



**VILLAGE OF BARTLETT
COMMITTEE MINUTES
October 20, 2020**

1. CALL TO ORDER

President Wallace called the Committee of the Whole meeting to order at 7:59 p.m.

PRESENT: Chairman Carbonaro, Deyne, Gandsey, Hopkins, Reinke, Suwanski and President Wallace

ABSENT: None

ALSO PRESENT: Village Administrator Paula Schumacher, Assistant Village Administrator Scott Skrycki, Sr. Management Analyst Samuel Hughes, Management Analyst Joey Dienberg, Finance Director Todd Dowden, Director of Public Works Dan Dinges, Planning & Development Director Roberta Grill, Building Director Brian Goralski, Food and Beverage Manager Paul Petersen, Police Chief Patrick Ullrich, Deputy Chief Durbin, Village Attorney Bryan Mraz and Village Clerk Lorna Giles.

BUILDING & ZONING, CHAIRMAN REINKE

Bucky's on Stearns – Site Plan, Special Use and Variations

The proposed location will be at the Southwest corner of Rt. 59 and Stearns. The petitioner is seeking a Sight Plan, Special Use, and Variations for a new gas station.

Planning and Development Services Director, Ms. Grill stated the petitioner is proposing a convenience store and gas station on two lots currently occupied by the Mobil and Sonic. They are also requesting Special Use Permits for an automobile service station to bring the existing use into conformance, to sell package liquor and for outdoor sales. The station would include a 4,700 sq ft convenience store with ten pump islands and operate 24 hours, 7 days a week. The existing buildings and fuel canopy on the Mobil site would be demolished, along with the Sonic site and the convenience store would be proposed on the Sonic site. The canopy and gas pumps would still be located on the Mobil site. The building would have a maximum height of 22 feet and be constructed with concrete masonry units that have the appearance of brown brick and fiber cement panels. The post for the canopy will be wrapped with the same material as the building. They are also requesting a variation for the front and corner side yard to allow the fuel pump canopy to be allowed within the setbacks and to reduce the interior parkway landscaping. The traffic impact analysis is being reviewed by our traffic engineer and the environmental consultant as provided recommendations that were sent to the petitioner.

Chairman Reinke likes that the curb cut on Stearns Rd. will be moved further west. After the reconfiguration of Stearns and Rt. 59, it could be an issue if it was left where it currently is.



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President Wallace asked what the variance was on other examples as far as the proximity to the curb obstructions.

Ms. Grill stated typically variations are requested for canopies.

President Wallace thought this might have been a larger variation than they have seen before.

Ms. Grill stated that the gas station at 555 W. Lake St. also asked for a variation. The buildings typically meet the setback, but the canopies do not.

Chairman Hopkins asked about the variances they are requesting regarding landscaping.

Ms. Grill stated they have a hardship because of the right-of-way being taken with the intersection improvements. However, they are requesting to also eliminate the requirement for any type of trees along both street frontages. Staff wants to add a tree or two, save a tree and landscaping along Rt. 59 that are already located on the site.

Chairman Hopkins agreed with staff.

Chairman Gandsey asked if someone is getting gas, will there be a back exit to Starbucks?

Ms. Grill stated there is two cross easements, one to the north of Starbucks and one where the current Sonic entrance is. The petitioner worked with DuPage County to have the curb cut moved further west and widened.

Chairman Deyne asked if the curb cut off Rt. 59, with the entrance to the Mobil, would still remain.

Ms. Grill stated it would.

Chairman Hopkins thanked the petitioner for choosing Bartlett and upgrading this property.

The item was forwarded on to the Zoning Board of Appeals (ZBA) and Plan Commission for Public Hearings.

BCBP Lot 2A (Cook County) – Site Plan Review/Variations

Ms. Grill stated this request is for a Site Plan for a 435,000 sq ft warehouse building on 25 acres in Cook County side of Brewster Creek, directly north of the McKesson building. This building would be designed with the potential for four tenant spaces, each containing



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a 2,500 sq ft office area. The building will be approximately 44 feet tall made with precast concrete panels. They would also be requesting a Variation to allow for a reduction in the required number of parking spaces on the property. The Site Plan identifies 423 parking spaces, including twelve (12) handicapped accessible spaces. The Zoning Ordinance requires 463 spaces. They are also requesting to allow the loading docks in the corner side yard. One curb cut is proposed along Spitzer and three curb cuts along Jack Ct.

