



FLOSSMOOR

Welcoming. Beautiful. Connected.

Village of Flossmoor
2800 Flossmoor Road
Flossmoor, Illinois 60422
Phone: 708.798.2300
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Fax: 708.798.4016
www.flossmoor.org

Mayor
Michelle I. Nelson

Trustees
Gary Daggett
Kevin Dorsey
Rosalind Henderson Mustafa
George Lofton
James Mitros
Carolyn D. Rodgers

Village Clerk
Gina A. LoGalbo

Village Manager
Bridget A. Wachtel

AGENDA
FOR THE REGULAR MEETING OF THE BOARD OF TRUSTEES
OF THE VILLAGE OF FLOSSMOOR, ILLINOIS
MONDAY, MAY 19, 2025 – 7:00 PM
VILLAGE HALL

Join Zoom Meeting

<https://us02web.zoom.us/j/85210894513?pwd=uZUHbLuNGHvJ6BUE21v7ofK1RLbeBa.1>

ID: 852 1089 4513 Passcode: 60422 Or join by phone (312) 626-6799

CALL TO ORDER

ROLL CALL

RECOGNITIONS AND APPOINTMENTS

- 1. Jewish American Heritage Month Proclamation**
- 2. Mental Health Awareness Month Proclamation**
- 3. National Public Works Week Proclamation**
- 4. Appointment of Two New Members to the Community Relations Commission**

PUBLIC PRESENT WISHING TO ADDRESS THE BOARD

CONSENT AGENDA

- 5. Approval of the Minutes of the Meeting Held on May 5, 2025**
- 6. Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025)**
- 7. Consideration of Employee Insurance Renewals**

REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS

ACTION ITEMS

- 8. Consideration of a Revised Concept Plan for Flossmoor Park Centre (2611-2633 Flossmoor Road)**

DISCUSSION ITEMS

- 9. Presentation of a Collaboration Between the Village of Flossmoor and Grand Prairie Services to Provide Mobile Crisis Response Services**
- 10. Presentation of the Strategic Plan Update (January 2024-April 2025)**

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.



FLOSSMOOR

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Proclamation

WHEREAS, for nearly 370 years, the Jewish population has profoundly contributed to America's history, society, and culture; and,

WHEREAS, in 2006, then-President George W. Bush established May as "Jewish American Heritage Month" to honor the long history of Jewish Americans and the many contributions of Jewish Americans to American culture, history, military, science, government, education, and all areas of American life; and,

WHEREAS, the proud heritage of Jewish Americans is a reminder of our nation's constitutional commitment to religious freedom and the importance of a dedication to community and history; and,

WHEREAS, 320,000 Jewish people call the Chicagoland area home, and,

WHEREAS, the Jewish community has faced historical struggles, including discrimination and persecution, but has continually demonstrated resilience, compassion, and an unwavering commitment to justice and peace;

WHEREAS, our society needs to reaffirm our rejection of antisemitic bigotry and our commitment to never compromise our steadfast support for the Jewish community.

NOW, THEREFORE, I, Michelle I. Nelson, Mayor of Flossmoor, do hereby proclaim the month of May 2025 as:

"Jewish American Heritage Month"

The Village of Flossmoor expresses appreciation and encourages our community to learn more about the significant contributions made by Jewish Americans to the diverse community that comprises the Village of Flossmoor, the State of Illinois, and the United States of America.

Dated this 19th day of May 2025

Michelle I. Nelson, Mayor



FLOSSMOOR

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Proclamation

WHEREAS, mental health is vital to the overall health and well-being of all individuals;
and

WHEREAS, connection with one's culture and community is key to supporting overall mental health, we recognize that individuals who have strong connections to their communities have better mental health outcomes, including lower rates of suicide, violence, and feelings of isolation; and

WHEREAS, Flossmoor encourages organizations, advocates, mental health professionals, and individuals to recognize the importance of mental health and promote a message of hope, healing, and community; and

WHEREAS, strong community support requires an overall understanding that every person is deserving of a mentally healthy environment and has a role in the wellness of those around them; and

WHEREAS, the Village of Flossmoor wishes to enhance public awareness of mental health by recognizing May as Mental Health Awareness Month and help dispel the stigma surrounding mental health; and

NOW, THEREFORE, I, Michelle I. Nelson, Mayor of Flossmoor, do hereby proclaim the month of May 2025 as:

“Mental Health Awareness Month”

I also call upon the residents, government agencies, public and private institutions, businesses, and schools in the Village of Flossmoor to commit our community to understanding and enhancing public awareness of mental health to help end the stigma.

Dated this 19th day of May 2025

Michelle I. Nelson, Mayor



FLOSSMOOR

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Proclamation

WHEREAS, the year 2025 marks the 65th annual National Public Works Week sponsored by the American Public Works Association/Canadian Public Works Association; and

WHEREAS, public works professionals focus on infrastructure, facilities, and services that are of vital importance to sustainable and resilient communities and to public health, high quality of life, and the well-being of residents like the people of the Village of Flossmoor; and,

WHEREAS, these infrastructure, facilities, and services could not be provided without the dedicated efforts of our public works professionals, who are engineers, managers, technicians, water operators, foresters, and labors, responsible for rebuilding, improving, and protecting our Village's transportation, water supply and treatment and solid waste systems, public buildings, and other structures and facilities essential for our residents; and,

WHEREAS, Flossmoor Public Works fulfills these objectives on a daily basis to build and rebuild our infrastructure to be sustainable and resilient as well as improve our residents' quality of life all while being ready to respond to any natural emergency such as flooding, loss of power, or a blizzard at a moment's notice; and

WHEREAS, it is in the public interest for the residents, civic leaders, and children in the Village of Flossmoor to gain knowledge of and maintain an ongoing interest and understanding of the importance of public works and public works programs in our community; and,

THEREFORE, be it now RESOLVED, I, Michelle I. Nelson, Mayor of Flossmoor, do hereby proclaim the week of May 18-25, 2025 as:

“National Public Works Week”

I urge all residents of the Village of Flossmoor to pay tribute to Flossmoor's Public Works and to recognize the substantial contributions they make to protecting our Village's health, safety, and quality of life for all.

Dated this 19th day of May 2025

Michelle I. Nelson, Mayor

TO: Mayor Nelson and Board of Trustees
FROM: Torria Sparkmon, Administrative Assistant
DATE: May 19, 2025
SUBJECT: Appointment of Two New Members to the Community Relations Commission



With the Board's consent, Mayor Nelson will be making two appointments to the Community Relations Commission at the Village Board meeting on May 19, 2025.

If you have any questions or concerns regarding this appointment, please contact Mayor Nelson before Monday evening.



Approval of the Minutes of the Meeting Held on May 5, 2025

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
5/19/2025
CLAIMS LIST SUMMARY

HAND CHECKS
INVOICES

\$1,519.02
\$227,341.81

TOTAL

\$228,860.83

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
ACCURATE BIOMETRICS INC.								
	212472504	05/07/25	\$130.00		FINGERPRINTING SERVICES REMBLAKE & FREEMAN	01-49-4-636	PRE-EMPLOYMENT PHYSICALS	\$130.00
							VENDOR TOTAL:	\$130.00
ADEWOLE ADELEKE								
	04302025	05/07/25	\$25.00		RESIDENT CREDIT CARD REFUND FOR OVERCHARGED VEHICLE STICKERS	01-00-4-459	REFUND TO OVERCHARGED CREDIT C	\$25.00
							VENDOR TOTAL:	\$25.00
ADVANCE SWEEPING SERVICES INC								
	3115	04/22/25	\$1,776.50		FY25 STREET SWEEP4/22/25 6 AM-11:30 AM	07-01-4-632	STREET SWEEPING	\$1,776.50
							VENDOR TOTAL:	\$1,776.50
AIR ONE EQUIPMENT INC								
	220596	05/07/25	\$90.93		SCBA REPAIR	01-49-6-674	EQUIP MAINTENANCE & SUPPLIES	\$90.93
							VENDOR TOTAL:	\$90.93

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
AL WARREN OIL COMPANY INC	W1733045	05/07/25		\$552.50		HYDRAULIC OIL	01-60-6-671	MAINTENANCE AND SUPPLIES	\$184.16
							08-11-6-671	MAINTENANCE AND SUPPLIES	\$184.17
							08-21-6-671	MAINTENANCE AND SUPPLIES	\$184.17
W1721788	05/07/25			\$2,548.24		UNLEADED 89 OCT	01-55-3-608	PETROLEUM PRODUCTS	\$218.45
							01-60-3-608	PETROLEUM PRODUCTS	\$379.42
							08-11-3-608	PETROLEUM PRODUCTS	\$246.58
							08-21-3-608	PETROLEUM PRODUCTS	\$208.67
							01-48-3-608	PETROLEUM PRODUCTS	\$1,194.30
							01-49-3-608	PETROLEUM PRODUCTS	\$300.82
W1728869	05/07/25			\$2,307.18		UNLEADED 89 OCT 3/05/25	01-55-3-608	PETROLEUM PRODUCTS	\$63.24
							01-60-3-608	PETROLEUM PRODUCTS	\$306.76
							08-11-3-608	PETROLEUM PRODUCTS	\$195.26
							08-21-3-608	PETROLEUM PRODUCTS	\$170.59
							01-48-3-608	PETROLEUM PRODUCTS	\$1,255.85
							01-49-3-608	PETROLEUM PRODUCTS	\$282.21
W1733692	05/07/25			\$1,796.52		UNLEADED 89 OCT 3/25/25	01-53-3-608	PETROLEUM PRODUCTS	\$33.27
							01-55-3-608	PETROLEUM PRODUCTS	\$88.80
							01-60-3-608	PETROLEUM PRODUCTS	\$337.40
							08-11-3-608	PETROLEUM PRODUCTS	\$164.34
							08-21-3-608	PETROLEUM PRODUCTS	\$135.42
							01-48-3-608	PETROLEUM PRODUCTS	\$835.96
W1731183	05/07/25			\$2,247.17		UNLEADED GAS 89 OCT 3/14/25	01-49-3-608	PETROLEUM PRODUCTS	\$204.46
							01-53-3-608	PETROLEUM PRODUCTS	\$30.14
							01-55-3-608	PETROLEUM PRODUCTS	\$68.78
							01-60-3-608	PETROLEUM PRODUCTS	\$249.12
							08-11-3-608	PETROLEUM PRODUCTS	\$198.04
							08-21-3-608	PETROLEUM PRODUCTS	\$175.87
W1733023	05/07/25			\$206.25		DIESEL EXHAUST FLUID 3/21/25	01-48-3-608	PETROLEUM PRODUCTS	\$1,248.08
							01-49-3-608	PETROLEUM PRODUCTS	\$269.42
							01-53-3-608	PETROLEUM PRODUCTS	\$38
							6		\$68
							6		\$68
							6		\$68

01-60-6-671 MAINTENANCE AND SUPPLIES

Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount	
W1733693	05/07/25	\$1,338.95	DIESEL 3/25/25	08-21-6-671	MAINTENANCE AND SUPPLIES				\$68.75	
								01-60-3-608	PETROLEUM PRODUCTS	\$261.48
								08-11-3-608	PETROLEUM PRODUCTS	\$167.56
								08-21-3-608	PETROLEUM PRODUCTS	\$242.02
								01-49-3-608	PETROLEUM PRODUCTS	\$667.89
W1735490	05/07/25	\$2,247.58	UNLEADED GAS 4/01/25	01-55-3-608	PETROLEUM PRODUCTS			\$67.18		
								01-60-3-608	PETROLEUM PRODUCTS	\$340.25
								08-11-3-608	PETROLEUM PRODUCTS	\$222.99
								08-21-3-608	PETROLEUM PRODUCTS	\$194.11
								01-48-3-608	PETROLEUM PRODUCTS	\$1,147.09
W1739180	05/07/25	\$2,444.68	UNLEADED GAS 4/15/25	01-49-3-608	PETROLEUM PRODUCTS			\$275.96		
								01-55-3-608	PETROLEUM PRODUCTS	\$73.07
								01-60-3-608	PETROLEUM PRODUCTS	\$370.09
								08-11-3-608	PETROLEUM PRODUCTS	\$242.55
								08-21-3-608	PETROLEUM PRODUCTS	\$211.13
W1739181	05/07/25	\$1,080.26	DIESEL 4/15/25	01-48-3-608	PETROLEUM PRODUCTS			\$1,247.68		
								01-49-3-608	PETROLEUM PRODUCTS	\$300.16
								01-60-3-608	PETROLEUM PRODUCTS	\$327.16
								08-11-3-608	PETROLEUM PRODUCTS	\$94.77
								08-21-3-608	PETROLEUM PRODUCTS	\$94.77
W1741887	05/07/25	\$2,446.77	UNLEADED GAS 4/24/25	01-49-3-608	PETROLEUM PRODUCTS			\$563.56		
								01-55-3-608	PETROLEUM PRODUCTS	\$59.87
								01-60-3-608	PETROLEUM PRODUCTS	\$274.06
								08-11-3-608	PETROLEUM PRODUCTS	\$201.92
								08-21-3-608	PETROLEUM PRODUCTS	\$180.67
				01-48-3-608	PETROLEUM PRODUCTS			\$1,367.15		
								01-49-3-608	PETROLEUM PRODUCTS	\$290.12
								01-53-3-608	PETROLEUM PRODUCTS	\$72.98
VENDOR TOTAL:									\$19,216.10	

