FLOSSMOOR
Welcoming. Beautiful. Connected.

AGENDA
FOR THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE VILLAGE OF FLOSSMOOR, ILLINOIS
MONDAY, JUNE 6, 2022 – 7:30 PM
VILLAGE HALL

The June 6, 2022 meeting of the Mayor & Board of Trustees is in-person and via Zoom, which is permitted by Public Act 101-0640. The public is invited to monitor the meeting using the link below or to attend the meeting. Per CDC Guidelines, masks are no longer required. Please feel free to wear a mask based on your personal preference, informed by your personal level of risk. Public participation will be permitted only in person 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. Emailed comments will be shared with the Village Board.

Join Zoom Meeting
https://us02web.zoom.us/j/89126527774?pwd=cmVEcnhFdEpJV01YRGNSY0k5NXRaZz09
ID: 891 2652 7774 Passcode: 60422 Or join by phone (312) 626-6799

CALL TO ORDER

ROLL CALL

CITIZENS PRESENT WISHING TO ADDRESS THE BOARD

RECOGNITIONS AND APPOINTMENTS

1. **A Proclamation Declaring June 2022 as Pride Month**
2. **A Proclamation Declaring the Date of June 19, 2022 as "Juneteenth"**
3. **Resolution Honoring Dr. Von Mansfield**
4. **Resolution Honoring Jane Harper**
5. **Recognition of the Inside Out Project**

CONSENT AGENDA

6. **Approval of the Minutes of the Regular Meeting Held on May 16, 2022**
7. **Presentation of Bills for Approval and Payment as Approved by the Finance Committee (June 6, 2022)**
8. **Consideration of Employee Insurance Renewals**
9. **Consideration of a Resolution Amending the Budget for Fiscal Year 21-22 for the Village of Flossmoor**

REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS

ACTION ITEMS

10. **Consideration of an Ordinance of the Village of Flossmoor, Cook County, Illinois Amending Chapter 103, Article 1 of the Village of Flossmoor Municipal Code (Creating Class E-VGP For The Sale Of Alcoholic Liquor)**

DISCUSSION ITEMS

OTHER BUSINESS

11. **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.

A PROCLAMATION DECLARING JUNE 2022 AS PRIDE MONTH

WHEREAS*, Flossmoor is a community steeped in history and energized by diversity and inclusion in all its forms; and*

WHEREAS*, Flossmoor displays the LGBT Pride flag as a symbol for the LGBTQ+ community, strengthening the bonds of solidarity, celebrating our differences, and promoting social progress of the LGBTQ+ community in the south suburbs; and*

WHEREAS*, while the Stonewall Riots in 1969 transformed the gay and lesbian movement in the United States whereby equal rights were sought for the LGBT community leading to justice, inclusion, opportunity, and acceptance, we also recognize that many individuals in the LGBTQ+ community continue to live in fear and pain and experience violence, including the LGBTQ+ youth who disproportionately suffer from self-harm and suicide; and*

WHEREAS*, people of color and transgender individuals within the LGBTQ+ community are especially vulnerable to acts of discrimination; and*

WHEREAS*, during Pride Month we honor the resilience of LGBTQ+ people and we recommit to our values that individuals of the LGBTQ+ community have the ability to live authentically, freely and safely in Flossmoor; and*

WHEREAS*, as we commemorate Pride Month, it is important to celebrate the contributions of the LGBTQ+ community in every endeavor of American life including science, medicine, arts and entertainment, politics and so many other fields; and*

WHEREAS*, the Village of Flossmoor is a community where all belong and the LGBTQ+ community has support through churches, schools, community groups and non-profits dedicated to their needs; and*

NOW, THEREFORE, *I, Michelle I. Nelson, Mayor of Flossmoor, do hereby proclaim the month of JUNE 2022 as:*

"Pride Month"

and encourage, not only during the month of June, but throughout the year, that Flossmoor residents learn about the struggles and achievements of the LGBTQ+ community that have shaped our history and to practice the values of acceptance and inclusion within the Flossmoor community so that Flossmoor's LGBTQ+ residents know Flossmoor is a community to call home.

Dated this 6th day of June 2022

A PROCLAMATION DECLARING JUNE 2022 AS PRIDE MONTH

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Michelle Nelson, Mayor

A PROCLAMATION DECLARING THE DATE OF JUNE 19, 2022 AS "JUNETEENTH"

***WHEREAS**, Flossmoor is a community steeped in history and energized by diversity and inclusion in all its forms; and*

***WHEREAS**, as we celebrate our diversity and work to become more united and develop a shared understanding of each other, it is important to remember the journey and struggles of African Americans throughout our country's history; and*

***WHEREAS**, although our country was founded on the bold declaration that all men were created equal, we know that this was not truly the case; and*

***WHEREAS**, on June 19, 1865, more than two years after the issuance of the Emancipation Proclamation and months after the Civil War ended, General Gordon Granger issued a general order freeing the remaining slaves in Texas; and*

***WHEREAS**, Juneteenth is a celebration of the end of the horrific institution of slavery and also a day to recognize the generations of African Americans who fought and gave so much in the quest for freedom and civil rights; and*

***WHEREAS**, on Juneteenth, we are all called upon to recognize the significance of the day and join hearts and hands across Flossmoor to continue to make it the welcoming, beautiful and connected community we all hold dear;*

***NOW, BE IT RESOLVED** that I, Mayor Michelle Nelson, do hereby declare the date of June 19, 2022 as:*

"Juneteenth"

and encourage all Flossmoor residents to learn about the history of Juneteenth and to celebrate the African American community and support African American businesses and organizations at the HF Juneteenth Festival on June 19, 2022.

Dated this 6th day of June 2022

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Michelle Nelson, Mayor

Resolution Honoring Dr. Von Mansfield

***WHEREAS*, VON MANSFIELD** is being awarded this recognition as a testimonial of loyal and dedicated service for the past 21 years to Homewood-Flossmoor Community High School District 233; and

***WHEREAS*, VON MANSFIELD** has served the community with distinction in a long list of organizations, demonstrating always his willingness to place his concern for the public good ahead of his personal interest; and

***WHEREAS*, VON MANSFIELD** has accumulated an impressive list of honors, including receiving multiple awards from the Illinois State Board of Education, such as an Award of Excellence as H-F principal in 2005, then an Award of Meritorious Services as H-F Superintendent in 2020; and

***WHEREAS*, VON MANSFIELD** has earned the respect and admiration of everyone with whom he has come into contact by his whole-hearted and dedicated participation in many civic projects; and

NOW, THEREFORE BE IT RESOLVED by the Mayor and Board of Trustees of the Village of Flossmoor that on behalf of the Village administration and all the residents of this community, we do hereby express to **VON MANSFIELD** our gratitude for his distinguished service to the community, and highly commend him for the manner in which he has carried out his duties and responsibilities.

BE IT FURTHER RESOLVED that we do hereby extend to **VON MANSFIELD** and his family our best wishes for health and happiness in the future.

PASSED this 6th day of June, 2022.

APPROVED:

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Michelle I. Nelson, Mayor

ATTEST:

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Gina A. LoGalbo, Village Clerk

Resolution Honoring Jane Harper

***WHEREAS*, JANE HARPER** has served as the Homewood-Flossmoor Community High School head librarian for the past 16 years; and

***WHEREAS*,** during these years, **JANE HARPER** has served as a librarian, friend, and role model to many of the students, inspiring them to read, learn, and to help others learn; and

***WHEREAS*, JANE HARPER** has also fostered a community for students to read print books and online books, use their imagination, and provide them with many resources to succeed in school; and

***WHEREAS*, JANE HARPER's** positive outlook, uplifting personality, and dedicated participation to the students at H-F has earned her the admiration and high regard of those with whom she has come into contact with; and

NOW, THEREFORE BE IT RESOLVED by the Mayor and Board of Trustees of the Village of Flossmoor that on behalf of the Village administration and all the residents of this community, we do hereby express to **JANE HARPER** our gratitude for her distinguished service to the community, and highly commend her for the manner in which she has carried out her duties and responsibilities.

BE IT FURTHER RESOLVED that we do hereby extend our heartfelt appreciation and sincere thanks to **JANE HARPER** and our best wishes to her and her family for many happy and successful years in the future.

PASSED this 6th day of June, 2022.

APPROVED:

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Michelle I. Nelson, Mayor

ATTEST:

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Gina A. LoGalbo, Village Clerk

TO: Mayor Nelson and Board of Trustees
FROM: Jonathan Bogue, Assistant Village Manager
DATE: June 6, 2022
SUBJECT: Inside Out Project Recognition

FLOSSMOOR

In celebration of community and to recognize residents in the Villages of Flossmoor and Homewood, the two Villages have collaborated with Homewood-Flossmoor High School's Media, Visual, and Performing Arts (MVP) Academy on "Smiles are Contagious," a community-based art project created by Inside Out Project: The People's Art Project. The Inside Out Project was created by anonymous French artist and 2011 TED Prize winner JR. Designed to help individuals and communities make a statement by displaying large-scale, black and white portraits in public spaces, Inside Out is a global phenomenon that has been showcased in 138 countries, with more than 400,000 portraits taken in various communities.

The platform for the project is celebrating people's smiles and the diversity in Homewood and Flossmoor. Because of mask mandates and social distancing during the pandemic, the majority of people have worn a mask to prevent the spread of COVID. Since removing the mask mandate, people are able to show each other friendship, kindness, and love with a simple smile.

"This project was selected to help spark and spread joy with something as simple as a smile," said Flossmoor Mayor Michelle Nelson. "It has been scientifically proven that smiles are contagious and, after a long pandemic, with masks and social distancing, we want to bring joy to residents and visitors alike. We cannot think of a better way to offer some light and positivity than welcoming everyone to our community with a wall of smiling faces."

The portraits are available for viewing through the month of June and are displayed at 2059 Ridge Road in Homewood and Flossmoor Village Hall, 2800 Flossmoor Road.

Members of the Inside Out Project team from HF will be present at the June 6, 2022 Village Board Meeting to be recognized by the Village Board for bringing this inspirational project to our community.

