FLOSSMOOR
Welcoming. Beautiful. Connected.

AGENDA
FOR THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE VILLAGE OF FLOSSMOOR, ILLINOIS
MONDAY, JUNE 21, 2021 – 7:30 PM
VILLAGE HALL

The June 21, 2021 meeting of the Mayor & Board of Trustees is in-person and via Zoom, which is permitted by Public Act 2020-0640. The public is invited to monitor the meeting using the dial-in number below or to attend the meeting. Masks are required for visitors who aren't fully vaccinated. Temperature screenings are required. Anyone with a temperature of more than 100.4 degrees will be asked to leave. Public participation will be permitted only during the Citizen Comment portion of the agenda. Members of the public may also comment on items on the agenda by email to info@flossmoor.org. Comments received by 6:00 p.m. on Monday, June 21, 2021 will be read at the meeting.

Join Zoom Meeting
https://us02web.zoom.us/j/84269496432?pwd=b0o5eERUazZQczB6NUgzZUxhTndidz09
Meeting ID: 842 6949 6432 Passcode: 60422
Or dial in (312) 626 6799

CALL TO ORDER

ROLL CALL

CITIZENS PRESENT WISHING TO ADDRESS THE BOARD

RECOGNITIONS AND APPOINTMENTS

CONSENT AGENDA

1. **Approval of the Minutes of the Regular Meeting Held on June 7, 2021**
2. **Presentation of Bills for Approval and Payment as Approved by the Finance Committee (June 21, 2021)**
3. **Consideration of the Purchase of a Fire Department Vehicle Budgeted in the Capital Equipment Fund**
4. **Consideration of Modifications to the Part-time Fire Department Personnel Pay Schedule**
5. **Consideration of Employee Insurance Renewals**
6. **Consideration of an Ordinance Amending the Flossmoor Municipal Code to Grant Emergency Powers During a State of Emergency to the Mayor of the Village of Flossmoor, Cook County, Illinois**

REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS

ACTION ITEMS

7. **Consideration of a Contract Award for the Design Engineering for the Street Rehabilitation Program**

8. **Approval of the Minutes of the Executive Session Meeting Held on May 17, 2021 and Consideration to Hold Those Minutes Confidential**

DISCUSSION ITEMS

OTHER BUSINESS

9. **A Motion to go into Executive Session to Discuss the Employment of Specific Individuals, Property Acquisition, and Litigation**

ADJOURNMENT OF MEETING

FOR PERSONS WITH DISABILITIES: If you plan on attending a Village Board meeting and need an accommodation, please call the Village Hall at 708-798-2300 or TDD 708-647-0179 at least one full business day prior to the meeting.

FLOSSMOOR

Approval of the Minutes of the Regular Meeting Held on June 7, 2021

The Minutes will be made available to the Public on the Village website, www.flossmoor.org following their adoption at a scheduled meeting.

VILLAGE OF FLOSSMOOR
6/21/2021
CLAIMS LIST SUMMARY

HAND CHECKS	$2,492.07
INVOICES	$444,610.69
TOTAL	$447,102.76

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
A BETTER DOOR & DOCK SERVICES							
3750	05/26/21	$360.00		DPWSC DOOR REPAIR			
					01-67-6-678	BUILDING REPAIRS	$360.00
						VENDOR TOTAL:	$360.00
AIR ONE EQUIPMENT INC							
168653	05/12/21	$145.00		FIRE CHIEFS SHIELDS			
					01-49-3-612	UNIFORMS & RELATED SUPPLIES	$145.00
						VENDOR TOTAL:	$145.00
AIRGAS USA, LLC							
9979706320	05/31/21	$56.11		WELDING GAS TANK			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$14.02
					07-01-6-671	MAINTENANCE AND SUPPLIES	$14.03
					08-11-6-671	MAINTENANCE AND SUPPLIES	$14.03
					08-21-6-671	MAINTENANCE AND SUPPLIES	$14.03
9979706319	05/31/21	$72.14		WELDING GAS CYLINDERS			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$18.03
					07-01-6-671	MAINTENANCE AND SUPPLIES	$18.03
					08-11-6-671	MAINTENANCE AND SUPPLIES	$18.04
					08-21-6-671	MAINTENANCE AND SUPPLIES	$18.04
						VENDOR TOTAL:	$128.25
ALLISON MATSON							
061421	06/14/21	$216.00		REIMBURSE SQUARESPACE WEBSITE HOSTING-DISCOVER FLOSSMOOR			
					01-41-4-653	MARKETING PROGRAMS	$216.00
051921 2	05/19/21	$74.78		REIMBURSE DISCOVER FLOSSMOOR FACEBOOK ADS			
					01-41-4-653	MARKETING PROGRAMS	$74.78
						VENDOR TOTAL:	$290.78
AMERICAN PUBLIC WORKS ASSN							
833262 2021-22	04/05/21	$540.00		BRUNKE ANNUAL DUES 7/1/21-6/30/22			
					01-60-5-660	DUES AND SUBSCRIPTIONS	$540.00
						VENDOR TOTAL:	$540.00
ANDRES MEDICAL BILLING, LTD							
251786	06/02/21	$1,548.11		MAY 2021 AMBULANCE COLLECTIONS			
					01-49-4-656	AMBULANCE COLLECTION SERVICES	$1,548.1
						VENDOR TOTAL:	$1,548.1

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ANDREW MCCANN LAWN SPRINKLER							
210496	05/25/21	$460.00		RPZ REPORTS FOR BSI			
					08-11-4-634	MISCELLANEOUS SERVICES	$460.00
						VENDOR TOTAL:	$460.00
ANDREWS PRINTING LLC							
68145	05/19/21	$434.00		MARKETING POSTERS			
					01-41-4-653	MARKETING PROGRAMS	$434.00
						VENDOR TOTAL:	$434.00
BAXTER & WOODMAN, INC.							
0223401	05/20/21	$30,164.22		ACOE SECTION 219 STORMWATER IMPROVEMENTS			
					03-01-7-702	BERRY LN DRAINAGE DESIGN ENGINE	$30,164.22
0223601	05/24/21	$4,555.00		HAGEN & DOUGLAS DRAINAGE IMPROVEMENTS			
					01-55-7-775	HAGEN/DOUGLAS DRAIN ENGINEERIN	$4,555.00
						VENDOR TOTAL:	$34,719.22
BCBSIL							
JUNE 2021	05/17/21	$100,519.96		JUNE 2021 PREMIUM			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$20,169.13
					01-42-2-590	HEALTH INSURANCE PREMIUM	$5,463.89
					01-43-2-590	HEALTH INSURANCE PREMIUM	$12,488.90
					01-48-2-590	HEALTH INSURANCE PREMIUM	$35,859.14
					01-49-2-590	HEALTH INSURANCE PREMIUM	$5,463.89
					01-50-2-590	HEALTH INSURANCE PREMIUM	$5,463.89
					01-55-2-590	HEALTH INSURANCE PREMIUM	$1,561.11
					01-60-2-590	HEALTH INSURANCE PREMIUM	$14,050.01
						VENDOR TOTAL:	$100,519.96
BENISTAR							
06012021	05/03/21	$1,820.00		JUNE 2021 PREMIUM-RETIREES			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$1,820.00
07012021	06/01/21	$1,820.00		JULY 2021 PREMIUM-RETIREES			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$1,820.00
						VENDOR TOTAL:	$3,640.00

Village of Flossmoor
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BLACKBURN MFG. CO.							
0649007IN	05/25/21	$630.91		MARKING FLAGS/PAINT RESTOCK			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$210.30
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$210.31
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$210.30
						VENDOR TOTAL:	$630.91
BLUE CROSS BLUE SHIELD OF IL							
JUNE 2021	05/07/21	$277.92		JUNE 2021 PREMIUM			
					01-42-2-591	LIFE INSURANCE PREMIUM	$20.70
					01-43-2-591	LIFE INSURANCE PREMIUM	$29.88
					01-45-2-591	LIFE INSURANCE PREMIUM	$7.20
					01-48-2-591	LIFE INSURANCE PREMIUM	$117.90
					01-49-2-591	LIFE INSURANCE PREMIUM	$15.84
					01-50-2-591	LIFE INSURANCE PREMIUM	$18.00
					01-53-2-591	LIFE INSURANCE PREMIUM	$4.50
					01-55-2-591	LIFE INSURANCE PREMIUM	$11.70
					01-60-2-591	LIFE INSURANCE PREMIUM	$52.20
						VENDOR TOTAL:	$277.92
CANON SOLUTIONS AMERICA , INC.							
4036378872	05/26/21	$131.47		PD COPIER MAINT USAGE 2/26/21-5/25/21			
					01-48-6-670	OFFICE EQUIPMENT MAINTENANCE	$131.47
4036381337	05/26/21	$313.02		PD COPIER MAINT BASE 5/26/21-8/25/21			
					01-48-6-670	OFFICE EQUIPMENT MAINTENANCE	$313.02
4036394491	05/27/21	$11.60		BUILD DEPT COPIER MAINT BASE 5/27/21-6/26/21			
					01-53-6-670	OFFICE EQUIPMENT MAINTENANCE	$11.60
4036394496	05/27/21	$11.60		FD COPIER MAINT BASE 5/27/21-6/26/21			
					01-49-6-677	EQUIPMENT SERVICE CONTRACTS	$11.60
						VENDOR TOTAL:	$467.69
CCP INDUSTRIES, INC.							
IN02777637	05/26/21	$53.82		BUGNER UNIFORM SHIRTS			
					01-53-3-612	UNIFORMS & RELATED SUPPLIES	$53.82
						VENDOR TOTAL:	$53.82

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CHANDLER SERVICES INC							
27580	05/18/21	$871.67		A19 BRAKES			
					01-49-6-671	VEHICLE MAINTENANCE	$871.67
27579	05/18/21	$513.91		A19 PREV MAINT			
					01-49-6-671	VEHICLE MAINTENANCE	$513.91
27578	05/18/21	$523.27		A119 PREV MAINT			
					01-49-6-671	VEHICLE MAINTENANCE	$523.27
27581	05/18/21	$1,540.95		A119 BRAKES/DRAG BAR			
					01-49-6-671	VEHICLE MAINTENANCE	$1,540.95
						VENDOR TOTAL:	$3,449.80
CHICAGO COMMUNICATIONS, LLC.							
326793	05/17/21	$94.80		RADIO MAINTENANCE CONTRACT			
					01-50-6-676	RADIO SYSTEM MAINTENANCE	$94.80
						VENDOR TOTAL:	$94.80

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COMED							
0275053104 052521	05/25/21	$322.23		DARTMOUTH LIFT STATION POWER 4/26/21-5/25/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$322.23
0811073024 052521	05/25/21	$539.72		COMMONS/MEINHEIT POWER 4/26/21-5/25/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$539.72
0825150052 052621	05/25/21	$71.51		COMMONS LIFT STATION POWER 4/26/21-5/25/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$71.51
0765165035 052621	05/26/21	$141.28		SYLVAN LIFT STATION POWER 4/26/21-5/25/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$141.28
0157098050 052621	05/26/21	$59.14		HOMEWOOD METER VAULT POWER 4/26/21-5/25/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$59.14
0241031023 052121	05/21/21	$132.38		HEATHER ROAD LIFT STA POWER 4/21/21-5/20/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$132.38
2154154035 052521	05/25/21	$1,061.74		MFT STREET LIGHT POWER 4/21/21-5/20/21	02-01-4-630	ELECTRIC, POWER, AND LIGHT	$1,061.74
0323080253 052021	05/20/21	$46.37		STERLING TOWER POWER	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$46.37
3288088052 052021	05/20/21	$25.59		CBD PEDESTAL POWER	40-33-4-634	MISCELLANEOUS SERVICES	$25.59
0307096073 052021	05/20/21	$52.27		CENTRAL DR ALLEY LIGHTS POWER	02-01-4-630	ELECTRIC, POWER, AND LIGHT	$52.27
5007104015 060321	06/03/21	$501.19		WOODS LIFT STATION POWER 5/4/21-6/3/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$501.19
0725105073 052821	05/28/21	$40.62		CBD STREET LIGHTS POWER 4/21/21-5/20/21	40-33-4-634	MISCELLANEOUS SERVICES	$40.62
1498044037 060421	04/05/21	$57.87		WESTERN TOWER POWER	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$57.87
						VENDOR TOTAL:	$3,051.91
CONSERV FS, INC.							
66043582	05/27/21	$205.08		GRASS SEED/BLANKET/FERTILIZER FOR VIADUCT LANDSCAPING PROJECT	40-33-6-671	MAINTENANCE AND SUPPLIES	$205.08
						VENDOR TOTAL:	$205.08

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CONSTELLATION NEWENERGY, INC.							
20276006901	05/26/21	$978.39		VOLLMER RESERVOIR POWER 4/26/21-5/25/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$978.39
20275996201	05/26/21	$204.12		KEDZIE BOOSTER STATION POWER 4/26/21-5/25/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$204.12
20276031301	05/26/21	$1,461.58		BUTTERFIELD LIFT STATION 4/26/21-5/25/21	08-21-4-631	ELECTRIC, POWER, & LIGHT	$1,461.58
20276024201	05/26/21	$715.17		STERLING PUMP STATION 4/26/21-5/25/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$715.17
						VENDOR TOTAL:	$3,359.26
CORE & MAIN LP							
O304303	05/27/21	$705.99		COUPLINGS RESTOCK	08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$352.99
					08-13-3-619	PROGRAM COMMODITIES	$353.00
						VENDOR TOTAL:	$705.99
CROSSMARK PRINTING, INC.							
82645	05/20/21	$2,211.27		SUMMER NEWSLETTER PRODUCTION	01-41-4-653	MARKETING PROGRAMS	$2,211.27
						VENDOR TOTAL:	$2,211.27
CURRENT TECHNOLOGIES CORP							
726730	05/19/21	$23,400.00		CTC RETAINER	01-42-6-673	COMPUTER HARDWARE MAINTENANC	$6,575.40
					01-43-6-673	COMPUTER NETWORK MAINTENANCE	$7,745.40
					01-45-6-673	COMPUTER HARDWARE MAINTENANC	$117.00
					01-48-6-673	COMPUTER NETWORK MAINTENANCE	$3,744.00
					01-49-6-673	COMPUTER NETWORK MAINTENANCE	$3,042.00
					01-53-6-673	COMPUTER NETWORK MAINTENANCE	$187.20
					01-55-6-673	COMPUTER NETWORK MAINTENANCE	$1,989.00
						VENDOR TOTAL:	$23,400.00
DANIEL WEAVER							
061421	06/14/21	$700.00		2021 CLOTHING ALLOWANCE	01-48-3-612	UNIFORMS & RELATED SUPPLIES	$700.00
						VENDOR TOTAL:	$700.

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DAVID WALANO							
052621	05/26/21	$75.00		VEHICLE STICKERS REFUND			
					01-00-2-420	VEHICLE STICKERS	$75.00
						VENDOR TOTAL:	$75.00
DAWN LENCIONI-KORTUM							
060321	06/03/21	$60.00		REIMBURSE GRAMMARLY SUBSCRIPTION			
					01-55-5-661	TRAINING	$60.00
						VENDOR TOTAL:	$60.00
EAGLE UNIFORM CO INC							
INV1848	06/01/21	$218.40		TAYLOR UNIFORM			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$218.40
INV1708	05/21/21	$94.50		FILKINS UNIFORM SUPPLIES			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$94.50
INV1709	05/21/21	$23.50		DANAHER UNIFORM EMBROIDERY/PATCH APPLICATIONS			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$23.50
						VENDOR TOTAL:	$336.40
EASYPERMIT POSTAGE							
060621	06/06/21	$1,186.38		SUMMER NEWSLETTER/WATER & SEWER BILLS			
					01-41-3-603	POSTAGE	$740.33
					08-10-3-603	POSTAGE	$334.54
					08-20-3-603	POSTAGE	$111.51
						VENDOR TOTAL:	$1,186.38
EBEL'S ACE HARDWARE							
345196	05/28/21	$0.96		PARTS FOR SMALL EQUIPMENT			
					01-67-3-615	SMALL TOOLS & EQUIPMENT	$0.96
345260	06/09/21	$40.47		FLOWER WATERING TRUCK			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$10.11
					07-01-6-671	MAINTENANCE AND SUPPLIES	$10.12
					08-11-6-671	MAINTENANCE AND SUPPLIES	$10.12
					08-21-6-671	MAINTENANCE AND SUPPLIES	$10.12
345180	05/25/21	$8.26		DRINKING WATER			
					01-49-3-605	OPERATING SUPPLIES	$8.26
						VENDOR TOTAL:	$49.6

Village of Flossmoor
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EJ USA INC.							
110210034494	05/20/21	$2,072.70		FIRE HYDRANT EXTENSIONS			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$1,036.00
					08-13-3-619	PROGRAM COMMODITIES	$1,036.70
						VENDOR TOTAL:	$2,072.70
ELEVATOR INSPECTION SVC CO INC							
100857	05/13/21	$1,024.00		ELEVATOR INSPECTIONS			
					01-53-4-658	ELEVATOR INSPECTION SERVICES	$1,024.00
						VENDOR TOTAL:	$1,024.00
ESO SOLUTIONS INC.							
ESO52170	05/03/21	$3,820.75		ESO EHR SUITE			
					01-49-6-672	COMPUTER SOFTWARE MAINTENANC	$3,820.75
						VENDOR TOTAL:	$3,820.75
EVT TECHNOLOGIES							
5559	06/10/21	$893.70		GRILL LIGHTS/RUB RAIL			
					01-49-6-671	VEHICLE MAINTENANCE	$893.70
						VENDOR TOTAL:	$893.70
FITZSIMMONS							
3925732	05/17/21	$15.00		H TANK RENTAL			
					01-49-6-675	EMS EQUIPMENT MAINTENANCE	$15.00
						VENDOR TOTAL:	$15.00
FRONTLINE PUB SAFETY SOLUTIONS							
FL95650	04/21/21	$1,000.00		TRAINING TRACKER ANNUAL SOFTWARE RENEWAL			
					01-48-5-661	TRAINING	$1,000.00
						VENDOR TOTAL:	$1,000.00