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
ALLSCAPE INCORPORATED	251844	04/25/25	\$1,800.00		FY25 LANDSCAPE CONTRACT	01-60-6-678	LANDSCAPE MAINTENANCE	\$1,800.00
							VENDOR TOTAL:	\$1,800.00
AMAZON CAPITAL SERVICES	1FF439YTCR7D	05/06/25	\$220.83		PRIDE & JUNETEENTH GIVE-AWAYS	01-41-4-651	COMMUNITY RELATIONS COMMISSIO	\$220.83
							OPERATING SUPPLIES, ANTIHISTAMINE, ACETAMINOPHEN	
							OPERATING SUPPLIES	\$36.73
							FORD EXPEDITION REPLACEMENT NUTS AND 500 PC AUTO MAINTENANCE REMINDER STICKERS	
							01-60-6-671 MAINTENANCE AND SUPPLIES	\$4.99
							01-49-6-671 VEHICLE MAINTENANCE	\$39.99
							AIR FRYER	
							01-50-3-605 OPERATING SUPPLIES	\$149.99
							TABLE TOP LAMP DIMMER, CROSSING GUARD VESTS, CHAIR MAT	
							01-48-3-612 UNIFORMS & RELATED SUPPLIES	\$32.98
	137X39W1937V	04/28/25	\$46.09		KAUSAL SSMC	01-50-3-601	OFFICE SUPPLIES	\$55.97
							UNIFORMS & RELATED SUPPLIES	\$46.09
							REPORT COVERS, BINDER CLIPS, CLASP ENVELOPES	
							01-48-3-601 OFFICE SUPPLIES	\$52.49
							BANDSAW BLADES AND TOOL BITS	
							01-49-3-615 SMALL TOOLS & EQUIPMENT	\$75.04
							VENDOR TOTAL:	\$715.10
AMERICAN PUBLIC WORKS ASSN	881002	05/03/25	\$409.00		PUBLIC WORKS MEMBERSHIP RENEWAL 7/1/25	01-55-5-660	DUES AND SUBSCRIPTIONS	\$204.50
							DUES AND SUBSCRIPTIONS	\$204.50
							VENDOR TOTAL:	\$409.00
ANTHONY CALDANARO	050225	05/02/25	\$20.70		REIMBURSEMENT FOR EQUIPMENT AND UNIFORM ITEMS NEEDED FOR THE POLICE ACADEMY	01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$20.70
							VENDOR TOTAL:	\$20.70

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
ARTISTIC ENGRAVING									
24889		05/07/25	\$110.00			2 PLAQUE AWARDS WHEELER & DANAHER	01-50-3-601	OFFICE SUPPLIES	\$110.00
VENDOR TOTAL:									\$110.00
CCP DIRECT									
IN05357175		04/25/25	\$530.99			UNIFORMS: SCOTT/JEN/RAY/DOUG	01-53-3-612	UNIFORMS & RELATED SUPPLIES	\$530.99
VENDOR TOTAL:									\$530.99
CDW GOVERNMENT, INC.									
AD9JM4B		05/01/25	\$8,460.70			VILLAGE WIDE ADOBE FY26 LICENSING	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$755.82
							01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$377.91
							01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$226.75
							01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$2,040.71
							01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$2,796.53
							01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$226.75
							01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$226.75
							01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$906.98
							01-41-4-653	MARKETING PROGRAMS	\$451.25
							01-41-4-653	MARKETING PROGRAMS	\$451.25
AD6V87G		05/07/25	\$68.64			COMPUTER MEMORY	01-50-3-607	COMPUTER EQUIPMENT & SUPPLIES	\$68.64
AD8K67K		05/07/25	\$36.39			FIRE CHIEF MOUSE	01-49-6-672	DEPARTMENT IT MAINTENANCE	\$36.39
AD8KQ2L		05/07/25	\$118.29			FIRE CHIEF KEYBOARD	01-49-6-672	DEPARTMENT IT MAINTENANCE	\$118.29
AD8SN5F		05/07/25	\$2,230.83			A840802 CRADLEPOINT	16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$2,230.83
AD8SA2L		05/07/25	\$4,285.05			TRAINING ROOM CAMERA	01-49-5-664	TRAINING MATERIALS	\$4,285.05
VENDOR TOTAL:									\$15,199.90

CHICAGO COMMUNICATIONS, LLC.

S084828	05/07/25	\$4,367.45		EQUIPMENT COUNTERTOP TALK THRU UNIT AND MISC HARDWARE, INSTALL AND ENGINEERING FEE			
				01-50-6-676	COUNTER EQUIPMENT AND INSTALL	\$1,000	
				01-50-3-606	OFFICE EQUIPMENT	\$3,367	

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Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
COMED							
6568992000 042425	04/24/25	\$68.19		STERLING TOWER POWER 3/25/25-4/24/25	08-11-4-631	ELECTRIC, POWER, AND LIGHT	\$68.19
6725003000 042425	04/24/25	\$31.67		CBD PEDESTAL POWER 3/25/25-4/25/25	40-33-4-634	MISCELLANEOUS SERVICES	\$31.67
0025482000 042425	04/24/25	\$65.25		CENTRAL DR ALLEY LIGHTS POWER 3/24/25-4/25/25	02-01-4-630	ELECTRIC, POWER, AND LIGHT	\$65.25
3022002111 042425	04/24/25	\$260.36		HEATHER ROAD LIFT STA POWER 3/25/25-4/25/25	08-21-4-631	ELECTRIC, POWER, & LIGHT	\$260.36
9135458000 43025	04/30/25	\$915.32		COMMONS/MEINHETT POWER 3/28/25-4/30/25	08-11-4-631	ELECTRIC, POWER, AND LIGHT	\$915.32
2619082222 43025	04/30/25	\$81.00		HOMEWOOD METER VAULT POWER 3/28/25-4/30/25	08-11-4-631	ELECTRIC, POWER, AND LIGHT	\$81.00
0236797000 43025	04/30/25	\$272.11		SYLVAN LIFT STATION POWER 3/28/25-4/30/25	08-21-4-631	ELECTRIC, POWER, & LIGHT	\$272.11
2118742000 43025	04/30/25	\$628.55		DARTMOUTH LIFT STATION POWER 3/28/25-4/30/25	08-21-4-631	ELECTRIC, POWER, & LIGHT	\$628.55
VENDOR TOTAL:							\$2,322.45
COOK COUNTY DEPT OF TRANSPORTATION							
2025 1	04/03/25	\$1,810.02		COUNTY TRAFFIC SIGNAL MAINTENANCE 1/1/25-3/31/25	02-01-4-630	ELECTRIC, POWER, AND LIGHT	\$1,810.02
VENDOR TOTAL:							\$1,810.02
THERESA COOK							
5072025	05/07/25	\$5.00		RESIDENT OVERPAID FOR SOUTH QUARTERLY PARKING	40-00-7-450	COMMUTER PARKING PERMITS	\$5.00
VENDOR TOTAL:							\$5.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
CORE & MAIN LP W844253 W731404 W731446 W731576	04/23/25	\$227.41		SMART POINT METER READERS & CABLE	08-11-6-672	WATER METER AND ROMS	\$227.41
	04/04/25	\$1,353.25		WATER COUPLINGS	08-13-3-619	PROGRAM COMMODITIES	\$1,353.25
	04/04/25	\$718.06		WATER COUPLINGS	08-13-3-619	PROGRAM COMMODITIES	\$718.06
	04/04/25	\$2,148.64		CORP STEP & COUPLINGS	08-13-3-619	PROGRAM COMMODITIES	\$2,148.64
						VENDOR TOTAL:	\$4,447.36
RICHARD G. CRUSOR, JR.							
42425	04/10/25	\$255.00		ADMIN HEARING OFFICER	01-44-4-646	LOCAL ADJUDICATION SERVICES	\$255.00
						VENDOR TOTAL:	\$255.00
DACRA TECH LLC							
DT202504043	05/07/25	\$1,000.00		DACRA MUNICIPAL ENFORCEMENT SYSTEM	01-44-4-646	LOCAL ADJUDICATION SERVICES	\$1,000.00
						VENDOR TOTAL:	\$1,000.00
DONALD E. LONGSHORE							
050325	05/03/25	\$550.00		PAINT DOORS/STALL WALLS	16-01-7-767	BUILDING MAINTENANCE	\$550.00
						VENDOR TOTAL:	\$550.00
DRAGON FIRE DISTRIBUTION							
47925	04/30/25	\$5,037.22		STRUCTURAL FIRE GLOVES	01-49-3-612	UNIFORMS & RELATED SUPPLIES	\$5,037.22
						VENDOR TOTAL:	\$5,037.22

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
EAGLE UNIFORM CO INC	285123	05/01/25	\$168.00		UNIFORM PANTS			
						01-49-3-612	UNIFORMS & RELATED SUPPLIES	\$168.00
	27813 3	05/07/25	\$85.95		ESTRADA/KYDEX TOURNIQUET TACO U-MOUNT			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$85.95
	280153	04/25/25	\$150.40		UNIFORM: MAYDEN			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$150.40
	280163	04/25/25	\$150.40		UNIFORM: BAUSCH			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$150.40
	281823	04/28/25	\$120.00		UNIFORM: TAYLOR			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$120.00
	282043	04/28/25	\$54.00		UNIFORM: BAUSCH - CUFFS			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$54.00
	28633 3	05/02/25	\$155.00		ANTHONY CALDANARO TLR-1 RAIL LOCATING KEYS AND LITHIUM BATTERIES			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$155.00
	28720 3	05/05/25	\$12.50		SINGLE PAIR GOLD STAR TIM FILKINS			
						01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$12.50
VENDOR TOTAL:								\$896.25
EBEL'S ACE HARDWARE	352218 3	04/28/25	\$30.58		VEHICLE LIGHTBULBS			
						08-11-6-671	MAINTENANCE AND SUPPLIES	\$15.29
						08-21-6-671	MAINTENANCE AND SUPPLIES	\$15.29
							VENDOR TOTAL:	\$30.58
E-COM DISPATCH CENTER	1206	05/07/25	\$4,434.61		VERIZON WIRELESS ACCESS CARDS FEB/MAR/APR 25			
						01-50-4-637	FLOSSMOOR VERIZON MOBILE	\$4,434.61
							VENDOR TOTAL:	\$4,434.61
ELEVATED SAFETY LLC	INV 004204	05/07/25	\$1,226.16		TRAINING MATERIALS FOR ROPE RESCUE TRAINING			
						01-49-5-664	TRAINING MATERIALS	\$1,226.16
							VENDOR TOTAL:	\$1,226.16

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
ESO SOLUTIONS INC.								
ESO 165536		04/01/25	\$4,453.58		ESO EHR SUITE			
						01-49-6-672	DEPARTMENT IT MAINTENANCE	\$4,453.58
ESO165464		04/01/25	\$624.80		FIRE API DATA TO ACCESS ACCOUNT DATA IN RMS SUITE			
						01-49-6-672	DEPARTMENT IT MAINTENANCE	\$624.80
ESO165364		04/01/25	\$457.92		ESO FIRE BILLING EXTRACTS			
						01-49-6-672	DEPARTMENT IT MAINTENANCE	\$457.92
ESO 165491		04/01/25	\$3,930.31		ESO FIRE, INSPECTIONS, PROPERTIES, PM			
						01-49-6-672	DEPARTMENT IT MAINTENANCE	\$3,930.31
							VENDOR TOTAL:	\$9,466.61
EVT TECHNOLOGIES								
7313		05/07/25	\$1,074.40		E19 CRADLEPOINT INSTALL			
						16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$1,074.40
7316		05/07/25	\$1,204.80		SQ19 CRADLEPOINT INSTALL			
						16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$1,204.80
7318		05/07/25	\$1,619.85		T19 CRADLEPOINT INSTALL			
						16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$1,619.85
7319		05/07/25	\$1,594.90		A840802 CRADLEPOINT INSTALL			
						16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$1,594.90
7320		05/07/25	\$980.00		A840801 CRADLEPOINT INSTALL			
						16-01-7-749	CAPITAL EQUIPMENT-FIRE	\$980.00
							VENDOR TOTAL:	\$6,473.95
TIM FILKINS								
4302025		04/25/25	\$50.00		REIMBURSEMENT FOR PROFESSIONAL ORGANIZATION MEMBERSHIP DUES			
						01-48-5-660	DUES AND SUBSCRIPTIONS	\$50.00
							VENDOR TOTAL:	\$50.00
FIRE DEPARTMENT TRAINING NETWORK								
35076		01/21/25	\$300.00		DEPARTMENT MEMBERSHIP - ANNUAL			
						01-49-5-660	DUES AND SUBSCRIPTIONS	\$300.00
							VENDOR TOTAL:	\$300.00
FIRST ARRIVING IO, INC								
5068		04/14/25	\$1,369.00		DASHBOARD BASIC SET UP & SUBSCRIPTION W/OUT HARDWARE			
						01-48-4-630	PROFESSIONAL SERVICES	\$750
						01-48-6-672	DEPARTMENT IT MAINTENANCE	\$619
							VENDOR TOTAL:	\$1,369