FLOSSMOOR

Approval of the Minutes of the Regular Meeting Held on May 16, 2022

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
6/6/2022
CLAIMS LIST SUMMARY

HAND CHECKS	$104,668.64
INVOICES	$230,085.45
TOTAL	$334,754.09

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
AIRGAS USA, LLC							
9987792815	04/30/22	$60.98		WELDING GAS CYLINDER RENTAL			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$15.24
					08-11-6-671	MAINTENANCE AND SUPPLIES	$15.25
					08-21-6-671	MAINTENANCE AND SUPPLIES	$15.25
					07-01-6-671	MAINTENANCE AND SUPPLIES	$15.24
9987792814	05/02/22	$81.76		WELDING GAS CYLINDER RENTAL			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$20.44
					08-11-6-671	MAINTENANCE AND SUPPLIES	$20.44
					08-21-6-671	MAINTENANCE AND SUPPLIES	$20.44
					07-01-6-671	MAINTENANCE AND SUPPLIES	$20.44
						VENDOR TOTAL:	$142.74
ANDREW MCCANN LAWN SPRINKLER							
IN0000220243	05/02/22	$345.00		PRZ TEST			
					08-11-4-634	MISCELLANEOUS SERVICES	$345.00
						VENDOR TOTAL:	$345.00
B ALLAN GRAPHICS							
99101	05/02/22	$145.00		FY23 SHUT OFF NOTICES			
					08-11-3-605	OPERATING SUPPLIES	$145.00
						VENDOR TOTAL:	$145.00
BAXTER & WOODMAN, INC.							
0234228	05/06/22	$5,523.10		PH4 SANITARY SEWER REHABILITATION DESIGN			
					09-53-7-702	DESIGN ENGINEERING	$5,523.10
0234234	05/06/22	$28,789.68		ACOE STORMWATER-FIELD OBSERVATION			
					17-01-4-734	BERRY LANE DRAINAGE CONS OBSER	$28,789.68
						VENDOR TOTAL:	$34,312.78
BENISTAR							
06012022	05/02/22	$932.00		BENEFITS PROGRAM			
					01-00-0-219	HEALTH INSURANCE PAYABLE	$932.00
						VENDOR TOTAL:	$932.00
BLACKBURN MFG. CO.							
0674906IN	05/02/22	$826.87		MARKING PAINT FOR LOCATES FY23			
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$413.[illegible]
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$413.[illegible]
							326.[illegible]

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
BLUE-COLLAR SUPPLY CO.							
24707	05/18/22	$67.47		UNIFORMS & RELATED SUPPLIES - TUCKER			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$67.47
24528	05/06/22	$138.56		UNIFORMS & RELATED SUPPLIES - RAMOS			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$138.56
24531	05/06/22	$26.99		UNIFORMS & RELATED SUPPLIES			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$26.99
24524	05/06/22	$193.43		UNIFORMS & RELATED SUPPLIES - D'APICE			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$193.43
24530	05/06/22	$31.49		UNIFORMS & RELATED SUPPLIES - TUCKER			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$31.49
24529	05/06/22	$358.14		UNIFORMS & RELATED SUPPLIES - TUCKER			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$160.15
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$66.00
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$66.00
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$65.99
24536	05/06/22	$120.57		UNIFORMS & RELATED SUPPLIES - LANGEFELD			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$120.57
24535	05/06/22	$119.99		UNIFORMS & RELATED SUPPLIES - LANGEFELD			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$119.99
24537	05/06/22	$130.46		UNIFORMS & RELATED SUPPLIES - KAWALEC			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$130.46
						VENDOR TOTAL:	$1,187.10
BURKE, LLC							
174569	05/10/22	$2,642.50		VH STANDBY GENERATOR DESIGN			
					16-01-7-755	CAPITAL EQUIPMENT-PUBLIC WORKS	$2,642.50
174570	05/10/22	$152.23		VH ROOF REPAIRS-CONSTRUCTION OBSERVATION			
					16-01-7-767	BUILDING MAINTENANCE	$152.23
						VENDOR TOTAL:	$2,794.73
CARLIN SALES CORPORATION							
302131900	05/04/22	$468.77		PLANTERS FOR CBD FLOWERS			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$468.77
						VENDOR TOTAL:	$468.77

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
CCP INDUSTRIES, INC.							
IN03013060	05/03/22	$301.29		SHOP TOWELS			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$75.33
					08-11-6-671	MAINTENANCE AND SUPPLIES	$75.32
					08-21-6-671	MAINTENANCE AND SUPPLIES	$75.32
					07-01-6-671	MAINTENANCE AND SUPPLIES	$75.32
						VENDOR TOTAL:	$301.29
CDW GOVERNMENT, INC.							
W714831	05/02/22	$756.10		COMPUTER NETWORK MAINTENANCE			
					01-42-6-673	COMPUTER HARDWARE MAINTENANC	$77.50
					01-43-6-673	COMPUTER NETWORK MAINTENANCE	$37.58
					01-45-6-673	COMPUTER HARDWARE MAINTENANC	$5.97
					01-48-6-673	COMPUTER NETWORK MAINTENANCE	$226.23
					01-49-6-673	COMPUTER NETWORK MAINTENANCE	$254.05
					01-50-6-673	COMPUTER NETWORK MAINTENANCE	$35.69
					01-53-6-673	COMPUTER NETWORK MAINTENANCE	$29.79
					01-55-6-673	COMPUTER NETWORK MAINTENANCE	$89.29
W748201	05/03/22	$4,847.04		COMPUTER SOFTWARE MAINTENANCE			
					01-42-6-672	COMPUTER SOFTWARE MAINTENANC	$897.60
					01-43-6-672	COMPUTER SOFTWARE MAINTENANC	$1,077.12
					01-45-6-672	COMPUTER SOFTWARE MAINTENANC	$359.04
					01-48-6-672	COMPUTER SOFTWARE MAINTENANC	$538.56
					01-49-6-672	COMPUTER SOFTWARE MAINTENANC	$1,077.12
					01-55-6-672	COMPUTER SOFTWARE MAINTENANC	$897.60
						VENDOR TOTAL:	$5,603.14
CHICAGO COMMUNICATIONS, LLC.							
335713	05/10/22	$94.80		RADIO MAINTENANCE BILLING FOR JUNE 2022			
					01-50-6-676	RADIO SYSTEM MAINTENANCE	$94.80
						VENDOR TOTAL:	$94.80
CIRCLE TOOL SUPPLY LLC							
26289	04/29/22	$9.90		SAFETY VESTS			
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$9.90
						VENDOR TOTAL:	$9.[illegible]

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
CLARKS GARDEN CENTER & STONE DEPOT							
167	05/05/22	$218.99		2122 HAGEN GROUND REPAIRS			
					08-12-3-619	PROGRAM COMMODITIES	$72.99
					08-22-3-619	PROGRAM COMMODITIES	$73.00
					09-01-3-620	GROUND REPAIR MATERIAL	$73.00
172	05/18/22	$59.50		RIVER ROCK AROUND BASIN			
					07-01-3-619	PROGRAM COMMODITIES	$59.50
						VENDOR TOTAL:	$278.49
COMED							
5007104015 050422	05/04/22	$890.97		WOODS LIFT STATION POWER 4/5/22-5/4/22			
					08-21-4-631	ELECTRIC, POWER, & LIGHT	$890.97
1498044037 051022	05/10/22	$98.74		WESTERN TOWER POWER 4/5/22-5/9/22			
					08-11-4-631	ELECTRIC, POWER, AND LIGHT	$98.74
						VENDOR TOTAL:	$989.71
CORE & MAIN LP							
Q785353	04/29/22	$913.11		TILE PROBE/HYMAX COUPLINGS			
					08-11-3-615	SMALL TOOLS & EQUIPMENT	$89.01
					08-11-6-675	WATER SYSTEM MAINT & REPAIRS	$412.00
					08-13-3-619	PROGRAM COMMODITIES	$412.10
						VENDOR TOTAL:	$913.11
RICHARD G. CRUSOR, JR.							
051222	05/12/22	$210.00		ADMIN HEARING OFFICER 4/28/22			
					01-44-4-646	LOCAL ADJUDICATION SERVICES	$210.00
						VENDOR TOTAL:	$210.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
CURRENT TECHNOLOGIES CORP							
12374	05/18/22	$832.00		ECESSA POWERLINK 350 12 MONTH CONTRACT			
					01-42-6-673	COMPUTER HARDWARE MAINTENANC	$85.28
					01-43-6-673	COMPUTER NETWORK MAINTENANCE	$41.35
					01-45-6-673	COMPUTER HARDWARE MAINTENANC	$6.57
					01-48-6-673	COMPUTER NETWORK MAINTENANCE	$248.93
					01-49-6-673	COMPUTER NETWORK MAINTENANCE	$279.55
					01-50-6-673	COMPUTER NETWORK MAINTENANCE	$39.27
					01-53-6-673	COMPUTER NETWORK MAINTENANCE	$32.78
					01-55-6-673	COMPUTER NETWORK MAINTENANCE	$98.27
12355	05/12/22	$3,132.00		KNOWBE4 PHISHER SUBSCRIPTION 12 MONTHS			
					01-42-6-672	COMPUTER SOFTWARE MAINTENANC	$357.05
					01-43-6-672	COMPUTER SOFTWARE MAINTENANC	$397.76
					01-45-6-672	COMPUTER SOFTWARE MAINTENANC	$75.17
					01-48-6-672	COMPUTER SOFTWARE MAINTENANC	$981.88
					01-49-6-672	COMPUTER SOFTWARE MAINTENANC	$476.06
					01-50-6-672	COMPUTER SOFTWARE MAINTENANC	$327.29
					01-53-6-672	COMPUTER SOFTWARE MAINTENANC	$159.73
					01-55-6-672	COMPUTER SOFTWARE MAINTENANC	$357.06
						VENDOR TOTAL:	$3,964.00
DAILY SOUTHTOWN							
05052022	05/05/22	$73.24		SUBSCRIPTION			
					01-49-5-660	DUES AND SUBSCRIPTIONS	$73.24
05112022	05/11/22	$42.00		SUBSCRIPTION			
					01-49-5-660	DUES AND SUBSCRIPTIONS	$42.00
						VENDOR TOTAL:	$115.24
DELUXE							
12003522	05/20/22	$112.87		DEPOSIT STICKER BOOK - GENERAL ACCT			
					01-43-4-655	BANK SERVICE CHARGES	$112.87
						VENDOR TOTAL:	$112.87
ALESIA DOWELL							
05202022D	05/20/22	$55.00		VEHICLE STICKER REFUND			
					01-00-2-420	VEHICLE STICKERS	$55.
						VENDOR TOTAL:	$55.