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GALLS, LLC							
08276468	05/03/21	$110.76		CARDEN UNIFORM PANTS/BELT/KNEE PADS			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$110.76
018444728	05/25/21	$155.11		MERKLE UNIFORM			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$155.11
018492829	06/01/21	$14.37		BAUSCH UNIFORM SUPPLY			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$14.37
018393437	05/18/21	$36.45		UNIFORMS & RELATED SUPPLIES-FILKINS			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$36.45
						VENDOR TOTAL:	$316.69
GASKILL & WALTON							
77602156	05/24/21	$1,345.00		MEINHEIT BOOSTER STATION MAINTENANCE			
					08-11-6-677	WATER FACILITY MAINTENANCE	$1,345.00
						VENDOR TOTAL:	$1,345.00
GBJ SALES, LLC							
3627	03/08/21	$175.20		GLOVES			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$58.40
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$58.40
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$58.40
						VENDOR TOTAL:	$175.20
GOVHR USA, LLC							
40521258	06/08/21	$750.00		REFERENCE CHECKS-ASST FIN DIRECTOR APPLICANTS			
					01-43-4-634	MISCELLANEOUS SERVICES	$450.00
					08-10-4-634	MISCELLANEOUS SERVICES	$150.00
					08-20-4-634	MISCELLANEOUS SERVICES	$150.00
						VENDOR TOTAL:	$750.00
GRANICUS							
140423	06/01/21	$414.75		MINUTE TRAQ JUNE 2021			
					01-41-4-645	PAPERLESS AGENDA SOFTWARE SERV	$414.75
						VENDOR TOTAL:	$414.75
GREEN GLEN NURSERY, INC.							
35612	06/18/21	$3,229.50		VIADUCT LANDSCAPING PLANTS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$3,229
						VENDOR TOTAL:	$3,229

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GUARDIAN LIFE INSURANCE CO.							
JUNE 2021	05/14/21	$6,153.12		JUNE 2021 PREMIUM			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$1,688.76
					01-42-2-590	HEALTH INSURANCE PREMIUM	$312.51
					01-43-2-590	HEALTH INSURANCE PREMIUM	$714.30
					01-48-2-590	HEALTH INSURANCE PREMIUM	$1,919.67
					01-49-2-590	HEALTH INSURANCE PREMIUM	$312.51
					01-50-2-590	HEALTH INSURANCE PREMIUM	$312.51
					01-55-2-590	HEALTH INSURANCE PREMIUM	$89.29
					01-60-2-590	HEALTH INSURANCE PREMIUM	$803.57
						VENDOR TOTAL:	$6,153.12
HANSON AGGREGATES MIDWEST INC							
40498682	05/28/21	$320.46		1" STONE RESTOCK			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$160.23
					08-13-3-619	PROGRAM COMMODITIES	$160.23
						VENDOR TOTAL:	$320.46
HELSEL-JEPPERSON ELECTRICAL							
877493	06/02/21	$36.68		WESTERN TOWER ANTENNA			
					08-11-6-677	WATER FACILITY MAINTENANCE	$36.68
						VENDOR TOTAL:	$36.68
HOLLAND PRINTING INC							
69267	03/17/21	$30.00		WEAVER BUSINESS CARDS			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$30.00
69641	05/21/21	$30.00		VILLAGE CLERK BUSINESS CARDS			
					01-41-4-635	PRINTING	$30.00
						VENDOR TOTAL:	$60.00
HOME CLEANING CENTERS -AMERICA							
10066	06/01/21	$2,704.00		JUNE 2021 CLEANING SERVICES/COVID-19 SUPPLIES			
					01-67-4-630	CLEANING SERVICE	$1,768.00
					01-42-7-710	COVID-19 EXPENSES	$936.00
						VENDOR TOTAL:	$2,704.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
HOMEWOOD DISPOSAL SERVICE INC							
7415893	06/01/21	$211.12		DPWSC SPOIL DISPOSAL	01-67-4-654	SCAVENGER AND DISPOSAL SERVICES	$211.12
7415897	06/01/21	$316.80		VH REFUSE REMOVAL	01-67-4-654	SCAVENGER AND DISPOSAL SERVICES	$316.80
6716967 060121	06/01/21	$247.12		YARD WAST STICKERS	01-00-2-424	YARD WASTE STICKERS	$247.12
7343132 060121	06/01/21	$677.73		YARD WASTE STICKERS	01-00-2-424	YARD WASTE STICKERS	$677.73
7406163	05/21/21	$92.95		SCAVENGER SERVICE	01-67-4-654	SCAVENGER AND DISPOSAL SERVICES	$92.95
						VENDOR TOTAL:	$1,545.72
ICMA MEMBERSHIP RENEWALS							
592133 FY22	06/10/21	$1,157.41		MATSON MEMBERSHIP RENEWAL FY22	01-42-5-660	DUES AND SUBSCRIPTIONS	$1,157.41
						VENDOR TOTAL:	$1,157.41
ILLINOIS CPA SOCIETY							
BORDUI SUMMIT21	06/02/21	$355.00		BORDUI SUMMIT 21 REGISTRATION	08-10-5-661	TRAINING	$177.50
					08-20-5-661	TRAINING	$177.50
						VENDOR TOTAL:	$355.00
INVOICE CLOUD							
189120215	05/31/21	$124.85		INVOICE CLOUD MAY 2021	08-10-4-654	CUSTOMER PAYMENT PORTAL	$62.43
					08-20-4-654	CUSTOMER PAYMENT PORTAL	$62.42
						VENDOR TOTAL:	$124.85
JACK WOLF							
052521	05/25/21	$33.08		WATER REFUND 2447 CADDY STREET	08-00-0-130	ACCOUNTS RECEIVABLE - BILLED	$33.08
						VENDOR TOTAL:	$33.08
KATHLEEN FIELD ORR & ASSOCIATE							
16429	02/01/21	$308.00		FOREIGN FIRE INSURANCE BOARD	28-01-4-634	MISCELLANEOUS SERVICES	$308.
						VENDOR TOTAL:	$308.

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
M&J UNDERGROUND, INC.							
M210230	06/09/21	$2,900.00		1510 SELKIRK SEWER REPAIR			
					08-11-6-677	WATER FACILITY MAINTENANCE	$2,900.00
						VENDOR TOTAL:	$2,900.00
M.E. SIMPSON COMPANY, INC.							
36904	05/31/21	$475.00		LEAK DETECTION 1131 HEATHER LN			
					08-11-4-632	LEAK DETECTION PROGRAM	$475.00
						VENDOR TOTAL:	$475.00
MATTHEW O'SHEA CONSULTING INC.							
25	06/01/21	$2,750.00		LOBBYING SERVICES MAY 2021			
					01-41-4-632	LOBBYING SERVICES	$2,750.00
						VENDOR TOTAL:	$2,750.00
MENARDS							
46475	05/24/21	$8.98		LIGHTS FOR PD			
					01-67-3-605	OPERATING SUPPLIES	$8.98
47045	06/03/21	$269.85		DPWSC OFFICE LIGHTS			
					01-67-3-605	OPERATING SUPPLIES	$269.85
47028	06/03/21	$532.68		CONCRETE SUPPLIES/LUMBER			
					01-65-3-619	PROGRAM COMMODITIES	$532.68
						VENDOR TOTAL:	$811.51
MENARD'S-HOMEWOOD							
12794	05/28/21	$517.33		SUPPLIES FOR OUTDOOR DINING LIGHTS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$517.33
13103	06/02/21	$346.01		LIGHTS FOR DPW SERVICE CENTER			
					01-67-3-605	OPERATING SUPPLIES	$346.01
12497	05/24/21	$61.98		HYDRANT METER PARTS			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$30.99
					08-13-3-619	PROGRAM COMMODITIES	$30.99
						VENDOR TOTAL:	$925.32
METROPOLITAN MAYORS CAUCUS							
2020107	08/19/20	$425.88		FY2020 CAUCUS DUES			
					01-41-5-660	DUES AND SUBSCRIPTIONS	$425.8
						VENDOR TOTAL:	$425.8

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
MONARCH AUTO SUPPLY INC							
6981528303	06/07/21	$360.71		SMALL EQUPMENT PARTS			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$90.17
					07-01-6-671	MAINTENANCE AND SUPPLIES	$90.18
					08-11-6-671	MAINTENANCE AND SUPPLIES	$90.18
					08-21-6-671	MAINTENANCE AND SUPPLIES	$90.18
6981528304	06/07/21	$6.39		AIR HOSE FOR SHOP			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$1.59
					07-01-6-671	MAINTENANCE AND SUPPLIES	$1.60
					08-11-6-671	MAINTENANCE AND SUPPLIES	$1.60
					08-21-6-671	MAINTENANCE AND SUPPLIES	$1.60
6981525503	05/10/21	$26.20		BILLY GOAT/BLOWERS AIR FILTERS			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$6.55
					07-01-6-671	MAINTENANCE AND SUPPLIES	$6.55
					08-11-6-671	MAINTENANCE AND SUPPLIES	$6.55
					08-21-6-671	MAINTENANCE AND SUPPLIES	$6.55
6981526941	05/24/21	$495.84		A14 BRAKE JOB/416 SERPENTINE BELT			
					01-55-6-671	VEHICLE MAINTENANCE & SUPPLIES	$475.50
					01-48-6-671	VEHICLE MAINTENANCE & SUPPLIES	$20.34
6981526942	05/24/21	$73.44		P21 EXHAUST GAS TEMP SENSOR			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$18.36
					08-11-6-671	MAINTENANCE AND SUPPLIES	$18.36
					08-21-6-671	MAINTENANCE AND SUPPLIES	$18.36
					07-01-6-671	MAINTENANCE AND SUPPLIES	$18.36
6981526946	05/24/21	$62.99		PD 416 BELT TENSIONER			
					01-48-6-671	VEHICLE MAINTENANCE & SUPPLIES	$62.99
6981527019	05/24/21	$(73.44)		P21 EXHAUST GAS TEMP SENSOR RETURN			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$(18.36)
					08-11-6-671	MAINTENANCE AND SUPPLIES	$(18.36)
					08-21-6-671	MAINTENANCE AND SUPPLIES	$(18.36)
					07-01-6-671	MAINTENANCE AND SUPPLIES	$(18.36)
6981527688	06/01/21	$115.49		REFLECTIVE TAPE FOR TRUCKS/BARRICADES			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$28.88
					08-21-6-671	MAINTENANCE AND SUPPLIES	$28.87
					08-11-6-671	MAINTENANCE AND SUPPLIES	$28.8
					07-01-6-671	MAINTENANCE AND SUPPLIES	$28.
						VENDOR TOTAL:	$1,067.

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
MUNICIPAL ELECTRONICS DIVISION							
068192	05/24/21	$175.00		RADAR CERTIFICATIONS	01-48-6-670		$175.00
						VENDOR TOTAL:	$175.00
MUNICIPAL SYSTEMS LLC							
MS20210521	05/31/21	$300.00		MOVE/ABC MAY 2021	01-44-4-646	LOCAL ADJUDICATION SERVICES	$300.00
MS20210522	05/31/21	$325.00		MUNICIPAL OFFENSE SYSTEM MAY 2021	01-44-4-646	LOCAL ADJUDICATION SERVICES	$325.00
						VENDOR TOTAL:	$625.00
NICHOLAS KAUSAL							
061421	06/14/21	$700.00		2021 CLOTHING ALLOWANCE	01-48-3-612	UNIFORMS & RELATED SUPPLIES	$700.00
						VENDOR TOTAL:	$700.00
NICOR GAS							
39196092900 05192	05/19/21	$129.25		STERLING PUMP STATION GAS BILL 4/20/21-5/19/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$129.25
25186956857 05242	05/24/21	$39.70		WOODS LIFT STATION 4/22/21-5/21/21	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$39.70
72380610005 05242	05/24/21	$39.51		KEDZIE BOOSTER STATION GAS BILL	08-11-4-631	ELECTRIC, POWER, AND LIGHT	$39.51
96444410003 05212	05/21/21	$527.19		DPWSC GAS BILL 4/22/21-5/21/21	01-67-4-653	GAS BILL	$527.19
						VENDOR TOTAL:	$735.65
ORKIN EXTERMINATING COMPANY							
214422763	06/09/21	$114.00		PEST CONTROL-DPWSC	01-67-4-634	MISC SVCS	$114.00
214423530	06/09/21	$119.00		PEST CONTROL-VH	01-67-4-634	MISC SVCS	$119.00
						VENDOR TOTAL:	$233.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
PARAMEDIC SERVICES OF ILLINOIS INC							
7195	05/31/21	$40,967.38		CONTRACT FF/PM PERSONNEL-MAY 2021	01-49-4-650	CONTRACT FF/PM PERSONNEL	$40,967.38
7196	06/01/21	$42,300.00		CONTRACT FF/PM PERSONNEL-JUNE 2021	01-49-4-650	CONTRACT FF/PM PERSONNEL	$42,300.00
						VENDOR TOTAL:	$83,267.38
POMP'S TIRE SERVICE INC.							
310182978	05/10/21	$4,268.20		FD 119 TIRES	01-49-6-671	VEHICLE MAINTENANCE	$4,268.20
310184657	05/19/21	$4,201.00		SQD 19 TIRES	01-49-6-671	VEHICLE MAINTENANCE	$4,201.00
						VENDOR TOTAL:	$8,469.20
POSSIBILITY PLACE NURSERY							
337	04/26/21	$90.00		ARBOR DAY TREE	01-62-3-619	PROGRAM COMMODITIES	$90.00
						VENDOR TOTAL:	$90.00
PUBLIC SAFETY DIRECT, INC.							
97950	05/28/21	$84.00		JUNETEENTH BANNERS	01-41-4-653	MARKETING PROGRAMS	$84.00
						VENDOR TOTAL:	$84.00
RICHARD G. CRUSOR, JR.							
052721	05/27/21	$255.00		ADMIN HEARING OFFICER 5/13/21	01-44-4-646	LOCAL ADJUDICATION SERVICES	$255.00
61021	06/10/21	$270.00		5/27/21 ADMIN ADJUDICATION	01-44-4-646	LOCAL ADJUDICATION SERVICES	$270.00
						VENDOR TOTAL:	$525.00
ROSS GARRETT							
052521	05/25/21	$40.00		VEHICLE STICKER REFUND	01-00-2-420	VEHICLE STICKERS	$40.00
						VENDOR TOTAL:	$40.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
RR LANDSCAPE SUPPLY							
122020	05/20/21	$432.00		SOIL-GROUND REPAIRS			
					08-12-3-619	PROGRAM COMMODITIES	$144.00
					08-22-3-619	PROGRAM COMMODITIES	$144.00
					09-01-3-620	GROUND REPAIR MATERIAL	$144.00
122131	05/25/21	$163.50		SOD - 1801 HARVARD & CARROLL PARKWAY			
					01-62-3-619	PROGRAM COMMODITIES	$54.50
					08-12-3-619	PROGRAM COMMODITIES	$54.50
					08-22-3-619	PROGRAM COMMODITIES	$54.50
121868	05/13/21	$238.00		PLANTING MIX FOR CENTRAL PARKING LOT			
					40-32-6-677	MAINTENANCE AND REPAIRS	$238.00
121709	05/05/21	$135.00		COMPOST FOR VIADUCT LANDSCAPING			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$135.00
122037	05/20/21	$216.00		VIADUCT PLANTINGS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$216.00
121964	05/17/21	$243.00		VIADUCT PLANTINGS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$243.00
121692	05/05/21	$229.50		VIDAUCT PLANTINGS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$229.50
						VENDOR TOTAL:	$1,657.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
RUNCO OFFICE SUPPLY							
8270150	05/19/21	$27.99		PAPER-MERCHANT PARKING PLACARDS			
					01-43-3-609	LICENSE AND PERMIT SUPPLIES	$27.99
8286520	06/04/21	$35.14		RECOGNITION FRAMES			
					01-41-3-611	AWARDS AND PLAQUES	$35.14
8286521	06/08/21	$15.06		RECOGNITION FRAMES			
					01-41-3-611	AWARDS AND PLAQUES	$15.06
8280570	05/27/21	$70.31		WATER CLERK DATA BINDERS/GEN SUPPLY-CLASP ENV & LETTER OPENERS			
					01-42-3-601	OFFICE SUPPLIES	$7.39
					01-43-3-601	OFFICE SUPPLIES	$14.78
					01-45-3-601	OFFICE SUPPLIES	$1.48
					01-49-3-601	OFFICE SUPPLIES	$1.48
					01-53-3-601	OFFICE SUPPLIES	$4.42
					08-10-3-601	OFFICE SUPPLIES	$30.57
					08-20-3-601	OFFICE SUPPLIES	$10.19
8270840	05/19/21	$146.47		BINDERS/USB DRIVES			
					01-41-3-601	OFFICE SUPPLIES	$146.47
8269290	05/18/21	$191.94		POST IT NOTES/COPY PAPER			
					01-41-3-601	OFFICE SUPPLIES	$35.99
					01-42-3-601	OFFICE SUPPLIES	$21.00
					01-43-3-601	OFFICE SUPPLIES	$32.99
					01-45-3-601	OFFICE SUPPLIES	$18.60
					01-48-3-601	OFFICE SUPPLIES	$18.00
					01-49-3-601	OFFICE SUPPLIES	$18.60
					01-53-3-601	OFFICE SUPPLIES	$10.78
					01-55-3-601	OFFICE SUPPLIES	$18.00
					08-10-3-601	OFFICE SUPPLIES	$8.99
					08-20-3-601	OFFICE SUPPLIES	$8.99
8273570	05/21/21	$95.88		PICTURE FRAMES			
					01-49-3-601	OFFICE SUPPLIES	$95.88
						VENDOR TOTAL:	$582.79

