

**VILLAGE OF NORTH RIVERSIDE
BOARD OF TRUSTEES MEETING FEBRUARY 15, 2016
COUNCIL ROOM 7:00 PM**

Mayor Hermanek called the meeting to order with a Pledge of Allegiance and a Roll Call. In attendance were Trustee Bianco, Trustee Czajka, Trustee Decosola, Trustee Demopoulos, Trustee Mengoni and Trustee Wilt.

Others in attendance were Administrator Belmonte, Attorney Hayes, Deputy Police Chief Garcia, and Fire Chief Basek.

APPROVAL OF AGENDA

Trustee Demopoulos moved seconded by Trustee Mengoni to approve the agenda for this meeting with additional Correspondence. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

BIDS- None

CASH RECEIPT REPORT

Trustee Wilt moved, seconded by Trustee Demopoulos to approve the Cash Receipt Report for the month of January 2016 as presented totaling \$1,488,581.97. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

APPROVAL OF MINUTES

Trustee Demopoulos moved, seconded by Trustee Mengoni to approve the February 1, 2016 Village Board Meeting Minutes as presented. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Wilt

NAYS: None. Motion carried

REPORT OF TRUSTEES

Trustee Bianco- (Streets, Alleys, Sidewalks & Refuse)- No report

Trustee Czajka-(Buildings, Public grounds, lights, Public Services & Transportation)- No report

Trustee Decosola- (Judiciary, Ordinances, Recreation)

Trustee Decosola read the following report from the Parks and Recreation Department:

The PACE Bus Program has now gone live as of this morning. This program serves patrons over 50 years of age and disabled persons. Please feel free to pick up the program guidelines outside of the Recreation window.

This past week, both the gymnasium curtain divider and the closed circuit television projects were completed. The divider allows the ability to add a “room” to the Village Commons layout, as well as limit both noise and confusion during multiple use. The closed circuit television will serve as a means of advertising, security and reducing distraction while programs are in session.

Trustee Demopoulos(Water, Sewers, Drainage & Zoning)

Trustee Demopoulos submitted the Brookfield North Riverside Water Commission Meeting Minutes and Agenda from the February 10, 2016 meeting with the Clerk’s Office.

Trustee Mengoni- (Police, Fire & License)

Trustee Mengoni submitted the Fire and EMS calls for the month of January 2016 as follows:

	JANUARY	YTD
Fire	86	86
EMS	99	99
Inspections	47	47
Compliances	25	25

The plastic piping air system feeding the fire apparatus was replaced with copper lines. This project a safe air system infrastructure and an air system now capable of filing the fire apparatus truck tires.

REPORT OF TRUSTEES (continued)

Trustee Wilt (Finance, Health & Appropriations)

Trustee Wilt read the following minutes from the Finance Committee Meeting held on January 25, 2016:

Item #1; Partial payment to Police & Fire Pension Funds: Director Scarpiniti informed the committee that she would like to make partial payments to both the Police and Fire Pension Funds in the amount of \$450,000 each by January 31st. This payment would satisfy approximately ½ of the Village's annual required contribution to both pension funds budgeted during this current fiscal year. The remaining balance would be transferred by April 30th in order for the Village to comply with the minimum mandated state funding requirements of its pension funds. Currently, the Village's general fund revenue base, as a whole, is performing as expected (approximately 1.4% over original budget expectations) through the first 8 months of the fiscal year while total expenditures are currently estimated to be 2% below budget targets. Sales tax revenue, the Village's largest single source of revenue, is currently trending 8% over original budget estimates. Although total police fine revenue has been lagging 9% behind budgeted projections for the fiscal year, significant increases in state shared revenues have allowed the Village to make up this shortfall and stay on track to meet its fiscal year end revenue estimates. Providing an early partial payment to the pension funds will reinforce the Village's continued commitment to funding its public pension obligations and address growing concerns by Moody's regarding the village's long term financial outlook.