Village of Flossmoor
Detail Board Report
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Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
EBEL'S ACE HARDWARE							
3471693	05/11/22	$6.63		DOWNTOWN FLOWER WATER TANK REPAIR			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$6.63
3471433	05/06/22	$5.93		FUSES			
					01-49-6-671	VEHICLE MAINTENANCE	$5.93
						VENDOR TOTAL:	$12.56
ELECTRICAL SYSTEMS INC							
10697	05/09/22	$7,550.00		POWER POLE REPAIR ON WESTERN AVE			
					01-00-0-153	IRMA RECEIVABLE	$7,550.00
						VENDOR TOTAL:	$7,550.00
ELMER & SON LOCKSMITHS INC							
400178	05/05/22	$174.00		FIRE DEPT LOCK REPAIR			
					01-67-6-678	BUILDING REPAIRS	$174.00
400292	05/11/22	$99.72		FY23 RESTOCK LOCKS			
					01-60-3-605	OPERATING SUPPLIES	$99.72
						VENDOR TOTAL:	$273.72
FITZSIMMONS							
4773406	05/16/22	$15.00		H TANK			
					01-49-6-675	EMS EQUIPMENT MAINTENANCE	$15.00
						VENDOR TOTAL:	$15.00
FORT DEARBORN LIFE INSURANCE							
05092022	05/09/22	$316.80		LIFE INSURANCE			
					01-42-2-591	LIFE INSURANCE PREMIUM	$21.55
					01-43-2-591	LIFE INSURANCE PREMIUM	$33.86
					01-45-2-591	LIFE INSURANCE PREMIUM	$6.16
					01-48-2-591	LIFE INSURANCE PREMIUM	$120.04
					01-49-2-591	LIFE INSURANCE PREMIUM	$39.78
					01-50-2-591	LIFE INSURANCE PREMIUM	$18.47
					01-53-2-591	LIFE INSURANCE PREMIUM	$6.16
					01-55-2-591	LIFE INSURANCE PREMIUM	$12.31
					01-60-2-591	LIFE INSURANCE PREMIUM	$58.47
						VENDOR TOTAL:	$316.80

Village of Flossmoor
Detail Board Report
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Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
GALLAGHER MATERIALS CORP.							
23877	04/30/22	$1,526.83		ASPHALT FOR POT HOLE REPAIRS			
					01-68-3-619	PROGRAM COMMODITIES	$381.70
					08-14-3-612	ASPHALT MIX	$381.71
					08-24-3-612	ASPHALT MIX	$381.71
					02-01-3-606	ASPHALT MIX	$381.71
						VENDOR TOTAL:	$1,526.83
PENNY GIVEN							
05202022	05/20/22	$15.00		REFUND FOR ANIMAL TAGE			
					01-00-2-421	ANIMAL LICENSES	$15.00
						VENDOR TOTAL:	$15.00
GRANICUS							
148938	03/01/22	$414.75		MINUTE TRAQ MARCH 2022			
					01-41-4-645	PAPERLESS AGENDA SOFTWARE SERV	$414.75
						VENDOR TOTAL:	$414.75
GREAT LAKES DISTRIBUTING INC							
217558	05/11/22	$121.50		PRESSURE WASHER SOAP			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$40.50
					08-11-6-671	MAINTENANCE AND SUPPLIES	$40.50
					08-21-6-671	MAINTENANCE AND SUPPLIES	$40.50
						VENDOR TOTAL:	$121.50
GREEN GLEN NURSERY, INC.							
70851	05/10/22	$2,231.00		PLANTS FOR RESTORATION AT HAGEN LANE			
					01-55-7-776	HAGEN LN/DOUGLAS AVE CONSTRUC	$2,231.00
10885	05/10/22	$531.00		FY23 CBD LANDSCAPING			
					40-33-6-671	MAINTENANCE AND SUPPLIES	$531.00
						VENDOR TOTAL:	$2,762.00
HISKES, DILLNER, O'DONNELL,							
15630	05/03/22	$49.50		2021 NO CASH BID			
					01-44-4-644	OTHER LEGAL SERVICES	$49.50
15631	05/03/22	$165.00		19725 GOV HWY ACQUISITION			
					01-44-4-644	OTHER LEGAL SERVICES	$165
						VENDOR TOTAL:	$214

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
HOME CLEANING CENTERS -AMERICA							
412	05/01/22	$3,256.00		FY23 MAY CLEANING SERVICE			
					01-67-4-630	CLEANING SERVICE	$3,256.00
						VENDOR TOTAL:	$3,256.00
HOMEWOOD DISPOSAL SERVICE INC							
7812032 050122	05/01/22	$1,040.77		YARD WASTE STICKERS APRIL 2022			
					01-00-2-424	YARD WASTE STICKERS	$1,040.77
						VENDOR TOTAL:	$1,040.77
THE HORTON GROUP							
89823	04/18/22	$1,558.00		Q2 VIRGIN PARTICIPATION/MAR 2022 REWARDS			
					01-42-2-592	EAP & WELLNESS PROGRAMS	$50.30
					01-43-2-592	EAP & WELLNESS PROGRAMS	$100.89
					01-45-2-592	EAP & WELLNESS PROGRAMS	$12.65
					01-48-2-592	EAP & WELLNESS PROGRAMS	$840.61
					01-49-2-592	EAP & WELLNESS PROGRAMS	$188.24
					01-50-2-592	EAP & WELLNESS PROGRAMS	$50.59
					01-53-2-592	EAP & WELLNESS PROGRAMS	$12.65
					01-55-2-592	EAP & WELLNESS PROGRAMS	$25.30
					01-60-2-592	EAP & WELLNESS PROGRAMS	$276.77
						VENDOR TOTAL:	$1,558.00
HR DIRECT							
INV11703166	05/11/22	$84.99		MANDATORY POSTER			
					01-48-3-602	BOOKS AND MAPS	$84.99
						VENDOR TOTAL:	$84.99

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
J.M.D. SOX OUTLET							
20220064	05/12/22	$266.80		BAUMGARTNER UNIFORM			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$56.67
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$56.66
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$56.67
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$96.80
20220063	05/12/22	$39.75		UNIFORM SCHMIDT			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$39.75
20220062	05/12/22	$99.75		GLOVES RESTOCK			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$33.25
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$33.25
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$33.25
20220049	05/08/22	$326.94		BECKER UNIFORM			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$72.34
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$72.33
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$72.33
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$109.94
20220050	05/08/22	$323.59		MCCARTHY UNIFORM			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$53.31
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$53.32
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$53.32
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$163.64
20220051	05/08/22	$77.96		KAWALEC UNIFORM			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$77.96
20220052	05/08/22	$161.94		UNIFORM LANGEFELD			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.66
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.67
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.66
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$21.95
20220054	05/08/22	$150.89		UNIFORM DAPICE			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$45.00
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$44.99
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$45.00
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$15.90
20220053	05/08/22	$310.88		UNIFORM JONES			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$46.
							$170.

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
20220048	05/08/22	$234.81		HINTON UNIFORM			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$44.99
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$45.00
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$45.00
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$99.82
						VENDOR TOTAL:	$1,993.31
RAY JOHNSON							
05182022	05/20/22	$9.12		REIMBURSEMENT FOR BATTERIES			
					01-53-3-601	OFFICE SUPPLIES	$9.12
						VENDOR TOTAL:	$9.12
LANDFALL							
593389B	04/09/22	$1,524.00		MUSTANG ICE COMMANDER RESCUE SUIT			
					01-49-3-615	SMALL TOOLS & EQUIPMENT	$1,524.00
						VENDOR TOTAL:	$1,524.00
LBM TOOLS LLC							
03242276935	03/24/22	$123.00		TOOL FOR TIRES/WIRE STRIPPER			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$41.00
					08-11-6-671	MAINTENANCE AND SUPPLIES	$41.00
					08-21-6-671	MAINTENANCE AND SUPPLIES	$41.00
04142277724	05/05/22	$333.20		SHOP TOOLS FOR DPW TRUCKS FY23			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$83.30
					08-11-6-671	MAINTENANCE AND SUPPLIES	$83.30
					08-21-6-671	MAINTENANCE AND SUPPLIES	$83.30
					07-01-6-671	MAINTENANCE AND SUPPLIES	$83.30
05122279011	05/12/22	$200.50		DPW SHOP TOOL			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$50.13
					08-11-6-671	MAINTENANCE AND SUPPLIES	$50.13
					08-21-6-671	MAINTENANCE AND SUPPLIES	$50.12
					07-01-6-671	MAINTENANCE AND SUPPLIES	$50.12
						VENDOR TOTAL:	$656.70
LOU'S GLOVES INC.							
048763	05/05/22	$664.00		EXAM GLOVES			
					01-48-3-615	SMALL TOOLS & EQUIPMENT	$664.
						VENDOR TOTAL:	$664.