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SANDENO EAST INC.							
6437	05/19/21	$158.25		ASPHALT			
					01-68-3-619	PROGRAM COMMODITIES	$39.57
					02-01-3-606	ASPHALT MIX	$39.56
					08-14-3-612	ASPHALT MIX	$39.56
					08-24-3-612	ASPHALT MIX	$39.56
6473	05/21/21	$105.50		ASPHALT			
					01-68-3-619	PROGRAM COMMODITIES	$26.37
					02-01-3-606	ASPHALT MIX	$26.38
					08-14-3-612	ASPHALT MIX	$26.38
					08-24-3-612	ASPHALT MIX	$26.37
6508	05/25/21	$79.13		ASPHALT			
					01-68-3-619	PROGRAM COMMODITIES	$19.79
					02-01-3-606	ASPHALT MIX	$19.78
					08-14-3-612	ASPHALT MIX	$19.78
					08-24-3-612	ASPHALT MIX	$19.78
						VENDOR TOTAL:	$342.88
SHARK SHREDDING INC.							
51429	06/07/21	$105.00		VH/PD SHREDDING SERVICES			
					01-42-4-634	OTHER MISCELLANEOUS SERVICES	$27.50
					01-48-3-611	SPECIAL POLICE COMMODITIES	$77.50
						VENDOR TOTAL:	$105.00
SOUND INCORPORATED							
D1354522	06/07/21	$261.00		ADDITION TO VIRTUAL MAILBOX			
					01-42-6-682	PHONE SYSTEM MAINTENANCE	$261.00
						VENDOR TOTAL:	$261.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SOUTH SUBURBAN MAYORS & MGRS							
2021192	06/04/21	$761.40		EAP PREMIUM 5/1/21-10/31/21			
					01-42-2-592	EAP & WELLNESS PROGRAMS	$42.30
					01-43-2-592	EAP & WELLNESS PROGRAMS	$84.60
					01-45-2-592	EAP & WELLNESS PROGRAMS	$14.10
					01-48-2-592	EAP & WELLNESS PROGRAMS	$296.10
					01-49-2-592	EAP & WELLNESS PROGRAMS	$70.50
					01-50-2-592	EAP & WELLNESS PROGRAMS	$56.40
					01-53-2-592	EAP & WELLNESS PROGRAMS	$14.10
					01-55-2-592	EAP & WELLNESS PROGRAMS	$28.20
					01-60-2-592	EAP & WELLNESS PROGRAMS	$155.10
						VENDOR TOTAL:	$761.40
SOUTHWEST DIGITAL PRINTING							
0521183	05/19/21	$48.35		DIGITAL PRINTS CHESTNUT HILLS			
					12-00-0-286	MISCELLANEOUS DEPOSITS	$48.35
						VENDOR TOTAL:	$48.35
STATE INDUSTRIAL PRODUCTS CORP							
902006096	06/02/21	$278.20		FLOOR CLEANER			
					01-49-3-616	CLEANING SUPPLIES	$278.20
						VENDOR TOTAL:	$278.20
STEVE GREENBERG							
052021	05/20/21	$100.00		PERMIT #17539 REFUND			
					01-00-2-430	BUILDING PERMITS	$100.00
						VENDOR TOTAL:	$100.00
STRAND ASSOCIATES, INC							
0171577	05/13/21	$1,831.32		CORROSION CONTROL STUDY PROF SERVICES APRIL 2021			
					08-11-7-771	WATER SUPPLY FEASIBILITY STUDY	$1,831.32
						VENDOR TOTAL:	$1,831.32
SUBURBAN LABORATORIES INC							
189437	05/28/21	$470.00		ROUTINE COLIFORM TESTING/DISINFECTANT BY-PRODUCTS TESTING			
					08-11-6-677	WATER FACILITY MAINTENANCE	$470.00
						VENDOR TOTAL:	$470.0

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SUZANNE MOREY							
060221	06/02/21	$9.90		WATER REFUND 1112 BRAEBURN RD	08-00-0-130	ACCOUNTS RECEIVABLE - BILLED	$9.90
						VENDOR TOTAL:	$9.90
THE COP FIRE SHOP							
202758	05/20/21	$23.00		KOPEC FLOSSMOOR PATCHES	01-49-3-612	UNIFORMS & RELATED SUPPLIES	$23.00
202845	05/10/21	$207.90		PIATTONI UNIFORM	01-49-3-612	UNIFORMS & RELATED SUPPLIES	$207.90
203005	06/07/21	$103.00		SLAYTON UNIFORM	01-49-3-612	UNIFORMS & RELATED SUPPLIES	$103.00
						VENDOR TOTAL:	$333.90
THOMAS GREANEY							
052121	05/21/21	$40.00		VEHICLE STICKER REFUND	01-00-2-420	VEHICLE STICKERS	$40.00
						VENDOR TOTAL:	$40.00
THOMSON REUTERS-WEST							
844441449	06/01/21	$303.88		INFO CHARGES MAY 2021	01-48-4-630	PROFESSIONAL SERVICES	$303.88
844532707	06/04/21	$201.88		SUBSCRIPTION-IL LAW & PROCEDURE	01-48-3-602	BOOKS AND MAPS	$201.88
						VENDOR TOTAL:	$505.76
TRAFFIC CONTROL &							
107029	05/25/21	$261.40		TRAFFIC SIGNS	02-01-3-610	STREET SIGNS	$261.40
						VENDOR TOTAL:	$261.40

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
TRIBUNE MEDIA GROUP							
037245689000	05/31/21	$2,993.51		ADVERTISING MAY 2021-PUBLIC HEARINGS & NOTICE/RECRUITMENT			
					01-45-4-638	ADVERTISING	$181.51
					01-45-4-638	ADVERTISING	$79.50
					01-45-4-638	ADVERTISING	$78.00
					01-45-4-638	ADVERTISING	$81.00
					01-60-4-638	ADVERTISING	$1,205.00
					01-60-4-638	ADVERTISING	$1,205.00
					01-60-4-638	ADVERTISING	$90.00
					01-45-4-638	ADVERTISING	$73.50
						VENDOR TOTAL:	$2,993.51
UDO'S PROFESSIONAL CAR WASH							
264	06/07/21	$66.50		PD CAR WASHES MAY 2021			
					01-48-6-671	VEHICLE MAINTENANCE & SUPPLIES	$66.50
						VENDOR TOTAL:	$66.50
UNITED PARCEL SERVICE							
0000F36604211	05/22/21	$31.19		WASTE MANAGEMENT/ETERNALLY GREEN/GO PAINTERS/SMITTY'S TREE SERVICE			
					01-55-3-603	POSTAGE	$5.66
					01-55-3-603	POSTAGE	$9.03
					01-55-3-603	POSTAGE	$10.84
					01-55-3-603	POSTAGE	$5.66
0000F36604201	05/15/21	$15.70		BID PACKET TO CRYDER			
					01-55-3-603	POSTAGE	$15.70
						VENDOR TOTAL:	$46.89
USA BLUE BOOK							
619991	06/01/21	$38.48		SIGNAGE FOR PUMP STATIONS			
					08-11-6-677	WATER FACILITY MAINTENANCE	$38.48
619783	06/01/21	$168.31		SIGNAGE FOR PUMP STATIONS			
					08-11-6-677	WATER FACILITY MAINTENANCE	$168.31
						VENDOR TOTAL:	$206.79

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
UTERMARK & SONS							
62114	06/08/21	$75.00		LAWN CUTTING 1835 HOLLY LANE			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
62115	06/08/21	$75.00		LAWN CUTTING 910 ASH			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
62121	06/10/21	$75.00		LAWN CUTTING 2102 CUMMINGS LANE			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
62122	06/10/21	$75.00		LAWN CUTTING 2928 BALMORAL CR			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
61881	05/25/21	$75.00		LAWN CUTTING 2947 FLOSSMOOR RD			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
62057	05/28/21	$75.00		LAWN CUTTING 18943 CRAWFORD			
					01-64-4-653	CODE ENFORCE MOWING SERVICES	$75.00
						VENDOR TOTAL:	$450.00
VAN DRUNEN FORD CO							
35390	05/25/21	$61.08		P21 EXHAUST GAS TEMP SENSOR			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$20.36
					08-11-6-671	MAINTENANCE AND SUPPLIES	$20.36
					08-21-6-671	MAINTENANCE AND SUPPLIES	$20.36
35607	06/07/21	$30.54		P21 BRAKE REPAIR			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$7.63
					07-01-6-671	MAINTENANCE AND SUPPLIES	$7.63
					08-11-6-671	MAINTENANCE AND SUPPLIES	$7.64
					08-21-6-671	MAINTENANCE AND SUPPLIES	$7.64
						VENDOR TOTAL:	$91.62
VILLAGE OF HOMEWOOD							
9988-2	05/06/21	$2,760.00		BALANCE FROM ORIGINAL BILLING-LAB SAMPLES			
					08-11-7-771	WATER SUPPLY FEASIBILITY STUDY	$2,760.00
9991	05/17/21	$112,374.26		HOMEWOOD WATER BILL 3/26/21-5/1/21			
					08-11-4-635	HOMEWOOD-LAKE MICHIGAN WATER	$129,076.70
					08-11-4-636	HOMEWOOD-OPER & MTCE CHARGES	$(16,702.44)
						VENDOR TOTAL:	$115,134.26

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
VISION SERVICE PLAN							
812337587	05/17/21	$1,065.63		JUNE 2021 PREMIUM			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$333.58
					01-42-2-590	HEALTH INSURANCE PREMIUM	$51.24
					01-43-2-590	HEALTH INSURANCE PREMIUM	$117.13
					01-48-2-590	HEALTH INSURANCE PREMIUM	$314.78
					01-49-2-590	HEALTH INSURANCE PREMIUM	$51.24
					01-50-2-590	HEALTH INSURANCE PREMIUM	$51.24
					01-55-2-590	HEALTH INSURANCE PREMIUM	$14.64
					01-60-2-590	HEALTH INSURANCE PREMIUM	$131.78
						VENDOR TOTAL:	$1,065.63
ZARLENGO ASPHALT PAVING							
060321	06/03/21	$100.00		PERMIT #PW21-0020 REFUND-2835 FLOSSMOOR RD			
					01-00-4-456	PUBLIC WORKS INSPECTION FEES	$100.00
						VENDOR TOTAL:	$100.00
Z-FORCE TRANSPORTATION, INC.							
21180144	05/11/21	$200.38		DELIVERY-STOCK STONE			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$100.19
					08-13-3-619	PROGRAM COMMODITIES	$100.19
21180297	05/19/21	$184.80		DELIVERY-STOCK STONE			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$92.40
					08-13-3-619	PROGRAM COMMODITIES	$92.40
21180145	05/11/21	$1,225.00		HAUL SPOIL/CLEAN FILL			
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$612.50
					08-13-3-619	PROGRAM COMMODITIES	$612.50
						VENDOR TOTAL:	$1,610.18

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/22/21

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount

Total Amount Being Paid: $444,610.69
Total Number of Invoices: 180

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/C
ABETTER	A BETTER DOOR & DOCK SERVICES	Y	(1) 360.00	(0) 0.00	360.
AIRONEEQ	AIR ONE EQUIPMENT INC	N	(1) 145.00	(0) 0.00	145.
AIRGASUS	AIRGAS USA, LLC	N	(2) 128.25	(0) 0.00	128.
MATSONAL	ALLISON MATSON	N	(2) 290.78	(0) 0.00	290.
APWA	AMERICAN PUBLIC WORKS ASSN	N	(1) 540.00	(0) 0.00	540.
ANDRESME	ANDRES MEDICAL BILLING, LTD	Y	(1) 1,548.11	(0) 0.00	1,548.
ANDREWMC	ANDREW MCCANN LAWN SPRINKLER	N	(1) 460.00	(0) 0.00	460.
ANDREWS	ANDREWS PRINTING LLC	Y	(1) 434.00	(0) 0.00	434.
BAXTER&W	BAXTER & WOODMAN, INC.	N	(2) 34,719.22	(0) 0.00	34,719.
BCBSIL	BCBSIL	N	(1) 100,519.96	(0) 0.00	100,519.
BENISTAR	BENISTAR	N	(2) 3,640.00	(0) 0.00	3,640.
BLACKBUR	BLACKBURN MFG. CO.	N	(1) 630.91	(0) 0.00	630.
BCBSILL	BLUE CROSS BLUE SHIELD OF IL	N	(1) 277.92	(0) 0.00	277.
CANONSOL	CANON SOLUTIONS AMERICA , INC.	N	(4) 467.69	(0) 0.00	467.
CCP	CCP INDUSTRIES, INC.	N	(1) 53.82	(0) 0.00	53.
CHANDLER	CHANDLER SERVICES INC	N	(4) 3,449.80	(0) 0.00	3,449.
CHICOMM	CHICAGO COMMUNICATIONS, LLC.	Y	(1) 94.80	(0) 0.00	94.
COM4037	COMED	N	(1) 3,051.91	(0) 0.00	57.
CONSERV	CONSERV FS, INC.	N	(1) 205.08	(0) 0.00	205.
CONSTELL	CONSTELLATION NEWENERGY, INC.	N	(4) 3,359.26	(0) 0.00	3,359.
CORE&MAI	CORE & MAIN LP	Y	(1) 705.99	(0) 0.00	705.
CROSSMAR	CROSSMARK PRINTING, INC.	N	(1) 2,211.27	(0) 0.00	2,211.
CURRENT	CURRENT TECHNOLOGIES CORP	N	(1) 23,400.00	(0) 0.00	23,400.
WEAVERD	DANIEL WEAVER	N	(1) 700.00	(0) 0.00	700.
WALANOD	DAVID WALANO	N	(1) 75.00	(0) 0.00	75.
LENCIONI	DAWN LENCIONI-KORTUM	N	(1) 60.00	(0) 0.00	60.
EAGLEUNI	EAGLE UNIFORM CO INC	N	(3) 336.40	(0) 0.00	336.4
EASYPERM	EASYPERMIT POSTAGE	N	(1) 1,186.38	(0) 0.00	1,186.3
EBELSACE	EBEL'S ACE HARDWARE	N	(3) 49.69	(0) 0.00	49.6
EASTJORD	EJ USA INC.	N	(1) 2,072.70	(0) 0.00	2,072.7
ELEVATOR	ELEVATOR INSPECTION SVC CO INC	N	(1) 1,024.00	(0) 0.00	1,024.0
ESO	ESO SOLUTIONS INC.	N	(1) 3,820.75	(0) 0.00	3,820.7
EVTECH	EVT TECHNOLOGIES	N	(1) 893.70	(0) 0.00	893.7
FITZSIMM	FITZSIMMONS	N	(1) 15.00	(0) 0.00	15.0
FRONTLIN	FRONTLINE PUB SAFETY SOLUTIONS	Y	(1) 1,000.00	(0) 0.00	1,000.0
GALLS	GALLS, LLC	N	(4) 316.69	(0) 0.00	316.6
GASKILL	GASKILL & WALTON	N	(1) 1,345.00	(0) 0.00	1,345.0
GBJSALES	GBJ SALES, LLC	Y	(1) 175.20	(0) 0.00	175.2
GOVHR	GOVHR USA, LLC	Y	(1) 750.00	(0) 0.00	750.0
GRANICUS	GRANICUS	N	(1) 414.75	(0) 0.00	414.7
GREENGLE	GREEN GLEN NURSERY, INC.	N	(1) 3,229.50	(0) 0.00	3,229.5
GUARDIAN	GUARDIAN LIFE INSURANCE CO.	N	(1) 6,153.12	(0) 0.00	6,153.1
LEHIGHHA	HANSON AGGREGATES MIDWEST INC	N	(1) 320.46	(0) 0.00	320.4
HELSEL	HELSEL-JEPPERSON ELECTRICAL	N	(1) 36.68	(0) 0.00	36.6
HOLLANDP	HOLLAND PRINTING INC	N	(2) 60.00	(0) 0.00	60.00

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/C
HOMECLEA	HOME CLEANING CENTERS -AMERICA	N	(1) 2,704.00	(0) 0.00	2,704.
HOMEWOOD	HOMEWOOD DISPOSAL SERVICE INC	N	(5) 1,545.72	(0) 0.00	1,545.
ICMA	ICMA MEMBERSHIP RENEWALS	N	(1) 1,157.41	(0) 0.00	1,157.
ILCPAFOU	ILLINOIS CPA SOCIETY	N	(1) 355.00	(0) 0.00	355.
INVOICE	INVOICE CLOUD	N	(1) 124.85	(0) 0.00	124.
WOLFJACK	JACK WOLF	N	(1) 33.08	(0) 0.00	33.
ORRASSOC	KATHLEEN FIELD ORR & ASSOCIATE	Y	(1) 308.00	(0) 0.00	308.
M&J2	M&J UNDERGROUND, INC.	N	(1) 2,900.00	(0) 0.00	2,900.
M.E.SIMP	M.E. SIMPSON COMPANY, INC.	N	(1) 475.00	(0) 0.00	475.
MATTHEWO	MATTHEW O'SHEA CONSULTING INC.	N	(1) 2,750.00	(0) 0.00	2,750.
MENARDS	MENARDS	N	(3) 811.51	(0) 0.00	811.
MENARDHM	MENARD'S-HOMEWOOD	N	(3) 925.32	(0) 0.00	925.
METROMAY	METROPOLITAN MAYORS CAUCUS	N	(1) 425.88	(0) 0.00	425.
MONARCH	MONARCH AUTO SUPPLY INC	N	(8) 1,067.62	(0) 0.00	1,067.
MUNICELE	MUNICIPAL ELECTRONICS DIVISION	Y	(1) 175.00	(0) 0.00	175.
MUNICSYS	MUNICIPAL SYSTEMS LLC	N	(2) 625.00	(0) 0.00	625.
KAUSAL	NICHOLAS KAUSAL	N	(1) 700.00	(0) 0.00	700.
NICOR-4	NICOR GAS	N	(4) 735.65	(0) 0.00	735.
ORKIN	ORKIN EXTERMINATING COMPANY	N	(2) 233.00	(0) 0.00	233.
PARAMEDICS	PARAMEDIC SERVICES OF ILLINOIS I	N	(2) 83,267.38	(0) 0.00	83,267.
POMPS	POMP'S TIRE SERVICE INC.	N	(2) 8,469.20	(0) 0.00	8,469.2
POSSIBIL	POSSIBILITY PLACE NURSERY	N	(1) 90.00	(0) 0.00	90.0
PUBSAFET	PUBLIC SAFETY DIRECT, INC.	N	(1) 84.00	(0) 0.00	84.0
CRUSOR	RICHARD G. CRUSOR, JR.	Y	(2) 525.00	(0) 0.00	525.0
GARRETTR	ROSS GARRETT	N	(1) 40.00	(0) 0.00	40.0
RRLAND	RR LANDSCAPE SUPPLY	Y	(7) 1,657.00	(0) 0.00	1,657.0
RUNCO	RUNCO OFFICE SUPPLY	N	(7) 582.79	(0) 0.00	582.7
SANDENO	SANDENO EAST INC.	N	(3) 342.88	(0) 0.00	342.8
SHARK	SHARK SHREDDING INC.	N	(1) 105.00	(0) 0.00	105.0
SOUND	SOUND INCORPORATED	N	(1) 261.00	(0) 0.00	261.0
SSMMA	SOUTH SUBURBAN MAYORS & MGRS	N	(1) 761.40	(0) 0.00	761.4
SWPRINT	SOUTHWEST DIGITAL PRINTING	N	(1) 48.35	(0) 0.00	48.3
STATECHE	STATE INDUSTRIAL PRODUCTS CORP	N	(1) 278.20	(0) 0.00	278.2
GREENBERGS	STEVE GREENBERG	N	(1) 100.00	(0) 0.00	100.0
STRAND	STRAND ASSOCIATES, INC	N	(1) 1,831.32	(0) 0.00	1,831.3
SUBLABOR	SUBURBAN LABORATORIES INC	Y	(1) 470.00	(0) 0.00	470.0
MOREYSUZ	SUZANNE MOREY	N	(1) 9.90	(0) 0.00	9.9
THECOPFI	THE COP FIRE SHOP	N	(3) 333.90	(0) 0.00	333.9
GREANEYT	THOMAS GREANEY	N	(1) 40.00	(0) 0.00	40.0
THOMWEST	THOMSON REUTERS-WEST	N	(2) 505.76	(0) 0.00	505.7
TRAFFICC	TRAFFIC CONTROL &	N	(1) 261.40	(0) 0.00	261.4
TRIBUNE2	TRIBUNE MEDIA GROUP	N	(1) 2,993.51	(0) 0.00	2,993.5
UDOS	UDO'S PROFESSIONAL CAR WASH	N	(1) 66.50	(0) 0.00	66.5
UPS	UNITED PARCEL SERVICE	N	(2) 46.89	(0) 0.00	46.8
USABLUE	USA BLUE BOOK	N	(2) 206.79	(0) 0.00	206.79

