



**VILLAGE OF BARTLETT
COMMITTEE MINUTES
September 18, 2018**

President Wallace called the Committee of the Whole meeting to order at 7:53 p.m.

PRESENT: Chairmen Camerer, Deyne, Gabrenya, Hopkins, Reinke and President Wallace

ABSENT: Chairman Carbonaro

ALSO PRESENT: Village Administrator Paula Schumacher, Assistant Village Administrator Scott Skrycki, Economic Development Director Tony Fradin, Management Analyst Sam Hughes, Finance Director Todd Dowden, Human Resources Manager Janelle Terrance, Community Development Director Jim Plonczynski, Assistant Community Development Director Roberta Grill, Management Analyst Tyler Isham, Public Works Director Dan Dinges, Public Works Engineer Bob Allen, Building Director Brian Goralski, Assistant Golf Pro Paul Galvan, Chief Patrick Ullrich, Deputy Chief Chuck Snider, Deputy Chief Geoff Pretkelis, Village Attorney Bryan Mraz and Village Clerk Lorna Gilles.

COMMUNITY AND ECONOMIC DEVELOPMENT, CHAIRMAN GABREYNA

Indian Express BEDA Application

Chairman Gabrenya stated that first item on the agenda is in regard to Indian Express and their BEDA Application.

Assistant Village Administrator Scott Skrycki stated that he would like to make a few comments about the program and the requestor since this is the first BEDA application the Board has seen. The requestor first visited with Tony in 2017. During that time, the Village had been letting businesses know about the possibility of this program to keep momentum going and get people excited about their business opportunities. When the Board approved the program, Ajay, the Indian Express applicant, was one of many people we told to fill out the paper work and he was the first person to fill it out which is why he is here this evening.

I would like to let you know the methodology that the staff used to get here, why the dollar amount is what it is and what the request entails. The first thing is the concept. The concept is a quick food service Indian restaurant. We currently have zero Indian restaurants and that it is a fantastic share of the market. In addition, it is important to note that he is the owner of the building so he does not have to worry about dealing with a landlord. The third thing staff looked at was the location of the business. The business will be located in Westgate Commons which during the day, is probably one of the most successful complexes in Bartlett. It also has two other busy restaurants giving the requestor facetime with many residents and corporate Bartlett. Another factor we liked about this application is that the demographic he is going after has increased each year



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since the year 2000. It is also bookended on Route 59 by two of the largest religious institutions that are a part of his key demographic and the core of his clientele.

Mr. Skrycki continued, it is important for the Board to know that whatever happens this evening, the process will continue after that. The petitioner will have to build out a full commercial kitchen to code. If the requestor of the grant is rewarded money, the process we will go through to make sure that money is being taken care of will be comprehensive. Staff will work with Ajay to get involved with Chamber events and do Bartlett Business Spotlights on Facebook. Staff will talk to BAPS and the Jain Society to let them know about his new offerings. Additionally, we have about 8-10 Indian party's at the Golf Course so we would introduce Ajay to their staff and ensure that he is the premiere caterer for those events and do the same for Villa Olivia and the Oak Room as well.

Mr. Skrycki continued, in addition to the pros listed above, it is also important to look at the risks. The first being that it is a new concept for Bartlett, but it is important to look at the location and the fact that he owns the building. One of the most frequent calls we receive in Economic Development is, "do you have a turnkey ready restaurant? Do you have a commercial kitchen available?" Right now we have zero, so it is important to look at the backend and 10-15 years down the road if Ajay's business doesn't work out, the tax payers have a chance to take a second bite of the apple. We will have a turnkey ready kitchen available in Westgate Commons which helps mitigate some of your risk.