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Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
M & J UNDERGROUND							
M220141	05/16/22	$3,180.00		999 KEDZIE - CHECK WATER MAIN			
					08-11-6-677	WATER FACILITY MAINTENANCE	$3,180.00
						VENDOR TOTAL:	$3,180.00
M.E. SIMPSON COMPANY, INC.							
38665	05/10/22	$55.00		WATER METER TEST			
					08-11-6-672	WATER METERS AND ROMS	$55.00
						VENDOR TOTAL:	$55.00
MENARD CONSULTING INC.							
05042022	05/04/22	$2,200.00		SERVICE FOR FY22 AUDIT			
					01-43-4-632	ACTUARY SERVICES	$2,200.00
						VENDOR TOTAL:	$2,200.00
MENARDS							
33917	05/12/22	$111.29		BAUMGARTNER UNIFORM PURCHASE			
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	$111.29
						VENDOR TOTAL:	$111.29
MENARD'S-HOMEWOOD							
33752	05/10/22	$448.10		LIGHT BULBS / TRUCK PARTS TO WATER FLOWERS			
					01-67-3-605	OPERATING SUPPLIES	$119.96
					01-60-6-671	MAINTENANCE AND SUPPLIES	$328.14
						VENDOR TOTAL:	$448.10

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Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
MONARCH AUTO SUPPLY INC							
6981558299	05/02/22	$76.91		BATTERY FOR LEAK VAN GENERATOR			
					08-11-6-671	MAINTENANCE AND SUPPLIES	$38.45
					08-21-6-671	MAINTENANCE AND SUPPLIES	$38.46
6981559041	05/10/22	$665.55		FIRE DEPT A19-PM/ MISC SUPPLIES-BILLY GOAT MOWER & SMALL EQUIP			
					01-49-6-671	VEHICLE MAINTENANCE	$476.47
					01-60-6-671	MAINTENANCE AND SUPPLIES	$47.27
					08-11-6-671	MAINTENANCE AND SUPPLIES	$47.27
					08-21-6-671	MAINTENANCE AND SUPPLIES	$47.27
					07-01-6-671	MAINTENANCE AND SUPPLIES	$47.27
6981558632	05/05/22	$7.09		D14 RADIO REPAIR			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$1.77
					08-11-6-671	MAINTENANCE AND SUPPLIES	$1.77
					08-21-6-671	MAINTENANCE AND SUPPLIES	$1.78
					07-01-6-671	MAINTENANCE AND SUPPLIES	$1.77
6981558419	05/03/22	$250.00		COUPLER & BATTERY CABLES BY HB01 & BIG DUMPS			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$62.50
					08-11-6-671	MAINTENANCE AND SUPPLIES	$62.50
					08-21-6-671	MAINTENANCE AND SUPPLIES	$62.50
					07-01-6-671	MAINTENANCE AND SUPPLIES	$62.50
6981558426	05/03/22	$608.81		MISC TRUCK AND SHOP SUPPLIES			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$152.21
					08-11-6-671	MAINTENANCE AND SUPPLIES	$152.20
					08-21-6-671	MAINTENANCE AND SUPPLIES	$152.20
					07-01-6-671	MAINTENANCE AND SUPPLIES	$152.20
						VENDOR TOTAL:	$1,608.36
NAME ON ANYTHING.COM							
2203282L	04/04/22	$67.80		NAME BADGE FOR CRC			
					01-41-3-605	OPERATING SUPPLIES	$67.80
						VENDOR TOTAL:	$67.80
NORLAB INC							
86122	04/28/22	$488.00		TRACING DYE RESTOCK LEAK DETECTION			
					08-11-3-605	OPERATING SUPPLIES	$488.00
						VENDOR TOTAL:	$488.

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Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
NORTH EAST MULTI-REGIONAL							
303533	05/05/22	$225.00		CARDEN TRAINING-SUPERVISING THE FIELD TRAIN PROCESS			
					01-48-5-661	TRAINING	$225.00
						VENDOR TOTAL:	$225.00
ORKIN EXTERMINATING COMPANY							
228811725	05/11/22	$128.00		PEST CONTROL VH			
					01-67-4-634	MISC SVCS	$128.00
228811599	05/11/22	$122.00		PEST CONTROL DPWSC			
					01-67-4-634	MISC SVCS	$122.00
						VENDOR TOTAL:	$250.00
KATHLEEN FIELD ORR & ASSOCIATE							
062022	05/11/22	$11,500.00		VILLAGE ATTY RETAINER - JUNE 2022			
					01-44-4-630	VILLAGE ATTY RETAINER	$11,500.00
						VENDOR TOTAL:	$11,500.00
OTTOSEN DINOLFO HASENBALG & CASTALD							
145073	04/30/22	$506.00		APPEAL OF ADMINISTRATIVE ADJUDICATION DECISION			
					01-44-4-643	UNPLANNED LITIGATION	$506.00
145074	04/30/22	$323.22		DISSOLUTION OF CSSMTD			
					01-44-4-643	UNPLANNED LITIGATION	$323.22
						VENDOR TOTAL:	$829.22
PORTER LEE CORPORATION							
26893	05/01/22	$965.00		ANNUAL SOFTWARE SUPPORT JUNE 2022-MAY2023			
					01-48-6-670	OFFICE EQUIPMENT MAINTENANCE	$965.00
						VENDOR TOTAL:	$965.00
PUBLIC SAFETY DIRECT, INC.							
99648	05/01/22	$90.00		MEMORIAL DAY BANNER			
					01-60-3-605	OPERATING SUPPLIES	$90.00
						VENDOR TOTAL:	$90.00

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
RUNCO OFFICE SUPPLY							
8663640	05/04/22	$149.43		OFFICE SUPPLIES			
					01-55-3-601	OFFICE SUPPLIES	$126.46
					01-60-3-601	OFFICE SUPPLIES	$22.97
8663641	05/10/22	$18.08		AJ NEW CALCULATOR			
					08-11-3-601	OFFICE SUPPLIES	$18.08
8678560	05/16/22	$75.63		PAPER FOR PERMITS			
					01-53-3-601	OFFICE SUPPLIES	$75.63
8678570	05/16/22	$5.71		TAPE FOR PROPERTY MAINTENANCE			
					01-53-3-601	OFFICE SUPPLIES	$5.71
8683100	05/19/22	$483.89		PAPER			
					01-41-3-601	OFFICE SUPPLIES	$96.79
					01-42-3-601	OFFICE SUPPLIES	$48.39
					01-43-3-601	OFFICE SUPPLIES	$72.58
					01-45-3-601	OFFICE SUPPLIES	$48.39
					01-48-3-601	OFFICE SUPPLIES	$48.39
					01-49-3-601	OFFICE SUPPLIES	$48.39
					01-53-3-601	OFFICE SUPPLIES	$24.19
					01-55-3-601	OFFICE SUPPLIES	$48.39
					08-10-3-601	OFFICE SUPPLIES	$24.19
					08-20-3-601	OFFICE SUPPLIES	$24.19
8669520	05/09/22	$80.12		FINANCE-FLAGS/BINDERS GENERAL-PENS			
					01-42-3-601	OFFICE SUPPLIES	$8.25
					01-43-3-601	OFFICE SUPPLIES	$34.02
					01-45-3-601	OFFICE SUPPLIES	$1.65
					01-49-3-601	OFFICE SUPPLIES	$1.65
					01-53-3-601	OFFICE SUPPLIES	$4.95
					08-10-3-601	OFFICE SUPPLIES	$22.20
					08-20-3-601	OFFICE SUPPLIES	$7.40
						VENDOR TOTAL:	$812.86

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SANDENO EAST INC.							
8424	05/11/22	$176.15		POT HOLE REPAIR BIKE THE GEM			
					01-68-3-619	PROGRAM COMMODITIES	$44.04
					02-01-3-606	ASPHALT MIX	$44.04
					08-14-3-612	ASPHALT MIX	$44.04
					08-24-3-612	ASPHALT MIX	$44.03
8395	04/29/22	$169.38		ASPHALT FOR POT HOLE REPAIR-GEM ROUTE			
					01-68-3-619	PROGRAM COMMODITIES	$42.34
					02-01-3-606	ASPHALT MIX	$42.35
					08-14-3-612	ASPHALT MIX	$42.34
					08-24-3-612	ASPHALT MIX	$42.35
						VENDOR TOTAL:	$345.53
SOUTHWEST TOWN MECHANICAL							
I220109094	01/09/22	$1,871.00		HVAC MAINTENANCE REPAIR			
					01-67-4-634	MISCELLANEOUS SERVICES	$1,871.00
S12070908	05/11/22	$1,830.00		MAINT CONTRACT			
					01-67-6-678	BUILDING REPAIRS	$1,830.00
						VENDOR TOTAL:	$3,701.00
KATIE SULLIVAN							
050322	05/03/22	$1,750.00		CONSULTATION, DESIGN, ALL REVISIONS AND FINAL PRESS READY FILE PREP-VILLAGE PROMOTIONAL MATERIALS			
					01-41-4-655	GREEN COMMISION	$150.00
					01-41-4-653	MARKETING PROGRAMS	$475.00
					01-41-4-651	COMMUNITY RELATIONS COMMISSIO	$1,125.00
						VENDOR TOTAL:	$1,750.00

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SYNCB/AMAZON							
656363684599	04/07/22	$123.61		BATTERIES/STAINLESS CLEANER/GRIDDLE CLEANING KIT/DRYER REPAIR KIT			
					01-49-3-605	OPERATING SUPPLIES	$123.61
978796985669	04/07/22	$8.98		MULTI PURPOSE CLEANER			
					01-49-3-605	OPERATING SUPPLIES	$8.98
433579935683 0407	04/07/22	$57.98		BATTERIES			
					01-48-3-611	SPECIAL POLICE COMMODITIES	$57.98
733559845747	04/15/22	$319.90		BOARD ROOM TABLE COVERS			
					01-67-3-605	OPERATING SUPPLIES	$319.90
495447754857	04/18/22	$497.99		CONFERENCE ROOM TV			
					01-42-3-606	OFFICE EQUIPMENT	$497.99
546987879844	04/21/22	$203.97		KEYBOARD & MOUSE/SWITCH			
					01-48-3-607	COMPUTER EQUIPMENT & SUPPLIES	$203.97
494799488586	04/26/22	$48.98		KEYBOARD & MOUSE			
					01-48-3-607	COMPUTER EQUIPMENT & SUPPLIES	$48.98
563638838847	04/30/22	$98.99		SAMSUNG TV WALL MOUNT			
					01-42-3-606	OFFICE EQUIPMENT	$98.99
887877378388	05/02/22	$58.96		SCOTCH POP-UP TAPE REFILLS			
					01-55-3-601	OFFICE SUPPLIES	$58.96
445834845795	05/03/22	$84.38		ROPE			
					01-67-3-620	REPAIR SUPPLIES	$84.38
599874985436	05/03/22	$308.00		HVAC FILTER PART			
					01-67-3-620	REPAIR SUPPLIES	$308.00
443536677733	05/04/22	$414.45		OFFICE CHAIR @ REPLACEMENT WHEELS			
					01-49-6-670	OFFICE EQUIPMENT MAINTENANCE	$414.45
45765368739	05/04/22	$129.99		EARPIECE			
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	$129.99
453767389569	05/05/22	$30.79		I-PHONE CASE			
					01-49-3-605	OPERATING SUPPLIES	$30.79
557535594753	05/06/22	$28.96		FILE FOLDERS			
					01-48-3-601	OFFICE SUPPLIES	$28.96
599388535846	05/06/22	$39.70		SELF INKING STAMPS			
					01-48-3-601	OFFICE SUPPLIES	$39.70
448763753449	05/09/22	$124.95		RAMOS SAFETY SHOES			
					01-60-3-618	SAFETY EQUIPMENT & SUPPLIES	$41.65
					08-11-3-618	SAFETY EQUIPMENT & SUPPLIES	$41.
					08-21-3-618	SAFETY EQUIPMENT & SUPPLIES	$41.
469653596366	04/20/22	$(23.49)		REFUND-RETURNED BADGE WALLET			
							$(23.