Chairman Reinke asked if there was consideration to land bank those 40 parking spaces.

Ms. Grill stated that there is an option to do that, but the petitioner did not want to go that route.

Chairman Reinke asked everyone to keep talking and try to figure out a way to make that work. On one hand, we do not want to push a developer to build parking spaces they do not necessarily need on day #1, but if they need it on day #900, there needs to be some provision for that.

President Wallace stated he assumes there is no parking on Jack St. or any of the other streets.

Ms. Grill stated that was correct.

Brian Quigley from Conor Commercial Real Estate stated that he has built 30-40 of these around the city in the last 30 years. What he has noticed is they generally build twice the number of parking spots as they need. Generally, an office is about 4 people per 1,000 feet. With the four offices, they would be looking like about 40 parking spots and 420,000 square feet of warehouse. In all likelihood, it will be pallet in, pallet out work with one employee per 3,000 sq ft which is 120 people. He can prove that with buildings he's built in Elgin.

President Wallace stated that was good to hear.

Chairman Reinke stated he would like to hear other alternatives if there were any.

County Farm and Stearns Concept Plan Review

Ms. Grill stated that the petitioner is requesting a Concept Plan Review for a commercial development on a 4.62-acre property located at the northwest corner of County Farm and Stearns Road. The proposed commercial development includes a 6,079 sq. ft. daycare center, a 5,500 sq. ft. restaurant with drive-thru and outdoor patio, a 14,000 sq. ft. retail strip center and a 3,760 sq. ft. car wash. The petitioner is looking for direction on the layout and uses before they move further with engineering and contacting DuPage County for the proposed curb cut on County Farm.



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Chairman Reinke asked if we have a sense of where the outdoor playground will be.

Ms. Grill stated it will be located on the north side.

Chairman Reinke asked about what screening will be used.

Ms. Grill stated that typically does not come up at the concept level. Staff let the petitioner know there is residential to the north and we would be looking for some heavy screening.

Chairman Reinke asked if there will be any berms as a form of screening.

Ms. Grill stated they have not seen any engineering plans yet so they do not know.

Chairman Carbonaro stated that he would like to see the daycare center moved further to the left because there is some discussion about I-390 dumping into County Farm and he would not want to drop off his kids right next to a busy intersection.

President Wallace stated the visibility for the retail operation would be better if they were along County Farm instead of being tucked behind. It would also be quieter for the daycare. He thought the uses were great.

Chairman Deyne asked what other projects they have done.

Mr. Modi stated that the 14,000 sq ft space they are planning to do an exclusive liquor store, doctor office, pizza place, insurance and phone store. He has been in Bartlett the last 12 years and has owned a BP near this space and on Rt. 59.

President Wallace asked what restaurants are interested.

Mr. Modi stated Papa Saverio's is interested. They are also working with Burger King. On the daycare, they are working with two franchises.

Chairman Hopkins asked about the car wash and stacking of cars.

Ms. Grill stated that there was space on the site for stacking.

630 Golfers Lane Variance

Ms. Grill stated the petitioner is requesting a 5 ft. variation from the 20 ft. rear yard to construct a three-season room addition to the back of their home. The residence is currently located 25 feet from the rear property line and backs up to the Villa Olivia Golf Course. The existing deck is located 15 feet from the rear property line. (Decks are allowed to encroach 10 feet into the rear yard.) The Petitioners are proposing to build a



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14' x 10' three-season room in the same location as the existing deck and to construct a new deck north of the three-season room. The proposed three-season room addition and deck would be located 15 feet from the rear property line. At the October 1st, 2020 Zoning Board of Appeals meeting (ZBA), the petitioner submitted photos of other three-season rooms in the subdivision and a letter from a realtor indicating that the property value would improve within the neighborhood. Public comment was open and several neighbors spoke, including the neighbor to the south who voiced opposition to the request and presented photos from their deck and many that were in favor of the request. The ZBA discussed the petitioners request and believed that the views from the golf course would not be obstructed by the three-season room. The ZBA recommended approval for this room.