Item #2: Discussion on Additional PPO & HMO Health Plans & Flexible Spending Account: Administrator Belmonte informed the committee that he and Director Scarpiniti have been talking with Gallagher Bassett Services (GBS), who manages the IPBC health pool, about adding additional health plans for new employees and instituting a Flexible Health Spending Program for all active employees. He introduced Dan Parker from Gallagher who explained the workings of a Flexible Spending Plan. Employees can put aside up to \$2,550 of pre-tax money to use toward medical deductibles, bills, prescription drugs, day care and other qualified purchases. Mr. Parker recommended a company called Discovery benefits to manage the flexible spending account, noting that they handle a number IPBC municipalities. The maximum cost to the Village would be \$4,500 annually if every active full-time employee participated in the flex spending plan. Though these plans normally run on a calendar year basis, the Village would start their program mid-year on July 1, 2016 and renew on January 1, 2017 for a full one year period. Following a series of questions from the committee and other board members, Trustee Mengoni moved and Trustee Demopoulos seconded to establish a Flexible Spending Program with Discovery Benefits to take effect on July 1, 2016. Motion passed unanimously by the committee. Trustee Wilt polled the Mayor and other trustees and all were in favor.

Director Scarpiniti further informed the committee of the options to add additional health care plans to the Village's self-insured program in attempt to offer more affordable health care options to employees. Currently, the Village offers only one health care plan to all full-time

REPORT OF TRUSTEES (continued)

employees, which we will call PPO1. This plan is a very rich, low deductible PPO plan which we would not be able to abandon due to current collective bargaining restrictions. Effective July 1, 2016, Village staff is recommending introduction of a new PPO (further referred to as PPO2) and an HMO health care plan. These plans would have higher in network/out of network cost structures, larger annual deductibles and out-of-pocket maximum, and a more competitive mail order prescription drug program. Introduction of an HMO would also provide more affordable health care options for our employees to choose from. These new plans would continue to be administrated by Blue Cross Blue Shield and access the same large network providers. Due to current collective bargaining restrictions, Village staff is recommending the Board establish a new policy limiting the choice of health care plans offered to all non-union employees hired after July 1, 2016 to only these two new plans (PPO2 and HMO). The PPO1 Plan would be closed to all new non-union participants effective July 1, 2016. Migration into these new plans by existing employees would be purely voluntary at this time in order to avoid violation of current union contracts. However, if an active employee elects one of these new health care plans, future participation in the PPO1 plan will be prohibited. The Village would have to negotiate acceptance of these new health care plans with all three unions during current negotiations. Staff is also currently working with GBS on the details of an incentive program to offer to active employees to entice them to switch into these plans. Employees would be able to move between the PPO2 and HMO policies during the Village's annual health insurance open enrollment period.

The Administrator explained that although this does not save the Village any money immediately, it's the right thing to institute for the future. Questions were asked and answered by staff and Mr. Parker then Trustee Demopoulos moved and Trustee Mengoni seconded to add a PPO2 and HMO health insurance policy to the Village's self-insured health care program and to close participation of the existing PPO1 health care plan for all non-union employees hired after July 1, 2016. Motion passed unanimously by committee. Trustee Wilt polled the Mayor and other trustees and all agreed.

The last item for the committee to consider was revision of the Village's current policy as it relates to PSEBA (Public Safety Employees Benefit Act) benefits. These benefits are state mandated and entitle police and fire employees who are granted a duty related disability and meet the standards for a PSEBA claim to free health care insurance for the disabled employee and his/her dependents until they are Medicare age eligible. With the first time offering of multiple health care plans effective July 1, 2016, Village staff is recommending the Village designate the HMO policy as the PSEBA benefit plan going forward. Director Scarpiniti had the Village's attorney give us a legal opinion on this matter and it was determined that state law only mandates Villages to continue offering health care insurance for PSEBA employees at no cost, but it does not require that insurance plan to be the more expensive plan option. According to Village Attorney, numerous communities throughout Illinois have adopted similar policies with respect to PSEBA benefits and have successfully survived challenges of those new policies in the court system. Trustee Wilt moved and Trustee Mengoni seconded to have the new HMO

REPORT OF TRUSTEES(continued)

policy designated as our PSEBA benefit plan effective July 1, 2016. The motion passed unanimously by the committee and the Mayor and other trustees were in favor.