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
666667637866	04/27/22	$(48.98)		REFUND-RETURNED KEYBOARD/MOUSE COMBO			
					01-48-3-607	COMPUTER EQUIPMENT & SUPPLIES	$(48.98)
						VENDOR TOTAL:	$2,508.11
TESLA, INC							
050622	05/06/22	$336.00		PERMIT REFUND 1362 DARTMOUTH			
					01-00-2-431	ELECTRICAL PERMITS	$150.00
					01-00-2-430	BUILDING PERMITS	$186.00
						VENDOR TOTAL:	$336.00
THIRD DIST. FIRE CHIEF'S ASSN.							
4863	05/12/22	$40.00		MONTHLY LUNCHEON MEETIN - KOPEC & BERK			
					01-49-4-648	SPECIAL RESPONSE TEAM	$40.00
						VENDOR TOTAL:	$40.00
TIFCO INDUSTRIES INC.							
71759805	05/09/22	$355.58		VEHICLE PARTS, SUPPLIES			
					01-60-6-671	MAINTENANCE AND SUPPLIES	$88.89
					07-01-6-671	MAINTENANCE AND SUPPLIES	$88.89
					08-11-6-671	MAINTENANCE AND SUPPLIES	$88.90
					08-21-6-671	MAINTENANCE AND SUPPLIES	$88.90
						VENDOR TOTAL:	$355.58
TRIBUNE MEDIA GROUP							
052843399000	04/30/22	$1,901.66		LEGAL NOTICES APRIL 2022			
					01-60-4-638	ADVERTISING	$1,185.04
					01-43-4-638	ADVERTISING	$650.62
					01-45-4-638	ADVERTISING	$66.00
						VENDOR TOTAL:	$1,901.66
UDO'S PROFESSIONAL CAR WASH							
301	05/15/22	$21.50		PD CAR WASHES APRIL 2022			
					01-48-6-671	VEHICLE MAINTENANCE & SUPPLIES	$21.50
						VENDOR TOTAL:	$21.50

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

Vendor Name / Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
UNITED PARCEL SERVICE							
000F36604192	05/07/22	$14.18		SEND BID DOCUMENTS TO SITE SERVICES			
					01-55-3-603	POSTAGE	$14.18
0000F36604202 051	05/14/22	$90.47		DPW-BURKE FINANCE-ILSDU POSTAGE & PICK UP FEES/SPEEDWAY PICK UP FEES			
					01-55-3-603	POSTAGE	$26.59
					01-43-3-603	POSTAGE	$63.88
						VENDOR TOTAL:	$104.65
VILLAGE CLEANERS							
67163H	05/12/22	$220.00		CLEAN & PRESS BOARD ROOM TABLE CLOTHS			
					01-67-3-605	OPERATING SUPPLIES	$220.00
						VENDOR TOTAL:	$220.00
VILLAGE OF HOMEWOOD							
10481	05/12/22	$117,190.70		HOMEWOOD WATER BILL 3/28/22-5/1/22			
					08-11-4-636	HOMEWOOD-OPER & MTCE CHARGES	$(11,669.22)
					08-11-4-635	HOMEWOOD-LAKE MICHIGAN WATER	$128,859.92
						VENDOR TOTAL:	$117,190.70
WORKING WELL							
0038033800	04/30/22	$233.00		RIORDAN PRE-EMPLOYMENT PHYSICAL			
					01-49-4-636	PRE-EMPLOYMENT PHYSICALS	$233.00
						VENDOR TOTAL:	$233.00
Z-FORCE TRANSPORTATION, INC.							
22185736	05/03/22	$735.00		HAUL CLEAN FILL/SPOIL DISPOSAL			
					01-60-4-650	SPOIL DISPOSAL	$735.00
						VENDOR TOTAL:	$735.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 06/07/22

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

Total Amount Being Paid: $230,085.45
Total Number of Invoices: 133

Village of Flossmoor
Detail Board Report

Manual Checks Issued: 05/20/22 thru 05/24/22

Vendor Name / Invoice #	Invoice Date	Amount	Check #	Check Date	PO #	Invoice Description	GL Number	GL Description	Line Amount
AT&T									
7205510701	05/11/22	$896.12	76879	05/24/22		VILLAGE INTERNET ACCT #831-001-1181-835			
							01-42-4-639	WEBSITE & INTERNET SERVICES	$896.12
								VENDOR TOTAL:	$896.12
BCBSIL									
JUNE 2022	05/17/22	$96,451.08	76874	05/20/22		JUNE 2022 PREMIUM			
							01-00-0-219	HEALTH INSURANCE PAYABLE	$18,739.57
							01-42-2-590	HEALTH INSURANCE PREMIUM	$6,105.41
							01-43-2-590	HEALTH INSURANCE PREMIUM	$9,921.30
							01-48-2-590	HEALTH INSURANCE PREMIUM	$34,973.61
							01-49-2-590	HEALTH INSURANCE PREMIUM	$3,052.71
							01-50-2-590	HEALTH INSURANCE PREMIUM	$7,631.77
							01-55-2-590	HEALTH INSURANCE PREMIUM	$1,526.35
							01-60-2-590	HEALTH INSURANCE PREMIUM	$14,500.36
								VENDOR TOTAL:	$96,451.08
COMCAST									
0001666 050622	05/06/22	$360.70	76880	05/24/22		VH & DPWSC INTERNET 5/10/22-6/9/22			
							01-42-4-639	WEBSITE & INTERNET SERVICES	$248.85
							01-55-6-673	COMPUTER NETWORK MAINTENAN	$111.85
								VENDOR TOTAL:	$360.70
EASYPERMIT POSTAGE									
050522	05/05/22	$626.10	76875	05/20/22		WATER BILLING POSTAGE 4/27/22			
							08-10-3-603	POSTAGE	$469.57
							08-20-3-603	POSTAGE	$156.53
								VENDOR TOTAL:	$626.10

Village of Flossmoor
Detail Board Report

Manual Checks Issued: 05/20/22 thru 05/24/22

Vendor Name / Invoice #	Invoice Date	Amount	Check #	Check Date	PO #	Invoice Description	GL Number	GL Description	Line Amount
METLIFE									
JUNE 2022	05/16/22	$5,018.96	76876	05/20/22		POLICY #05390569/JUNE 2022 PREMIUM			
							01-00-0-219	HEALTH INSURANCE PAYABLE	$1,297.25
							01-42-2-590	HEALTH INSURANCE PREMIUM	$297.74
							01-43-2-590	HEALTH INSURANCE PREMIUM	$483.82
							01-48-2-590	HEALTH INSURANCE PREMIUM	$1,637.55
							01-49-2-590	HEALTH INSURANCE PREMIUM	$148.87
							01-50-2-590	HEALTH INSURANCE PREMIUM	$372.17
							01-55-2-590	HEALTH INSURANCE PREMIUM	$74.43
							01-60-2-590	HEALTH INSURANCE PREMIUM	$707.13
								VENDOR TOTAL:	$5,018.96
SAM'S CLUB/SYNCHRONY BANK									
050222	05/02/22	$271.43	76877	05/20/22		PD KITCHEN SUPPLIES/DPW BATTERIES/FD LAUNDRY SOAP			
							01-48-3-611	SPECIAL POLICE COMMODITIES	$154.23
							01-60-3-605	OPERATING SUPPLIES	$53.44
							01-49-3-616	CLEANING SUPPLIES	$63.76
								VENDOR TOTAL:	$271.43
VISION SERVICE PLAN									
815146242	05/17/22	$1,044.25	76878	05/20/22		JUNE 2022 PREMIUM			
							01-00-0-219	HEALTH INSURANCE PAYABLE	$304.09
							01-42-2-590	HEALTH INSURANCE PREMIUM	$59.21
							01-43-2-590	HEALTH INSURANCE PREMIUM	$96.22
							01-48-2-590	HEALTH INSURANCE PREMIUM	$325.67
							01-49-2-590	HEALTH INSURANCE PREMIUM	$29.61
							01-50-2-590	HEALTH INSURANCE PREMIUM	$74.02
							01-55-2-590	HEALTH INSURANCE PREMIUM	$14.80
							01-60-2-590	HEALTH INSURANCE PREMIUM	$140.63
								VENDOR TOTAL:	$1,044.25

Total Amount Being Paid: $104,668.64

Total Number of Invoices: 7

TO: Bridget Wachtel, Village Manager
FROM: Scott Bordui, Finance Director
DATE: June 6, 2022
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, 2022.

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 increase of 9.88% which included applicable Affordable Care Act (ACA) taxes and fees. The initial increase was larger than budgeted but actually received as "good" news given recent inflation which has rapidly surged to 40-year highs. 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 increase of only 2.28% based largely on current plan designs. Horton was able to obtain this pricing while maintaining current plan designs although we did elect a design modification regarding the PPO-1500 plan which I will discuss later. The renewal rate is an excellent rate given medical trends, soaring inflation, continuing COVID-19 uncertainties and other renewal rates Horton has observed. The medical changes by tier ranged from 9.3% decreases-5.3% increases depending on the plan with HMO rates ranging from 0.2% decreases-1.4% increases, PPO rates ranging from 0.1%-1.7% increases and HSA rates ranging from 3.7-5.3% increases. As discussed later, the PPO-1500 plan would be replaced with a new PPO-Blue Choice Options (BCO) plan. Compared to the PPO-1500 plan, the PPO-BCO plan results in rate decreases ranging from 7.7%-9.2%. Due largely to demographic enrollment shifts, there were rate decreases in the single HMO category and increases in all other HMO, PPO-500 and HSA categories. The total average increase in medical rates based on our census was 2.28%. Dental rates proposed by MetLife resulted in a 5.0% increase. Vision rates from VSP continue the good news no increases. The total average increase across all plans will be 2.25%. Without the pending PSEBA applicant, the total average would have been an increase of 2.23%.