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Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
GALLAGHER MATERIALS CORP.		38079	04/21/25	\$118.00		ASPHALT MIX	01-68-3-619	PROGRAM COMMODITIES	\$29.50
							02-01-3-606	ASPHALT MIX	\$29.50
							08-14-3-612	ASPHALT MIX	\$29.50
							08-24-3-612	ASPHALT MIX	\$29.50
28035		04/18/25	\$147.50			ASPHALT MIX	01-68-3-619	PROGRAM COMMODITIES	\$36.87
							02-01-3-606	ASPHALT MIX	\$36.87
							08-14-3-612	ASPHALT MIX	\$36.88
							08-24-3-612	ASPHALT MIX	\$36.88
38174		04/24/25	\$118.00			ASPHALT MIX	01-68-3-619	PROGRAM COMMODITIES	\$29.50
							02-01-3-606	ASPHALT MIX	\$29.50
							08-14-3-612	ASPHALT MIX	\$29.50
							08-24-3-612	ASPHALT MIX	\$29.50
38025		04/17/25	\$406.51			VOLLMER/DIXIE PATCH ASPHALT MIX	01-68-3-619	PROGRAM COMMODITIES	\$101.62
							02-01-3-606	ASPHALT MIX	\$101.63
							08-14-3-612	ASPHALT MIX	\$101.63
							08-24-3-612	ASPHALT MIX	\$101.63
VENDOR TOTAL:									\$790.01
GRANICUS		203320	05/01/25	\$465.97		MINUTETRAQ AGENDA SOFTWARE	01-41-4-645	PAPERLESS AGENDA SOFTWARE SERV	\$465.97
VENDOR TOTAL:									\$465.97
HIGH STAR TRAFFIC		12291	04/16/25	\$1,671.25		SIGN POSTS	02-01-3-610	STREET SIGNS	\$1,671.25
VENDOR TOTAL:									\$1,671.25
HISKES, DILLNER, O'DONNELL,		22575	04/02/25	\$1,164.48		2021 NO CASH BID	01-44-4-644	OTHER LEGAL SERVICES	\$1,164.48
							01-44-4-644	OTHER LEGAL SERVICES	\$330.00
22576		04/02/25	\$330.00			NO CASH BID-1835 DIXIE HIGHWAY			
Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)									6

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Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
HOLLAND PRINTING INC		77425	04/29/25	\$1,308.66		QUARTERLY WATER BILL, REMINDERS, & SHUT OFF NOTICES / RETURN ENVELOPES			
	08-10-4-635						PRINTING	\$981.50	
	08-20-4-635						PRINTING	\$327.16	
	VENDOR TOTAL:						\$1,308.66		
HOME CLEANING CENTERS -AMERICA		11110	05/01/25	\$3,304.00		FY26 CLEANING SERVICES - MAY 2025			
	01-67-4-630						CLEANING SERVICE	\$3,304.00	
	VENDOR TOTAL:						\$3,304.00		
HOMEWOOD DISPOSAL SERVICE INC		9126033 050125	05/01/25	\$658.80		YARD WASTE STICKERS CUST #10-13341			
	01-00-2-424						YARD WASTE STICKERS	\$658.80	
	VENDOR TOTAL:						\$658.80		
HOMEWOOD DISPOSAL SERVICE INC		9348201	05/01/25	\$406.53		VH REFUSE REMOVAL CUST #10-13317			
	01-67-4-654						SCAVENGER AND DISPOSAL SERVICE	\$406.53	
	VENDOR TOTAL:						\$406.53		
HOMEWOOD DISPOSALSERVICE INC		9348198	05/01/25	\$425.12		DPW REFUSE REMOVAL ACCT #10-13143			
	01-67-4-654						SCAVENGER AND DISPOSAL SERVICE	\$425.12	
	VENDOR TOTAL:						\$425.12		
INVOICE CLOUD		189120254	04/28/25	\$320.90		SERVICE 4/1/25 - 4/30/25			
	08-10-4-654						CUSTOMER PAYMENT PORTAL	\$240.67	
	08-20-4-654						CUSTOMER PAYMENT PORTAL	\$80.23	
	VENDOR TOTAL:						\$320.90		
KONICA MINOLTA		502003669	05/03/25	\$138.24		PD COPIER MAINT - USAGE 4/4/25 - 5/3/25			
	01-48-6-674						COPIER MAINTENANCE	\$138.24	
	VENDOR TOTAL:						\$138.24		

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Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
LBM TOOLS LLC	042425123082	04/24/25	\$124.00		LEEK KNIFE	08-12-3-615	SMALL TOOLS & EQUIPMENT	\$124.00
							VENDOR TOTAL:	\$124.00
M.E. SIMPSON COMPANY, INC.	44453	04/30/25	\$545.00		LEAK LOCATION 806 CENTRAL PARK 4/30/25	08-11-4-632	LEAK DETECTION PROGRAM	\$545.00
	44426	04/30/25	\$6,950.00		FY25 UNSEIZED VALVES 4/17/25	08-11-6-677	WATER FACILITY MAINTENANCE	\$6,950.00
							VENDOR TOTAL:	\$7,495.00
MATTHEW O'SHEA CONSULTING INC.	71	04/01/25	\$3,000.00		LOBBYING SERVICES FOR MARCH 2025	01-41-4-632	LOBBYING SERVICES	\$3,000.00
							VENDOR TOTAL:	\$3,000.00
MCKESSON MEDICAL SURGICAL	23676750	04/24/25	\$107.01		WIPES	01-49-3-622	EMS EQUIPMENT & SUPPLIES	\$107.01
							VENDOR TOTAL:	\$107.01
MIDWEST OFFICE INTERIORS	48093	04/28/25	\$951.28		CONFERENCE TABLE	01-55-3-606	OFFICE EQUIPMENT	\$951.28
							VENDOR TOTAL:	\$951.28
MUNICIPAL GIS PARTNERS INC	7919	04/30/25	\$6,005.04		GIS STAFFING	01-55-4-650	GIS CONSORTIUM	\$3,002.52
							GIS CONSORTIUM	\$1,501.26
							GIS CONSORTIUM	\$1,501.26
							VENDOR TOTAL:	\$6,005.04

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Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
NICOR GAS	96444410003 04232	04/23/25	\$433.25		DPWSC GAS BILL 3/24/25 - 4/23/25	01-67-4-653	GAS, ENERGY/PUMPS, & HEATING	\$433.25
	72380610005 04242	04/24/25	\$73.48		KEDZIE BOOSTER GAS BILL 3/25/25 - 4/24/25	08-11-4-631	ELECTRIC, POWER, AND LIGHT	\$73.48
	39196092900 04222	05/01/25	\$152.85		STERLING PUMP STATION GAS BILL 3/20/25-4/22/25	08-11-4-631	ELECTRIC, POWER, AND LIGHT	\$152.85
	84830610006 04292	04/29/25	\$1,458.31		VILLAGE HALL GAS BILL 3/28/25-4/29/25	01-67-4-653	GAS, ENERGY/PUMPS, & HEATING	\$1,458.31
	25186956857 04292	04/29/25	\$54.28		WOODS LIFT STATION GAS BILL 3/27/25-4/28/25	08-21-4-631	ELECTRIC, POWER, & LIGHT	\$54.28
					VENDOR TOTAL:			\$2,172.17
NIX NAX								
23923		04/09/25	\$45.00		UNIFORMS	01-50-3-612	UNIFORMS	\$45.00
23924		04/17/25	\$172.50		UNIFORMS - 23 T-SHIRTS	01-50-3-612	UNIFORMS	\$172.50
					VENDOR TOTAL:			\$217.50
PARAMEDIC SERVICES OF ILLINOIS INC								
9000		05/01/25	\$65,500.00		CONTRACTED FD PERSONNEL-PERIOD ENDING	01-49-4-650	CONTRACT FF/PM PERSONNEL	\$65,500.00
					VENDOR TOTAL:			\$65,500.00
POP'S								
032325		03/23/25	\$98.06		PRISONER MEALS	01-48-3-611	SPECIAL POLICE COMMODITIES	\$98.06
					VENDOR TOTAL:			\$98.06
PORTER LEE CORPORATION								
31784		05/01/25	\$1,015.00		ANNUAL SOFTWARE SUPPORT JUNE 2025 - MAY 2026	01-48-6-672	DEPARTMENT IT MAINTENANCE	\$1,015.00
					VENDOR TOTAL:			\$1,015.00
POSSIBILITY PLACE NURSERY								
12198		04/23/25	\$90.00		ONE TREE FOR ARBOR DAY TREE PLANTING AT PARKER	01-63-3-619	TREE PLANTING PROGRAM	\$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
PRAIRIE STATE COLLEGE		6175	04/28/25	\$2,546.00		BASIC OPERATIONS FIREFIGHTER MICK/SCIBOR	01-49-5-663	FIRE TUITION AND FEES	\$2,546.00
						VENDOR TOTAL:			\$2,546.00
SOUTHTOWN REFRIGERATION LLC		INV000000741	03/14/25	\$2,240.00		HVAC MAINTENANCE CONTRACT	01-67-6-680	MAINTENANCE CONTRACTS	\$2,240.00
		INV000000742	03/14/25	\$2,300.00		HVAC MAINTENANCE DPW	01-67-6-680	MAINTENANCE CONTRACTS	\$2,300.00
						VENDOR TOTAL:			\$4,540.00

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Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
PRESCIENT SOLUTIONS								
0525009		05/01/25	\$2,115.59		MICROSOFT LICENSING- MAY 2025	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$211.56
						01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$105.78
						01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$63.47
						01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$571.21
						01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$782.77
						01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$63.47
						01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$63.47
						01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$253.86
0525080		05/01/25	\$907.20		ENTRA ID - CYBERSECURITY MAY 2025	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$90.72
						01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$45.36
						01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$27.22
						01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$244.94
						01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$335.66
						01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$27.22
						01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$27.22
						01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$108.86
0525097		05/01/25	\$7,000.00		ONSITE SERVICES FOR MONTH OF MAY 2025	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$700.00
						01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$350.00
						01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$210.00
						01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$1,890.00
						01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$2,590.00
						01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$210.00
						01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$210.00
						01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$840.00
0525098		05/01/25	\$4,976.40		MANAGED IT SERVICES FOR THE MONTH OF MAY 2025	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$497.64
						01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$248.82
						01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$149.29
						01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$1,343.63
						01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$1,841.27
						01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$149.29
						01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$149.29
						01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$597.22
0525099		05/01/25	\$333.00		CISCO DUC ESSENTIAL S - MAY 2025	01-42-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00
						01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$333.00

Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)

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Vendor Name Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
PROSAFETY S1000948	04/24/25	\$1,076.40		JULIE SPRAY PAINT & UNIFORM SHIRTS	01-43-6-673	VILLAGE SHARED IT MAINTENANCE	\$16.65
					01-45-6-673	VILLAGE SHARED IT MAINTENANCE	\$9.99
					01-48-6-673	VILLAGE SHARED IT MAINTENANCE	\$89.91
					01-49-6-673	VILLAGE SHARED IT MAINTENANCE	\$123.21
					01-50-6-673	VILLAGE SHARED IT MAINTENANCE	\$9.99
					01-53-6-673	VILLAGE SHARED IT MAINTENANCE	\$9.99
					01-55-6-673	VILLAGE SHARED IT MAINTENANCE	\$39.96
					VENDOR TOTAL:		\$15,332.19
PUBLIC SAFETY DIRECT, INC. 105198	03/27/25	\$510.00		FY25 CBD PROJECT SIGNS	08-11-3-605	OPERATING SUPPLIES	\$626.40
					01-60-3-612	UNIFORMS & RELATED SUPPLIES	\$450.00
					VENDOR TOTAL:		\$1,076.40
					01-60-3-605	OPERATING SUPPLIES	\$510.00
RAY O'HERRON CO INC 2408755	04/30/25	\$1,449.89		BAKER: NEW OFFICER/UNIFORM & SUPPLIES NEW OFFICER CALDANARO - UNIFORM/SUPPLIES	01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$1,449.89
					01-48-3-612	UNIFORMS & RELATED SUPPLIES	\$1,449.89
					VENDOR TOTAL:		\$2,899.78
					01-41-4-656	KEGS AND EGGS	\$500.00
RICH TOWNSHIP 09242024	09/24/24	\$500.00		RICH TOWNSHIP 5 EMA FOR 9/7/24 GEM	VENDOR TOTAL:		\$500.00
					01-00-2-420	VEHICLE STICKERS	\$5.00
SHARON ROBERTS 5062025	05/06/25	\$5.00		REFUND: RESIDENT OVERPAID LATE FEE ON MOTORCYCLE TAG	VENDOR TOTAL:		\$5.00
					01-00-2-420	VEHICLE STICKERS	\$5.00