Chairman Gandsey asked about the sight line views being obstructed.

Ms. Grill stated they were upset it would obstruct to the north/northeast, not directly to the back.

1070 Dartmouth Drive - Variations

Chairman Reinke stated that this is the reason the Board needs to look into subdivision plans closely.

Ms. Grill stated the petitioners are requesting a 6 ft. tall solid vinyl fence in the corner side yard to replace the existing 3 ft. tall wood fence. They have a bike path located on a 10' easement on their property. They are also requesting two ground mounted solar panels to be located in their corner side yard. The zoning ordinance only allows solar panels to be located in the rear yard. The panels would be located 10' from the corner side property line and would be more than 15 ft. from the house. At the August 6th ZBA meeting, the petitioner presented their variation request and members of the ZBA were shown a 6 ft. tall fence that was located on the property line. It was 1 ft. off of the bike path so the ZBA directed the petitioner to meet with the staff and revise the location of the fence and continue to the public meeting with the ZBA. The ZBA felt that since the village recently relaxed the rules to allow 6 ft. tall fences in the corner side yard to be set back 10 ft., that they should work more with staff to set it back from the sidewalk more.

The Public Hearing was reopened at the September 3, 2020 Zoning Board of Appeals meeting. The Petitioners revised their plans to have the 6 ft. tall fence located 2 feet from the sidewalk along Dartmouth Court and three (3) feet from the bike path. The Zoning Board of Appeals advised the Petitioner to further work with staff and revise the plans to increase the setback of the fence from the sidewalk along Dartmouth Ct. and continued the Public Hearing until the October 1, 2020 Zoning Board of Appeals meeting. At the meeting The Petitioners presented revised plans showing the 6 ft. tall fence located 5 ft. from the sidewalk along Dartmouth Court and 14 ft. from the bike path. This is what the



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ZBA wanted to be done. The ZBA reviewed the revised request, conducted the Public Hearing and they recommended approval.

Chairman Reinke asked who holds the easement for the bike path.

Ms. Grill stated that she thought it was the school districts, but she can find out to be sure.

Chairman Reinke stated that might be a good thing, but that won't affect his vote. He wanted to commend Ms. Grill on this challenging issue. He thought it was an appropriate case for a variance in his opinion.

President Wallace stated that there was a lot of negotiations by both sides and the ZBA should be congratulated for working with them to come up with something plausible. He thought now would be the time to fix some of these property lines.

Chairman Gandsey asked if the owner is upset by the property lines.

Chairman Reinke stated that it was odd to have an easement where that many people use it, cut through someone's property, but he didn't know how we could change it without some deeding.

Cezary Lesniewski, the owner of the property stated that the fence is not going to be vinyl, but a composite material which is very sturdy and long lasting.

The item was forwarded on to the Village Board for final vote.

FINANCE & GOLF, CHAIRMAN DEYNE
Golf Simulator Contract Extension

Assistant Village Administrator Scott Skrycki stated that this item is about going forward with simulators in the bar area of the golf course building. Currently, the winter simulator is on the north end of the bar and it is typically there from early November to some time in March, depending on how the weather plays out. Currently, we rent the machine and the revenue that comes in, we have to give 60% of that back to the rental company and given the uncertain trajectory of COVID-19, we looked at this as an opportunity to bring in more revenue for the village. We are looking for your direction in terms of performing a small buildout. The area to the south would be the proposed buildout. That area is currently in the pro shop and that area is not really creating any revenue because merchandise sales have been stagnant over the last few years. We can sell as much merchandise as we do now, with the buildout area removed. That same area with an all year simulator in it would create a ton more revenue. The simulator has generated an excess of \$50,000 over three years, but with the village being the renter of the machine, we have only received about \$20,000 in revenue because of the contract. Staff did some



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estimates, looked at what it would cost to do the buildout and purchase our own simulators and it would be roughly \$95,000. Our break-even point would be approximately three years. It is pretty conservative for several reasons. First, the simulator would be up year-round. Additionally, we can change price points how we feel comfortable, not in terms of an agreement with the owner of the machine.