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/Cl
UTERMARK	UTERMARK & SONS	N	(6) 450.00	(0) 0.00	450.(
VANDRUNE	VAN DRUNEN FORD CO	N	(2) 91.62	(0) 0.00	91.(
VILHMD	VILLAGE OF HOMEWOOD	N	(2) 115,134.26	(0) 0.00	115,134.:
VISION	VISION SERVICE PLAN	N	(1) 1,065.63	(0) 0.00	1,065.(
ZARLENGO	ZARLENGO ASPHALT PAVING	N	(1) 100.00	(0) 0.00	100.(
ZFORCE	Z-FORCE TRANSPORTATION, INC.	N	(3) 1,610.18	(0) 0.00	1,610.:
	Grand Totals:		Total: 180 444,610.69	Total: 0 0.00	

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/11/21

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SAM'S CLUB/SYNCHRONY BANK							
060221	06/02/21	$492.07		DPW: COFFEE SUPPLIES EXEC: APPLES-WELLNESS COMMITTEE PD: OFFICE/KITCHEN SUPPLIES			
					01-67-3-605	OPERATING SUPPLIES	$294.45
					01-42-4-633	WELLNESS COMMITTEE	$78.50
					01-48-3-601	OFFICE SUPPLIES	$91.16
					01-48-3-611	SPECIAL POLICE COMMODITIES	$27.96
						VENDOR TOTAL:	$492.07
YOU MATTER 2							
060821	06/08/21	$2,000.00		JUNETEENTH FESTIVAL SPONSORSHIP			
					01-41-4-652	COMMUNITY SERVICE ACTIVITIES	$2,000.00
						VENDOR TOTAL:	$2,000.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/11/21

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount

Total Amount Being Paid: $2,492.07
Total Number of Invoices: 2

VENDOR ACTIVITY REPORT FOR VILLAGE OF FLOSSMOOR
Activity From 06/11/2021 To 06/11/2021

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/C
SAMSCLU	SAM'S CLUB/SYNCHRONY BANK	N	(1) 492.07	(1) 492.07	0.
YOUMATTER	YOU MATTER 2	N	(1) 2,000.00	(1) 2,000.00	0.
	Grand Totals:		Total: 2 2,492.07	Total: 2 2,492.07	

TO: Bridget Wachtel, Village Manager
FROM: Robert Kopec, Fire Chief
DATE: June 21, 2021
SUBJECT: Fire Department Vehicle Purchase

FLOSSMOOR

The Fire Department has recently analyzed the capital equipment replacement fund and has begun replacing Car 119, assigned to the Assistant Fire Chief as noted in the FY21-22 budget. It is my current recommendation that we replace the existing 2013 Ford Explorer Interceptor with a 2021 Ford Expedition.

As pointed out by the Police Department, the pandemic has created a strain on purchasing vehicles based on the shortage of manufacturing parts and increased costs for purchasing. Based on these factors, the estimated delivery time is approximately 28 weeks. With this information, we feel it necessary to get this acquisition completed.

The fire department is authorized under the FY 21-22 budget to replace Car 119 in the amount of $43,000. This purchase was deferred from the last fiscal cycle due to the pandemic and will replace our 2013 Ford explorer (Vin# 1FM5K8AR4DGC91896) with approximately 110,000 miles and nine years of service.

We have identified the vehicle that will fit the operational needs of our department as the 2021 Ford Expedition. The Expedition is a full-size four-wheel-drive vehicle that will provide the necessary space to accommodate the equipment required in a command vehicle. Based on the implementation of our regional training program, we instituted a modernized approach to how incident command system should be utilized. Within this modernization, we have implemented additional command staff assigned to the command vehicle to assist with communication and tracking of resources and personnel. With this approach in mind, it is imperative to have enough space to efficiently and safely run incident command of an emergency incident. Included in this vehicle pricing is a warranty option for a bumper-to-bumper warranty for seven years or 100,000 miles. With this option, we would reduce repair costs by purchasing this extended warranty option for $1,715. The purchase of this warranty option would cover the fire department's expected life cycle based on the seven-year capital replacement cycle for staff vehicles.

We have recognized the Suburban Purchasing Cooperative (SPC) as the lowest bid for this vehicle, as equipped, including the extended warranty at $48,532. The low bid dealer for the SPC is Kunes Country Ford of Antioch. We are asking for a budget amendment in the amount of $5,532 to line 16-01-7-749 to offset the difference in cost. Outfitting and lighting will take place upon delivery of the vehicle through the FY21-22 fire department operating budget.

We intend to either trade-in through the dealer or sell outright the existing 2013 Ford Explorer through the OSFM surplus program to another fire department. Kunes Country Ford of Antioch will not provide us a trade-in price until closer to delivery because of the fluctuations and demand currently experienced in the used automobile market. By selling this vehicle, it will help offset the difference in the cost. Therefore, in consideration of this information, we ask that the Mayor and Board of Trustees approve the purchase of a 2021 Ford Expedition through Kunes Country Ford of Antioch, the low bid dealer of the Suburban Purchasing Cooperative, in the amount of $48,532, amend 16-01-7-749 by $5,532 and authorize the Village Manager to either trade in or sell the 2013 Ford Explorer as described above depending upon which option is more favorable to the Village.

TO: Bridget Wachtel, Village Manager
FROM: Robert Kopec, Fire Chief
DATE: June 21, 2021
SUBJECT: Part Time Pay Structure- Fire Department

FLOSSMOOR

In an effort to maintain adequate staffing I feel it is time to restructure the part time pay program. The current pay structure combined with the paramedic shortage is making it very difficult to fill part-time shifts. Currently, our daily minimum guaranteed staffing is three personnel, comprised of one full time Captain and two contract FF/PM. We also budget for one part time firefighter/ paramedic and one Paid-on-Call (P.O.C.) who may have no qualifications or be semi- qualified. Our ability to responded effectively and safely with limited personnel is difficult especially in multiple call and fire situations.

Ideally, we would staff four to five personnel per shift to respond to emergencies. This staffing model provides compliance with the OSHA two-in-two-out standard, allows us to handle multiple ambulance calls, and/or provide aid to our neighbors while maintaining coverage for our residents and effectively work a patient in cardiac arrest. To maintain the four to five personnel per day we rely on our part time program to provide additional staffing. Because of the shortage in the labor market, unfortunately, many of these part time shifts are vacant or filled by uncertified P.O.C's causing us to operate with only three qualified personnel.

To increase our ability to hire and maintain adequate part time staffing while we are in the middle of a paramedic shortage I recommend an hourly salary increase to $23.00 per hour for firefighter/ paramedics. The increased pay rate would put us at the highest pay rate for part time paramedics in our local area. With no end in sight for the paramedic shortage we simply need to attract additional paramedics as most of our calls are for EMS services. In addition to the new rate I have also recommended a pay rate of $18.00 per hour for single-role paramedics. Single-role paramedics are not certified as a firefighter but can provide the much need medical staffing on our ambulances while we continue to work towards attaining their fire certifications. Once we get them processed, hired and trained we need to retain them. The intent is that the increased pay rate would accomplish both and entice them to work additional hours.

Another change currently being implemented to further increase our operational efficiency is our ability to run "one- and- one" on our ambulances. This program will allow us to staff our ambulances with one paramedic and one EMT. This program is new to our organization and will allow us to utilize firefighter/ EMT's. This pool of candidates is more abundant compared to paramedics and can be utilized on both the fire and EMS side. The addition of this pay class is new to us and will provide much needed qualified part time staffing. My recommended pay rate is $18.00 per hour. Again, I structured the rate on the higher side as compared to other part time programs to attract experienced qualified FF/EMT's and retain them.

While I am focused on increasing our day to day operations I also have a desire to continue to attract, train and hire the next generation of fire service professionals. To continue the tradition of our organization and develop the next generation, I recommend $14.75 per hour for P.O.C personnel who are qualified to work part- time shifts. A P.O.C, certified as an EMT or firefighter is eligible to work part time shifts only if a vacancy of a qualified part time position exists. The personnel eligible to work this position can provide staffing assistance on either the fire or EMS side based on their specific certification.

The increase in daily staffing will also allow our Captains to operate more efficiently. Currently, on days that we are at minimum staffing of three personnel they need to function as a firefighter/ paramedic and in some case the driver/ operator of the fire apparatus. This truly removes them from their overall duties as the shift supervisor and/or Incident Commander. The increase in qualified personnel that we hope to achieve with a more attractive pay structure will have a direct result in their ability to effectively manage emergency incidents resulting in a safer, more efficient operation. In multiple call situations they will have the ability to maintain a level of service to our community by ensuring the next call for service is covered.

I have included the current pay rates for certified firefighter/ paramedics from a few comparable part time organizations for review.

Fire Department/ District	FF/ PM Hourly Rate	Stipend
Homewood	$20.00	
Oak Forest	$20.00	$1.00 p/hr. weekends
Monee	$17.00- $20.06	$2.00 p/hr. weekends
Beecher	$18.75	
Crete Township	$21.00	
Forest View	$21.50	
Westmont	$22.00	

Here is a summary of the proposed changes compared to the current pay structure. If the Board is in agreement, we will ask the Board to adopt the new salary schedule at an upcoming Board meeting. Upon, approval, we will begin the implementation process upon Finance completing the pay roll set up and beginning with the start of a new pay period.

The chart below only reflects those part-time positions for which we are seeking a rate change.

Position/ Certification	Proposed Rate	Current rate
• Firefighter/ Paramedic • Engineer	$23.00	$22.45
• Firefighter/ EMT • Paramedic (single role)	$18.00	$12.32- $17.21
• Firefighter • EMT	$14.75	$11.22- $12.32
• Summer Help • Candidates	$11.00	$11.00

An updated and complete Fire Department part-time pay schedule as outlined in the annual budget is attached.

VILLAGE OF FLOSSMOOR
FIRE DEPARTMENT
PART-TIME SALARIES

Position	Number	Eligible For ATB Increase	Pay Type	Wage Rate	Annual Hours	Budget FY 21-22	Dept. Totals
Fire							
Summer Help	2	No	Hourly	11.00	810	8,918	
Duty Shift-Plan I Commander	10	Yes	Hourly	25.66			
Duty Shift-Plan II FF/PM or Eng.	28	Yes	Hourly	23.00			
Duty Shift-Plan III FF/EMT or PM	5	Yes	Hourly	18.00			
Duty Shift-Plan IV FF or EMT	3	Yes	Hourly	14.75			
Duty Shift-Plan V Candidates	1	Yes	Hourly	11.00	6,264		
~~Duty Shift-Plan VI~~	~~1~~	~~Yes~~	~~Hourly~~	~~11.22~~			
~~Duty Shift-Sat & Sun~~	~~42~~	~~Yes~~	~~Hourly~~	~~12.22-23.45~~	2,496		
~~Duty Shift-Commdr Sat & Sun~~	~~6~~	~~Yes~~	~~Hourly~~	~~26.66~~		337,724	
Mechanic	0	Yes	Hourly	37.67		0	
Mechanic Helper	1	Yes	Hourly	35.36	85	3,000	
Temporary Assistant	1	Yes	Hourly	19.53	196	3,843	
Paramedic- 0-3 yrs (85%)	6	No	Monthly	180.35			
Paramedic- 4-8 yrs	5	No	Monthly	212.17			
Paramedic- > 8 yrs	11	No	Monthly	245.91	12	55,800	
EMT- 0-3 years (85%)	10	No	Monthly	90.17			
EMT- 4-8 years	4	No	Monthly	106.08			
EMT- > 8 years	6	No	Monthly	122.95	8		
Photography Coord.	1	Yes	Annual	3,374	1	3,374	
Fire & Paramedic Calls	all	No	Per call/point				
-Lieutenant				18.00			
-Engineer				15.00			
-Firefighter Paramedic				12.00			
-Firefighter EMT				11.00			
-Firefighter or EMT		(per call-not hourly)		10.00			
-Candidate		(per call-not hourly)		9.25	4,930	58,000	470,65

TO: Bridget Wachtel, Village Manager
FROM: Scott Bordui, Finance Director
DATE: June 21, 2021
SUBJECT: Employee Insurance Renewals

FLOSSMOOR

The Village's current terms with its health, dental, vision and life insurance providers, Blue Cross Blue Shield (BCBS), Guardian, Vision Service Plan and Dearborn National; respectively, are set to expire on June 30, 2021.

Renewal Summary

We know through multiple renewal processes that it is difficult to obtain final numbers much earlier than mid to late May. The renewal process this year was managed by Mike Wojcik and Kellie Shanklin of The Horton Group. I am pleased to share that this was a generally simple renewal year with news that was generally fantastic in all aspects. The initial health renewal came in late April at an average decrease of 0.21% which included applicable Affordable Care Act (ACA) taxes and fees. The initial decrease was unexpected, within budget and good news. However, Mike and Kellie felt that additional negotiating could result in Horton getting us an even lower rate. We felt it would be worthwhile to give them the time to do so. As a result, Horton has spent significant additional time negotiating with BCBS and has been able to obtain rates which result in a health insurance decrease of 3.04% based on current plan designs. Horton was able to obtain this pricing while maintaining current plan designs. This is the largest decrease we've had since 2011 when our Wellness program was in its infancy. The renewal rate is an excellent rate given medical trends, COVID-19 uncertainties and other renewal rates Horton has observed. The medical changes by tier ranged from 7.1% decreases-0.9% increases depending on the plan with HMO rates ranging from 1.4%-5.0% decreases, PPO rates ranging from 1.6%-7.1% decreases and HSA rates ranging from 2.7% decreases-0.9% increases. Due largely to demographic enrollment shifts, there were rate decreases in the single, employee plus spouse, employee plus child (except for HSA plan) and family categories. The total average decrease in medical rates based on our census was 3.04%. Dental rates proposed by Guardian resulted in an increase. The good news is that MetLife proposed a decrease in premiums of 17.3% this year with a 6% cap in year 2. Vision rates from VSP continue the good news no increases. The total average decrease across all plans will be 3.44%. Without the pending PSEBA applicant, the total average would have actually been a decrease of 3.59%.

Given that the Village was able to achieve an overall 8.3% reduction in year one with BCBS including medical and dental with subsequent annual medical increases limited to an average of 11.5%, 9.7%, 18.5%, 18.5%, 3.9% (reduction), 1.7%, 4.8%, 4.2%, 3.9%, 5.9%, 5.9%, 0.1%, 0.6% (reduction), and 2.0% (reduction) last year our 16-year experience with BCBS has been very good and well below medical inflation. The following chart compares our overall BCBS experience to our budget.

Coverage Year	Overall +Inc/-Dec	Budget	Difference +Over/-Under
2006-07	- 8.3%	+15.0%	-23.3
2007-08	+11.5%	+15.0%	- 3.5
2008-09	+ 9.7%	+15.0%	- 5.3
2009-10	+18.5%	+15.0%	+ 3.5
2010-11	+18.5%	+15.0%	+ 3.5
2011-12	- 3.9%	+18.5%	-22.4
2012-13	+ 1.7%	+12.0%	-13.9
2013-14	+ 4.8%	+25.0%	-20.2
2014-15	+ 4.2%	+13.7%	- 9.5
2015-16	+ 3.9%	+12.0%	- 8.1
2016-17	+ 5.9%	+10.0%	- 4.1
2017-18	+ 5.9%	+10.0%	- 4.1
2018-19	+ 0.1%	+11.0%	-10.9
2019-20	- 0.6%	+ 7.25%	-7.85
2020-21	- 2.0%	+ 7.25%	-9.25
2021-22	- 3.0%	+ 6.50%	-9.50

The 3.44% average total decrease with the medical component at 3.04% is well below medical inflation trends and the Village's budgeted increase of 6.50%. The attached spreadsheet provides detail on the decrease. At the time of budget development, most renewals in the market were resulting in increases above 11.0%. Our timing has been fortunate and many of the changes we have made over the last 9-11 years have paid off in a big way. In fact, attached is a chart comparing Village renewals (thru this year and inclusive of census changes) back to 2011 to the PWC medical trend rates. The cumulative increase to the Village was approximately 17% vs. the trend at 81%; strong objective quantification of the success of the financial strategies and innovations we have implemented over that time period. Based on our current census and with the proposed modifications in benefit levels, the impact on the FY 22 budget of the unexpected rate decrease is estimated at approximately $85,000; tremendous budget news.

<u>Patient Protection and Affordability Care Act (ACA) & Taxes and Fees</u>

ACA provisions do remain in effect as efforts to totally repeal and replace ACA have not materialized and likely won't materialize under the Biden administration. However, many modifications have passed; the most significant of which was the repeal of the Cadillac Tax. Nevertheless, we continue to function under ACA and decisions as well as future strategies are made as such.

Offsetting the excellent budget news is the continuing impact of the taxes and fees imposed by

ACA which were effective January 1, 2014. The projected impact of the new taxes and fees that were effective in 2014 was approximately $36,000 annualized. The taxes and fees so far have been and will continue to ultimately be passed on to the Village in the form of higher premiums. There are changes to tax and fee rates for 2021 and 2022.

