Dept)	1	3.2%	0	1	0	0%	0	1	0.00	0.00		0.00	0.0%
11	8	Public Works	(Sub-Loc)	3	9.7%	2	1	0	0%	0	3	1,086.24	3,258.73		3,258.73	0.4%
11	01	Village of Hoffman Estates	(Loc)	31	100.0%	20	5	6	19%	4	27	25,038.75	604,494.71	171,706.46	776,201.17	100.0%
<b>Totals for 2011 Claims:</b>				<b>31</b>	<b>100.0%</b>	<b>20</b>	<b>5</b>	<b>6</b>	<b>19%</b>	<b>4</b>	<b>27</b>	<b>25,038.75</b>	<b>604,494.71</b>	<b>171,706.46</b>	<b>776,201.17</b>	<b>100.0%</b>
12	101	Engineering/Transportation	(Dept)	1	2.3%	1	0	0	0%	0	1	1,556.13	1,556.13		1,556.13	0.5%
12	1	Community Development	(Sub-Loc)	1	2.3%	1	0	0	0%	0	1	1,556.13	1,556.13		1,556.13	0.5%
12	250	PPO Payments	(Dept)	1	2.3%	1	0	0	0%	0	1	49,116.23	49,116.23		49,116.23	14.2%
12	25	PPO Payments	(Sub-Loc)	1	2.3%	1	0	0	0%	0	1	49,116.23	49,116.23		49,116.23	14.2%
12	301	Fire Suppression	(Dept)	12	27.9%	10	1	1	8%	1	11	1,694.43	17,011.08	3,322.04	20,333.12	5.9%

**EMPLOYER'S CLAIM SERVICE, INC.  
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY  
From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
12	303	Emergency Medical Service	(Dept)	8	18.6%	7	0	1	13%	0	8	21,764.72	174,117.76		174,117.76	50.4%
12	3	Fire	(Sub-Loc)	20	46.5%	17	1	2	10%	1	19	9,722.54	191,128.84	3,322.04	194,450.88	56.3%
12	700	Patrol	(Dept)	9	20.9%	6	1	2	22%	2	7	9,511.35	59,374.73	26,227.41	85,602.14	24.8%
12	701	Investigations	(Dept)	2	4.7%	1	1	0	0%	0	2	341.20	682.40		682.40	0.2%
12	704	Traffic	(Dept)	1	2.3%	1	0	0	0%	0	1	4,940.28	4,940.28		4,940.28	1.4%
12	7	Police	(Sub-Loc)	12	27.9%	8	2	2	17%	2	10	7,602.07	64,997.41	26,227.41	91,224.82	26.4%
12	800	Streets	(Dept)	3	7.0%	2	1	0	0%	0	3	296.81	890.43		890.43	0.3%
12	801	Water & Sewer	(Dept)	5	11.6%	4	1	0	0%	0	5	1,614.09	8,070.44		8,070.44	2.3%
12	804	Forestry	(Dept)	1	2.3%	1	0	0	0%	0	1	257.70	257.70		257.70	0.1%
12	8	Public Works	(Sub-Loc)	9	20.9%	7	2	0	0%	0	9	1,024.29	9,218.57		9,218.57	2.7%
12	01	Village of Hoffman Estates	(Loc)	43	100.0%	34	5	4	9%	3	40	8,036.43	316,017.18	29,549.45	345,566.63	100.0%
<b>Totals for 2012 Claims:</b>				<b>43</b>	<b>100.0%</b>	<b>34</b>	<b>5</b>	<b>4</b>	<b>9%</b>	<b>3</b>	<b>40</b>	<b>8,036.43</b>	<b>316,017.18</b>	<b>29,549.45</b>	<b>345,566.63</b>	<b>100.0%</b>
13	102	Planning	(Dept)	1	2.6%	0	1	0	0%	0	1	481.33	481.33		481.33	0.1%
13	1	Community Development	(Sub-Loc)	1	2.6%	0	1	0	0%	0	1	481.33	481.33		481.33	0.1%
13	200	Accounting	(Dept)	1	2.6%	1	0	0	0%	0	1	342.41	342.41		342.41	0.1%
13	2	Finance	(Sub-Loc)	1	2.6%	1	0	0	0%	0	1	342.41	342.41		342.41	0.1%
13	301	Fire Suppression	(Dept)	8	20.5%	6	2	0	0%	1	7	4,132.50	29,507.89	3,552.07	33,059.96	8.4%
13	303	Emergency Medical Service	(Dept)	6	15.4%	3	1	2	33%	2	4	32,278.50	87,889.97	105,781.04	193,671.01	49.4%
13	3	Fire	(Sub-Loc)	14	35.9%	9	3	2	14%	3	11	16,195.07	117,397.86	109,333.11	226,730.97	57.8%
13	700	Patrol	(Dept)	12	30.8%	4	2	6	50%	6	6	11,194.16	57,550.24	76,779.69	134,329.93	34.2%
13	701	Investigations	(Dept)	1	2.6%	1	0	0	0%	0	1	1,134.37	1,134.37		1,134.37	0.3%
13	7	Police	(Sub-Loc)	13	33.3%	5	2	6	46%	6	7	10,420.33	58,684.61	76,779.69	135,464.30	34.5%
13	801	Water & Sewer	(Dept)	9	23.1%	8	1	0	0%	1	8	3,214.33	22,585.54	6,343.46	28,929.00	7.4%
13	804	Forestry	(Dept)	1	2.6%	1	0	0	0%	0	1	471.75	471.75		471.75	0.1%
13	8	Public Works	(Sub-Loc)	10	25.6%	9	1	0	0%	1	9	2,940.08	23,057.29	6,343.46	29,400.75	7.5%
13	01	Village of Hoffman Estates	(Loc)	39	100.0%	24	7	8	21%	10	29	10,062.05	199,963.50	192,456.26	392,419.76	100.0%
<b>Totals for 2013 Claims:</b>				<b>39</b>	<b>100.0%</b>	<b>24</b>	<b>7</b>	<b>8</b>	<b>21%</b>	<b>10</b>	<b>29</b>	<b>10,062.05</b>	<b>199,963.50</b>	<b>192,456.26</b>	<b>392,419.76</b>	<b>100.0%</b>
14	100	Code Enforcement	(Dept)	1	2.2%	0	1	0	0%	1	0	8,477.50	0.00	8,477.50	8,477.50	2.3%
14	1	Community Development	(Sub-Loc)	1	2.2%	0	1	0	0%	1	0	8,477.50	0.00	8,477.50	8,477.50	2.3%