Economic Development Coordinator, Tony Fradin stated that the requestors unit is 772 West Bartlett Rd. and Westgate Commons between Athletico and a dental office. One of the things that has changed as we worked with Ajay is just flushing on some of the contracts he is working on. Mr. Fradin stated that the requestors project cost increased about \$4,000 since last month for a total of roughly \$123,000. As you recall at the August 21st Committee meeting, the Chairmen asked him to provide a business plan and more details on what he plans to do before launching the business. He has produced a menu and business plan for your review. The requestor is a recent college graduate, 14 year resident and has 7 years of experience in the restaurant industry. As Mr. Skrycki stated, this would be the first Indian restaurant in the Village. The owners live close to the restaurant, so they will be able to handle any issues or problems quickly. The business plan stated that the requestor will focus on catering as well take out. Staff provided some demographic reports for the business plan, one being the Indian population in Bartlett at about 15% and projected to increase. Additionally, Westgate Commons is a bustling center. His unit is a former salon that he is converting into a full service restaurant and his first year of sales projections are \$200,000, increasing in future years. His goal is to be open by early November. The requestor is here tonight to answer any questions.

Indian Express Ajay Tantuwaya stated that he can answer any questions at this time.

Chairman Gabreyna asked if he had already started the buildout.



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Mr. Tantuwaya stated that he has. The framing and plumbing is complete with electrical being completed this week. The hood is coming next week and drywall will be done shortly after that. The sign is going through the permit process at the moment as well.

Chairman Camerer asked how many tables will be in the restaurant.

Mr. Tantuwaya stated that he will have five tables seating 20 people.

Chairman Gabreyna asked if he is having lunch and dinner service.

Mr. Tantuwaya stated that they will be open at 11:00 am and close between 8:00 and 8:30 p.m.

Chairman Gabreyna asked if the requestor will be managing the store full time and how many employees he will have.

Mr. Tantuwaya stated that he will be managing the restaurant and employ five people.

Chairman Camerer asked if he is applying for a liquor license.

Mr. Tantuwaya stated that he wants to do a B.Y.O.B. liquor service.

President Wallace stated that he is impressed with the business plan and has no questions.

Chairman Gabreyna stated that she would recommend the requestor to join the Chamber, get involved and get your name out there. She continued by thanking staff for explaining the process in more detail.

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

FINANCE & GOLF, CHAIRMAN DEYNE

Health Insurance Discussion

Chairman Deyne stated that the next item is a discussion on employee health insurance.

Human Resource Director Janelle Terrance stated that Village staff met several times with representatives from our broker group to discuss how the Village can cut costs in relation to our group health insurance. After much discussion, staff developed a recommendation for a plan for the next one to three years. In looking at the options, we focused our efforts on plan design. Our brokers recommend that we move from our



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current plans to the Blue Cross Blue Shield standard plans. The Village would lose our grandfathered status, but it would allow for an overall immediate savings of 5%. After much consideration, staff felt that it was a good move to go with the standard plans. It would be beneficial to the employees because the standard plans combine the overall out of pocket limit to include prescription drugs and other out of pocket costs, so it is a win-win for the staff and Village.

Ms. Terrance continued, in addition to moving to the standard plans, staff is recommending moving the HMO plan from the HMO Illinois Network to the HMO Blue Advantage Network. That result is in a decrease of the overall premiums for HMO and cost savings of approximately \$84,484.51 per year, depending on staff changing plans. Staff also recommends offering two PPO options. The first option would be a hybrid plan called Blue Choice. It would provide overall lower costs to the Village and the employees. The other option would be Blue Print PPO which is similar to what we currently have and is a larger plan. Employees that select this plan would be required to contribute more to the premium. Right now the employees are contributing 15% of the costs while the Village is contributing 85% of the costs. If employees choose to stay in that option, they would be required to pay more. The focus is to get people to the hybrid option which would be an overall cost savings for everyone. On page 2 of the memo in the Board packet states that 12% of our employees under our PPO plan would potentially be affected by the smaller network, however, our benefits coordinator noticed a discrepancy in the information that was provided by Blue Cross Blue Shield and our broker clarified that it would be closer to 20%.

Chairman Wallace asked Ms. Terrance to clarify.