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Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
RUNCO OFFICE SUPPLY									
961845 2		02/20/25	\$14.99			KEYBOARD & SCREEN CLEANER	01-60-3-601	OFFICE SUPPLIES	\$14.99
967812 0		05/05/25	\$134.95			MISC OFFICE SUPPLIES BINDER CLIPS, POST ITS, PENS, SHARPIES	01-42-3-601	OFFICE SUPPLIES	\$33.74
							01-43-3-601	OFFICE SUPPLIES	\$67.48
							01-45-3-601	OFFICE SUPPLIES	\$6.75
							01-49-3-601	OFFICE SUPPLIES	\$6.75
							01-53-3-601	OFFICE SUPPLIES	\$20.23
9672700		04/28/25	\$249.99			CHAIR	01-50-3-606	OFFICE EQUIPMENT	\$249.99
								VENDOR TOTAL:	\$399.93
SAFETY KLEEN SYSTEMS INC									
97146265		04/25/25	\$110.25			WASTE BARREL REMOVAL	01-49-6-674	EQUIP MAINTENANCE & SUPPLIES	\$110.25
								VENDOR TOTAL:	\$110.25
SMITH GARSON, INC.									
1011932		05/02/25	\$5,000.00			LOBBYING SERVICES - APRIL 2025	01-41-4-632	LOBBYING SERVICES	\$5,000.00
								VENDOR TOTAL:	\$5,000.00
SOUTHWEST DIGITAL PRINTING									
0425176		04/30/25	\$51.00			3026 MACFARLANE BLUEPRINT	12-00-0-286	MISCELLANEOUS DEPOSITS	\$51.00
								VENDOR TOTAL:	\$51.00

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Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
SPECTRUMVOIP INC.		582593	05/01/25	\$5.00		SERVICE CHARGES	01-42-4-637	TELEPHONE	\$0.57
							01-43-4-637	TELEPHONE	\$0.38
							01-48-4-637	TELEPHONE	\$1.71
							01-50-4-637	TELEPHONE	\$0.38
							01-49-4-637	TELEPHONE	\$0.94
							01-53-4-637	TELEPHONE	\$0.30
							01-55-4-637	TELEPHONE	\$0.72
		561547	04/01/25	\$8.52		SERVICE CHARGES	01-42-4-637	TELEPHONE	\$0.96
							01-43-4-637	TELEPHONE	\$0.64
							01-48-4-637	TELEPHONE	\$2.95
							01-50-4-637	TELEPHONE	\$0.64
							01-49-4-637	TELEPHONE	\$1.60
							01-53-4-637	TELEPHONE	\$0.51
							01-55-4-637	TELEPHONE	\$1.22
		477619	12/01/24	\$5.00		SERVICE CHARGES	01-42-4-637	TELEPHONE	\$0.57
							01-43-4-637	TELEPHONE	\$0.38
							01-48-4-637	TELEPHONE	\$1.71
							01-50-4-637	TELEPHONE	\$0.38
							01-49-4-637	TELEPHONE	\$0.94
							01-53-4-637	TELEPHONE	\$0.30
							01-55-4-637	TELEPHONE	\$0.72
		520657	02/01/25	\$9.85		SERVICE CHARGES	01-42-4-637	TELEPHONE	\$1.11
							01-43-4-637	TELEPHONE	\$0.74
							01-48-4-637	TELEPHONE	\$3.41
							01-50-4-637	TELEPHONE	\$0.74
							01-49-4-637	TELEPHONE	\$1.85
							01-53-4-637	TELEPHONE	\$0.59
							01-55-4-637	TELEPHONE	\$1.41
		541326	03/01/25	\$5.00		SERVICE CHARGES	01-42-4-637	TELEPHONE	\$0.57
							01-43-4-637	TELEPHONE	\$0.38
							01-48-4-637	TELEPHONE	\$1.71
							01-50-4-637	TELEPHONE	\$0.38

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name	Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
STRYKER SALES CORPORATION	9208980386	04/10/25	\$1,318.00		2X STRYKER BATTERY	01-53-4-637	TELEPHONE	\$0.30
						01-55-4-637	TELEPHONE	\$0.72
						VENDOR TOTAL:		\$33.37
SUBURBAN LABORATORIES INC	GA5001003	11/01/24	\$662.50		WATER SAMPLE TESTING	01-49-3-622	EMS EQUIPMENT & SUPPLIES	\$1,318.00
						VENDOR TOTAL:		\$1,318.00
SUBURBAN LABORATORIES INC	GA5001980	04/02/25	\$808.25		WATER SAMPLE TESTING	08-11-6-677	WATER FACILITY MAINTENANCE	\$662.50
						08-11-6-677	WATER FACILITY MAINTENANCE	\$808.25
						VENDOR TOTAL:		\$1,470.75
T.R.L. TIRE SERVICE CORP	36782	04/28/25	\$538.00		4 TIRES FOR FIRE DEPT - C219	01-49-6-671	VEHICLE MAINTENANCE	\$538.00
						VENDOR TOTAL:		\$538.00
TARGETSOLUTIONS LEARNING LLC	INV115458	05/31/25	\$5,320.70		TRAINING SOFTWARE	01-49-6-672	DEPARTMENT IT MAINTENANCE	\$5,320.70
						VENDOR TOTAL:		\$5,320.70
THOMSON REUTERS-WEST	851861858	05/01/25	\$837.73		ONLINE/SOFTWARE SUBSCRIPTION 4/1/25-4/30/25	01-48-6-672	DEPARTMENT IT MAINTENANCE	\$837.73
						VENDOR TOTAL:		\$837.73
US BANK ST PAUL	7723043	04/25/25	\$625.00		OBLIGATION BONDS, SERIES 2021	06-01-8-847	AGENT FEES - 2021 GO ISSUE	\$312.50
						06-01-8-852	AGENT FEES - 2021 GO REFUND ISSU	\$312.50
						VENDOR TOTAL:		\$625.00

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
USA BLUE BOOK		INV00563322	12/09/24	\$67.13		WATER SAMPLE BOTTLES	08-11-6-677	WATER FACILITY MAINTENANCE	\$67.13
								VENDOR TOTAL:	\$67.13
VERIZON WIRELESS		6111175122	04/16/25	\$2,089.08		MOBILE PHONES 3/17/25 - 4/16/25	01-42-4-637	TELEPHONE	\$188.08
							01-43-4-637	TELEPHONE	\$127.05
							01-45-4-637	TELEPHONE	\$42.35
							01-53-4-637	TELEPHONE	\$42.35
							01-50-4-637	TELEPHONE	\$707.27
							01-55-4-637	TELEPHONE	\$981.98
								VENDOR TOTAL:	\$2,089.08
WALT'S FOOD CENTER		042125	04/21/25	\$111.22		PURCHASE OF GOODS FOR: TRUSTEE ORIENTATION, INGERGOVERNMENTAL LUNCH, & NEW RESIDENT RECEPTION	01-41-4-652	COMMUNITY SERVICE ACTIVITIES	\$37.00
							01-41-4-651	COMMUNITY RELATIONS COMMISSIO	\$37.11
							01-42-4-652	MEETINGS AND EVENTS	\$37.11
								VENDOR TOTAL:	\$111.22
WELLNESS IQ INC		21567	04/30/25	\$50.00		PERSONIFY HEALTH REWARDS: KIMES & JONES	01-48-2-592	EAP & WELLNESS PROGRAMS	\$25.00
							01-60-2-592	EAP & WELLNESS PROGRAMS	\$25.00
								VENDOR TOTAL:	\$50.00
STEPHANIE WRIGHT		4252025	04/25/25	\$85.38		NEW RESIDENT EVENT	01-41-4-651	COMMUNITY RELATIONS COMMISSIO	\$85.38
								VENDOR TOTAL:	\$85.38

Village of Flossmoor
Detail Board Report
Invoices Due On/Before: 05/20/25

Vendor Name		Invoice #	Invoice Date	Invoice Amount	PO #	Invoice Description	GL Number	GL Description	Line Amount
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Total Amount Being Paid: \$227,341.81
Total Number of Invoices: 146

Fy25

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/
ACCURBIO	ACCURATE BIOMETRICS INC.	N	130.00	0.00	130
ADELEKEA	ADEWOLE ADELEKE	N	25.00	0.00	25
ADVANCES	ADVANCE SWEEPING SERVICES INC	N	1,776.50	0.00	1,776
AIRONEEQ	AIR ONE EQUIPMENT INC	N	90.93	0.00	90
ALWARREN	AL WARREN OIL COMPANY INC	N	19,216.10	0.00	19,216
ALLSCAPE	ALLSCAPE INCORPORATED	N	1,800.00	0.00	1,800
AMAZON	AMAZON CAPITAL SERVICES	N	457.54	0.00	457
ARTISTIC	ARTISTIC ENGRAVING	N	110.00	0.00	110
CCP	CCP DIRECT	N	530.99	0.00	530
CDW-G	CDW GOVERNMENT, INC.	N	6,739.20	0.00	6,739
CHICOMM	CHICAGO COMMUNICATIONS, LLC.	Y	4,367.45	0.00	4,367
COM2118	COMED	N	2,322.45	0.00	628
COOKCTYTRA	COOK COUNTY DEPT OF TRANSPORTATI	N	1,810.02	0.00	1,810
CORE&MAI	CORE & MAIN LP	Y	4,447.36	0.00	4,447
CRUSOR	RICHARD G. CRUSOR, JR.	Y	255.00	0.00	255
DACRA	DACRA TECH LLC	Y	1,000.00	0.00	1,000
EAGLEUNI	EAGLE UNIFORM CO INC	N	560.75	0.00	560
EBELSACE	EBEL'S ACE HARDWARE	N	30.58	0.00	30
ECOM	E-COM DISPATCH CENTER	N	4,434.61	0.00	4,434
ELEVATED	ELEVATED SAFETY LLC	N	1,226.16	0.00	1,226
EVTECH	EVT TECHNOLOGIES	N	6,473.95	0.00	6,473
FILKINST	TIM FILKINS	N	50.00	0.00	50
FDTRAINING	FIRE DEPARTMENT TRAINING NETWORK	N	300.00	0.00	300
FIRSTARR	FIRST ARRIVING IO, INC	N	1,369.00	0.00	1,369
GALLAMAT	GALLAGHER MATERIALS CORP.	N	790.01	0.00	790
HIGHSTAR	HIGH STAR TRAFFIC	Y	1,671.25	0.00	1,671
HISKES	HISKES, DILLNER, O'DONNELL,	Y	1,494.48	0.00	1,494
HOLLANDP	HOLLAND PRINTING INC	N	1,308.66	0.00	1,308
HOMEWOODYW	HOMEWOOD DISPOSAL SERVICE INC	N	658.80	0.00	658
INVOICE	INVOICE CLOUD	N	320.90	0.00	320
KONICAVH	KONICA MINOLTA	N	138.24	0.00	138
LBMTOOLS	LBM TOOLS LLC	Y	124.00	0.00	124
M.E.SIMP	M.E. SIMPSON COMPANY, INC.	N	7,495.00	0.00	7,495
MATTHEWO	MATTHEW O'SHEA CONSULTING INC.	N	3,000.00	0.00	3,000
MCKESSON	MCKESSON MEDICAL SURGICAL	N	107.01	0.00	107
MIDWESTO	MIDWEST OFFICE INTERIORS	N	951.28	0.00	951
MUNICIPALG	MUNICIPAL GIS PARTNERS INC	N	6,005.04	0.00	6,005
NICOR-WOOD	NICOR GAS	N	2,172.17	0.00	54
NIXNAX	NIX NAX	N	217.50	0.00	217
POP'S	POP'S	N	98.06	0.00	98
POSSIBIL	POSSIBILITY PLACE NURSERY	N	90.00	0.00	90
PSC	PRAIRIE STATE COLLEGE	N	2,546.00	0.00	2,546
PREMISTAR	SOUTHTOWN REFRIGERATION LLC	Y	4,540.00	0.00	4,540
PROSAFET	PROSAFETY	N	1,076.40	0.00	1,076
PUBSAFET	PUBLIC SAFETY DIRECT, INC.	N	510.00	0.00	510.00

Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/
RAYOHERR	RAY O'HERRON CO INC	N	2,899.78	0.00	2,899
RICHTOWN	RICH TOWNSHIP	N	500.00	0.00	500
RUNCO	RUNCO OFFICE SUPPLY	N	264.98	0.00	264
SAFETYKL	SAFETY KLEEN SYSTEMS INC	N	110.25	0.00	110
SMITHGAR	SMITH GARSON, INC.	N	5,000.00	0.00	5,000
SWPRINT	SOUTHWEST DIGITAL PRINTING	N	51.00	0.00	51
SPECTRUM	SPECTRUMVOIP INC.	N	28.37	0.00	28
STRYKER	STRYKER SALES CORPORATION	N	1,318.00	0.00	1,318
SUBLABOR	SUBURBAN LABORATORIES INC	Y	1,470.75	0.00	1,470
T.R.L.	T.R.L. TIRE SERVICE CORP	N	538.00	0.00	538
THOMWEST	THOMSON REUTERS-WEST	N	837.73	0.00	837
US BANK	US BANK ST PAUL	N	625.00	0.00	625
USABBLUE	USA BLUE BOOK	N	67.13	0.00	67
VERIZON452	VERIZON WIRELESS	N	2,089.08	0.00	2,089
WALTS	WALT'S FOOD CENTER	N	111.22	0.00	111
WELLNESSIQ	WELLNESS IQ INC	N	50.00	0.00	50
WRIGHTS	STEPHANIE WRIGHT	N	85.38	0.00	85
Grand Totals:			110,885.06	0.00	

Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)

