

LEGAL AND HUMAN RESOURCES COMMITTEE

MONDAY, NOVEMBER 7, 2022

MINUTES

CALL TO ORDER

The meeting was called to order by Committee Chairman Stagno at 1:49 p.m.

ROLL CALL

Members present: Chairman Stagno and Trustee Alvarado

Members absent: None

Others present: Mayor McCombie, Trustee Abbate, Trustee Guranovich and Courtney Calabrese, Assured Partners

Staff present: Treasurer Bodie, Executive Administrative Assistant Hrynko and Administrator Palmer

PUBLIC COMMENT

None

APPROVAL OF MINUTES

Motion was made by Trustee Alvarado to approve the Minutes of the March 23, 2022 Legal and Human Resource Committee Meeting. Seconded by Chairman Stagno. On a voice vote the motion passed.

AGENDA ITEMS:

1. Employee Group Insurance Renewal (Health, Dental, Vision & Life Insurance)

Bodie introduced and welcomed Courtney Calabrese from Assured Partners, and invited her to present the options for the coming year for Health, Dental, Vision & Life Insurance for Village Employees. Calabrese began by explaining that she expected the rates to come out this week for Delta Dental, and that they would include a two-year rate guarantee. Calabrese explained the methodology behind a medical rate renewal with a platform under 50 lives that are based on ages and zip code of residence. Two routes exist, billed age rates or blending to a composite rate (employees contribute on a composite). The age-rated rate is down by 6%. Bodie noted that if an employee leaves and wants to continue the insurance they are charged on age-rated basis which favors the Village. Trustee Alvarado asked about the composite rate, to which Calabrese explained that it has increased 7%. Bodie explained that the Village carries four plans, three of which have enrollees in and the fourth is a second HMO plan that is in place primarily for PSEBA purposes. It was also noted that there are only two enrollees in the HSA PPO. Calabrese explained that the HSA PPO plan is a tiered network plan, through a large national PPO – Blue Choice, that has a lower deductible. Bodie commented that there was a 16% savings last year related to the HSA PPO. Calabrese noted that the wages in the national PPO were 15% higher and also that Blue Choice uses area hospitals, which are in tier one and work well for everyone. Chairman Stagno asked about the recent record for HSAs. Calabrese responded that they do not receive that information. She continued to explain that there is an upward trend toward HSAs with a high deductible and no co-pay. Funds are set-aside and grow tax free (never have to pay taxes on the HSA). Alvarado commented that there were many benefits with the HSAs. Calabrese added that it is a great safety-net, especially with the Village contributing to the HAS which is a nice benefit. Bodie commented that the HSA saved the Village \$7,000. Calabrese noted the deductible was up, while tier one has rich benefits. Alternate plans and options differ,

between Option 1 and Option 2 – Option 2 has the smaller network and you lose the larger PPO. The straight PPO plan is quoted with an increase of approximately 29%. Calabrese mentioned that the standard PPO plan, that most of the employees enroll in, has a \$1,000 deductible with 80/20 coverage and a co-pay for office visits. There are six prescription drug tiers in this plan and reimbursement on the last \$3,500. Option 2 and the alternate HSA, adds tier one with better benefits within the program. Chairman Stagno asked about the network and Springfield. Calabrese explained that on the HMO side you have a primary care physician and you are referred to a specialist as would be necessary. This plan model had the lowest percentage increase. Chairman Stagno explained the set-up for HMO doctors, that they are salaried and the cost is more than an HSA. Calabrese commented that they depend on more enrollment (HMOs). Chairman Stagno stated that one program is marketed more than the other, plus people do not plan for down the road and see the benefit of an HSA. Plus, total costs are not provided. Bodie brought up the open enrollment period, noting that from past experience attendance is very light if at all. Calabrese referred to page 2 of the handout materials to answer the question about whether the HSA is beneficial. She also noted that the carrier has a choice, as opposed to the Village in some of the program decisions. Referring to page 3, of the handout, Calabrese addressed the marketplace and level of funding. She noted that Humana was 175x's higher in cost and UHC was 23% higher. On page 4 of the handout, Calabrese noted that the effective increase on the Village's portion was 1.9%. Page 5 was reviewed for dental coverage, BCBS and United Healthcare were highlighted. MetLife was showing an increase of 4%, Guardian's network is small by comparison, Principal had a dual option – the first option had a 3% rollover to next year and the second option was more expensive. Bodie expressed a recommendation for the second option. Calabrese stated that the dental quote is expected soon. Bodie brought up the subject of bundling vision and dental. Calabrese noted MetLife with a 4% increase and an out-of-network allowance and that Principal could do both. The basic life and AD&D is proposed to be moved to BCBS. Voluntary Term Life could be offered by Principal as well. Calabrese employees would have until late November/early December to make decisions. Should have the 2022 rates by tomorrow. Bodie reviewed the recommendations to utilize Principal for dental, vision and life – and hold on the voluntary life. Recommend on the five proposed BCBS plan (four plus the PPO optional plan). Motion was made by Trustee Alvarado to recommend to the Village Board to execute the appropriate agreements with BCBS and Principal Insurance, through Assured Partners, to provide health insurance for Village employees for 2023. Second was made by Chairman Stagno. On a voice vote the motion passed unanimously.

2. Employee Worker's Compensation Renewal

Bodie noted the 26% increase in the Employee Worker's Compensation Renewal. Increase is due to losses exceeding premiums. Mayor McCombie commented that Chief Roman was looking into the possibility of switching to IRMA. Bodie provided information on the IRMA model, how it is self-funded by the members and there is a "buy-in" cost of \$300,000, plus then the premium that would be charged. Options are to accept the IPRF proposal or hold on until December when there would be more information available. Consensus was to hold on the proposal until December.

3. Recommendation for wage increases for certain employees for Fiscal Year 2023

Bodie presented the agenda item noting the proposal is to increase the Police Clerks to \$24.50/hour. Chairman Stagno suggested that training should be tied to the increase and that the comparison should be made with other area municipalities regarding a proposed increase. Bodie also included the Accounting Assistant as part of the increase proposal. After a brief discussion, a motion was made by Trustee Alvarado to recommend the proposed increases to the Village Board for consideration. Second was made by Chairman Stagno. On a voice vote the motion passed unanimously.

4. Recommendation for wage increases for certain employees Fiscal Year 2022

Discussion and no decision on recommendation.

MAYOR'S REPORT

No report.

STAFF REPORTS

A. Administrator

No report.

B. Village Treasurer

No report.

OLD BUSINESS

None.

NEW BUSINESS

None.

ADJOURNMENT

A motion for adjournment was made by Trustee Alvarado and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 3:20 p.m.

Respectfully submitted by


Robert Palmer, Administrator

These minutes were approved this

3rd Day of February, 2026