Ms. Terrance stated that if the Village moved all employees to the hybrid option and did not allow for the larger network option, 20% of our employees would be affected by that. For example if I had a specialist that was not in the hybrid network, you could still see them, but it would be more costly.

Ms. Terrance continued, offering two PPO plans could result in a range of \$121,119 to \$235,376, depending on what plan employees choose to enroll in. The range is based on 85% of the most cost effective plans, so the savings will be close to the higher amount. By changing to the Blue Cross standard changes, we automatically change to a 6 tier structure in the prescription drug co-pay plans. Prescription drug co-pays tend to be well above bench marks, so doing this gives us a more managed approach to cutting those costs. It will affect future premium rates and it also presents a potential savings for employees immediately because of the six tier structure. Staff also looked at telemedicine, which would allow employees to use telephone appointments instead of office visit is for routine issues like a sore throat for example. This service would limit claims against our plan because it is a standalone plan and it would not require an office visit co-pay so it would save the employee money as well. This would cost \$1.75 per



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employee per month and the cost would be completely covered by the Village. It would create potential for overall savings based on educated consumerism.

Ms. Terrance stated that employee education seems to be a big issue for us, so this year we are going to have our brokers and their representatives join for mandatory enrollment meetings. Staff is also going to invite spouses to come and invite retirees as well. Computers will be available to check to see if their doctors are in the network and they can make choices based on that. Based on current enrollment, the annual cost for Village employee health insurance would be \$3,166,083.

Chairman Wallace asked if that was the Village's cost or the total premium.

Ms. Terrance stated that it is the Villages cost.

Chairman Wallace asked if every plan is at an 85/15 split.

Ms. Terrance stated the PPO employees pay 15% and HMO employees pay 10% of the premiums. This equates to an overall cost reduction of \$205,603 to \$319,860 or 6.5% to 10%. Staff wanted to address some of the future considerations as well and will look at further plan design changes relative to out of pocket expenses, removing spouses that have coverage through their employers, evaluating retiree carve out plans and requiring new employees to enroll in the HMO plan for the first year to show employees that the HMO plan is not a bad plan. Staff's goal was to drive down overall costs and with these recommendations, we are on the right track to do that. She looked forward to answering any questions and Paul Miller from Arachas Group is also here to help answer questions.

Chairman Wallace asked if someone chooses to go on the large PPO plan, what their percentage split would be.

Ms. Terrance stated that if the employee chooses the hybrid plan, they will continue with the 85/15 split. If they choose the larger network PPO, they will pay the difference, but we don't have the exact premiums of the plans yet so the percentage is not known.

Chairman Wallace stated that he would like to look at having the split for HMO and if you choose something other than the HMO, you pay the difference. So, 85/15 on the HMO and the employee pay's the extra difference if they want a PPO.

Ms. Terrance stated that she did not think we could do that with the Village's current collective bargaining agreements. Both agreements spell out that the employee's pay 10% of the HMO premiums and 15% of the cost for PPO, which is why we had to create two PPO plans.



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Mr. Miller stated that if we did what Chairman Wallace requested, in future years, the differential would no longer be \$400-\$500, it would be more like \$1,000. We could add in a lower cost plan with a large premium differential so that we could leave it at 10%, but have the employee pay the difference if they want the better HMO. There is a potential to save \$600,000.

Mr. Miller continued, working as a team with staff, we were trying to minimize disruption and bring in changes at a gradual basis and get to that point in maybe 2-3 years from now as opposed to hitting them all at once.

Village Administrator Paula Schumacher stated that the Village has made two foundational changes to the health insurance program, the tier structure last year, and now moving to the standard plans. These are major steps in bringing some cost reduction to our plan and to building a program that is more in line with public sector benchmarks. At the same time, it is providing our employees more autonomy to make their own health care choices. The employee still gets to decide what is best for them, for example if they want to hold on to their specialist because they like them, they can, but they are going to pay a little bit more for it. It is a very equitable way to handle it. Ms. Terrance's memo outlines a lot of the options we talked about for consideration. This is going to be a big shift to transition everyone to these standard plans, there will be a lot of education, a lot of questions and figuring it out, so staff did not want to layer lots of other changes on top of it. That is why we have looked at it as a gradual progression.