FY26

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/
AMAZON	AMAZON CAPITAL SERVICES	N	257.56	0.00	257
APWA	AMERICAN PUBLIC WORKS ASSN	N	409.00	0.00	409
CALDANAROA	ANTHONY CALDANARO	N	20.70	0.00	20
CDW-G	CDW GOVERNMENT, INC.	N	8,460.70	0.00	8,460
COOKTHER	THERESA COOK	N	5.00	0.00	5
DELPAINI	DONALD E. LONGSHORE	Y	550.00	0.00	550
DRAGON	DRAGON FIRE DISTRIBUTION	N	5,037.22	0.00	5,037
EAGLEUNI	EAGLE UNIFORM CO INC	N	335.50	0.00	335
ESO	ESO SOLUTIONS INC.	N	9,466.61	0.00	9,466
GRANICUS	GRANICUS	N	465.97	0.00	465
HOMECLIA	HOME CLEANING CENTERS -AMERICA	N	3,304.00	0.00	3,304
HOMEWOODVH	HOMEWOOD DISPOSAL SERVICE INC	N	406.53	0.00	406
HOMEWOODPW	HOMEWOOD DISPOSALSERVICE INC	N	425.12	0.00	425
PARAMEDICS	PARAMEDIC SERVICES OF ILLINOIS I	N	65,500.00	0.00	65,500
PORTERLE	PORTER LEE CORPORATION	N	1,015.00	0.00	1,015
PRESCIEN	PRESCIENT SOLUTIONS	N	15,332.19	0.00	15,332
ROBERTSSH	SHARON ROBERTS	N	5.00	0.00	5
RUNCO	RUNCO OFFICE SUPPLY	N	134.95	0.00	134
SPECTRUM	SPECTRUMVOIP INC.	N	5.00	0.00	5
TARGETSO	TARGETSOLUTIONS LEARNING LLC	Y	5,320.70	0.00	5,320
Grand Totals:			116,456.75	0.00	

Communication: Presentation of Bills for approval and Payment as Approved by the Finance Committee (May 19, 2025) (CONSENT AGENDA)

Village of Flossmoor
Detail Board Report

Manual Checks Issued: 05/02/25 thru 05/02/25

Vendor Name		Invoice #	Invoice Date	Amount	Check #	Check Date	PO #	Invoice Description	GL Number	GL Description	Line Amount
BILLY R THACKER JR		050625	05/06/25	\$651.26	84262	05/06/25		REISSUE 5/2/25 PAYROLL NET PAY-FRAUD	01-49-1-547	DUTY SHIFT PAY	\$651.26
								VENDOR TOTAL:			\$651.26
MATTHEW G ALBANO		050625	05/06/25	\$867.76	84261	05/06/25		REISSUE 5/2/25 PAYROLL-UNREPORTED CHANGE TO DIRECT DEPOSIT	01-49-1-547	DUTY SHIFT PAY	\$867.76
								VENDOR TOTAL:			\$867.76

Total Amount Being Paid: \$1,519.02
Total Number of Invoices: 2

Vendor Code	Vendor Name	1099	Invoice Total	Check Total	Net Inv/
ALBANOM	MATHEW G ALBANO	N	867.76	0.00	867
THACKERB	BILLY R THACKER JR	N	651.26	0.00	651
	Grand Totals:		1,519.02	0.00	

TO: Bridget Wachtel, Village Manager
FROM: Ann Novoa, Finance Director
DATE: May 19, 2025
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, and Dearborn National, respectively, are set to expire on June 30, 2025.

Renewal Summary

The renewal processes this year were managed by Mike Wojcik and Kellie Shanklin of The Horton Group. This renewal year took much negotiating, which resulted in good news in all aspects. The initial health renewal came in early May at an overall increase of 9.64%, which included applicable Affordable Care Act (ACA) taxes and fees. The initial increase was more than the amount that was budgeted, but not entirely surprising given the volatile healthcare market, pharmaceutical spend on specialty Rx resulting in a 125.5% loss ratio, and five particularly large claimants the Village had in the 2024-2025 plan year. However, Mike and Kellie felt that additional negotiating could result in Horton getting us a lower rate. As a result, Horton has spent additional time negotiating with BCBS, leveraging the Village's long history and Horton's relationship, resulting in an overall increase of 8.2% based on keeping current plan designs except for BCBS mandated plan changes. Overall, the renewal rate is excellent given the loss ratio, medical trends due to inflation, higher risk, increase in specialty pharmaceuticals, and other renewal rates Horton has observed. The renewal rates for the ancillary lines of coverage came in at net zero due to a two-year rate guarantee provided by Guardian in the previous year's renewal. However, I am recommending we change all ancillary lines of coverage to Blue Cross Blue Shield. By bundling all lines with BCBS, the carrier has decreased our negotiated premium by an additional 1.75% as well as a \$15,000 implementation credit. The BCBS dental has a net-zero effect, and the BCBS vision has a 13% decrease in cost. The total average increase in medical rates based on our census will be 7.14%. The total average increase across all plans will be 5.64%.

Our 19-year experience with BCBS has been tremendous and well below medical inflation. The following chart compares our overall BCBS experience to our budget for the past 5 years.

Coverage Year	Overall +Inc/-Dec	Budget	Difference +Over/-Under
2021-22	-3.0%	6.5%	-9.5
2022-23	+2.2%	7.7%	-5.5
2023-24	+7.9%	6.0%	+1.9
2024-25	+4.7%	8.0%	-3.3%
2025-26	+5.6%	8.0%	-2.4%

The 5.64% average total increase, with the medical component at 7.14%, is terrific news with recent medical inflation trends and the Village's budgeted increase of 8.00%. The attached spreadsheet provides detail on the increase. At the time of budget development, most renewals in the market were resulting in increases as high as 25%. Attached is the chart comparing Village renewals (through this year and inclusive of census changes) back to 2011 to the PWC medical trend rates. The cumulative increase to the Village was approximately 47.64% vs. the trend at 188.00%, equivalent to 2.70% average annual increase vs. PWC trend of 6.89%; a 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 26 budget of 7.4% increase is estimated at approximately \$183,700 in savings: great 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, it is yet to be seen what materializes under the Trump administration. However, many modifications have passed; the most significant of which was the repeal of the Cadillac Tax in 2020. Nevertheless, we continue to function under the ACA and decisions as well as future strategies are made as such.

The 2025 and 2026 taxes and fees are as follows:

- Patient Centered Outcomes Research Institute (PCORI) Fee - fee to fund health care reform research began in 2013; \$3.47 per life for plan and policy years that end on or after October 1, 2024, and before October 1, 2025 (6-30-25); included in premiums; BCBS files reporting to IRS.

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.

BCBS Health Plan Design and Offerings

The Village was able to maintain its fundamental core plan designs with only a few minor changes related to IRS mandated HSA deductibles/out of pockets.

The Village offers three PPO plans and one HMO plan. The most recently added PPO plan is the PPO Blue Choice Option plan, which 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 \$750 deductible and largely mirror PPO-500 plan benefits and Tier 2 provider benefits are at a \$1,750 deductible. 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 the 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. We currently have four employees on this plan, and hope to educate employees on the benefits of this plan at this year’s open enrollment meetings.

We are pleased that we were able to retain the base plan designs this year, while achieving a 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 25 employees that have switched to the HSA. Due to ACA impacts, the second PPO offering will be the Blue Choice Options plan offered with the current renewal.

Finally, it is also important to mention that the level of satisfaction that the employees have with BCBS remains at a high level and Horton agrees.

Other Health Insurance Carriers

Horton solicited and reviewed other carrier options besides BCBS. United Healthcare was the only competitive quote received. After reviewing the plans, it was decided that the UHC program did not compare strongly at a benefit or network level, to BCBS.

The Village did not meet again as we have from time to time with the IPBC pool; a Chicago area health insurance pool. However, 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. In recent history, IPBC had yet to provide rate quotes, which provide much, if any, savings compared to what we are paying on our own. Also, the pool does not offer considerable resources and partnership to the extent that Horton provides in terms of healthcare reform implementation as well as other ongoing compliance assistance. 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, at this time.

Dental Plan Design and Offerings

The Guardian plan the Board approved of last year had a 2-year rate guarantee, therefore there was no proposed increase or decrease. Horton obtained quotes from BCBS IL, SunLife, and United Health. All quotes came back competitive. Although we have the 2-year rate guarantee, I am recommending we switch to BCBS for dental insurance, which is a 0% increase and comes with an incentive since we are bundling lines with a carrier.

Vision Plan Design and Offerings

The Guardian - VSP plan that the Board approved last year had a 2-year rate guarantee, therefore there was no proposed increase or decrease. Horton obtained quotes from BCBS IL, SunLife, and United Health. All quotes came back competitive. Although we have the 2-year rate guarantee, I am recommending we switch to BCBS for vision insurance, which is a 13% decrease and comes with an incentive since we are bundling lines with a carrier.

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 25 employees 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. As the HSA involves a High Deductible Health Plan (HDHP), with no first dollar benefits other than preventive, 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 through 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 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 provided it to all HSA participants. Horton has recommended that the Village continues to provide employer contributions as an incentive and is recommending a change in incentive levels as the IRS continues to increase the deductible for Single and Family plans. The Village’s defined contribution cost sharing model has had the intended impact of incentivizing more employees to switch to the HSA.

The Village’s current incentive is a three-tiered contribution at \$1,500, \$2,250 and \$3,000 for single, employee plus one and family; respectively. My recommendation is to retain a three-tiered contribution incentive and only increase the member + spouse/child to align with the increase that was passed last renewal. The IRS increased the deductibles for individuals and families to \$3,300 and \$6,600, respectively. When the employer contribution amounts were passed in 2013, the embedded deductibles for individuals and family were \$2,500 and \$5,000, respectively. That is a 29% increase in out-of-pocket costs compared to today’s deductibles. My recommendation is to keep the contribution to \$1,500, and \$3,000, respectively, for members and family. I am recommending we increase the member + one from \$2,250 to \$2,500,

increasing by \$250.00. The Village continues with the intent of offering the incentive as an annual calendar year contribution to any employee enrolled in the HSA. Any future 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, incentivizing more employees into the HSA can have the impact of reducing the overall premium increase. The Village will have two enrollment opportunities for the HSA; one to coincide with the overall open enrollment period effective for July 1, 2025, and another effective for calendar year 2026.

ACA/Health Insurance Cost Mitigation Financial Strategies Implemented

The following is a summary and commentary on major financial strategies that have become important components of 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 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.

Consistent with our stated intent, we had the underwriter calculate the defined contribution amounts for the 2025 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). In 2025, the calculation is based on the underwriter's recommendation and the overall health insurance increase renewal rate.

I believe we should continue to follow through 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 calculation based on the underwriter's recommendation and the overall health insurance increase renewal rate results in the following defined contribution model for the 2025 renewal year:

Type	Defined Contribution	Employee % DC Model	Employee % Union Model
Single	\$760	0.33-27.5%	20%
Employee + Sp	\$1,650	1.53-28.4%	20%
Employee + Ch	\$1,520	3.45-29.8%	20%
Family	\$2,480	0.30-27.5%	20%

I believe after 8 ½ years, we can draw some more definitive conclusions on the effectiveness of the defined contribution (DC) model. 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 25. Second, the census switches to the HSA over the 90 months has resulted in the Village paying about 82%-88% 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 with the HDHP/HSA Plan 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 conclusions are very strong and positive enough to warrant the continuation of the model.

2. Wellness Differential

As with the defined contribution model, the Village also implemented a wellness premium differential for non-union employees effective January 1, 2017. 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 1-1-25 differential was based on participation in the November 2024 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 fits 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% of the covered non-union employees participated in November 2024.

Regarding the FOP, the contract's "cost containment" provisions prevent offering such an incentive if it results in an FOP employee paying more than 20% of the total health insurance premium. Consequently, this differential can only be extended to non-union employees. Village Management staff has met with the FOP to discuss the offering at various negotiations sessions, to no avail. Management remains committed to bringing the defined contribution model to the negotiation table in the upcoming FY 26 negotiations.

The Wellness Committee still offers a wellness screening participation incentive with a one-time stipend of \$150 for employees and \$50 for spouses. The Committee recommends that we keep some type of participation incentive that is 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 on keeping the Village's total premiums lower, while employees who do not participate end up effectively causing an offset to these lower premiums. The EEOC guidelines for cost differentials does not apply to the Village's programs because our cost differential is not based on outcome.

3. Retiree “Carve Out” Plan

The Village is subject to requirements regarding retirees’ 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, consistent with statute. 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”, shifting risk away from the active member’s plan. Ideally, this retiree group would be removed from the plan offerings available to active employees and those under 65 retirees. At Horton’s recommendation and the Board’s approval, the Village implemented such a plan effective January 1, 2017, through Benistar Employer Services Trust, a Hartford product, on a voluntary basis. The Benistar plan is still offered and has an open enrollment of January 1st. The plan effectively functions as a Medicare supplement with a drug card. In reviewing the benefit design, the carve out plan offers the retirees improved benefits over what they are getting through our BCBS plan and at a lower cost. Two of our post-65 retirees (1 employee and 1 spouse) 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 willing to bid on our health insurance in recent years due to our large retiree census (Aetna and Cigna). Horton has also advised that the carve-out plan has been an effective mitigation tool by removing a higher risk category from the active members’ pool.

The Village cannot mandate participation in the “carve out” plan. The pricing and concept were originally based on making participation mandatory for all eligible retirees wishing to remain covered through 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 two enrollees to proceed with the offer. 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 the changes in ACA, we believed it was prudent to proceed with the offering. The plan did achieve the 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, 2026.

4. Wellness Program

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 the 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 100% of non-union employees, while participation in the pedometer program has been increasing this past year. The Wellness Committee continues to be important. The Wellness Committee has taken this past year by storm with increased Lunch & Learns, and multiple fitness and wellness contests. 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.