The 2021 and 2022 taxes and fees will be as follows:

-Patient Centered Outcomes Research Institute (PCORI) Fee – fee to fund health care reform research began in 2013; $2.54 per life in 2020 and thru 7-31-21; included in premiums; BCBS files reporting.
-Health Exchange Reinsurance Fee – repealed in 2021.
-Medical Device Tax – repealed in 2020.
-Cadillac Tax – repealed in 2020.

Other taxes and fees that remain and could impact the Village either directly or indirectly include additional Medicare tax, pharmacy manufacturer tax, insurance carrier exchange entry fee, and employer mandates with associated penalties (e.g. affordability test).

Unrelated to ACA, but new in 2020 was the Managed Care Organization Provider Claims Assessment Act. This Act applies a fee to non-Medicaid MCOs or HMOs at a rate of $2.40 per member, per month. The fee is included in premiums and BCBS files reporting.

The impact thus far on cost sharing is that the Village has been able to share the cost of the taxes and fees with all employees (20% share or defined contribution) since the costs have been included in premiums. It is uncertain the impact on cost sharing if future taxes and fees are paid directly by the Village rather than thru premiums. This uncertainty is due to current language in the FOP contract and further review is needed before a conclusion can be reached.

BCBS Health Plan Design and Offerings

Along with the good news on premiums is that the Village was able to maintain its core plan designs with only a few minor changes related to prescription drugs and HSA deductibles/out of pockets. The Village made some rather significant plan design changes in 2015 including raising the HMO co-payment model, the PPO deductibles to $500 & $1,500 levels, the HSA embedded deductible from $2,500 to $2,600 (IRS mandate), out of pocket maximum increases across all plans and prescription co-payments to a $10/$40/$60 model across all plans with a new cap on prescription out of pocket costs. The embedded deductible last increased in 2020 to $2,800 per IRS mandate. We are pleased that we were able to retain the base plan designs this year with while achieving an overall premium decrease. The Village continues to offer a Health Savings Account (HSA) plan along with an employer contribution as an incentive to employees to switch from the PPO plan. The premium differential with the HMO plan is generally not enough to motivate a switch to HSA. However, the defined contribution cost sharing model implemented in 2017 has resulted and encouraged employees to think more like consumers. As a result, we now have 20 employees; just short of our highest (21) participation to date, that have switched to the HSA. Due to ACA impacts, the second PPO offering with a $1,500 deductible also continues to be offered with the current renewal.

BCBS also offered a new product option this year called Blue Choice Options. This effectively creates a two-tier network plan within the PPO and the HSA. This could create a total savings of another $40,000 annually. There is a major problem with the product at this time as neither Ingalls nor University of Chicago (U of C) participates in the Tier 1 network. Those two providers are relied upon heavily by many of our employees. A switch to a plan without those providers would force a switch to the more expensive $1,500 PPO and negate much of the savings.

At this point in my report, I would normally address the Cadillac Tax. ACA forced the Village to plan for the Cadillac Tax and for affordability tests that could expose the Village to penalties which began in 2016. A seemingly poor provision of ACA; the Cadillac Tax in theory assessed a tax on plans whose premiums exceed certain levels; generally occurring when benefits are "too good" or risk make-up is "too high." For the Village, we were on track for exposure in 2022. The repeal of the Cadillac Tax is excellent news.

Finally, it is also important to mention that the level of satisfaction that the employees have with BCBS remains at a high level. Horton has also advised that they feel BCBS continues to be superior to the other providers.

Other Health Insurance Carriers

Horton did solicit and review other carrier options besides BCBS. Horton solicited quotes on the open market and received "preliminary" quotes only from Humana. Humana's bid did have a 1.02% decrease, but was still not competitive with BCBS. The Humana bid would result in larger premiums above BCBS along with downgraded benefit levels and customer service and networks not as deep as the BCBS hospital and provider network. United Healthcare, Cigna and Aetna all declined to bid.

The Village did not meet again as we have from time to time with the IPBC pool; a Chicago area health insurance pool. Although we have reviewed updated material from IPBC. IPBC continues to require Flossmoor to combine with other Villages to form a sub-pool as there is a requirement for 150 lives to join the pool. Further, IPBC has yet to provide rate quotes which provide much, if any, savings compared to what we are paying on our own. The pool does not offer the considerable resources and partnership near the extent that Horton provides in terms of health care reform implementation as well as other ongoing compliance assistance. Horton has been incredible in assisting the Village and all of its clients with health care reform education and implementation. Other advantages such as wellness program assistance and seminars are not duplicated by the pool to the extent that we receive from Horton. Horton also in 2016 began providing a free ThinkHR human resources service for its clients; a service which the Village has utilized and found to be very valuable. This service is not duplicated by IPBC. The Village is doing so well on its own in partnership with Horton that it would not be prudent to join IPBC or any other pooling venture for that matter.

Dental Plan Design and Offerings

Our current provided; Guardian, proposed a 12.0% increase. While this increase was reasonable given they have given us no increases in 3 of the last 4 years, it was more expensive than other competitive bids. MetLife offered a strong alternative with a 17.3% decrease for the current renewal with a 6% increase cap on year 2. The dental inflation trend has been around 7% so the large decrease is excellent news. In our first year with Guardian, we learned that Guardian's network had not been as strong as advertised and out of network "maximums" resulted in some employee complaints about increased costs. As a result, we upgraded in 2013 to a higher percentile for coverage maximums. The result has been virtually no complaints at all regarding out of pocket costs so the upgrade appears to have been successful in addressing employee concerns. I am pleased to report that the MetLife bid included a slight enhancement of the percentile coverage levels. There were other competitive quotes but none as strong as MetLife. Horton has had good experience with MetLife and is comfortable recommending we make a change. Given a 17.3% decrease quote, it is prudent to change to MetLife.

Vision Plan Design and Offerings

The Village entered a two-year agreement in 2020 with Vision Service Plan (VSP) for vision coverage with the current term expiring on June 30, 2022 with no increases during that term. VSP also provided an option in 2020 for another $100 per month ($1,200 per year) to enhance benefits by reducing co-payments from $20 to $10 and changing glasses and contacts to every 12 months rather than 24 months. We implemented that change as we felt this was a small price to pay for a rare opportunity to actually improve benefits.

HSA Employer Contribution

One of the best health insurance cost mitigation tools the Village has available is the HSA plan. As noted earlier, the Village now has 20 employees; down from a high of 21, on the HSA plan since the initial January 1, 2012 offering date. In connection with the 2012 offering, the Village Board approved the establishment of an employer contribution to provide "seed money" for an initial contribution to help the employee get started with the HSA plan. The purpose of the "seed money" is to alleviate employee concerns about their exposure to large claims until they can accumulate a comfortable HSA balance thru their own employee contributions. The Village, in turn, can save money on its health insurance premiums when employees enroll in an HSA and develop a consumer's approach to their health insurance. The premium differential between the HMO and HSA is insignificant, so the employer contribution incentive is really targeted toward the PPO employees. The Village increased the incentive for 2013 and also provides the incentive to all HSA participants. Horton has recommended that the Village continue to provide employer contributions as an incentive although is not recommending a change in incentive levels as the incentives are appropriate. Horton also believes the Village should continue to designate it as an annual contribution rather than just as initial "seed money." The Village's defined contribution cost sharing model implemented in 2017 has definitely had the intended impact of incentivizing more employees to switch to the HSA.

The Village's current incentive is a three-tiered contribution at $1,000, $2,000 and $2,500 for single, employee plus one and family; respectively. My preference is to retain a three-tiered contribution incentive that still more closely ties into the number of covered lives. The Village should continue with the intent to offer the incentive as an annual calendar year contribution to any employee enrolled in the HSA. The intended annual incentive would still be subject to review by staff and change depending on future premiums. Any changes including discontinuation of the incentive would be brought back to the Village Board for approval. Finally, as the Village moves in the future to higher deductible PPO plans, the HSA will become more attractive to employees. Under the defined contribution sharing model applicable to non-union employees, the Village pays by category (single, family, etc.) so premiums paid by the Village are the same regardless of HSA participation. However, by incentivizing more employees into the HSA, this can have the impact of reducing overall premium increases. The current incentive and annual net savings to the Village for union employees at the 20% cost sharing model are as follows per employee:

Premium Type	Village Premium Savings	Village HSA Contribution	Net Savings
Single	$1,244	$1,000	$ 244
Employee + Child	$2,857	$2,000	$ 857
Employee + Spouse	$2,734	$2,000	$ 734
Family	$4,347	$2,500	$1,847

The Village Board should continue to state intent to annualize the incentive rather than just limiting it to initial "seed money" as this does have a positive impact. The approach of making it an annual incentive as opposed to initial "seed money" would need to be re-evaluated should the Village ever change its cost sharing model on premiums and once more experience is developed under the defined contribution model.

The Village will have two enrollment opportunities for the HSA; one to coincide with the overall open enrollment period effective for July 1, 2021 and another effective for calendar year 2022.

ACA/Health Insurance Cost Mitigation Financial Strategies Implemented

2017 and 2018 were perhaps our most aggressive years in implementing and advancing financial strategies to mitigate ACA cost impacts since the Wellness program was first initiated. Today in 2021 I can say the impacts of our strategies have been superbly positive. The following is a summary and commentary on major financial strategies that have become important components to our overall cost containment management of health insurance.

1. Defined Contribution Cost Sharing
   It has become important to the Village's ability to develop effective ACA financial strategies that the Village has flexibility in addressing employee cost sharing. In 2017, the Village first implemented an intriguing even today still innovative (for the public sector) approach with a defined contribution cost sharing model that applies to health insurance only and applies to non-union employees. Under the defined contribution model, the Village pays a fixed amount per tier/category (single,

employee plus spouse, employee plus child and family) across all plans. The employee then selects their specific insurance plan (HMO, PPO or HSA) and pays the difference between the total premium and the fixed defined contribution amount paid by the Village. The fixed amount adjusts up by a defined percentage each year with an underwriter adjustment every third year. This can help the Village in controlling its costs and places the employee in more of a consumer role. Defined contribution cost sharing has proven to be an effective cost mitigation tool by making the employee more of a consumer including allowing the Village to still offer high quality benefit level plans to any employee willing to assume the cost of those high quality plans. The current language in the FOP contract requires the “80/20” model so the Village cannot apply the defined contribution model to union employees. My understanding is the FOP would have to negotiate for the defined contribution model on their next contract renewal.

In 2017, the defined contribution amounts were originally set based on a calculation by Horton on which their underwriter calculated recommended defined monthly contribution levels for each type. The underwriter did the calculation in a cost neutral manner so that the total Village and employee shares were the same in total as would be under the “80/20” model. The model implemented in 2017 resulted in the following percentages contributed by employees.

Type	Defined Contrib.	Employee % DC Model	Employee % Union Model
Single	$ 670	6.5-22.9%	20%
Employee + Sp	$1,430	7.9-24.1%	20%
Employee + Ch	$1,260	7.5-23.8%	20%
Family	$2,030	7.6-23.9%	20%

The range in percentages go from the least expensive plan (HSA) to the most expensive plan (PPO-$500 deductible). There is also a small rounding impact in the above model that can work to the favor of the employees or the Village depending on the direction of the rounding.

At the time of implementation January 1, 2017, we discussed how the defined contribution model would adjust by a defined percentage or amount each year. We discussed many different approaches to the annual adjustment including fixed amounts and indexed percentages (CPI, medical inflation, etc.). The conclusion was to general apply an adjustment based on the overall health insurance plan increase or decrease with re-calculation by the underwriter occurring every 3rd year. Attached is a spreadsheet showing the history of the defined contribution model.

Looking back, I’d say the 3-year cycle has worked well and we have settled into having the underwriter re-calculate on a 3-year pattern with changes in intervening years being based on the overall health insurance plan increase or decrease (assuming continuation of the model). The next underwriter calculation year will be 2022. In 2021, the calculation was based on the 3.0% health insurance decrease renewal rate. However, because renewal rates on employee plus spouse plans decreased at a much larger rate than 3.0%, we did have to adjust those contribution levels down so that the Village contributions didn't exceed the total premium; thus, resulting in "negative" contributions. Further, HMO decreases were not as great as the overall 3.0%. Village contribution levels for the employee plus child and family plans did decrease by an approximate 3.0% level. These are indicators that the 3-year underwriting cycle remains appropriate going forward. Keep in mind the Village is not bound by the annual DC increase/decrease approach. However, I believe we should follow thru on the stated intent for the medical decrease based change approach as communicated to employees. Employees were concerned with what would happen in future years and I think if we can continue to communicate our intent for the following year it could result in more HSA participation. The calculation results in the following defined contribution model for the 2021 renewal year:

Type	Defined Contrib.	Employee % DC Model	Employee % Union Model
Single	$ 630	0.7-18.8%	20%
Employee + Sp	$1,370	1.7-19.7%	20%
Employee + Ch	$1,230	15.6-31.0%	20%
Family	$2,020	8.9-25.5%	20%

If the Board concurs with the above levels, we can communicate to employees the stated intent for next year would be for increases/decreases based on the underwriter calculation. Nevertheless, it is the Village Board's prerogative to adjust the DC amounts by any percentage or not at all.

I believe the Village should also seek to work with the FOP to include FOP employees in the next contract.

I believe it is still a bit too soon to draw definitive conclusions on the effectiveness of the defined contribution (DC) model as it has only been in place for 54 months and during this time the Village also added several new full-time positions. I will say the results have been encouraging and we are nearing having enough data to more definitively conclude. A few conclusions can be reached thus far. First, the DC model has been effective in achieving its goal of incentivizing a switch to HSA as the HSA census has risen from 4 to a high of 20. Second, the census switches to the HSA over the 54 months have resulted in the Village actually paying about 84%-87% of the non-union premiums. Third, the increase in the Village's percentage is likely offset by overall premium decreases due to a higher HSA census with the corresponding lower PPO census. This last point is difficult to quantify. Fourth, Horton has advised that the defined contribution model has been an effective factor in the Village's lower than expected premium renewals. The Village will have to re-evaluate the model once more experience has been obtained to fully evaluate the effectiveness. The attached spreadsheet referenced earlier shows the Village's per employee shares have been flat; actually, dropping slightly over the time of the DC model. The early conclusions are very strong and positive enough to warrant continuation of the model.

2. Wellness Differential

It has also become important in the Village's ability to develop effective ACA financial strategies and control health insurance costs that the Village have flexibility in addressing employee wellness participation with incentives and premium differentials. As with the defined contribution model, the Village also implemented a wellness premium differential for non-union employees effective January 1, 2017. The Wellness Committee had recommended for several years that the Village implement a premium based differential or incentive related to employee participation in the Village's annual wellness screening. The Village implemented a fixed per pay period differential of $25 for single plans and $50 for employee plus one or family plans. The bi-weekly differential was based on Horton's recommended monthly differentials of $50 for single plans and $100 for employee plus one or family plans. The differential applies to employee participation only and is effective in the calendar year following the annual wellness screening date. The 1-1-21 differential was based on participation in the November 2020 screening. Employees who do not participate in the annual wellness screening pay the differential. The Village Manager can approve exceptions in unusual situations when the employee is unable to participate. Horton has advised that ACA does require this reasonable accommodation when an employee (or spouse) cannot participate in the screening. The differential has fit nicely with the defined contribution model as the employee share under each plan type increased by the differential. Further, the differential was effective in achieving the goal of increased participation as 100%, 98%, 100%, 100% and 98% of the covered non-union employees participated in the November 2016, 2017, 2018, 2019 and 2020 screenings; respectively.

Regarding the FOP, our late Village Attorney Ed McCormick advised subsequent to 2015's renewal presentation that "cost containment" provisions in the FOP contract would not allow such an incentive if it resulted in a FOP employee paying more than 20% of the total health insurance premium. As a result, the differential can only be offered to non-union employees. The current contract continues the same cost containment language. In 2016, Horton; along with Village management staff, did meet with and educate the FOP team on ACA, the defined contribution model and the wellness differential with the hope that the Village could be in a position with the FOP to consider these options for all full-time employees. I have personally fielded many questions from police officers since then.

The Wellness Committee does still offer a wellness screening (and/or other program element) participation incentive with the gift cards we have used in prior years. The Committee recommended (and I concur) that we keep some type of participation incentive (e.g. gift cards) that is still available to all employees including FOP employees. The premium differential is really a way of having employees who do not participate in the wellness screening pay a higher share than employees who do participate. The employees who do participate are having an impact in keeping the Village's total premiums lower while employees who do not participate end up effectively causing an offset to these lower premiums.

Horton has previously advised that the EEOC gave guidelines of a 30% cost differential limit based on the lowest cost (lowest premium) plan. Currently this guidance is on hold until further notice. Once that baseline amount is calculated, the limit is multiplied by 2 to get the limit for the other categories (employee plus spouse, employee plus child and family). The wellness differential for the Village is well under the thresholds and allows plenty of room for incentives in addition to the differential.

3. <u>Retiree "Carve Out" Plan</u>

The Village is subject to requirements regarding retiree's health insurance. The Village's personnel manual requires the Village to offer separating employees with 20 or more years of service the option to remain in the Village's group plan. Health insurance continuation statutes also require the Village to provide the same plan as active employees. Under the IMRF rules, benefits can be reduced once Medicare eligibility is reached. It is important to note that the Village does not contribute toward the payment of retiree premiums; which are funded 100% by the retiree.

The Village's retiree census had been a factor in higher premiums. For earlier years, Horton had given advice that a "carve out" plan is possible for any covered lives whose age is 65 or older or those eligible for Medicare due to disability. The 65 and over retirees effectively become their own "group." Ideally, this retiree group would be removed from the plan offerings available to the active employees and under 65 retirees. At Horton's recommendation and the Board's approval, the Village implemented such a plan effective January 1, 2017 thru Benistar Employer Services Trust, a Hartford product. The Benistar plan was offered again for January 1, 2018, 2019, 2020 and 2021. The plan effectively functions as a Medicare supplement with a drug card. In reviewing the benefit design the carve out plan actually appears to offer the retirees improved benefits over what they are getting thru our BCBS plan and at a lower cost. Four of our post-65 retirees (2 employees and 2 spouses) have switched to the Benistar plan; which is on a calendar year plan period.