Village Administrator Schumacher stated that she commends staff in trying to figure out new ways to increase revenue. She believes that the time is right to do the construction. The golf course would not be heavily impacted at this time. She recommends doing the buildout now and buying the simulators in the next fiscal budget.

Mr. Skrycki stated that the break even point of three years does not include food and beverage. Having two machines would give us more synergy and give us more leagues. It would also be a more party-like atmosphere leading to more restaurant sales. It also does not include having the simulator in the summer.

Chairman Deyne stated that he concurred with the fact that staff is being conservative with the numbers because of the 60/40 split we receive now. Other courses have done this and been quite successful, he thought it was definitely something to look at.

Chairman Carbonaro stated this was an outstanding idea. He asked about the rental agreement we currently have and how that will affect our costs when we own the units.

Mr. Skrycki stated that if there was an issue with the machine, the owner does fix it currently, however, he would imagine that if the village did buy the simulators, part of that request would be a built-in warranty. Staff has only scratched the surface in terms of looking at the simulators. Staff would do their due diligence in terms of warranties and maintenance agreements.

President Wallace asked if there was enough room in that part of the clubhouse for a simulator.

Mr. Skrycki stated that there would only be one up all year-round and the other would be up seasonally.

Chairman Reinke asked what the lifespan of a golf simulator is.

President Wallace stated you have to update the computer constantly, but the overhead projectors are doing pretty well at this time and there isn't a whole lot further they can advance.

Mr. Skrycki stated that the current machine they lease is 5 years old, used it for 3 seasons and there was very little issues.



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Chairman Reinke stated that he is concerned about the cost to keep the simulators going.

President Wallace stated that one advantage we have as a village is the IT coordinator can do a lot of the computer updating for the simulator.

President Wallace stated he thought the general consensus of the Board is to blow the wall out and get it ready to go.

Chairman Reinke stated this gives the new trustees time to review the detailed materials staff will provide along with some of the history of the revenue and issues we have had out there.

POLICE & HEALTH, CHAIRMAN CARBONARO
Discussion of Changes to Village Employee Benefit Plans

Chairman Carbonaro introduced the item and asked how many employees the village insures.

Human Resource Director Janelle Terrance stated that the village has 159 employees that would be eligible for insurance.

Ms. Schumacher stated that over the last few years, the village's approach has been to bring the health insurance benefit plan to the Village Board ahead of the budget review for discussion so we have more time to consider the different options before approving the budget. Any changes made are implemented, evaluate their impact and then reconcile it and recalibrate the program with the help of our broker. Last year, we did not have a full year of data to evaluate and we did not make significant adjustments to the plan structure. Tonight, staff is proposing significant changes and Janelle and Kevin Lesch, the village's insurance broker will go over those changes.

Chairman Carbonaro stated that in the insurance meeting a few weeks ago, they discussed:

- Removing the PPO and moving towards a Health Savings Account (HSA.)
- A contribution of \$1,700 per employee that is an additional \$270,000.
- A payment the village makes to employees not taking the insurance.
- There was some ancillary AFLAC type insurances we wanted to add at 100% paid by the employee.

Ms. Terrance stated this has been a process and we have made significant reductions in costs to the tune of \$315,000. This proposal would be a zero percent increase in insurance premiums. Staff looked at what changes could be made to benefit the village and its employees. We will be offering a PPO plan with an HSA. By adding that plan to our options, we will be reducing village costs by \$100,000 and that is if no one enrolls in



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that plan. She is pretty certain their will be employees interested in that plan and that will be even more of a savings for the village.