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 increased deductibles, co-insurance percentages, and out-of-pocket

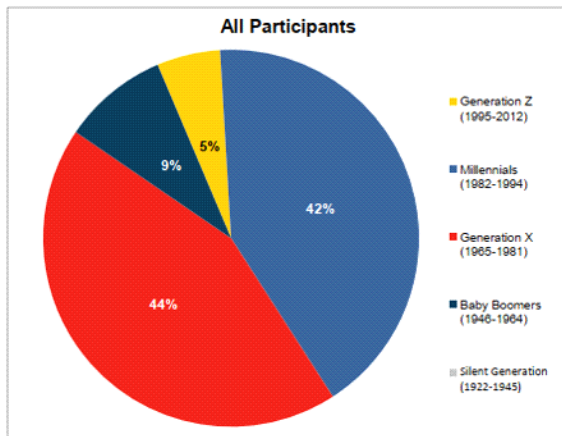
- maximums. Benefit reductions: while providing short-term one-year cost savings, can end up causing costs to rise over the long term as employees avoid getting care due to the higher out-of-pocket costs to them. Rather than making additional or significant downgrades to benefits, we feel we should continue to give our wellness program and cost sharing model, coupled with the HDHP/HSA consumer driven plan, an opportunity to develop and have more impact.
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, 2025. 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 9.02% (percentage for 2025) 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 25-26 plan year will be the HMO-Employee plan.

Life Insurance Renewal

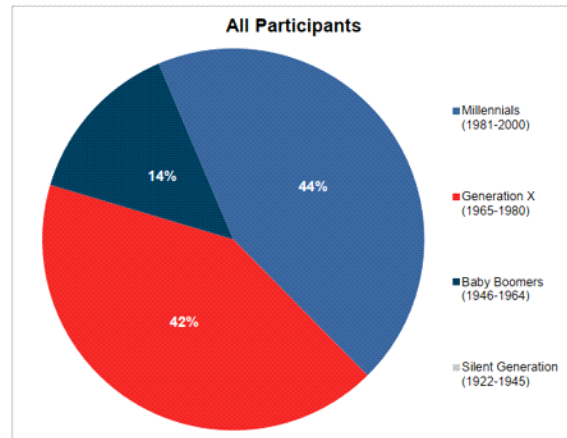
The Village switched to Dearborn National in 2015 at a large savings. Dearborn quoted a 0.0% increase in 2025. Dearborn National is owned by BCBS and was a past life insurance provider for the Village even before 2015. SunLife quoted a competitive bid with a 32% increase. The FOP union contract provides 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. Because of this

contact language, the Village needs a plan with multiple classes.

Plan Participants – April 2025



Plan Participants – July 2020



Over the last 5 years, the Village has experienced a significant shift in our demographics. Generation Z joined our workforce in recent years, Millennials increased, Baby Boomers decreased, and Generation X remained near static. This shift has created a desire to personalize benefits on an individual basis. To meet that need, we have offered the addition of voluntary lines of coverage for employees to choose from at their own expense. Unlike programs like Aflac and Colonial, these are offered on a group pricing and administrative framework, offering a better value for the employees and ease of administration with the Employee Navigator Benefit Technology, an administrative tool that Horton is including for the Village at no cost.

Voluntary Line of Coverage - Accident and Critical Illness

This Village is recommending continuing the voluntary lines of coverage for employees at no cost to the Village. Horton received quotes from multiple carriers for Accident and Critical Illness lines of coverage, and I am recommending the Village pursues Blue Cross Blue Shield as the carrier. This will be the second year the Village is offering additional lines. We currently have 22 employees participating in these lines of coverage.

Recommendation

My recommendation is that the Village Board approves the renewal of the Village's health insurance plans with BCBS, keeping the same plans as the previous year, renewal of the dental plan with Blue Cross Blue Shield dental, vision plan with Blue Cross Blue Shield vision, life insurance with Dearborn National, and voluntary benefit offerings of Critical Illness and Accident insurance, also with Blue Cross Blue Shield. The approval includes the plan designs and rates discussed earlier. Further, I recommend that the Village continues its HSA contribution incentive levels for 2026 at a three-tiered contribution scale of \$1,500 and \$3,000 for single and family, respectively and increase its HSA contribution incentive to \$2,500 for employee plus one. Also related to the contribution, my recommendation includes continuing to make the contribution incentive an intended annual discretionary 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 that the defined contribution model for the employer share be modified effective July 1, 2025, to the amounts proposed of \$760, \$1,650, \$1,520, and \$2,480 for single, employee plus spouse, employee plus child and family, respectively. Along with the defined contribution model, I recommend the continuation of the wellness premium differential at the current \$25 (single) and \$50 (for other categories) bi-weekly levels.

Action

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

- o Approve the renewals and voluntary lines as recommended above.
- o Authorize the Village's recommended 2026 contribution incentive for HSA plans.
- o Authorize the continuation of the 2025 employer share in the defined contribution model for non-union employees at the amounts recommended, effective July 1, 2025.
- o 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.

Please place this item on the May 19, 2025, Board meeting agenda. Mike Wojcik of The Horton

Group will be present to answer any questions the Board may have on this item.

VILLAGE OF FLOSSMOOR
BCBS/GUARDIAN/GUARDIAN - VSP COMPARISON
PLAN YEAR 25-26

(Revised 5/14/25)

VILLAGE	Member Count as of 5/1/25	24-25 BCBS/ Guardian	Monthly Premium	Annual Premium	25-26 BCBS		25-26 BCBS Vision	Total Premium	Monthly Premium	Annual Premium	Total Monthly Premium	FOP Employee	(wellness) (non-wellness)		24-25 BCBS Plan Total	25-26 BCBS Plan Total
					PPO-MPP73426 PPO-MIBCO2085 HMO-MHHB166	PPO Dental							Non-Union Employee	Non-Union Employee		
PP0(500)-Member	2	976.79	1,953.58	23,442.96	1,048.52	39.75	6.67	1,094.94	2,189.88	26,278.56	1,094.94	101.07	137.45	162.45		
PP0(500)-Member + Spouse	1	2,157.34	2,157.34	25,888.08	2,304.01	79.46	12.65	2,396.12	2,396.12	28,753.44	2,396.12	221.18	310.35	360.35		
PP0(500)-Member + Child	2	2,136.23	4,272.46	51,269.52	2,164.77	97.09	13.32	2,275.18	4,550.36	54,604.32	2,275.18	210.02	307.78	357.78		
PP0(500)-Family	6	3,315.67	19,894.02	238,728.24	3,420.24	149.99	19.59	3,589.82	21,538.92	258,467.04	3,589.82	331.37	449.62	499.62	36,253.03	29,252.03
PP0 Blue Choice-Member	2	883.44	1,766.88	21,202.56	911.30	39.75	6.67	957.72	1,915.44	22,985.28	957.72	88.40	74.12	99.12		
PP0 Blue Choice-Member + Spouse	0	1,950.39	-	-	2,002.46	79.46	12.65	2,094.57	-	2,094.57	2,094.57	193.34	171.18	221.18		
PP0 Blue Choice-Member + Child	1	1,932.79	1,932.79	23,193.48	1,881.45	97.09	13.32	1,991.86	1,991.86	23,902.32	1,991.86	183.86	177.02	227.02		
PP0 Blue Choice-Family	1	2,998.62	2,998.62	35,983.44	2,972.60	149.99	19.59	3,142.18	3,142.18	37,706.16	3,142.18	290.05	243.01	293.01	-	6,676.65
HMO-Member	2	766.02	1,532.04	18,384.48	762.54	39.75	6.67	808.96	1,617.92	19,415.04	808.96	74.67	5.46	30.46		
HMO-Member + Spouse	0	1,690.11	-	-	1,675.59	79.46	12.65	1,767.70	-	1,767.70	1,767.70	163.17	20.31	70.31		
HMO-Member + Child	1	1,676.92	1,676.92	20,123.04	1,574.33	97.09	13.32	1,684.74	1,684.74	20,216.88	1,684.74	155.51	35.27	85.27		
HMO-Family	9	2,599.87	23,398.83	280,785.96	2,487.37	149.99	19.59	2,656.95	23,912.55	286,950.60	2,656.95	245.26	19.06	69.06	16,570.05	25,485.74
HSA-Member	7	871.91	6,103.37	73,240.44	905.48	39.75	6.67	951.90	6,663.30	79,959.60	951.90	87.87	71.43	96.43		
HSA-Member + Spouse	2	1,924.83	3,849.66	46,195.92	1,989.66	79.46	12.65	2,081.77	4,163.54	49,962.48	2,081.77	192.16	165.27	215.27		
HSA-Member + Child	3	1,907.66	5,722.98	68,675.76	1,869.41	97.09	13.32	1,979.82	5,939.46	71,273.52	1,979.82	182.75	171.46	221.46		
HSA-Family	13	2,959.47	38,473.11	461,677.32	2,953.60	149.99	19.59	3,123.18	40,601.34	487,216.08	3,123.18	288.29	234.24	284.24	55,307.84	54,322.71
No Coverage	4															
Vacancies	1															
SUBTOTAL:	57		115,732.60	1,388,791.20		5.681% increase		122,307.61	1,467,691.32							
VILLAGE-INACTIVE																
HMO-Spouse (BCBS only)	1	1,586.04	1,586.04	19,032.48	1,675.59	0.00	0.00	1,586.04	1,586.04	19,032.48						
PPO-Single (BCBS only)	1	976.79	976.79	11,721.48	1,048.52	0.00	0.00	1,048.52	1,048.52	12,582.24						
PPO-Family (BCBS only)	1	3,315.67	3,315.67	39,788.04	3,420.24	0.00	0.00	3,420.24	3,420.24	41,042.88						
	3		5,878.50	70,542.00		2.999% increase		6,054.80	72,657.60							
RETIREES																
PP0(500)-Member	0	976.79	-	-	1,048.52	39.75	6.67	1,094.94	-	-						
PP0(500)-Member(M)	3	671.11	2,013.33	24,159.96	677.50	39.75	6.67	723.92	2,171.76	26,061.12						
PP0(500)-Member + Spouse	1	2,157.34	2,157.34	25,888.08	2,304.01	79.46	12.65	2,396.12	2,396.12	28,753.44						
PP0(500)-Member(M) + Sp(M)	2	1,345.24	2,690.48	32,285.76	1,355.00	79.46	12.65	1,447.11	2,894.22	34,730.64						
PP0(500)-Member(M) + Sp	0	1,851.66	-	-	1,932.99	79.46	12.65	2,025.10	-	-					6,397.35	7,046.51
PP0 Blue Choice-Member	0	883.44	-	-	911.30	39.75	6.67	957.72	-	-						
PP0 Blue Choice-Member(M)	0	608.56	-	-	588.82	39.75	6.67	635.24	-	-						
PP0 Blue Choice-Member + Spouse	0	1,950.39	-	-	2,002.46	79.46	12.65	2,094.57	-	-						
PP0 Blue Choice-Member(M) + Sp(M)	0	1,220.13	-	-	1,177.64	79.46	12.65	1,269.75	-	-						
PP0 Blue Choice-Member(M) + Sp	0	1,675.51	-	-	1,679.98	79.46	12.65	1,772.09	-	-					-	-
HMO-Member	0	766.02	-	-	762.54	39.75	6.67	808.96	-	-						
HMO-Member(M)	0	529.89	-	-	492.71	39.75	6.67	539.13	-	-						
HMO-Member + Spouse	0	1,690.11	-	-	1,675.59	79.46	12.65	1,767.70	-	-						
HMO-Member(M) + Spouse(M)	2	1,062.80	2,125.60	25,507.20	985.43	79.46	12.65	1,077.54	2,155.08	25,860.96						
HMO-Member(M) + Spouse	0	1,453.98	-	-	1,405.76	79.46	12.65	1,497.87	-	-					1,917.46	1,970.86
**Benistar-Member + Spouse	1	104.07	104.07	1,248.84	-	79.46	12.65	92.11	92.11	1,105.32						
SUBTOTAL:	9		9,090.82	109,089.84		6.803% increase		9,709.29	116,511.48						116,445.73	124,754.50
**Dental/Vision rates only-Benistar renews on 1/1/25																
TOTALS:	69		130,701.92	1,568,423.04		5.639% increase		138,071.70	1,656,860.40							7.14% medical increase

Current Emp + Inactive	1,540,348.92
Non-Union EE Annual Premium	159,651.12
Union EE Annual Premium	74,379.12
Subtotal	1,306,318.68
Budget	1,490,050.00
Budget (Under)/Over	(183,731.32)

Attachment: BCBS-Comparison (Employee Insurance Renewals)

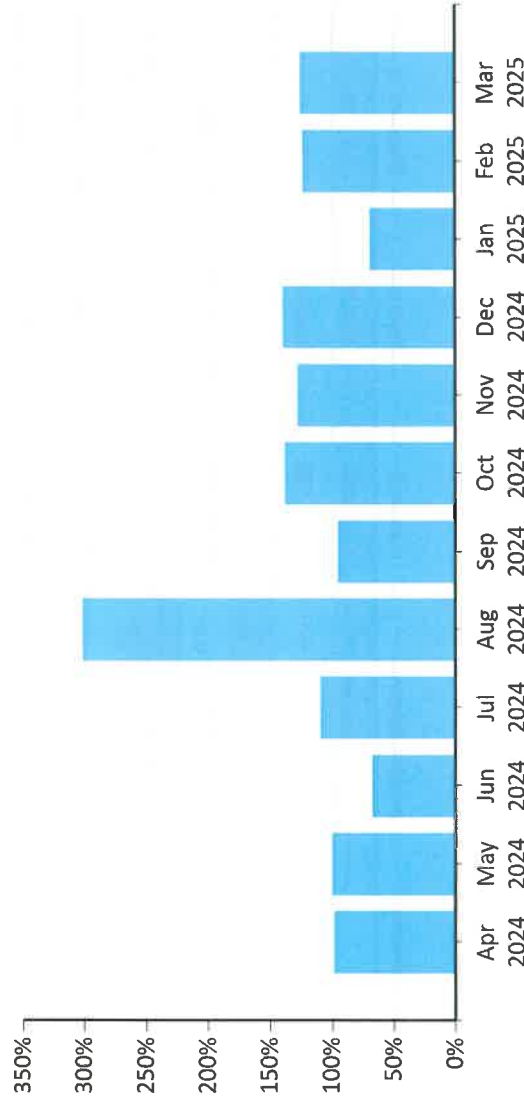
Financial Overview: Medical & Pharmacy Loss Ratio



Report Description: Provides the medical and pharmacy loss ratio and claims for the most recent reported twelve months.