The benefit to the Village is that by separating the 65 or older retiree group, it provides negotiating leverage to lead to lower premiums and reduced risk factors. This had become an important issue for the Village as evidenced by carriers not even being willing to bid on our health insurance in recent years due to our large retiree census. Horton has also advised that the carve out plan had been an effective mitigation tool to deal with the Cadillac Tax and has contributed to the Village's low overall renewal rate from BCBS this year.

Ed concluded in his research seven years ago and confirmed again in 2017 that the Village cannot mandate participation in the "carve out" plan. The pricing and concept was originally based on making participation mandatory for all eligible retirees wishing to remain covered thru the Village. While Benistar's pricing was based on 100% participation, they did agree to not mandate participation as a condition of providing the offering to the Village. Alternatively, Benistar did require at least 2 enrollees to proceed with the offering. The concept does lose some of its effectiveness if it is not mandatory for the group and it does create additional administrative workload. However, given all of the changes in ACA we believed it was prudent to proceed with the offering. The plan did achieve an intended result in helping to keep overall Village premium increases down; although this is difficult to quantify. Further, feedback indicates that retirees are pleased with the plan. However, we should again evaluate the cost/benefit of providing the carve out more closely as we approach January 1, 2022. We will advise the Board should we feel the plan should not be offered again in 2022.

4. <u>Wellness Program</u>
   One of our most successful strategies that has helped with premium cost containment has been our wellness program.

   One of the major reasons Horton was selected initially is their impressive wellness program and depth of resources provided to their clients. A wellness program provides a proven effective approach to mitigating health insurance costs. The Village continued to dedicate itself to advancing its wellness program with Horton's assistance this past year. We have firmly established phases of the program; the most prominent of which include the wellness screenings and the pedometer incentive program. Participation in the screening last year was at 98% of non-union employees while participation in the pedometer program has been slowly declining in recent years. The Wellness Committee continues to be important although the Committee has stagnated over the last year and was generally inactive. Bridget and I met with a new revamped Committee this Spring in an effort to help revive the Committee. The Committee has a new Chair, new members and the continued availability of Horton as a resource. We hope the new group will re-energize in the year ahead to build on the previous successes of past Committees. As our wellness culture grows and participation hopefully continues to increase, additional positive impacts on our rates could be realized. We have seen tangible impacts already in lower premiums, improved utilization and improved claims experience. There are also many intangible benefits including improved employee health, improved attendance and improved health education to name a few.

To provide a brief illustration of both the financial and health benefits of the screening, I have attached a “ROI” (Return on Investment) exhibit that was provided by Horton. The exhibit compares results for certain abnormal result areas from the 2019 screening to the 2020 screening. Horton has attached an estimated claims savings to each result category. For example, 4 people who were identified with high glucose in 2019 improved their results in 2020; resulting in an estimated claims savings of $44,000 and 4 employees who improved their health.

Other Cost Impact Options and ACA Cost Impacts – Future Options

There are several other options the Village could implement or will be required to address which could impact costs in future renewals.

1. Benefit Levels – Major plan design items where the Village could reduce benefit levels include deductibles, co-insurance percentages and out-of-pocket maximums. Benefit reductions; while providing short-term one-year cost savings, can end up causing costs to rise over the long-term as employees avoid getting care due to the higher out-of-pocket costs to them. Rather than making additional or significant downgrades to benefits, we feel we should continue to give our wellness program and cost sharing model an opportunity to develop and have more impact. We believe we’ve already seen an impact in our last 9-11 renewals especially with wellness. Clearly, our premiums are lower today than they would have been absent our wellness program.

2. Spousal Carve Out – In this scenario, employers can mandate that an employee spouse who has insurance available from their employer cannot participate in the employee employer’s plan. This has not been a particularly widespread, effective or popular strategy thus far and FOP contract and personnel policy language would have to be addressed to determine the availability of this option.

3. Part-Time Hours – PPACA defines a full-time employee as working 30 hours per week during a one-year measurement period. The Village’s current measurement period began May 1, 2021. A new employee will also have an additional measurement period from their hiring date to their first anniversary date. The Village would be required to provide health insurance for any employee meeting this definition. The Village has implemented mitigation efforts with an analysis of hours provided to each department on a quarterly basis. Departments are aware of the importance of compliance with this provision.

4. Affordability provisions require that the lowest cost plan offered by the Village becomes unaffordable and subjects the Village to penalties if the single premium is greater than 9.83% (percentage for 2021) of box 1 income on the W-2. The Village has implemented tracking the affordability requirement by utilizing the actual salary. The lowest cost plan for the 20-22 plan year will be the HMO-Employee plan.

An additional cost impact; both direct and indirect, of ACA on the Village is the increase in Finance Department staff workload; impact which has grown. In fact, another major workload and cost impact was added by the IRS in 2015 with the two 1094/1095 tax reporting packages which required a large volume of employee data, new employer tax returns and new tax reporting forms to each employee. In addition to the workload, the Village incurs direct costs to execute the 1094/1095 reporting by hiring Sikich to provide return preparation and filing services. 1094/1095 tax reporting has had a significant impact on the Finance Department workload while providing little benefit to our organization or employees other than to keep the Village in compliance. We are also fortunate to have Horton and all their considerable resources assisting us with ACA, but workload pressures as ACA implementation and other mandates develop have contributed to placing the Village in a situation where outside assistance and added staffing resources were needed.

Life Insurance Renewal

The Village switched to Dearborn National in 2015 at a large savings. Dearborn quoted a 5.26% decrease in 2020 with a guarantee of the same rate for the 2021-22 renewal. As a result, there is no increase for the current renewal. Dearborn National is owned by BCBS and was a past life insurance provider for the Village even before 2015.

PSEBA Base Plan Designations

In the Village's PSEBA policy approved by the Village Board on April 6, 2015, the HMO plan was designated as the Village's "basic" health insurance plan offering. Based on the plan designs and networks quoted by BCBS in this renewal including the recommended plan design changes, the HMO plan would remain the base plan for PSEBA purposes for the upcoming plan year. The Village does have a pending PSEBA application and continues to pay 100% of health insurance premiums until the application is resolved.

Recommendation

My recommendation is that the Village Board approves the renewal of the Village's health insurance plans with BCBS, switch in dental plan to MetLife, renewal of vision plan with VSP and life insurance with Dearborn National effective July 1, 2021 thru June 30, 2022. The approval includes the plan designs and rates discussed earlier. Further, I recommend that the Village continue its HSA contribution incentive levels for 2022 at 2021 levels in its three-tiered contribution scale of $1,000, $2,000 and $2,500 for single, employee plus one and family, respectively. Also related to the contribution, my recommendation includes continuing to make the contribution incentive an intended annual incentive which would be subject to annual review by staff and change depending on future premiums. The incentive levels would change only if brought back to the Village Board when changes are recommended by staff. Until then, the recommended incentive levels, if approved, would continue to be offered annually. Further, I recommend the defined contribution model for the employer share be modified effective July 1, 2021 to the amounts proposed of $630, $1,370, $1,230 and $2,020 for single, employee plus spouse, employee plus child and family, respectively. Along with the defined contribution model, I recommend continuation of the wellness premium differential at the current $25 (single) and $50 (for other categories) bi-weekly levels. The Board should also confirm the PSEBA base plan designation for the upcoming plan year.

Report Scale Back

With ACA over the years, my annual employee insurance renewal report has become quite voluminous. I can make an effort to scale back the length of the report next year by removing much of the historical narrative should the Board desire.

Action

Should the Board concur with the recommendations a motion is needed to accomplish the following:

-Approve the renewals as recommended above.
-Authorize the Village's recommended 2022 contribution incentive for HSA plans.
-Authorize the continuation of the 2021 employer share in the defined contribution model for non-union employees at the amounts recommended effective July 1, 2021.
-Authorize the continuation of the wellness premium differential at current amounts for non-union employees who do not participate in the Village's annual wellness screening.
-Confirm HMO plan as base plan for PSEBA purposes.

Mike Wojcik of The Horton Group will be present to answer any questions as well. Please place this item on the June 21, 2021 Board meeting agenda.

VILLAGE OF FLOSSMOOR
BCBS/GUARDIAN/VSP COMPARISON
PLAN YEAR 21-22

(Revised 5/28/21)

VILLAGE	Member Count as of 6/1/21	20-21 BCBS/ Guardian/ VSP	Monthly Premium	Annual Premium	21-22 BCBS PPO-MPP73426 HMO-MHHB166 HSA-MPEQ1V07	21-22 METLIFE Dental PPO	21-22 VSP ($20 copay)	Total Premium	Monthly Premium	Annual Premium	Total Monthly Premium	FOP Employee Bi-weekly	(wellness) Non-Union Employee Bi-weekly	(non-wellness) Non-Union Employee Bi-weekly
PP0(500)-Member	4	850.22	3,400.88	40,810.56	776.17	34.50	9.95	820.62	3,282.48	39,389.76	820.62	75.75	71.57	96.57
PP0(500)-Member + Spouse	2	1,903.99	3,807.98	45,695.76	1,705.53	70.31	21.38	1,797.22	3,594.44	43,133.28	1,797.22	165.90	163.32	213.32
PP0(500)-Member + Child	0	1,943.80	0.00	0.00	1,782.48	81.89	21.38	1,885.75	0.00	0.00	1,885.75	174.07	264.53	314.53
PP0(500)-Family	9	2,986.13	26,875.17	322,502.04	2,711.85	126.47	21.38	2,859.70	25,737.30	308,847.60	2,859.70	263.97	332.97	382.97
PP0(1500)-Member	0	819.17	0.00	0.00	730.80	34.50	9.95	775.25	0.00	0.00	775.25	71.56	50.63	75.63
PP0(1500)-Member + Spouse	1	1,833.91	1,833.91	22,006.92	1,605.83	70.31	21.38	1,697.52	1,697.52	20,370.24	1,697.52	156.69	117.31	167.31
PP0(1500)-Member + Child	0	1,873.22	0.00	0.00	1,678.28	81.89	21.38	1,781.55	0.00	0.00	1,781.55	164.45	216.44	266.44
PP0(1500)-Family	2	2,876.51	5,753.02	69,036.24	2,553.33	126.47	21.38	2,701.18	5,402.36	64,828.32	2,701.18	249.34	259.80	309.80
HMO-Member	3	703.35	2,110.05	25,320.60	634.32	34.50	9.95	678.77	2,036.31	24,435.72	678.77	62.66	6.10	31.10
HMO-Member + Spouse	0	1,572.42	0.00	0.00	1,393.83	70.31	21.38	1485.52	0.00	0.00	1,485.52	137.12	19.46	69.46
HMO-Member + Child	2	1,609.77	3,219.54	38,634.48	1,456.72	81.89	21.38	1559.99	3,119.98	37,439.76	1,559.99	144.00	114.18	164.18
HMO-Family	7	2,467.41	17,271.87	207,262.44	2,216.23	126.47	21.38	2364.08	16,548.56	198,582.72	2,364.08	218.22	104.22	154.22
HSA-Member	8	726.43	5,811.44	69,737.28	672.48	34.50	9.95	716.93	5,735.44	68,825.28	716.93	66.18	23.71	48.71
HSA-Member + Spouse	2	1,624.52	3,249.04	38,988.48	1,477.70	70.31	21.38	1569.39	3,138.78	37,665.36	1,569.39	144.87	58.17	108.17
HSA-Member + Child	1	1,662.25	1,662.25	19,947.00	1,544.38	81.89	21.38	1647.65	1,647.65	19,771.80	1,647.65	152.09	154.64	204.64
HSA-Family	9	2,548.91	22,940.19	275,282.28	2,349.59	126.47	21.38	2497.44	22,476.96	269,723.52	2,497.44	230.53	165.77	215.77
No Coverage	4													
Vacancies	3													
SUBTOTAL:	57		97,935.34	1,175,224.08			*(3.592% decrease)*		94,417.78	1,133,013.36				
VILLAGE-INACTIVE														
HMO-Family (BCBS only)	1	2,295.23	2295.23	27,542.76	2,216.23	0.00	0.00	2216.23	2,216.23	26,594.76				
							(3.442% decrease)							
RETIREES														
PP0(500)-Member	1	850.22	850.22	10,202.64	776.17	34.50	9.95	820.62	820.62	9,847.44				
PP0(500)-Member(M)	2	600.69	1,201.38	14,416.56	514.80	34.50	9.95	559.25	1,118.50	13,422.00				
PP0(500)-Member + Spouse	0	1,903.99	0.00	0.00	1,705.53	70.31	21.38	1797.22	0.00	0.00				
PP0(500)-Member(M) + Sp(M)	2	1,199.78	2,399.56	28,794.72	1,029.60	70.31	21.38	1121.29	2,242.58	26,910.96				
PP0(500)-Member(M) + Sp	0	1,654.46	0.00	0.00	1,444.16	70.31	21.38	1535.85	0.00	0.00				
PP0(1500)-Member	0	819.17	0.00	0.00	730.80	34.50	9.95	775.25	0.00	0.00				
PP0(1500)-Member(M)	0	579.38	0.00	0.00	484.70	34.50	9.95	529.15	0.00	0.00				
PP0(1500)-Member + Spouse	0	1,833.91	0.00	0.00	1,605.83	70.31	21.38	1697.52	0.00	0.00				
PP0(1500)-Member(M) +Sp(M)	0	1,157.16	0.00	0.00	969.41	70.31	21.38	1061.10	0.00	0.00				
PP0(1500)-Member(M) + Sp	0	1,594.12	0.00	0.00	1,359.73	70.31	21.38	1451.42	0.00	0.00				
HMO-Member	0	703.35	0.00	0.00	634.32	34.50	9.95	678.77	0.00	0.00				
HMO-Member(M)	0	499.82	0.00	0.00	420.72	34.50	9.95	465.17	0.00	0.00				
HMO-Member + Spouse	0	1,572.42	0.00	0.00	1,393.83	70.31	21.38	1485.52	0.00	0.00				
HMO-Member(M) + Spouse(M)	2	998.04	1,996.08	23,952.96	841.45	70.31	21.38	933.14	1,866.28	22,395.36				
HMO-Member(M) + Spouse	0	1,368.89	0.00	0.00	1,180.23	70.31	21.38	1271.92	0.00	0.00				
**Benistar-Member + Spouse	2	105.34	210.68	2,528.16	-	70.31	21.38	91.69	183.38	2,200.56				
SUBTOTAL:	9		6,657.92	79,895.04			*(6.407% decrease)*		6,231.36	74,776.32				

BCBS incr/decr by plan:

HMO	***3.377%***	***decrease***
PPO500	***3.848%***	***decrease***
PPO1500	***5.951%***	***decrease***
HSA	***1.001%***	***decrease***

**Guardian/VSP rates only-Benistar renews on 1/1/22

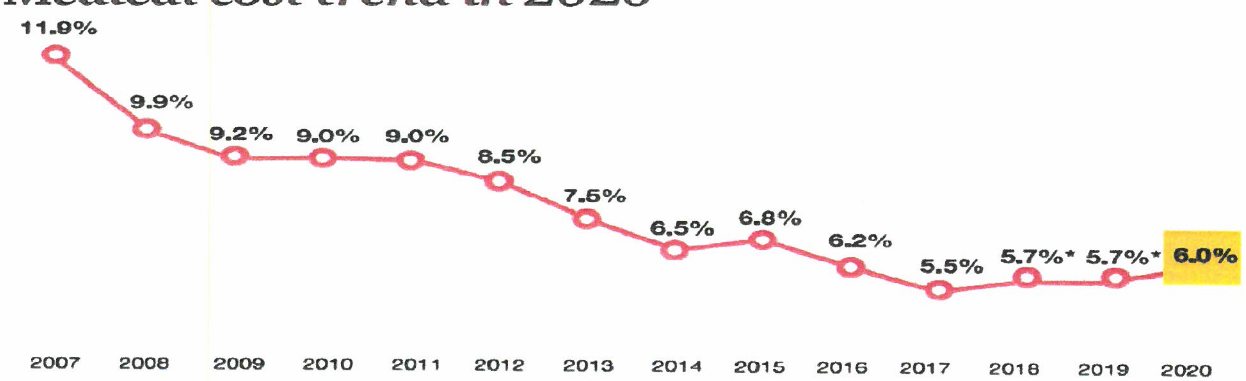
TOTA

Attachment: Agenda 2021-6-21 (Employee Insurance Renwals)

Village of Flossmoor
Medical & Rx Cost Increase Comparison to PWC Trend

Plan Year	PWC Medical Trend	Increase From 2011	Initial Renewal Increase %	Cumulative Initial Renewal Increase From 2011	Final Renewal Increase % After Horton Market Analysis & Negotiations	Cumulative Final Renewal Increase % After Horton Market Analysis & Negotiations From 2011
7/11 - 6/12	9.00%	9.00%	-1.86%	-1.86%	-4.64%	-4.64%
7/12 - 6/13	8.50%	18.27%	5.42%	3.46%	2.85%	-1.92%
7/13 - 6/14	7.50%	27.13%	6.33%	10.01%	4.76%	2.75%
7/14 - 6/15	6.50%	35.40%	8.27%	19.11%	4.17%	7.03%
7/15 - 6/16	6.80%	44.61%	11.83%	33.20%	2.88%	10.11%
7/16 - 6/17	6.20%	53.57%	8.97%	45.14%	5.90%	16.61%
7/17 - 6/18	5.50%	62.02%	8.76%	57.86%	5.71%	23.27%
7/18 - 6/19	5.70%	71.25%	5.11%	65.92%	0.01%	23.28%
7/19 - 6/20	5.70%	81.01%	2.29%	69.72%	-0.60%	22.54%
7/20 - 6/21	6.00%	91.87%	6.89%	81.42%	-1.95%	20.15%
7/21 - 6/22	6.00%	103.39%	-0.21%	81.04%	-2.95%	16.61%
Average Increase	*6.67%*		*5.62%*		*1.47%*	
					Difference from PWC	*-83.94%*
					Difference from Initial Renewal	*-79.51%*

Medical cost trend in 2020



*HRI adjusted its estimates for 2018 and 2019 down from those previously reported.
Source: PwC Health Research Institute medical cost trends 2007-2020

VILLAGE OF FLOSSMOOR
DEFINED CONTRIBUTION AMOUNT HISTORY
7-1-16 to 7-1-21

5/26/2021

	2016-17	2017-18	% Change	2018-19	% Change	2019-20	% Change	2020-21	% Change	2021-22	% Change	Avg % Change
Single	670	700	4.48%	700	0.00%	690	-1.43%	640	-7.25%	630	-1.56%	-1.15%
Employee + Child	1,260	1,330	5.56%	1,330	0.00%	1,290	-3.01%	1,260	-2.33%	1,230	-2.38%	-0.43%
Employee + Spouse	1,430	1,510	5.59%	1,510	0.00%	1,530	1.32%	1,450	-5.23%	1,370	-5.52%	-0.77%
Family	2,030	2,140	5.42%	2,140	0.00%	2,120	-0.93%	2,080	-1.89%	2,020	-2.88%	-0.06%
Overall Health Ins Inc/-Dec:			5.85%		0.01%		-0.62%		-2.00%		-3.04%	0.04%
Underwriter Year:	Underwriter 16-17					Underwriter 19-20						

Village of Flossmoor ROI & Screening Cost Comparison

Statistics are below to provide a potential estimated cost avoidance based off the cohort group of **58 participants** that screened in 2019 and 2020.