**EMPLOYER'S CLAIM SERVICE, INC.  
POLICY YEAR (12/31 - 12/30) CUMULATIVE CLAIM SUMMARY  
From: 12/31/1996 Through: 12/31/2014**

Year	Code	Description		Claim Cnt	% of Total	Med Only	Comp	Legl	% of Lgl	Open	Clsd	Avg Cost/Claim	Paid	Outstanding	Total Incurred	% Of Total
14	301	Fire Suppression	(Dept)	10	21.7%	9	1	0	0%	4	6	12,546.14	90,595.45	34,865.97	125,461.42	34.5%
14	303	Emergency Medical Service	(Dept)	6	13.0%	4	1	1	17%	1	5	7,640.52	45,843.09		45,843.09	12.6%
14	3	Fire	(Sub-Loc)	16	34.8%	13	2	1	6%	5	11	10,706.53	136,438.54	34,865.97	171,304.51	47.1%
14	401	Cable TV	(Dept)	1	2.2%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
14	4	General Government	(Sub-Loc)	1	2.2%	1	0	0	0%	0	1	0.00	0.00		0.00	0.0%
14	600	Administration	(Dept)	1	2.2%	1	0	0	0%	0	1	2,934.04	2,934.04		2,934.04	0.8%
14	6	Human Resources Manage	(Sub-Loc)	1	2.2%	1	0	0	0%	0	1	2,934.04	2,934.04		2,934.04	0.8%
14	700	Patrol	(Dept)	16	34.8%	12	3	1	6%	7	9	11,075.68	60,072.29	117,138.56	177,210.85	48.7%
14	701	Investigations	(Dept)	1	2.2%	0	1	0	0%	0	1	213.50	213.50		213.50	0.1%
14	704	Traffic	(Dept)	1	2.2%	1	0	0	0%	1	0	122.57	122.57		122.57	0.0%
14	7	Police	(Sub-Loc)	18	39.1%	13	4	1	6%	8	10	9,863.72	60,408.36	117,138.56	177,546.92	48.8%
14	800	Streets	(Dept)	1	2.2%	1	0	0	0%	1	0	136.78	136.78		136.78	0.0%
14	801	Water & Sewer	(Dept)	5	10.9%	4	1	0	0%	0	5	521.14	2,605.69		2,605.69	0.7%
14	804	Forestry	(Dept)	3	6.5%	3	0	0	0%	1	2	171.74	515.22		515.22	0.1%
14	8	Public Works	(Sub-Loc)	9	19.6%	8	1	0	0%	2	7	361.97	3,257.69		3,257.69	0.9%
14	01	Village of Hoffman Estates	(Loc)	46	100.0%	36	8	2	4%	16	30	7,902.62	203,038.63	160,482.03	363,520.66	100.0%
<b>Totals for 2014 Claims:</b>				<b>46</b>	<b>100.0%</b>	<b>36</b>	<b>8</b>	<b>2</b>	<b>4%</b>	<b>16</b>	<b>30</b>	<b>7,902.62</b>	<b>203,038.63</b>	<b>160,482.03</b>	<b>363,520.66</b>	<b>100.0%</b>
<b>250</b>	<b>Village of Hoffman Estates</b>				<b>718</b>	<b>471</b>	<b>125</b>	<b>122</b>		<b>37</b>	<b>681</b>	<b>13,481.91</b>	<b>9,064,426.79</b>	<b>615,581.10</b>	<b>9,680,007.89</b>	

Open Medical: 12  
Open Comp: 7  
Open Legal: 18

# Causal Analysis-Nature of Injury by Total Incurred