Trustee Wilt moved and Trustee Mengoni seconded to establish a Flexible Spending Program with Discovery Benefits to take effect on July 1, 2016 and for the Village's Attorney to prepare the proper ordinance for passage at a future meeting. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

Trustee Wilt moved and Trustee Demopoulos seconded to add a new PPO 2 and a HMO Health insurance Policy to the Village's self-insured health care program and to close participation of the existing PPO 1 health care plan for all non-union employees hired on or after July 1, 2016 and for the Village Attorney to prepare the proper ordinance for passage at a future meeting. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

Trustee Wilt moved and Trustee Mengoni seconded to have the new HMO policy designated as our PSEBA benefit plan effective July 1, 2016 and for the Village Attorney to prepare the proper ordinance for passage at a future meeting. Roll Call Vote:

AYES: Trustees: Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

MAYORAL REPORT

Mayor Hermanek gave the following Community Development Department updates:

- Presales- As of January 19th, the Community Development Department performed 7 single-family presale inspections totaling \$2,835.00 in revenue.
- Permit Totals- The Community Development Department issued 28 residential and commercial permits totaling \$4,144.11 in revenue.
- 2242 S. 6th Avenue- A building permit was issued for a second floor addition to the existing single-family home.
- Scottish Home- Rough inspections are nearing completion for the Caledonian Home under construction at the property.
-

MAYORAL REPORT (continued)

- Family Dollar- Closed for business this month. The business was purchased by Dollar Tree in July of 2015, with many of the Family Dollar stores being converted to Dollar Tree. The Community Development Department has not been contacted by a representative for Dollar Tree inquiring about the tenant space.
- Famous Dave's- The business which was previously corporate owned and operated has franchised the restaurant establishment to Windy City Restaurant Holdings, LLC.
- Lacey's Place (8415 W. Cermak Road)- The owner has submitted an application and drawings for a video gaming facility which will include a full bar and seating.
- Community Food and Gas (8545 W. Cermak Road)- A permit has been approved for interior remodeling of the business for the purpose of installing video gaming machines. The machines will be located in a room separated from the remainder of the store, with entry to the existing restrooms made through the interior instead of the current exterior access.

CORRESPONDENCE

Bonnie Krochmal sent a thank you card to the Village Board thanking them for the flowers sent during her recovery.

The family of Frances Mengoni sent a thank you card thanking the Village Board for the flowers, police escort and kind words during the loss of their mother.

APPROVAL OF BILLS

Trustee Wilt moved, seconded by Trustee Demopoulos to approve the list of bills submitted for this meeting totaling \$154,495.97 and to have them paid out of proper funds when such funds become available. Roll Call Vote:

AYES: Trustees Bianco, Czajka, Decosola, Demopoulos, Mengoni, Wilt

NAYS: None. Motion carried

ORDINANCES AND RESOLUTIONS- None

UNFNISHED BUSINESS-None

NEW BUSINESS- None

AUDIENCE

John Bork thanked the North Riverside Police Department for their efforts in the Brookfield shooting and for their presence at Komarek School.

Barbara Wilson thanked the Public Works Department for taking care of her recycling. She also thanked the Mayor for the new PACE bus program.

ADJOURNMENT

Trustee Bianco moved, seconded by Trustee Czajka for adjournment at 7:22 pm. Motion carried unanimously.

Respectively Submitted,

KATHY RANIERI
VILLAGE CLERK