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), 2.0% (reduction) and 3.0% (reduction) last year our 17-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
2022-23	+ 2.2%	+ 7.70%	-5.50

The 2.25% average total increase with the medical component at 2.28% is well below medical inflation trends and the Village's budgeted increase of 7.70%. The attached spreadsheet provides detail on the increase. At the time of budget development, most renewals in the market were resulting in increases above 13.0%. Our timing has been fortunate and many of the changes we have made over the last 10-12 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 20% vs. the trend at 119%; 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 23 budget of the small rate increase is estimated at approximately $48,000; tremendous budget news.

Patient Protection and Affordability Care Act (ACA) & Taxes and Fees

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 2022 and 2023 taxes and fees will be as follows:

-Patient Centered Outcomes Research Institute (PCORI) Fee – fee to fund health care reform research began in 2013; $2.79 per life in 2022 and thru 6-30-22; 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 fundamental core plan designs with only a few minor changes related to prescription drugs and HSA deductibles/out of pockets.

I am recommending a change impacting our PPO-1500 plan. BCBS first offered a new product option last year called PPO-Blue Choice Options. I am recommending replacing our PPO-1500 plan with the PPO-Blue Choice Options (BCO) plan. The PPO-BCO plan introduces a “pay for performance” concept regarding providers; a concept that could replace traditional PPO plans in the future. As a result, we felt it important to get this type of plan added to our options as opposed to continuing to carry two traditional PPO plans. The PPO-BCO plan effectively creates a two-tier network plan within the PPO. While the total network is the same deep provider network as the existing PPO and HSA plans, there are two in-network tiers (Tier 1 and Tier 2) where Tier 1 provider benefits are at a $500 deductible and largely mirror PPO-500 plan benefits and Tier 2 provider benefits are at a $1,500 deductible with benefits largely mirroring the PPO-1500 plan. Deductibles and out of pocket maximums accumulate across both tiers. PPO-BCO out of network benefits are not as strong as existing PPO and HSA plans. The problem with the PPO-BCO product at this time is that neither Ingalls nor University of Chicago (U of C) participates in the Tier 1 network and are Tier 2 providers. Those two providers are relied upon by many of our employees. However, we have only 3 employees in the current PPO-1500 plan and key Blue Choice Options Tier 2 benefits regarding deductibles and out of pocket maximums are substantially similar to the existing PPO-1500 plan. If those 3 employees do not like the PPO-BCO plan, they can switch to the PPO-500 plan or HSA plan to maintain their same provider network but without the tiers.

The Village last made 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 2021 to $2,800 per IRS mandate and is scheduled to rise to $3,000 in 2023.

We are pleased that we were able to retain the base plan designs this year with while achieving a very small overall premium increase. 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 21 employees; our highest participation to date, that have switched to the HSA. Due to ACA impacts, the second PPO offering including the $1,500 deductible component will become the Blue Choice Options plan offered with the current renewal.

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 from Humana, United Healthcare and Aetna. The Aetna and United Healthcare bids 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. Humana’s bid offered a lower premium but with significantly downgraded benefit levels resulting in a bid that wasn't at all competitive.

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 provider, MetLife, proposed a 5.0% increase while maintaining the 99% R&C percentile level. The Village switched from Guardian to MetLife last year at a 17.3% savings and R&C level enhancement. The 5.0% increase is reasonable and the most competitive bid submitted. The dental inflation trend has been around 7% so the smaller increase is excellent news. In our first year with previous provider Guardian, we learned that Guardian's network had not been as strong as advertised and out of network "maximums" (R&C charges) 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 continues to provide an enhancement of the percentile coverage levels. There were other competitive quotes but none as strong as MetLife. Guardian did offer a smaller premium increase but only at the 90% R&C percentile level. Horton has had good experience with MetLife and recommends renewing.

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. I am pleased to report that VSP is offering another two-year agreement with no increases during the term. This will take us to June 30, 2024 with no increases and with current benefit levels.

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 21 employees; matching our highest total, 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	$ 960	$1,000	$ (40)
Employee + Child	$2,232	$2,000	$ 232
Employee + Spouse	$2,124	$2,000	$ 124
Family	$3,408	$2,500	$ 908

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. Further, with the net savings gap narrowing to a near breakeven point, the Village may have to adjust incentive amounts in the near future.

The Village will have two enrollment opportunities for the HSA; one to coincide with the overall open enrollment period effective for July 1, 2022 and another effective for calendar year 2023.

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 2022 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 generally 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.

Consistent with our stated intent, we had the underwriter calculate the defined contribution amounts for the 2022 renewal. 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 underwriter calculation was last done in 2019 so 2022 is an underwriter year. 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 and is needed in 2022. Keep in mind the Village is not bound by the annual DC increase/decrease approach. However, I believe we should continue to follow thru on the stated intent for the medical increase or 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 underwriter calculation results in the following defined contribution model for the 2022 renewal year:

Type	Defined Contrib.	Employee % DC Model	Employee % Union Model
Single	$ 630	0.5-18.9%	20%
Employee + Sp	$1,400	0.4-18.8%	20%
Employee + Ch	$1,250	15.3-31.0%	20%
Family	$2,070	7.9-25.0%	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 overall health plan increase or decrease. 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 after 5 ½ years, we can draw some more definitive conclusions on the effectiveness of the defined contribution (DC) model. I will say the results have been encouraging and we have 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 21. Second, the census switches to the HSA over the 66 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 attached spreadsheet referenced earlier shows the Village's per employee shares have been flat; actually, dropping slightly over the time of the DC model in all categories except for Family. 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 1-1-22 differential was based on participation in the November 2021 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%, 98% and 98% of the covered non-union employees participated in the November 2016, 2017, 2018, 2019, 2020 and 2021 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, 2021 and 2022. 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, 2023. Horton also advised on a potential interesting MedAdvantage product option as an alternative to Benistar. We will advise the Board should we feel the plan should not be offered again in 2023.

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. After stagnating for several years, the Committee has been re-configured and revitalized in 2022. Bridget and I met with the new revamped Committee 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 continue to 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 2020 screening to the 2021 screening. Horton has attached an estimated claims savings to each result category. For example, 5 people who were identified with high glucose in 2020 improved their results in 2021; resulting in an estimated claims savings of $55,000 and 5 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 10-12 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, 2022. 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 9.61% (percentage for 2022) 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 22-23 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 6.11% increase in 2022. Dearborn National is owned by BCBS and was a past life insurance provider for the Village even before 2015. Other quotes were not remotely competitive with the 6.11% renewal rate. The Village has had what is effectively a class system for non-union coverage amounts with coverages ranging from $25,000 (generally non-management employees) to $50,000 (Village Manager). We requested Horton obtain quotes that would provide $50,000 in coverage for all non-union full-time Village employees. The cost to basically double most non-union employee coverages results in an additional premium increase of 45.92% (total increase

52.03% including 6.11%). In terms of dollars, this translates to approximately $1,696 in annual expense to the Village. Given this nominal dollar cost, I'm recommending increasing the employee life insurance benefit coverage to $50,000 for all non-union full-time employees.

The FOP union contract provides that police officers receive $25,000 in coverage paid for by the Village and an option for an extra $25,000 in coverage paid for by the employee.

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 including replacing the PPO-1500 plan with the Blue Choice Options plan, renewal of the dental plan with MetLife, vision plan with VSP and life insurance with Dearborn National including the increased coverage to $50,000 for all non-union full-time employees effective July 1, 2022 thru June 30, 2023. The approval includes the plan designs and rates discussed earlier. Further, I recommend that the Village continue its HSA contribution incentive levels for 2023 at 2022 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, 2022 to the amounts proposed of $630, $1,400, $1,250 and $2,070 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 2023 contribution incentive for HSA plans.
-Authorize the continuation of the 2022 employer share in the defined contribution model for non-union employees at the amounts recommended effective July 1, 2022.
-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.

Please place this item on the June 6, 2022 Board meeting agenda. Mike Wojcik of The Horton Group will be present to answer any questions only if this is not a consent agenda item.

VILLAGE OF FLOSSMOOR
BCBS/METLIFE/VSP COMPARISON
PLAN YEAR 22-23

(Revised 5/25/22)