Chairman Wallace asked what the timeline was.

Mr. Miller stated that we should have everything ready by the end of November.

Ms. Schumacher stated that we want to make sure everyone is comfortable with the switch so that is why we are doing it gradually.

Chairman Hopkins asked if there is a maximum out of pocket cost for employees currently.

Mr. Miller stated "yes." Based on the plan, the family out of pocket on the current PPO with a \$250 deductible is \$2,500. With the new plans, if we are in the small plan, that number stays at \$3,000 and the big plans number jumps to \$6,000.

Chairman Wallace asked what the premiums were for the new plans.

Mr. Miller stated that the small network is \$500 and the larger network is \$1,500.

Chairman Wallace thought that would be a big deterrent to return to the larger PPO. He asked if we looked at any HSA's at this time.



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Mr. Miller stated that is something the Village might look at next year because there would be savings with that. That would be a big change compared to the changes we are proposing this year.

Chairman Wallace asked what the approximate monthly premium would be for the Hybrid and larger PPO network.

Mr. Miller stated that for a family it would be \$2,700 for the hybrid and \$2,916 on the larger plan. In the past, the employee would only pay \$30 which would be 15% of the \$200 difference, now they will be paying the full \$200. This is a typical strategy he uses with all his clients. They pick a cost effective plan and let people pay more if they want more.

Chairman Gabreyna asked if we are going to be competitive in recruiting talent if we use these plans.

Ms. Terrance stated that she looked at some comparable's and although the plans vary, the employee contributions range. Some are 12%, 20%, 15%, 10%, 2% to 11%, 5% to 10%, 10% to 15%, 10% for single and 20% for family, and 14% to 19%, so we are right in line with comparable's.

Chairman Reinke stated that he would like to commend the staff and broker. He was skeptical on whether they would ever see a real change, but we have really made some progress. He asked if we are going to see some savings because there will not be claims on our policy with the telemedicine program?

Mr. Miller stated that it is a win-win for everyone. He started introducing it to his clients about 4-5 years ago. Currently, with the Blue Cross, they offer telemedicine for the PPO clients, but they have to pay the \$20 co-pay. We only had nine staff members sign up for it and no one made a call. That is pretty normal though. Family members who are not on the plan can call the 800 number from whatever state they are in, pay nothing and a doctor licensed in the state you are currently in, will call you back and you can be at the pharmacy in 45 minutes getting the prescription using your medical I.D. card. It cost you nothing and there was no claim that went to Blue Cross for \$182 of which you payed a \$20 co-pay. Another important thing is over utilization of the emergency room. Typically it's a weekend and the person doesn't think they can get to the doctors so they go to the emergency room. With this service, they can call the number as long as it's fairly basic like a sore throat, UTI, more of the basic issues that might pop up that you might ordinarily call your doctor for, set an appointment, and take off work, etc. you could do this on the phone and have a response time in less than an hour. This particular plan guarantees you to save at least 25% or you get money back and they promise to get utilization of up to 50% after the first year. This is part of that change of making these employees the best consumers of health care we can get them to be. If we have someone make a Telemed call instead of going to the emergency room, it saves \$1,000. It would also apply to all



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members, HMO and PPO. A report can be submitted to the personal physician so they are in the loop as well.

Chairman Wallace stated that the Board needs some time to digest this and asked for it to come to Committee one last time to have all the details worked out.

POLICE & HEALTH, CHAIRMAN WALLACE

Hanover Township Emergency Services Policy Discussion

Chairman Wallace stated that the next item on the agenda was the Hanover Township Emergency Services Discussion.