	Maintained	*Improved*
Blood Pressure	39 (72%)	4 (7%)
LDL Cholesterol	47 (81%)	4 (7%)
Glucose	48 (83%)	4 (7%)
Triglycerides	51 (88%)	3 (5%)
Smoking	56 (98%)	0 (0%)

Improvements:

4 High Blood Pressure improvements x average condition cost = ($9,000 * 4) — $36,000

4 LDL cholesterol improvements x average condition cost = ($9,000 * 4) — $36,000

4 Glucose improvements x average condition cost = ($11,000 *4) — $44,000

0 Quit Smoking x average condition cost = ($3,000 *0) — $0

Total Estimated Cost Avoidance = $116,000

** Source: Medical Cost Estimates/Case from MEDSTAT Database of peer reviewed research articles.

TO: **Bridget Wachtel, Village Manager**
FROM: **John Brunke, Public Works Director**
DATE: **June 21, 2021**
SUBJECT: **Street Rehabilitation Program Design Engineering - Contract Award**

FLOSSMOOR

In November 2020, Staff advertised a Request for Qualifications (RFQ) to engineering firms for the Street Rehabilitation Program and Stormwater Infrastructure Improvements related to the Flossmoor Road Viaduct Drainage Improvement Project. RFQ documents were sent out to 15 firms and 9 Statement of Qualifications (SOQ) were submitted for consideration. Staff interviewed the 9 firms that submitted SOQs and rated the firms based on key personnel for our projects, street rehabilitation program experience, stormwater infrastructure project experience, firm availability for our projects, and firm experience with public interaction and communication. This RFQ process resulted in Staff selecting Milhouse Engineering and Construction, Inc. for the first phase of our Street Rehabilitation Program. Milhouse Engineering and Construction, Inc. is a multi-disciplinary firm with over 300 talented professionals. They are a certified Minority Business Enterprise (MBE) with the City of Chicago.

Milhouse Engineering has assembled a diverse and capable team of subconsultants, including Environmental Design International, Inc. (EDI), Nashnal Soil Testing, LLC (NST), and Engineering and Research International, Inc. (ERI), to complete the first phase of our Street Rehabilitation Program. They have submitted the attached proposed for this work, which includes the following tasks:

1. Project Management
2. Data Collection and Development
3. PASER Pavement Condition Rating Update
4. Geotechnical Investigations (pavement cores)
5. Preparation of Engineering Plans
6. Engineer's Cost Estimate
7. Contract Bid Documents
8. Public Involvement Meetings
9. Project Administration and Meetings
10. QC/QA Review of Deliverables

The total not-to-exceed cost of the proposal is $170,000, which represents 10% of the project construction cost. Public Works Staff has reviewed this proposal and feels it is in-line with the amount of work needed to complete this part of the project. The estimated budget for the Phase 1 Engineering is $150,000, and given the fact that the proposal also includes the update of our PASER database and review of our streets at a cost of $30,000, this proposal amount is less than our estimated cost. The PASER database only has to be updated during the Phase 1 Engineering effort so that the selected streets for rehabilitation can be verified and scheduled for this phase and future phases of the program. Therefore, the engineering work for future phases is anticipated to come in at a lesser percentage of the project cost. The Village Attorney also reviewed the agreement, which as presented, she finds acceptable.

With the above information in mind, Public Works is recommending that the Mayor and Board of Trustees award the design engineering contract for the Phase 1 Street Rehabilitation Program Design Engineering to Milhouse Engineering and Construction, Inc. in the not-to-exceed amount of $170,000. Salmon Danmole from Milhouse Engineering and Construction, Inc. will be at the meeting this evening to answer any questions the Board may have.

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
THE VILLAGE OF FLOSSMOOR
AND
MILHOUSE ENGINEERING AND CONSTRUCTION, INC.

This PROFESSIONAL SERVICES AGREEMENT, executed and effective as of June 17, 2021 ("Agreement"), is made by and between The Village of Flossmoor ("Client"), a municipality located in the state of Illinois, and MILHOUSE ENGINEERING AND CONSTRUCTION, INC. ("Milhouse"), an Illinois corporation with offices at 333 South Wabash Ave, Suite 2901, Chicago, IL 60604.

RECITALS

CLIENT has determined the need for certain Services (defined below) and Milhouse wishes to provide those Services (the "Project").

Therefore, for the consideration hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which the parties by their signatures below affirm, the parties do mutually agree as follows.

TERMS

The foregoing recitals are incorporated herein for all purposes as if fully set forth.

ARTICLE 1: SCOPE OF SERVICES; UNAUTHORIZED AND EXTRA WORK

a. Services. Milhouse shall perform, consistent with the standard of care stipulated herein and other terms and conditions of this Agreement, those Services set forth in the Scope of Services annexed hereto as **Attachment 1** and by this reference incorporated herein and made a part hereof for all purposes (the "Services"). Where there is a conflict between Attachment 1 and remainder of this Agreement, Attachment 1 shall control.

b. Change Orders. The Client may, at any time, by written order, make changes to the scope of Services, which changes shall not become effective unless and until Milhouse issues its written acceptance of same. If such changes cause an increase or decrease in the Milhouse's fee or time required for performance of any Services under this Agreement, an equitable adjustment shall be made and this Agreement shall be modified. No Service for which added compensation is to be charged will be provided without first obtaining written authorization from the Client. The Parties further agree that if elements of the scope of Services are reduced or eliminated by the Client, then the Client agrees to waive, forgive, release, and hold harmless Milhouse from all claims, causes of action, and damages arising from those reduced and/or eliminated Services. Milhouse shall not be responsible for any changes made to the Project documents by the client, contractor, or others, without Milhouse's prior review and written approval.

ARTICLE 2: COMPENSATION

Milhouse shall perform the Services for the amounts stipulated in Attachment 1. Where there is a conflict between Attachment 1 and remainder of this Agreement, Attachment 1 shall control.

ARTICLE 3: INVOICES; PAYMENT

1. Invoices. Milhouse shall prepare monthly invoices in Milhouse's standard format to CLIENT, and shall submit its invoices by the 8th day of each month for Services performed, and, if applicable, costs incurred and booked, during the prior month (the "Invoice Period"). Milhouse shall include in each invoice a description of the Services performed during the Invoice Period for which payment is sought.

2. Payment. The Client, in consideration of the undertaking of Milhouse and the faithful accomplishment of the work, agrees to pay the Consultant for work performed after submission of invoices, upon acceptance by the corporate authorities of the Client (or the "Village"), and in accordance with the Local Government Prompt Payment Act (50 ILCS 505).

ARTICLE 4: TERM OF AGREEMENT; PERFORMANCE SCHEDULE; DELAYS

1. Term. The term of this Agreement shall be for a period commencing with the effective date hereof and ending on the earlier of: (1) the date the Services have been completed; or (2) the date this Agreement is terminated pursuant to Article 13.

2. Performance Schedule. Milhouse shall commence performance of the Services hereunder, and complete them in accordance with the performance schedule established in Attachment 1. The Client may, at any time, by written order, make changes to the scope of Services, which changes shall not become effective unless and until Milhouse issues its written acceptance of same. If such changes cause an increase or decrease in the Milhouse's fee or time required for performance of any Services under this Agreement, an equitable adjustment shall be made and this Agreement shall be modified. No Service for which added compensation is to be charged will be provided without first obtaining written authorization from the Client. The Parties further agree that if elements of the scope of Services are reduced or eliminated by the Client, then the Client agrees to waive, forgive, release, and hold harmless Milhouse from all claims, causes of action, and damages arising from those reduced and/or eliminated Services. Milhouse shall not be responsible for any changes made to the Project documents by the client, contractor, or others, without Milhouse's prior review and written approval.

3. Delays. Milhouse shall notify CLIENT in writing within five (5) business days of any event or condition impacting Milhouse's ability to meet its performance schedule, together with the steps contemplated or taken by Milhouse to mitigate the effect of such delay. Delays caused by force majeure events such as war, terrorist activities, epidemics, pandemics, civil insurrection, riot, acts of public authority, strike, embargo, explosion, fire, earthquake, flood, hurricane and other like catastrophic events, shall be excusable to the extent they could not reasonably be anticipated, mitigated, or avoided by Milhouse, and did not result in whole or in part from Milhouse's fault or neglect, but shall be compensable.

ARTICLE 5: STANDARD OF CARE; QUALIFICATIONS AND LICENSES; KEY PERSONNEL

1. Standard of Care. Milhouse shall perform the Services in a manner consistent with that degree of skill and care ordinarily exercised by members of the same profession performing the same or similar work under the same or similar circumstances in the locale where the Project is located.

2. Qualifications and Licenses. All Milhouse personnel shall be duly qualified and competent to perform the work undertaken, and Milhouse represents that all personnel performing

Services or conducting activities in furtherance of this Agreement shall be properly qualified and competent, and that personnel performing services or conducting activities for which a license or certification is required under local, state, or federal regulations shall be duly licensed and/or certified. All licenses and certifications shall be current at the time the work is performed.

3. Key Personnel. If any Milhouse key personnel have been designated for this Project, they are listed below. Milhouse's key personnel may be replaced at Milhouse's discretion.

Key Personnel: N/A

ARTICLE 6: CLIENT RESPONSIBILITIES

1. Client shall provide the Milhouse with all criteria and full information as to the Client's requirements for the Project, including design objectives and constraints, space, capacity and performance requirements, and any budgetary limitations; and furnish copies of all design and construction standards which Owner will require to be included in the drawings and specifications, and furnish copies of Client's standard forms, conditions, and related documents for Milhouse to include in the bidding documents, when applicable.

2. Client shall furnish the Milhouse all available information pertinent to the Project including reports and data relative to previous designs, existing conditions, or investigations at or adjacent to the Project site.

3. Client shall furnish or otherwise make available additional project related information and data as is reasonably required to enable Milhouse to complete its Services.

4. Client warrants that all known hazardous materials on or beneath the site have been identified to Milhouse. Milhouse shall have no responsibility for the discovery, presence, handling, removal or disposal of, or exposure of persons to, unidentified or undisclosed hazardous materials. The Milhouse shall not be required by the Client to provide certifications that soils, including soil mixed with other clean construction or demolition debris, are or are not contaminated unless this service is set forth in Exhibit B.

5. Client agrees and acknowledges that Milhouse will rely, without liability, upon the accuracy and completeness of all information furnished by the Client, including its consultants, contractors, specialty contractors, manufacturers, suppliers, and publishers of technical standards pursuant to this Agreement without independently verifying the information.

6. Client agrees and acknowledges that Milhouse may reasonably rely on the express and implied representations made by contractors, manufacturers, suppliers, and installers of equipment, materials, and products required by the construction documents as being suitable fit for their intended purposes and compliant with the construction documents and applicable project requirements.

7. Client shall arrange for safe access to and make all provisions for Milhouse to enter upon public and private property as required for Milhouse to perform Services under this Agreement.

ARTICLE 7: INDEPENDENT CONTRACTOR

The parties affirm that Milhouse is an independent contractor under agreement to CLIENT, and that there is not in a joint venture, partnership, agent-principal or employer-employee relationship with CLIENT. Milhouse shall, at its own expense, provide all equipment, materials, labor, services, and personnel required to perform the Services. Milhouse, consistent with its status as an independent contractor, shall maintain complete control and direction over and responsibility for its employees, lower-tier consultants, and agents, and shall be solely responsible for the means, methods, sequences and techniques for carrying out the Services, and for the safety of its employees, consultants, agents and invitees. The parties affirm that they shall not represent themselves to be an agent of other party, or as having any authority to bind the other party, and further affirm that they shall instruct their personnel that they are not, and are prohibited from representing themselves to be, officers, agents, or employees of the other party, and have no authority to bind the other party.

ARTICLE 8: CONFIDENTIAL INFORMATION AND NON-DISCLOSURE

In connection with this Agreement, either party ("Disclosing Party") may disclose Confidential Information (as defined below) to the other party ("Recipient").Unless required by law or Court order to do so, unless prior written authorization is received from the Disclosing Party, or unless otherwise specified herein, for the duration of the term of this Agreement and for ten (10) years thereafter, Recipient shall not disclose Confidential Information to anyone other than Disclosing Party, or such other entities and persons as Disclosing Party may direct in writing. For purposes of this Article, "Confidential Information" shall mean (1) information designated as confidential; (2) data, information, processes, or documents provided to Recipient by or on behalf of Disclosing Party for use in performing this Agreement that were designated in writing as confidential at the time of transmittal (or the confidential or proprietary nature of which is reasonably apparent under the circumstances) and are not already in the public domain; or (3) other information generated in the course of performing this Agreement that has been designated as confidential (or the confidential or proprietary nature of which is reasonably apparent under the circumstances). Nor shall Recipient use such Confidential Information for any purpose other than the performance of its obligations under this Agreement. Recipient shall instruct its employees, other consultants, and/or lower-tier consultants, if applicable, to comply with the terms of this Article, and shall obtain from its other consultants and/or lower-tier consultants, if applicable, equivalent agreements to withhold and protect from disclosure all Confidential Information covered under this Article. Notwithstanding anything contrary in this paragraph, with respect to Confidential Information that is also considered a trade secret under applicable Illinois and United States Federal law, the Recipient's obligations under this Article 7 shall be for the term of this Agreement and indefinitely thereafter or until such Trade Secret is no longer deemed a Trade Secret under the applicable Illinois and Unites States Federal law. The Recipient acknowledges that it has received notice that the Defend Trade Secrets Act of 2016 provides immunity from civil and criminal liability under state and federal trade secret laws for any individual who discloses a trade secret: (1) in a lawsuit or other proceeding filed under seal; or (2) in confidence to a government official or attorney for the sole purpose of reporting or investigating a suspected violation of law.

ARTICLE 9: NON-DISCRIMINATION, EQUAL EMPLOYMENT, AND ANTI-CORRUPTION

1. Non-Discrimination and Equal Employment Opportunity. During the performance of this Agreement, unless exempt under the terms of the applicable regulation, Milhouse shall

comply with the requirements of Executive Order 11246 (Equal Employment Opportunity), as amended, Section 503 of the Rehabilitation Act of 1973, as amended, Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, implementing regulations 41 CFR §§ 60-1 .4(a), 60-250.5, 60-300.5(a), and 60-741.5(a), and Executive Order 13496 (Employee Rights under NLRA), the terms of which are incorporated herein by reference. Milhouse shall not unlawfully discriminate against any employee or applicant for employment because of race, color, creed, religion, ancestry, national origin, sex, sexual preference, disability, age (40+), marital status, public assistance status, or status as a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran. Such prohibited actions include but are not limited to discrimination in employment, promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, fringe benefits, leaves, and the selection for training, including apprenticeship. Unless exempt, Milhouse shall take affirmative action to ensure equal employment opportunity without regard to race, color, religion, sex, or national origin, and to employ and advance in employment qualified protected veteran and individuals with disabilities. Milhouse shall post in conspicuous places, available to employees and applicants for employment, notices which set forth the provisions of this non-discrimination Article.

2. Employment Eligibility Verification. Milhouse shall comply with the requirements of Executive Order 13465 in verifying employment eligibility. Milhouse shall include this subsection in all lower-tier subcontracts and shall require that all lower-tier subconsultants comply with its terms.

3. Ethics/Anti-Corruption. Milhouse shall conduct itself in accordance with high ethical standards and in compliance with all applicable laws, including without limitation local and international laws prohibiting bribery and other forms of corruption. Milhouse undertakes that it (including its officers, directors, employees and agents) will not directly or indirectly through any third party or person pay, give, offer, promise, or authorize payment of any monies or anything of value to any official for the purpose of improperly incentivizing or rewarding favorable treatment or advantage in connection with Milhouse, the Services, or the Project. For purposes of this provision, "official" includes any official, agent, or employee, or the close relative of any official, agent, or employee, of (i) any level of government; any department, agency, or entity that is wholly owned or controlled by the government; any international public organization; any recognized political party; any candidate for political office; or (ii) in the case of private-sector work, the Project owner or any other private client.

Milhouse shall comply with all record—keeping and reporting requirements established under applicable law or the Prime Agreement.

ARTICLE 10: INDEMNIFICATION

Milhouse shall indemnify and hold harmless the Village of Flossmoor, Illinois, the Owner, and the elected officials, officers, agents and employees of the Village from any and all damages, costs, expenses, reasonable attorney fees or other liability arising out of the Agreement or occasioned by the negligent performance or negligently attempted performance of any provision thereof, including, but not limited to, any negligent act or omission to act or any intentional misconduct on the part of Milhouse or its employees or independent contractors directly responsible to it, except that the above shall not apply to the sole negligence or misconduct of the Village or the Village's agents, servants or independent contractors who are directly responsible to the Village. This indemnification provision shall apply even if there is concurrent or joint negligence of the Consultant and the Owner, and even if there is active or passive negligence by either or both parties.

ARTICLE 11: PROMPT PAYMENT OBLIGATIONS;

Subject to Milhouse's right to withhold payment in a good-faith dispute, Milhouse shall promptly pay for all services, labor, equipment, and materials furnished in performing the Services hereunder.

ARTICLE 12: INSURANCE

1. Coverage. Milhouse shall maintain at its own cost and expense for the duration of this Agreement standard commercial insurance coverages for the Services being performed, issued by companies with an AM Best rating of A VIII or better, authorized to transact business in the state in which the Project is located. Millhouse shall maintain the following minimum insurance coverages for the duration of the project:

a. Worker's Compensation: Statutory Limits;
b. General Liability: Per Claim/Aggregate $1,000,000/$2,000,000;
c. Automobile Liability: Combined Single Limit $1,000,000;
d. Excess Umbrella Liability: Per Claim/Aggregate $5,000,000/$5,000,000; and
e. Professional Liability: Per Claim/Aggregate $5,000,000/$5,000,000.