VILLAGE	Member Count as of 6/1/22	21-22 BCBS/ MetLife/ VSP	Monthly Premium	Annual Premium	22-23 BCBS PPO-MPP73426 PPO-MIBCO2000 HMO-MHHB166 HSA-MPEQ1V07	22-23 METLIFE Dental PPO	22-23 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	21-22 BCBS Plan Total	22-23 BCBS Plan Total
PP0(500)-Member	4	820.62	3,282.48	39,389.76	777.12	36.23	9.95	823.30	3,293.20	39,518.40	823.30	76.00	72.16	97.16		
PP0(500)-Member + Spouse	4	1,797.22	7,188.88	86,266.56	1,725.26	73.83	21.38	1,820.47	7,281.88	87,382.56	1,820.47	168.04	158.91	208.91		
PP0(500)-Member + Child	0	1,885.75	-	-	1,810.80	85.98	21.38	1,918.16	-	-	1,918.16	177.06	268.75	318.75		
PP0(500)-Family	8	2,859.70	22,877.60	274,531.20	2,758.94	132.79	21.38	2,913.11	23,304.88	279,658.56	2,913.11	268.90	332.21	382.21	*31,621.60*	*32,081.04*
* PP0(1500)/Blue Choice-Member	1	775.25	775.25	9,303.00	663.85	36.23	9.95	710.03	710.03	8,520.36	710.03	65.54	19.89	44.89		
* PP0(1500)/Blue Choice-Member + Spouse	0	1,697.52	-	-	1,473.82	73.83	21.38	1,569.03	-	-	1,569.03	144.83	42.86	92.86		
* PP0(1500)/Blue Choice-Member + Child	0	1,781.55	-	-	1,546.89	85.98	21.38	1,654.25	-	-	1,654.25	152.70	146.94	196.94		
* PP0(1500)/Blue Choice-Family	2	2,701.18	5,402.36	64,828.32	2,356.85	132.79	21.38	2,511.02	5,022.04	60,264.48	2,511.02	231.79	146.63	196.63	*5,837.46*	*5,377.55*
HMO-Member	2	678.77	1,357.54	16,290.48	633.22	36.23	9.95	679.40	1,358.80	16,305.60	679.40	62.71	5.75	30.75		
HMO-Member + Spouse	0	1,485.52	-	-	1,405.80	73.83	21.38	1,501.01	-	-	1,501.01	138.55	11.47	61.47		
HMO-Member + Child	3	1,559.99	4,679.97	56,159.64	1,475.50	85.98	21.38	1,582.86	4,748.58	56,982.96	1,582.86	146.11	113.99	163.99		
HMO-Family	6	2,364.08	14,184.48	170,213.76	2,248.07	132.79	21.38	2,402.24	14,413.44	172,961.28	2,402.24	221.75	96.42	146.42	*18,936.18*	*19,181.36*
HSA-Member	9	716.93	6,452.37	77,428.44	697.17	36.23	9.95	743.35	6,690.15	80,281.80	743.35	68.62	35.26	60.26		
HSA-Member + Spouse	1	1,569.39	1,569.39	18,832.68	1,547.77	73.83	21.38	1,642.98	1,642.98	19,715.76	1,642.98	151.66	76.99	126.99		
HSA-Member + Child	0	1,647.65	-	-	1,624.52	85.98	21.38	1,731.88	-	-	1,731.88	159.87	182.77	232.77		
HSA-Family	11	2,497.44	27,471.84	329,662.08	2,475.12	132.79	21.38	2,629.29	28,922.19	347,066.28	2,629.29	242.70	201.21	251.21	*33,375.51*	*35,048.62*
No Coverage	5															
Vacancies	1															
SUBTOTAL:	**57**		**95,242.16**	**1,142,905.92**		*2.253%*	*increase*		**97,388.17**	**1,168,658.04**						
VILLAGE-INACTIVE																
HMO-Spouse (BCBS only)	1	1,393.83	**1,393.83**	**16,725.96**	1,405.80	0.00	0.00	1,405.80	**1,405.80**	**16,869.60**						
						0.859%	*increase*									
RETIREES																
PP0(500)-Member	0	820.62	-	-	777.12	36.23	9.95	823.30	-	-						
PP0(500)-Member(M)	3	559.25	1,677.75	20,133.00	541.84	36.23	9.95	588.02	1,764.06	21,168.72						
PP0(500)-Member + Spouse	0	1,797.22	-	-	1,725.26	73.83	21.38	1,820.47	-	-						
PP0(500)-Member(M) + Sp(M)	2	1,121.29	2,242.58	26,910.96	1,083.67	73.83	21.38	1,178.88	2,357.76	28,293.12						
PP0(500)-Member(M) + Sp	0	1,535.82	-	-	1,489.98	73.83	21.38	1,585.19	-	-					*3,603.60*	*3,792.86*
* PP0(1500)/Blue Choice-Member	0	775.25	-	-	663.85	36.23	9.95	710.03	-	-						
* PP0(1500)/Blue Choice-Member(M)	0	529.15	-	-	462.86	36.23	9.95	509.04	-	-						
* PP0(1500)/Blue Choice-Member + Spouse	0	1,697.52	-	-	1,473.82	73.83	21.38	1,569.03	-	-						
* PP0(1500)/Blue Choice-Member(M) +Sp(M)	0	1,061.10	-	-	925.73	73.83	21.38	1,020.94	-	-						
* PP0(1500)/Blue Choice-Member(M) + Sp	0	1,451.42	-	-	1,272.83	73.83	21.38	1,368.04	-	-					-	-
HMO-Member	0	678.77	-	-	633.22	36.23	9.95	679.40	-	-						
HMO-Member(M)	0	465.17	-	-	441.51	36.23	9.95	487.69	-	-						
HMO-Member + Spouse	0	1,485.52	-	-	1,405.80	73.83	21.38	1,501.01	-	-						
HMO-Member(M) + Spouse(M)	2	933.14	1,866.28	22,395.36	883.02	73.83	21.38	978.23	1,956.46	23,477.52						
HMO-Member(M) + Spouse	0	1,271.92	-	-	1,214.09	73.83	21.38	1,309.30	-	-					*1,682.90*	*1,766.04*
**Benistar-Member + Spouse	1	91.69	91.69	1,100.28	-	73.83	21.38	95.21	95.21	1,142.52						
SUBTOTAL:	**8**		**5,878.30**	**70,539.60**		*5.022%*	*increase*		**6,173.49**	**74,081.88**					*95,057.25*	*97,247.47*
**Guardian/VSP rates only-Benistar renews on 1/1/23																
TOTALS:	***66***		***102,514.29***	***1,230,171.48***		*2.393%*	*increase*		***104,967.46***	***1,259,609.52***						

BCBS incr/decr by plan:

HMO	*1.592%*	*increase*
PPO500	*1.842%*	*increase*
* *PPO1500/ Blue Choice*	*-7.879%*	*decrease*
HSA	*5.013%*	*increase*

*PPO(1500) replaced by Blue Choice in 22-23

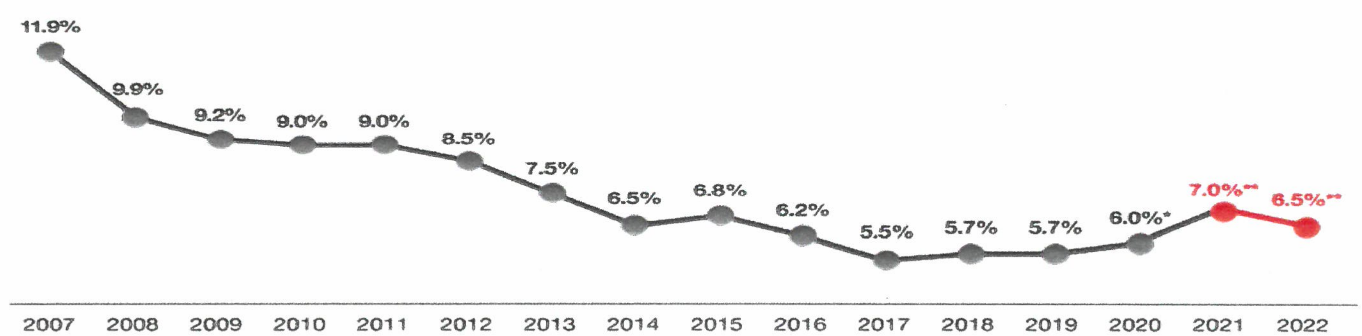
Attachment: Agenda 2022-6-6 HI (Employee Insurance Renewals)

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	7.00%	105.31%	-0.21%	81.04%	-2.95%	16.61%
7/22 - 6/23	6.50%	118.65%	9.56%	98.34%	2.94%	20.04%
Average Increase	*6.74%*		*5.95%*		*1.59%*	
					Difference from PWC	*-83.11%*
					Difference from Initial Renewal	*-79.63%*

Medical cost trend in 2022

Figure A: Medical cost trend projected to be 6.5% in 2022, down from 7% in 2021



Source: PwC Health Research Institute medical cost trends, 2007-22
*Projected medical cost trend. Does not account for the effects of the pandemic on actual 2020 spending.
**Growth in spending expected over prior-year spending, with the effects of the pandemic removed from the prior-year spending.

Attachment: Agenda 2022-6-6 HI (Employee Insurance Renewals)

VILLAGE OF FLOSSMOOR
DEFINED CONTRIBUTION AMOUNT HISTORY
7-1-16 to 7-1-22

5/26/2022

	2016-17	2017-18	% Change	2018-19	% Change	2019-20	% Change	2020-21	% Change	2021-22	% Change	2022-23	% Change	Avg % Change
Single	670	700	4.48%	700	0.00%	690	-1.43%	640	-7.25%	630	-1.56%	630	0.00%	-0.96%
Employee + Child	1,260	1,330	5.56%	1,330	0.00%	1,290	-3.01%	1,260	-2.33%	1,230	-2.38%	1,250	1.63%	-0.09%
Employee + Spouse	1,430	1,510	5.59%	1,510	0.00%	1,530	1.32%	1,450	-5.23%	1,370	-5.52%	1,400	2.19%	-0.27%
Family	2,030	2,140	5.42%	2,140	0.00%	2,120	-0.93%	2,080	-1.89%	2,020	-2.88%	2,070	2.48%	0.36%
Overall Health Ins Inc/-Dec:			5.85%		0.01%		-0.62%		-2.00%		-3.04%		2.28%	0.41%
Underwriter Year:	Underwriter 16-17					Underwriter 19-20						Underwriter 22-23		

Village of Flossmoor ROI & Screening Cost Comparison

Statistics are below to provide a potential estimated cost avoidance based off the cohort group of **52 participant** that screened in 2020 and 2021.

	Maintained	*Improved*
Blood Pressure	37 (71%)	7 (14%)
LDL Cholesterol	46 (89%)	0 (0%)
Glucose	40 (77%)	5 (10%)
Triglycerides	42 (81%)	5 (10%)
Smoking	52 (100%)	0 (0%)

Improvements:

7 High Blood Pressure improvements x average condition cost = ($9,000 * 7) — $63,000

0 LDL cholesterol improvements x average condition cost = ($9,000 * 0) — $0

5 Glucose improvements x average condition cost = ($11,000 *5) — $55,000

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

Total Estimated Cost Avoidance = $118,000

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

TO: Bridget Wachtel, Village Manager
FROM: Scott Bordui, Finance Director
DATE: June 6, 2022
SUBJECT: Budget Amendment Resolution

FLOSSMOOR

In the process of working on the Village's FY 22 fiscal year closing and audit preparation, it was identified that the total expenditures in the Rebuild Illinois Bonds, the Water and Sewer Fund and the Foreign Fire Insurance Fund exceeded the total budgets for FY 22. Attached are memoranda approved by Fire Chief Robert Kopec and from Public Works Director John Brunke requesting budget amendments to bring those funds within their budgets for FY 22.

Attached is the resolution which the Board is required to adopt so that the budget amendments may be filed with the Cook County Clerk. I request that approval of this resolution be placed on the June 6, 2022 Board Meeting Agenda.