Month	Premium	Medical Paid Claims	Pharmacy Paid Claims	VBC Payments	Total Paid	Medical and Pharmacy Loss Ratio
Apr 2024	\$90,085	\$65,883	\$22,629	\$57	\$88,569	98.3%
May 2024	\$90,085	\$55,652	\$34,275	\$20	\$89,947	99.9%
Jun 2024	\$90,085	\$33,267	\$27,550	\$30	\$60,847	67.5%
Jul 2024	\$98,664	\$62,853	\$45,092	\$20	\$107,964	109.4%
Aug 2024	\$97,843	\$256,318	\$38,627	\$24	\$294,968	301.5%
Sep 2024	\$97,843	\$68,801	\$24,223	\$10	\$93,034	95.1%
Oct 2024	\$99,862	\$112,813	\$25,136	\$16	\$137,966	138.2%
Nov 2024	\$96,716	\$94,559	\$28,841	\$17	\$123,418	127.6%
Dec 2024	\$96,716	\$106,821	\$28,151	\$51	\$135,023	139.6%
Jan 2025	\$93,570	\$46,373	\$17,764	\$79	\$64,216	68.6%
Feb 2025	\$93,570	\$92,566	\$22,733	\$10	\$115,309	123.2%
Mar 2025	\$94,539	\$92,044	\$26,353	\$79	\$118,476	125.3%
Summary	\$1,139,579	\$1,087,951	\$341,374	\$412	\$1,429,737	125.5%

Loss Ratio By Month

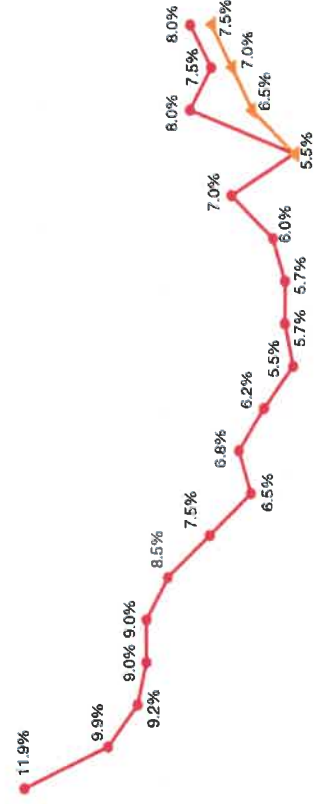


Key Findings: The medical and pharmacy loss ratio for the most recent reported month was **0.1% lower** than the average of the most recent reported twelve months, which was 125.5%.

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	5.50%	116.60%	9.56%	98.34%	2.88%	19.97%
7/23 - 6/24	8.00%	133.93%	13.96%	126.03%	7.56%	29.03%
7/24 - 6/25	7.50%	151.47%	16.21%	162.67%	5.75%	36.45%
7/25 - 6/26	8.00%	171.59%	9.64%	188.00%	8.20%	47.64%
Average Increase	6.89%		7.41%		2.70%	
					Difference from PWC	-72.23%
					Difference from Initial Renewal	-74.66%

Figure 1. PwC Health Research Institute medical cost trends, 2009-2025
HRI projects medical cost trend to be 8.0% for Group and 7.5% for Individual in 2025, up from 7.5% and 7.0% in 2024



2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

Source: PwC analysis
■ Group ■ Individual

Notes: 2009 and 2024 trends were restated to be higher than previously reported. This unfavorable development reflects higher than expected utilization of GLP-1 drugs for both diabetes and weight management as well as higher acute inpatient and outpatient utilization.

Attachment: PWC Attachment (Employee Insurance Renewals)

VILLAGE OF FLOSSMOOR
DEFINED CONTRIBUTION AMOUNT HISTORY
7-1-18 to 7-1-25

5/14/2024

	<u>2018-19</u>	<u>2019-20</u>	<u>% Change</u>	<u>2020-21</u>	<u>% Change</u>	<u>2021-22</u>	<u>% Change</u>	<u>2022-23</u>	<u>% Change</u>	<u>2023-24</u>	<u>% Change</u>	<u>2024-25</u>	<u>% Change</u>	<u>2025-26</u>	<u>% Change</u>	<u>Avg % Change</u>
Single	700	690	-1.43%	640	-7.25%	630	-1.56%	630	0.00%	680	7.94%	710	4.41%	760	7.04%	1.31%
Employee + Spouse	1,510	1,530	1.32%	1,450	-5.23%	1,370	-5.52%	1,400	2.19%	1,510	7.86%	1,580	4.64%	1,650	4.43%	1.38%
Employee + Child	1,330	1,290	-3.01%	1,260	-2.33%	1,230	-2.38%	1,250	1.63%	1,350	8.00%	1,410	4.44%	1,520	7.80%	2.02%
Family	2,140	2,120	-0.93%	2,080	-1.89%	2,020	-2.88%	2,070	2.48%	2,230	7.73%	2,340	4.93%	2,480	5.98%	2.20%
Overall Health Ins Inc/-Dec:			-0.62%		-2.00%		-3.04%		2.28%		7.90%		4.70%		5.64%	2.12%
Underwriter Year:	Underwriter 19-20				Underwriter 22-23				Underwriter 25-26							

Attachment: DefContHist 25-26 (Employee Insurance Renewals)

TO: Mayor Nelson and Board of Trustees
FROM: Scott Bugner, Building and Zoning Administrator
DATE: May 19, 2025
SUBJECT: Consideration of a Revised Concept Plan - Flossmoor
Park Centre (2611-2633 Flossmoor Road)



FLOSSMOOR

On March 20 and April 17, 2025, the Plan Commission reviewed concept plans for the proposed Flossmoor Town Centre, submitted by BG Park Centre LLC. As you are aware, in December 2024, the Board of Trustees passed an ordinance approving a redevelopment agreement between the Village and BG Park Centre LLC for a 13-unit townhome development and a café at 2611-2633 Flossmoor Road.

During the initial conceptual plan meeting in March, members of the Plan Commission and staff provided substantial feedback and recommendations to the developer regarding site layout, parking, density, utilities and other site and structure considerations. BG Park Centre LLC revised the original concept based upon that feedback and returned to the Plan Commission in April. The revised plan included reorientation of the townhomes on the west side to align with the east townhomes in an east/west direction while reducing the number of units from 13 to 12 units, moving the townhomes slightly south of the alley, providing a wider green/park space on the east side to accommodate an adequate utility easement for the sanitary sewer relocation, and a reconfiguration of the parking and pocket park.

During the April meeting, it was apparent that there were still reservations in relation to the density of the development, the need for parking or not, the close proximity of some of the townhome units to the café, and green space or provided yards. Additional recommendations presented by one of the Commissioners included either additional reductions in the number of townhome units to 10 and keeping the café, reducing the number of townhomes at grade level but adding residential units above the café, or eliminating the café altogether and proceeding with 12 townhomes.

The developer advised that they were apparently at an impasse and incorporating the additional proposed recommendations would not be considered at this point and wished to bring their revised concept plan before the Board for further guidance and consideration.

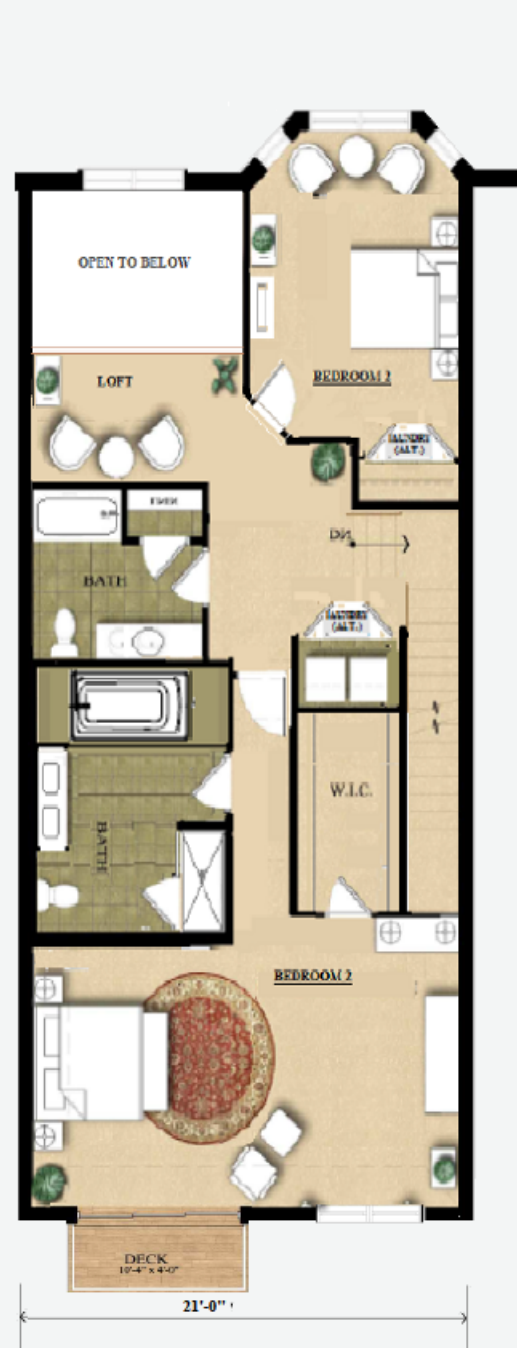
Three of the four members of the Plan Commission, while concurring that there are still some issues that would need to be addressed as the plan moves forward, recommended that the concept plan should proceed to preliminary/final planning if the Board of Trustees are in agreement.

At this juncture, the developer is seeking guidance and direction from the Board of Trustees as to whether their amended concept plan should proceed into the preliminary and final plan stage where more detailed plans submitted and public hearings would be convened.

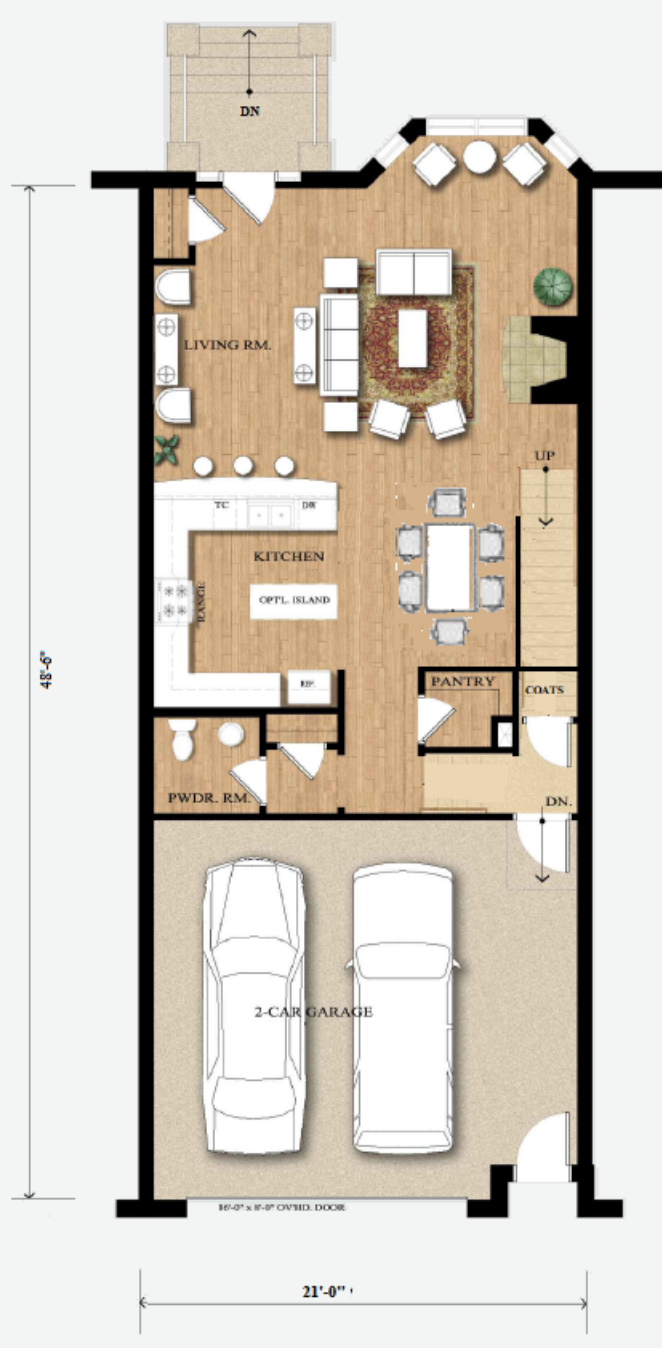
The developer will be present to field any questions or concerns.