2. Lower-Tier Subconsultants. Milhouse shall require that each of its subconsultants, if any, have in place, at minimum, the insurance required herein.

ARTICLE 13: TERMINATION

1. Milhouse may terminate this Agreement, effective on written notice to Client, if: (i) Client fails to pay any amount when due hereunder, and such failure continues more than ten (10) calendar days after Milhouse's delivery of written notice thereof; or (ii) there have been three (3) or more such payment failures in the preceding twelve (12) month period, regardless of whether any such failures were timely cured.

2. Either party may terminate this Agreement effective on written notice to the other party if the other party materially breaches this Agreement through no fault of the terminating party, and such breach: (i) is incapable of cure; or (ii) being capable of cure, remains uncured thirty (30) calendar days after the non-breaching party provides the breaching party with written notice of such breach.

3. In the event of termination, Milhouse shall be entitled to compensation for all Services performed in accordance with contract requirements up to the effective date of termination. In the event CLIENT terminates this contract within 90 days of Milhouse's scheduled completion of Services, Milhouse is entitled to the full amount of the contact values executed on here within.

4. Upon receipt of a notice of termination from CLIENT or transmitting a notice of termination to the Client, Milhouse shall immediately discontinue the Services and be entitled to payment for services completed up until Milhouse's receipt of written notice of termination from CLIENT.

ARTICLE 14: REMEDIES

Neither party hereto shall be entitled to recover from the other for breach of this Agreement incidental, nominal, special, indirect, exemplary, or consequential damages, including but not limited to lost profits and lost opportunity, or damages that in their nature or amount constitute a penalty. In addition to actual damages, the prevailing party in any breach of contract action may recover from the other reasonable attorneys' fees, witness fees, costs of discovery and investigation, and court costs, whether incurred in relation to pre-trial, trial, post-trial, or appellate proceedings.

ARTICLE 15: WORK PRODUCT

1. Definition of Work Product. All drawings, plans, designs, specifications, photographs, models, schematics, surveys, maps, reports, studies, analyses, estimates, minutes, diaries, field notes, training manuals and materials, data bases, electronic files, file formats, templates, procedures, scripts, links, specifically-created key commands, source code documentation, software programs, calculations, summaries and other compilations of information to be developed, produced, or provided by Milhouse as part of the Services, including but not limited to all deliverables identified herein, whether completed or in process, and all supporting documents and data, whether in hard copy or electronic or digital format or capable of being converted to such format, constitute "Work Product." Client shall not rely in any way on any document unless it is in printed form, signed or sealed by Milhouse or one of its consultants.

2. Rights in Work Product. Work Product produced by or originating from Milhouse shall be the property of and be owned by Milhouse in all respects.

3. Notwithstanding anything in the foregoing Subparts Milhouse shall extend to CLIENT all right, title, and interest necessary to complete the performance of the Services hereunder.

4. Either party to this Agreement may rely on data or information set forth on paper (also known as hard copy) that the party receives from the other party by mail, hand delivery, or facsimile, are the items that the other party intended to send. Information in electronic format or text, data, graphics, or other types that are furnished by one party to the other are furnished only for convenience and not for reliance by the receiving party. The use of such electronic files will be at the user's sole risk. If there is a discrepancy between the electronic files and the hard copies, the hard copies will govern.

5. Because data stored in electronic media format can deteriorate or be modified inadvertently or otherwise without authorization of the data's creator, the party receiving electronic files agrees that it will perform acceptance tests and/or procedures within sixty (60) calendar days of receipt, after which the receiving party shall be deemed to have accepted the transferred data thus. Any transmittal errors detected within the sixty (60) day acceptance period will be corrected by the party delivering the electronic files.

6. When transferring documents in electronic media format, the transferring party makes no representations as to long-term compatibility, usability, or readability of such information resulting from the use of software application packages, operating systems, or computer hardware differing from those used by the creator.

7. Milhouse's document retention policy will be followed upon Project closeout.

ARTICLE 16: RECORD RETENTION PERIOD

1. Project Records. All records pertaining to this Agreement and the Services performed hereunder, including but not limited to (a) timesheets and accounting and financial records; (b) Work Product; (c) drawings, maps, surveys, models, photographs, schematics, plans, designs, specifications, reports, studies, summaries, analyses, diaries, field notes, estimates, calculations, and other compilations of information obtained by or provided to Milhouse in performance of the Services; and (d) correspondence; whether in hard copy or electronic or digital format, or capable of being converted to such format, constitute "Project Records."

2. Accounting and Financial Records; Audits. Milhouse shall preserve all Project Records in such detail as shall properly substantiate contract performance and claims for payment under this Agreement. In the event the Project is subject to the Federal Acquisition Regulations ("FAR"), Milhouse shall comply with all applicable sections of the FAR.

3. Record-Retention Period; Review and Reproduction. Milhouse shall retain all Project Records at a secure location reasonably accessible to the parties hereto for the longer of (a) as provided in Milhouse's document retention policies or (b) until all disputes, audits, claims, legal proceedings, and other actions involving this Agreement or the Services performed hereunder have been resolved or concluded (the "Record Retention Period").

Milhouse shall include the requirements of this Article in all lower-tier subcontracts.

ARTICLE 17: COMPLIANCE WITH LAWS

Milhouse shall comply with all federal, state, and local laws, codes, ordinances and regulations applicable to Milhouse, Milhouse's employees, this Agreement, the Project site and other work locations, and the Services to be performed hereunder, including but not limited to those regulating conditions of employment and workplace safety and health.

ARTICLE 18: DISPUTE RESOLUTION:

Any dispute arising out of or relating to this Agreement, including the alleged breach, termination, validity, interpretation, and performance thereof ("Disputes") shall be resolved with the following procedures:

Upon written notice of any Dispute, the parties shall attempt to resolve it promptly by negotiation between executives who have authority to settle the Dispute and this process should be completed within thirty (30) calendar days (the "Negotiation") from the date of notice and prior to having the Dispute resolved by a court of competent jurisdiction.

ARTICLE 19: HEALTH AND SAFETY

Milhouse agrees that the prevention of accidents to workers engaged by Milhouse is the responsibility of Milhouse. Milhouse shall comply with all federal, state and local health and safety laws, codes, ordinances and regulations applicable to the Project, the Project site and other work locations, including, but not limited to, the Occupational Safety and Health Act of 1970, as it may be modified or supplemented, and such standards and guidance as OSHA may promulgate applicable to the work.

ARTICLE 20: NOTICES

All notices required or permitted under this Agreement shall be given in writing and delivered either personally, by delivery service, by first-class, certified, or registered mail, or by fax or e-mail, to the authorized representative of the other party at the address set forth below or as may be designated by notice delivered in accordance with the requirements of this Article:

Milhouse Engineering and Construction, Inc. c/o Dolla Crater with copy to the Legal Department 333 South Wabash Ave. Suite 2901 Chicago, IL 60604 Fax: 312-987-0071 Email: dcrater@milhouseinc.com with copy to Milhouselegal@milhouseinc.com	The Village of Flossmoor c/o John S. Brunke, The Village Manager 1700 Central Park Avenue Flossmoor, IL 60422 Fax ______________________________ Email: jbrunke@flossmoor.org

If notice is delivered by e-mail, the notice must be signed by the party giving notice and sent as a pdf attachment to the e-mail at the address stipulated herein. Electronic or digital signatures shall not be allowed.

Notice shall be effective upon delivery when delivered in person, by courier service providing receipt of delivery, or by registered or certified mail, return receipt requested. Notices properly addressed and stamped, and deposited into the US postal system as first-class mail, shall be deemed received two (2) business days after date of postmark. Notice delivered by fax shall be deemed received by the date and time confirmed by the transmitting machine. Notice delivered by e-mail shall be deemed received by the date and time stated on the transmitter's copy.

ARTICLE 21: STANDARDS; QUALITY PROGRAM

All Services shall be performed in compliance with the standards, specifications, manuals of instruction, policies, protocols, and procedures established by regulatory agencies as may have jurisdiction over the work. Milhouse shall maintain a quality program of its own for the duration of this Agreement that at a minimum complies with Prime Agreement requirements and includes the components stipulated herein. Milhouse shall provide for a flow down of all appropriate quality requirements in its lower-tier subcontracts.

ARTICLE 22: APPLICABLE LAW; JURISDICTION; VENUE

This Agreement, its validity, interpretation, and performance, and any disputes between the parties arising out of or relating to this Agreement, shall be governed by and construed in accordance with the laws of the state of Illinois, without regard to conflict of laws principles. Any suit concerning this Agreement shall be brought in federal or state court having jurisdiction over Cook County, Illinois. All Parties hereby consent to the exclusive exercise of personal jurisdiction by any such court with respect to any such proceeding.

ARTICLE 23: SEVERABILITY

If any provision of this Agreement is prohibited by law, invalid, or otherwise unenforceable, the remainder of this Agreement shall remain in full force and effect; provided that in such event the parties hereto shall in good faith attempt to replace the invalid or unenforceable provision with one that is valid and enforceable, and comes as close as reasonably possible to expressing or achieving the intent of the parties with regard to the original provision. Upon agreement, this Agreement shall be amended to incorporate the substitute language.

ARTICLE 24: SURVIVAL

The parties acknowledge that all terms and conditions of this Agreement which by their nature are intended to survive the termination or expiration of this Agreement, including non-disclosure, indemnification, insurance, retention and production of Project Records, and other obligations Milhouse has a continuing duty to observe, as well as all provisions applicable to disputes and legal proceedings, and Article 20 notices, shall survive and be enforceable according to the terms hereof.

ARTICLE 25: SUCCESSORS AND ASSIGNS

CLIENT shall not assign, sell, transfer, or otherwise dispose of any of its interest in this Agreement or delegate any of its duties under this Agreement without the prior written approval of Milhouse. Any unauthorized attempt to do so shall be void and unenforceable.

ARTICLE 26: THIRD-PARTY BENEFICIARIES

This Agreement shall be binding upon and inure to the benefit of the parties hereto, their successors and permitted assigns, only. CLIENT and Milhouse are the only beneficiaries of this Agreement and are solely entitled to enforce its terms.

ARTICLE 27: INTERPRETATION

This Agreement shall not be construed in favor of or against either party based upon authorship, the parties being of equal bargaining stature. Headings are solely for the convenience of the parties and shall have no bearing on interpretation of text. Unless established as a term of art, with a well-understood and unequivocal technical or trade meaning, words are used in their common and ordinary meaning. Defined terms are capitalized, and when capitalized, shall carry their defined meaning. Wherever the term “day" or “days" is used, it shall mean singular or consecutive calendar days, respectively. “Business day" shall mean any weekday other than Saturday, Sunday or a holiday recognized and observed by the state where the Project is located.

ARTICLE 28: NONWAIVER

No failure or successive failures on the part of either party to enforce any provision of this Agreement, or custom or practice that may evolve between the parties in the administration of this Agreement, shall operate as a waiver or discharge of that or any other provision, or render the same invalid, or impair a party’s right to enforce the same in the event of any subsequent breach by the other party. Any waiver, if given, shall be in writing, signed by the party making the waiver and addressed to the other party, and shall be limited to the particular instance and for the purposes stipulated therein.

ARTICLE 29: ENTIRE AGREEMENT

This Agreement represents the entire and integrated agreement between CLIENT and Milhouse concerning the subject matter of this Agreement and supersedes and replaces all prior and contemporaneous understandings, agreements, arrangements, negotiations, and representations, whether written or oral, with respect to the subject matter hereof. This Agreement may not be modified except in writing, by an amendment signed by the parties hereto.

ARTICLE 30: FORCE MAJEURE

Other than an obligation to pay, a party is not liable for failure to perform the party's obligations if such failure is as a result of Acts of God (including fire, an outbreak of epidemic, pandemic, flood, earthquake, storm, hurricane or other natural disaster), war, invasion, act of foreign enemies, hostilities (regardless of whether war is declared), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity or telephone service. No party is entitled to terminate this Subcontract solely because of such circumstances. If a party asserts Force Majeure as an excuse for failure to perform the party's obligation, then the nonperforming party must prove that the party took reasonable steps to minimize delay or damages caused by events described in this Article 30, that the party substantially fulfilled all non-excused obligations, and that the other party was timely notified of the likelihood or actual occurrence of an event described in this Article 30.

ARTICLE 31: TERMS

Common nouns and pronouns shall be deemed to refer to the masculine, feminine, neuter, singular, and plural, as the identity of the person (whether natural or otherwise) may in the context require.

ARTICLE 32: COUNTERPARTS

This Agreement or any amendments thereto may be executed in counterparts, each of which shall be an original, but all of which shall constitute only one Agreement. It shall not be necessary for any counterpart to bear the signature of all parties.

ARTICLE 33: FURTHER EFFECT

The parties agree to execute other documents reasonably necessary to further effect and evidence the terms of this Agreement, as long as the terms and provisions of the other documents are fully consistent with the terms of this Agreement.

IN WITNESS WHEREOF, CLIENT and Milhouse have duly executed this Agreement, effective from the date first written above.

THE VILLAGE OF FLOSSMOOR	MILHOUSE ENGINEERING AND CONSTRUCTION, INC.
______________________________	______________________________
(signature)	(signature)
By:___________________________	By:___________________________
Title:_________________________	Title:_________________________

ATTACHMENT 1 TO

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
THE VILLAGE OF FLOSSMOOR
AND
MILHOUSE ENGINEERING AND CONSTRUCTION, INC.

SCOPE OF SERVICES AND COMPENSATION:

General Description of the Project

The Client (or the "Village") is located in southern Cook County. In November 2020, a general obligation bond referendum was approved to fund the resurfacing and reconstruction of various streets and sidewalks village-wide, as well as improvements to stormwater infrastructure to reduce flooding. The Street Rehabilitation Program should be completed in 36 months, depending on amount of final funding allocation for the program.

The proposed rehabilitation improvements are planned to consist of pavement patching and crack filling of the existing pavement as necessary, milling and resurfacing, saw cutting and removing the existing curb, installation of new curb and gutter (matching the existing back of curb elevation and roadway width), structure frame and grate adjustments, sidewalk replacement and other necessary ADA or sidewalk repairs within the Village's right-of-way.

Milhouse will assist in moving projects from project conception to completion. Our mission is to ensure that these projects conform with the Village requirements for funding and assist the projects in moving forward.

The following amounts shall be paid based on Milhouse's standard hourly billing rates, provided that Milhouse shall not exceed the amounts stated below for the Service(s) to be performed. Accordingly, the not-to-exceed amount under this Agreement for the Phase 1 Services shall be $150,000. In addition Milhouse shall also be reimbursed for reasonable out-of-pocket expenses, including but not limited to travel, not exceed $20,000. Consistent with the foregoing, the total no-to-exceed amount under this Agreement shall be $170,000.

Phase I Scope of Services

The scope of work described in this document identifies the work items anticipated to be required for the completion of Phase I of the overall streets and stormwater improvements.

1. **Project Management ($8,000)**

Plan, schedule, and control activities to complete the Project. These activities include, but are not limited to budget, schedule, and scope. Submit a monthly status report via email describing tasks completed the previous month and outlining goals for the subsequent month.

2. Data Collection and Development ($15,000)

A) Materials provided by the Village will be combined with detailed field visits by key staff members as a necessary step in commencing with the planning process. Field visits will be performed to take photos, verify the surveys, and investigate any unknowns that will be needed for plan preparation.

B) Milhouse will initiate contact with all the utility companies affected by this improvement through a JULIE design request. Key data elements for review include prior feasibility studies, past and planned improvement plans, aerial photography, right-of-way documents, property ownership information, utility plans and other pertinent information.

C) Prepare guidelines, traffic control, construction staging, and restoration for the Village's use in communicating with residents/property owners, and for use during detailed design.

3. Pavement Condition Rating ($30,000)

Perform PASER Rating for all the streets in the PASER database provided by the Village, including updating the PASER table for 2021 PASER values. The Village's project priority list for 2021 and 2022 will be updated.

4. Environmental Data and Analysis ($0)

Outlined below are the initial details regarding the scope of required environmental coordination and analysis:

- Since no geometric improvements or traffic signal foundations are anticipated for the proposed improvement, an Environmental Survey Requst form (ESR) will not be required.
- Impacts to existing trees along each roadway will be avoided if feasible. If during the alternative development impacts to trees cannot be avoided, a supplement to perform a tree survey and impact analysis will be negotiated

5. Geotechnical Investigations ($10,000)

A) Pavement cores of the surface and base material for determining the composition of the existing pavement material within the project limits. Milhouse will provide a boring and core location map prior to doing the work.

6. Prepare Engineering Plans ($62,000)

Engineering plans will be prepared to meet the Village design requirements. Plans will typically include the following sheets:

- Cover Sheet
- Summary of Quantities
- General Notes
- Typical Cross Sections
- Pavement Marking and Signing plans as necessary

7. Engineer's Cost Estimate ($5,000)

Prepare an estimate of construction and total project cost based off the engineering plans.

8. Contract Documents ($5,000)

Prepare for review and approval by the Village and its legal counsel the forms of Construction Contract Documents consisting of Advertisement for Bids, Bidder Instructions, Bid Form, Agreement, Performance Bond Form, Payment Bond Form, General Conditions, and Supplementary Conditions, where appropriate, based upon standard Village contract documents.

9. Traffic Management Analysis ($0)

A Traffic Management Plan will not be included. Improvements are anticipated to be installed under CCDOTH and IDOT standards for traffic control.

10. Right of Way ($0)

All improvements will be completed within existing right-of-way.

11. Public Involvement ($5,000)

Milhouse will assist the Village with coordination activities which may include the preparation of exhibits and documents to present project impacts.

12. Project Administration and Meetings ($5,000)

This task includes preparing monthly progress reports and invoicing, the preparation of meeting agendas, meeting attendance, and preparation of meeting minutes.

Project team meeting with Village staff via a bi-weekly conference call or in person – 1-hour each.

13. QA/QC ($5,000)

This task includes the formal review and checking of major milestone deliverable submittal to the Village of Flossmoor.

FLOSSMOOR

Approval of the Minutes of the Executive Session Meeting Held on May 17, 2021 and Consideration to Hold Those Minutes Confidential