MEMORANDUM

FLOSSMOOR

TO: Scott Bordui, Finance Director
C: Robert Kopec, Fire Chief, and Foreign Fire Insurance Board
FROM: Matthew Berk, Assistant Fire Chief
DATE: April 22, 2022
SUBJECT: Foreign Fire Budget Amendment

RK

Scott, the foreign fire board, approved purchases that will require budget amendments to their budget.

Line item# 28-01-3-605 needs to be amended to show $1,100.00 for a purchase made at Menards. Also, $502.67 for electric work in the day room and $7,089.00 for led safety lights on the bay doors. This total amended for this line should be in the amount of $8,667.56

Line item# 28-01-3-615 needs to be amended to represent the purchase of a TV for $2,983.99. The purchase from Lorenz appliance of $12,659 should be moved to the newly created Kitchen remodel line as indicated in a previous memo. $13,000 from 28-01-3-605 to 28-01-7-708

Line item# 28-01-4-634 needs to be amended to represent purchases made in the amount of $308 to Kathy Orr. Also $500 to JDM Coatings for painting of light tracking and $260.00 for the annual knife service. The total amendment for this line should be $1,068.

Please feel free to contact Chief Kopec or myself if you require any additional information.

Thank you,

Matthew Berk
Assistant Fire Chief

MEMORANDUM

FLOSSMOOR

TO: Scott Bordui, Finance Director
C: Bridget A. Wachtel, Village Manager
FROM: Dan Milovanovic, Assistant Public Works Director
DATE: May 18, 2022
SUBJECT: FY22 Quarterly Budget Amendment (4th Quarter)

I am requesting that the following budget amendments be added to the FY22 4th Quarter budget amendment resolution.

03-01-7-701 **Flossmoor Road Viaduct Engineering** **Increase $24,950.00**

- The reason for this amendment is to cover the cost of the preliminary engineering of the south route option for the Flossmoor Road Viaduct Drainage Improvements Project. In October of 2021, Staff retained the services of Baxter & Woodman to complete an initial assessment study of the south route option for the project to determine the feasibility of a detention reservoir behind the Heather Hill Elementary School. This work was necessary to be completed first to vet the option prior to proceeding with final engineering. This work was not budgeted in FY22.

08-11-4-635 **Homewood-Lake Michigan Water** **Increase $80,775.38**

- The reason for this amendment is because more water was pumped from Homewood this fiscal year than what was budgeted for.

08-11-6-671 **Maintenance and Supplies** **Increase $14,555.73**

- The reason for this amendment is because an increased amount of vehicle repairs were needed in FY22.

08-11-6-672 **Water Meters and Roms** **Increase $16,566.35**

- The reason for this amendment is because more water meters had to be replaced in FY22 than were originally budgeted for.

08-11-6-677 **Water Facility Maintenance** **Increase $17,678.52**

- The reason for this amendment is because we experienced more water main breaks that required contractor assistance to repair in FY22.

08-21-6-671 **Maintenance and Supplies** **Increase $11,645.57**

- The reason for this amendment is because an increased amount of vehicle repairs were needed in FY22.

If you have any questions, please let me know.

RESOLUTION # __________
A RESOLUTION AMENDING THE BUDGET FOR FISCAL YEAR 21-22 FOR THE VILLAGE OF FLOSSMOOR

WHEREAS, the Village of Flossmoor, County of Cook, State of Illinois has heretofore adopted a budget for the fiscal year ending April 30, 2022 passed by the Mayor and Board of Trustees of said Village of Flossmoor on April 19, 2021, a certified copy of said Budget and a Certificate of Estimate of Revenues having been filed in the Office of the County Clerk on May 28, 2021; and

WHEREAS, circumstances have arisen during the fiscal year by which said Village wishes to amend said budget filed with the County Clerk according to the general ledger numbers and amounts listed in attachment A; and

WHEREAS, said Village has additional revenue and/or designated fund balances that will be and is hereby allocated for said budget amendments as listed in attachment A;

NOW, THEREFORE, BE IT RESOLVED, that said budget filed with the County Clerk be amended according to changes listed in attachment A.

BE IT FURTHER RESOLVED, that the Village Clerk is hereby directed to cause to be filed with the County Clerk of Cook County, Illinois, a certified copy of this Resolution.

Passed this _____ day of ___________, 2022.

AYES: ____

NOES: ____

ABSENT: ______________________________________

ABSTAINED: ___________________________________

PASSED: _______________________________________

APPROVED: ____________________________________

PUBLISHED: ___________________________________

APPROVED:

____

Mayor

ATTEST:

Village Clerk

ATTACHMENT A - PAGE ONE OF ONE

BUDGET AMENDMENT

FY 2021-22 BUDGET

Fund	Account Title	Account Number	Amount
Rebuild Illinois Bonds	Flossmoor Road Viaduct Engineering	03-01-7-701	$24,950
Water & Sewer	Homewood - Lake Michigan Water	08-11-4-635	$80,776
Water & Sewer	Maintenance and Supplies	08-11-6-671	$14,556
Water & Sewer	Water Meters and ROMS	08-11-6-672	$16,567
Water & Sewer	Water Facility Maintenance	08-11-6-677	$17,679
Water & Sewer	Maintenance and Supplies	08-21-6-671	$11,646
Foreign Fire Insurance	Operating Supplies	28-01-3-605	$8,868
Foreign Fire Insurance	Operating Supplies	28-01-3-605	($13,000)
Foreign Fire Insurance	Kitchen Remodel	28-01-7-708	$13,000
Foreign Fire Insurance	Tools and Equipment	28-01-3-615	$2,984
Foreign Fire Insurance	Miscellaneous Services	28-01-4-634	$1,068

TO: Mayor Nelson and Board of Trustees
FROM: Bridget Wachtel, Village Manager
DATE: June 6, 2022
SUBJECT: The Mommie Experience Liquor License

FLOSSMOOR

At the March 21, 2022 Village Board meeting, the owners of The Mommie Experience, a selfie studio located in Flossmoor Commons, petitioned the Village Board to request a liquor license for on-premise consumption of alcohol. At the conclusion of the meeting, it was determined that the Building Department needed to confirm compliance with health code regulations if food and drink are being served. That inspection has since occurred and compliance has been met.

Nicole Johnson and her partners who own The Mommie Experience would like to move forward with a liquor license. At the March meeting, the Board was agreeable to a license that would permit the serving of alcohol only for private rentals of the business. The attached ordinance permits onsite consumption only at private events between the hours of noon and 10:00 pm. No video gaming will be permitted.

With the approval of this amendment, the owners of The Mommie Experience would be able to make an administrative application for a license.

FMC ORDINANCE NO. __________
AN ORDINANCE OF THE VILLAGE OF FLOSSMOOR, COOK COUNTY, ILLINOIS AMENDING CHAPTER 103, ARTICLE 1 OF THE VILLAGE OF FLOSSMOOR MUNICIPAL CODE
(Creating Class E-VGP for the Sale of Alcoholic Liquor)

WHEREAS, the Village of Flossmoor, Cook County, Illinois (the "*Village*") is a duly organized and validly existing non-home rule municipality created in accordance with the Constitution of the State of Illinois of 1970 and the laws of the State; and,

WHEREAS, Chapter 103, Article 1, Section 103-1-5 of the Flossmoor Municipal Code establishes the classes of licenses permitting the sale of alcoholic liquor; and,

WHEREAS, the Mayor and Board of Trustees (the "*Corporate Authorities*") have received a request to amend the Flossmoor Village Code to add a new class to the current classes of licenses permitting the sale of alcoholic liquor for consumption on the premises at a private event open only by personal invitation and not open to the general public; video gambling prohibited; and,

WHEREAS, after due consideration, the Corporate Authorities have determined it to be in the best interest of the residents of the Village to create a license permitting service of alcoholic liquor at private events, as aforesaid, and authorizing the issuance of one license of this class.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Flossmoor, Cook County, Illinois, as follows:

Section 1: That Section 103-1-5 of Chapter 103, Article 1 of the Village of Flossmoor Municipal Code is hereby amended by adding

"J. Class E-VGP - Private Event License. Class E-VGP shall authorize the sale of alcoholic liquor for consumption on the premises at a private event open only by personal invitation and not open to the general public, and prohibit any video gaming terminal as defined in the Video Gaming Act of Illinois, 230 ILCS 40/1 et seq. to be located or operated on the licensed premises"

and the current subsection "J" shall be redesignated as subsection "K"

Section 2: That Section 103-1-8 of Chapter 103, Article 1 of the Flossmoor Village Code is hereby amended by authorizing one (1) Class E License.

Section 3: That Section 103-1-9 (A) of Chapter 103, Article 1 of the Flossmoor Village Code is hereby removed and replaced with the following:

"Class A, Class A-1, Class B, Class BW, Class C, Class PGC, Class B-WO, Class AB-VGP, and Class E-VGP licenses shall be effective from May 1 of any given to April 30 of the following year.

(1) The fee for renewal shall be the full annual fee. There shall be no rebate for the unexpired term of the license.

(2) An application for renewal shall not be granted as such unless made prior to April 30, and unless submitted with the appropriate fee.

(3) No license shall be valid unless the proper fee has been paid. Applications for annual licenses occurring between November 1 of any given year to April 30 of the next year will be entitled to a reduced fee of 1/2 the fee for said license.

Section 4: That Section 103-1-15 of Chapter 103, Article 1 of the Village of Flossmoor Municipal Code is hereby amended by providing the following hours of operation for Class A-1 licenses as follows:

	Weekdays	Friday, Saturday and Sunday	New Year's Eve
I. Class E-VGP	12:00 p.m. to 10:00 p.m.	12:00 p.m. to 10:00 p.m.	12:00 p.m. to 10:00 p.m.

Section 5: That Section 150-10-1 of Chapter 150, Article 7 is hereby amended by adding the following license to Section 150-10-1:

"J. Class E-VGP: $500.00 per year."

Section 6: This Ordinance shall be in full force and effect upon its passage, approval, and publication in pamphlet form as provided by law.

This Ordinance shall be in effect upon its passage, approval and publication as provided by law.
PASSED this _________ day of ______________, 2022.

AYES: ____

NOES: ____

ABSENT: ____

ABSTAINED: ______________________________________

PASSED: ____

APPROVED: _______________________________________

PUBLISHED: _______________________________________

APPROVED:

____
Mayor

ATTEST:

____
Village Clerk