Kevin Lesch from Arachas Group stated that when you add a plan, often times they will balance increases across all plans you have. Bartlett has an HMO, a nationwide PPO and a smaller PPO. If all things stayed the same, there would be a 0% increase in cost. Because a plan was added, Blue Cross needs to do a rebalance and by doing that, it created savings. Blue Cross HMO of Illinois is one of the best HMO's in the nation. It is doing even better now with COVID because they pay the doctors the same amount every month, regardless of whether someone goes to the doctor or not, but all the elective surgeries were eliminated. The claims they expected to occur over the course of the year were not there, so we had room to work with them. We have educated employees and offered plans that work for them. Now we are introducing a consumer driven plan with a high deductible and a health savings account. We are talking about taking the savings from the PPO plan, taking that and putting it into the HSA for the employee so they can use that for prescription drugs, or office visits, etc. Many people come to them upset that they have to pay dollar one now, where before they only had to pay \$20 to the doctor, but we have to educate them on the math, because every dollar they spend on those doctors visits and prescription drugs is going towards their deductible, so essentially they are getting more coverage. They would not be paying out of pocket until the money added to their HSA runs out. If the employee does not use the HSA, they keep the money.

Ms. Schumacher stated that the village has been pushing their employees to understand their health spending. We have done a lot of work having one-on-one sit downs with employees to do the math. The village has 78 on our HMO, 51 on the PPO and 25 on the Blue Choice PPO. One of the things we are recommending, is that new employees are defaulted into the HMO plan for at least one year. We feel that once they are in that program, they will find the value of that and will likely stay.

President Wallace asked how they educate employees.

Mr. Lesch stated that they are group classes, especially on Zoom, with spouses there. A lot of the questions are generic, but answers are detailed with how much they will pay in each scenario.

President Wallace asked if all employees were required to do the training.

Ms. Terrance stated all employees are required to do the training. Also, Tracy Griese, the benefits coordinator sits down with employees one-on-one to go over individual scenarios that are more complicated.

Mr. Lesch stated that one of those areas that is always a concern is when something catastrophic happens. What Blue Cross has done is provide auxiliary coverages that



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provide cash if certain critical illnesses happen. By doing those other coverages. Blue Cross reduces plans across the board by 1% which essentially covers the cost for those plans for everyone.

Chairman Suwanski asked if HSA's have a significant tax advantage.

Mr. Lesch stated that everything is pretax. If you are an individual you are only allowed to put in \$3,500 into it annual and as a family its \$7,100. Only that amount can go into your account so if your employer is contributing, you can still only put in that max amount. It also grows tax deferred and when you are 65 you can use it for long term care and Medicare. If you use it for a none qualified event, you have to pay taxes on it.

President Wallace asked what the next steps were.

Ms. Schumacher stated staff will evaluate each of those plans, put the educational information together and open enrollment starts in November.

Chairman Carbonaro asked what the incentive was not to take the PPO.

Mr. Lesch stated that you are getting money from the village that you will never lose.

Chairman Carbonaro stated that the purpose of getting rid of the PPO is so everyone is in the HMO.

President Wallace asked what the current out of pocket was for the PPO.

Mr. Lesch stated its \$1,250 for the individual and \$3,750 for a family. They would be looking to remove of one of the PPO's. He stated that if everyone was either in the HSA plan or the HMO, the village's plan would be doing very well. His recommendation was not to remove the PPO if it is paired up with a high deductible health plan.

Chairman Carbonaro stated we need to increase the maximum out of pocket for the PPO or no one will move.

Mr. Lesch stated the way it is structured, with your contributions to the HSA, your out-of-pocket is exactly the same.

Chairman Carbonaro confirmed that people that choose the PPO are not able to use the HSA.

Mr. Lesch stated that was correct. He stated the goal is to hopefully get staff to move to the HSA eventually. He thinks they have incentivized them enough that it would be a ridiculous decision not to move to the HSA.



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Chairman Carbonaro suggested raising the PPO deductible to the same as the HSA.

Mr. Lesch stated they hope to get 40 people to move to the HSA and if they move, even with the incentive of \$1,700 put into their HSA account, the village will still be saving about \$1,500 per employee that switches.

The Committee adjourned into Executive Session to Discuss the Sale of Village Owned Property Pursuant to Section 2(c)6 of the Open Meetings Act.

Chairman Deyne moved to adjourn and that motion was seconded by Chairman Hopkins.

ROLL CALL VOTE TO ADJOURN

AYES: Chairmen Carbonaro, Deyne, Gandsey, Hopkins, Reinke and Suwanski

NAYS: None

ABSENT: None

MOTION CARRIED

The meeting was adjourned at 8:59 p.m.

Samuel Hughes
Deputy Village Clerk