Police Chief Patrick Ullrich stated that on or about May 3rd, the police department was dealing with a child with autism who had ran away and there was a large search effort that was going on to find him. The police department had requested helicopters, K9 teams, drones, search and rescue teams and all-terrain vehicles to try and find him. Police were looking in a heavily wooded area and it was starting to get dark and cold. He did not have a shirt on and we were concerned for his wellbeing so we wanted to find him as soon as possible. During this time, the question came up on whether we should contact Hanover Township Emergency Services on whether to respond and help us search for the boy. Up until 2013, the police department had used Hanover Township's Emergency Services and then there were some policy changes and we have not used them since. The point of being here tonight is to get some guidance from the Board on whether we should use Hanover Township. Chief Ullrich's opinion, based on the Illinois Emergency Management Act and some of the ordinances that go along with it, is that if the Bartlett police move forward with using the Township, it should only be during emergency situations like a missing person or missing child. Bartlett had two serious crashes last April within a couple hours of each other that required us to shut down Rt. 59 and Lake St. so something like that would be a good time to use them so we can free up officers to handle the incident.

Chief Ullrich continued, the Village might get into a sticky situation if we use them for non-emergency situations because some of the Village lies within Hanover Township and some of it does not. If it is not an emergency situation then it raises some questions on jurisdictional and liability issues. As long as it is an emergency situation, it would fall under a mutual aid request which would cover those issues.

Chairman Deyne stated that he is aware that they are used in other communities and asked Hanover Township Emergency Services Director William Burke to give some stats.

Director Burke stated that the Township Emergency Services Division has a collaboration with many agencies outside of the Township. The Township has interpreted that Act to



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mean, that any municipality that is partially in the Township can be serviced to its entirety, so there wouldn't be a line drawn at the boundary. The Township also has an agreement with Wayne, Barrington Hills and Fox River Countryside Fire District outside of the Township. The Township has not executed a mutual aid agreement with any city that is partially in the township at this time. Outside of that immediate area, some of the things we do are search and rescue, we have a certified team with several members that are trained at the search level as well as the search management level through the Illinois search and rescue council. Our team has responded all over the state for searches. The Township has worked with many municipalities outside of the township.

Chairman Deyne asked Chief Ullrich if he could see having an agreement with Hanover Township to help with traffic control at some of the events we have in town.

Chief Ullrich stated that in talking with Attorney Mraz, there might be some potential issues with that because for example, the traffic control for the Fourth of July parade lies outside of the Townships boundaries and the Illinois Emergency Management Act limits that type of work. It might take an agreement to get passed those issues. Attorney Mraz may be able to answer that question.

Trustee Deyne stated that they have entered into mutual aid agreements with other communities, so would that be something we could entertain.

Attorney Mraz stated that he was of the opinion that it is clear the Township has authority in emergency situations wherever they are in Illinois, not just the Township. Traffic control is outside of the Emergency Management Act, so their ability to provide parking lot assistance outside of the Township becomes questionable. He agreed with the Chief and using them only during emergencies is a good idea. Even if other towns have an agreement, you get in to gray areas as to whether they have the authority to provide those services outside of the township. Attorney Mraz would not recommend entering an agreement for traffic control. With the Fourth of July parade example, with officers off the streets and doing traffic for the parade, that could arguably be an emergency services issue. If we are talking about emergency services, there is not a question about their authority or any problems towards a mutual aid agreement or how indemnification would work in an emergency setting.

Chairman Wallace stated that he was in favor of going with the Chiefs recommendation.

Chairman Wallace entertained a motion to adjourn to Executive Session to discuss sale of village owned property, pursuant to 2(c)6 of the Open Meeting Act.

Trustee Deyne moved to adjourn and Trustee Hopkins seconded the motion.

ROLL CALL VOTE TO ADJOURN THE MEETING



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AYES: Trustee Camerer, Deyne, Gabrenya, Hopkins, Reinke.

NAYS: None

ABSENT: Trustee Carbonaro

MOTION CARRIED

The meeting adjourned at 8:41 p.m.

Sam Hughes
Deputy Village Clerk