The following items are attached for your consideration:

- Original Concept Plan
- Revised Concept and Site Plan
- Correspondence from Commissioner Mathewson
- Correspondence from Commissioner Matthys



UNIT A - 2ND FLOOR
Open Ceiling Above Entry



UNIT A - 1ST FLOOR



UNIT A & B 2ND FLOOR



UNIT B - 1ST FLOOR

PRELIMINARY UTILITY PLAN

FLOSSMOOR TOWN CENTRE

13 LUXURY TOWNHOMES

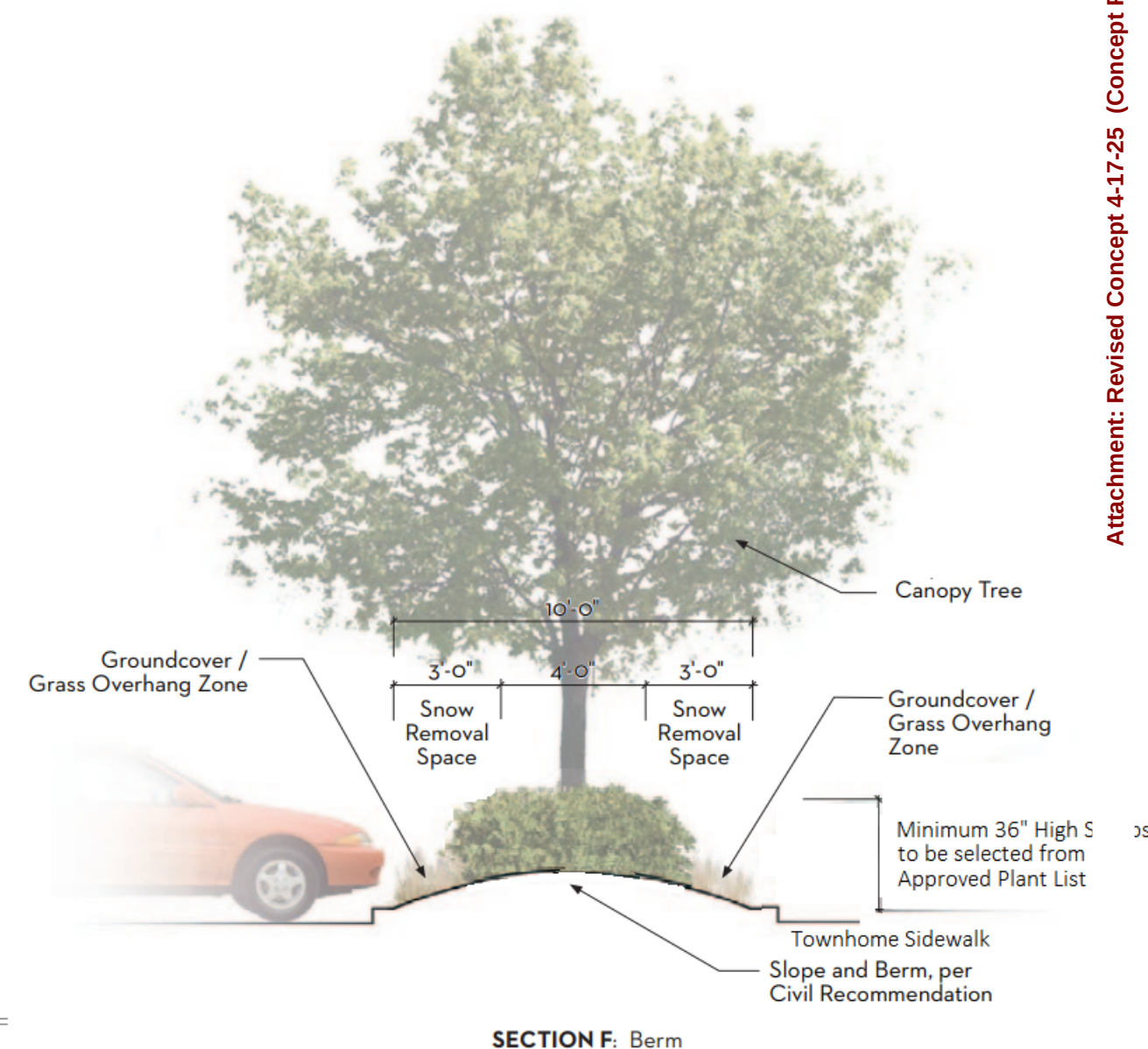
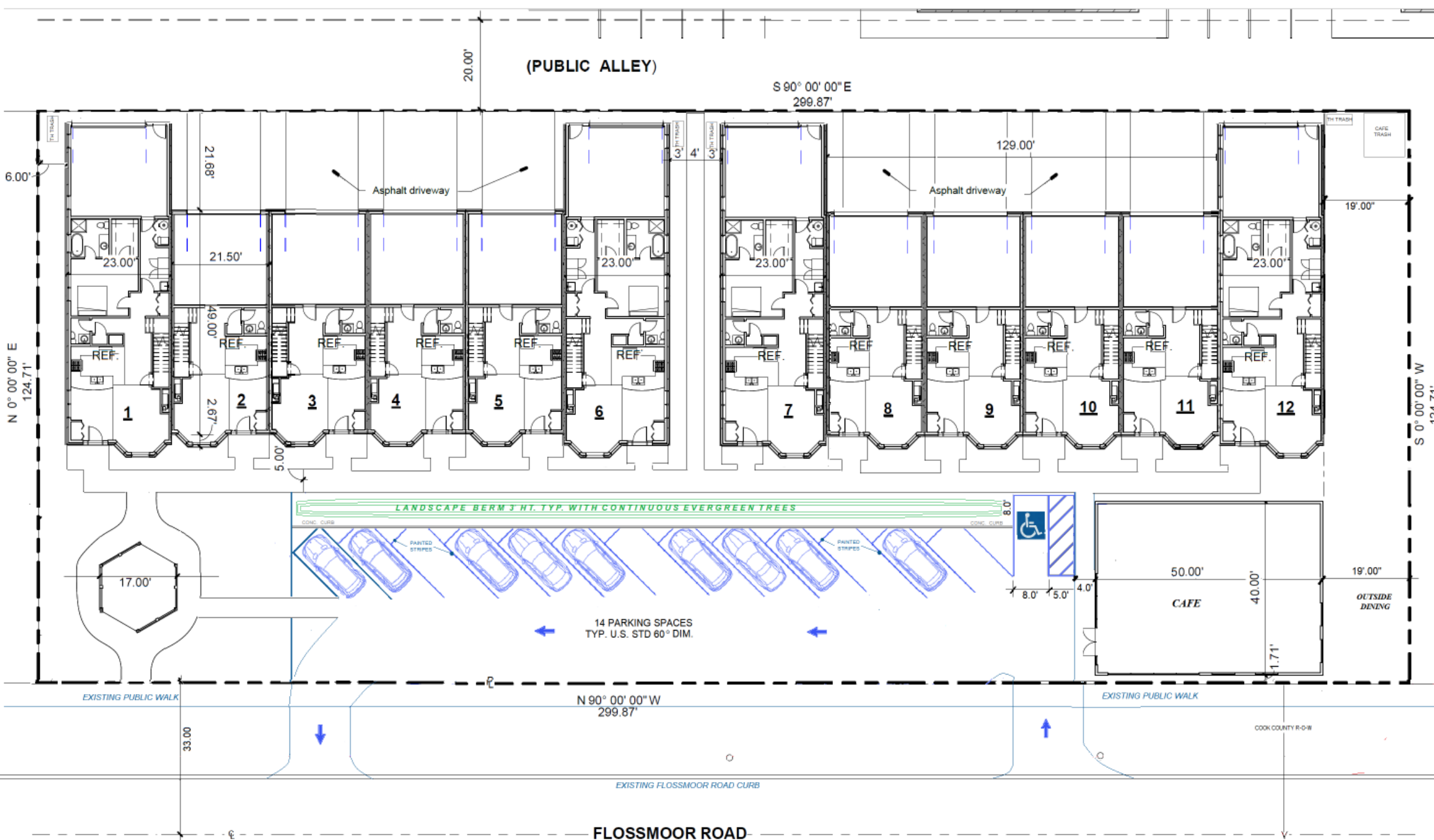
By Gregory Enterprises



FRONT ELEVATION



REAR ELEVATION





Scott,

Village Attorney Kathy Orr forwarded Mike's commentary on the proposed development on Flossmoor Road. Since I was Acting Chair at the recent Plan Commission meeting I thought it would be appropriate for me to follow up.

If memory serves, most if not all of Mike's comments and observations regarding the proposed development were made during the Plan Commission Meeting and I trust will be reflected in the meeting minutes. I thought Mike articulated his concerns clearly at the meeting and as I recall he did indicate that he would reach out to the Village Board directly.

My purpose here is not to comment on the substance of Mike's commentary but to make it clear that at this point Mike is acting in his individual capacity not as a representative of the Plan Commission. The Plan Commission voted to approve the proposed development and return the matter to the Village Board to take action as it sees fit.

I, for one, appreciate Mike's opinion and efforts in this matter (and others) and we share some, if not all, concerns on the substance of the project. I also respect Mike's right to augment his comments during the Plan Commission Meeting with additional communication to the Board. That said, I think it is important to be crystal clear on in what capacity those comments are being made.

I think it is abundantly clear that everyone involved, the Mayor, Board members, Plan Commission members and Village Staff, as well as the developer are trying their best to work collaboratively in the best interests of the community to bring a successful project to fruition. That is something to be celebrated.

I will do my best to attend the Board meeting next week but I wanted to get this to you ASAP. With the approval of the Village Manager, Attorney and Mayor you're welcome to share this email along with Mike's Commentary with the developer.

Thank you.

Mark D. Mathewson
Mathewson Right of Way Company
2024 Hickory Road, Suite 205
Homewood, IL 60430


Comprehensive Summary for Flossmoor Road Development Proposal Submitted by Michael Matthys

Dear Mayor and Village Board,

My name is Michael Matthys. I am a current commissioner of the Plan Commission and have served for the last 10 years. I want to provide additional detail on the review of the proposed development for Flossmoor Road so that proper consideration can be given as you review the updated proposal.

I am excited that the submitting developer has brought this concept forward. It is an important project for our downtown and it is critical that we guide the project to a successful outcome the community can be proud of. Because they are deviating from zoning standards outlined for the district, it can be challenging to establish the proper set of rules to evaluate and follow.

After reviewing the revised proposal, I have several key comments and recommendations:

1. **Density and Use separation:** Although the revised plan reduces the townhome count from 13 to 12, the density remains too intense for this parcel, particularly given the transition to Townhomes compared to the standards of the Mixed Use zoning district. Consideration should be given to one of the following revisions:
 - **Reduce the total unit count to 10 townhomes with the proposed commercial building,** allowing for improved setbacks, proportion, and green space.
 - **Explore incorporating additional residential units above the commercial building** through a mixed-use approach. This would provide an opportunity to exceed 10 total units and would better align with current zoning and the intended downtown character.
 - **Remove the commercial building and proceed with 12 townhome units** to avoid conflicts between residential and commercial uses.
2. **Building Separation and Setback Alignment:** The proposed commercial building is located within the front yard of two townhome units, with only 10 feet of separation. With a reduction of townhome units the site can be laid out to provide appropriate front yard to all units. If unit count is not reduced I recommend increasing this distance at front yard of townhome to a minimum of 20 feet to ensure an appropriate buffer for front porches, balconies, and resident privacy.
3. **Zoning Considerations:** The current zoning for this site supports a downtown mixed-use character, allowing for greater density and zero setbacks when commercial use occupies the ground floor. However, the developer's proposed shift to a townhome product requires careful consideration. It should not automatically inherit the zoning benefits of a mixed-use typology. Concept approval should include conditions that prioritize appropriate setbacks, separation, and open space to ensure compatibility with adjoining uses.

4. **Commercial Parking Strategy:** The proposed commercial parking lot in front of the townhomes is inconsistent with the planned character of the downtown district. I encourage the developer to explore alternate parking solutions, such as shared parking agreements or exemptions given the availability of public parking nearby. These options could reduce the need for additional paving and help preserve the downtown character of the development.

These recommendations aim to ensure that this project maintains the integrity of the Flossmoor Road corridor, enhances community character, and contributes meaningfully to our downtown district.

I request that board consider one of the following recommendations:

1. **The concept plan be sent back to the Plan Commission for revisions and further recommendation.**

or

2. **The concept be approved with the condition that the plan be reduced to 10 town home units.**

This will allow the Commission to work collaboratively with the developer to develop a mutually agreed-upon concept plan that reflects both community goals and development feasibility.

Thank you for your thoughtful consideration.

Sincerely, **Michael Matthys**

Sampe Character Project Photos:



Photo #1



Photo #2



Photo #3



Photo #4



Photo #5

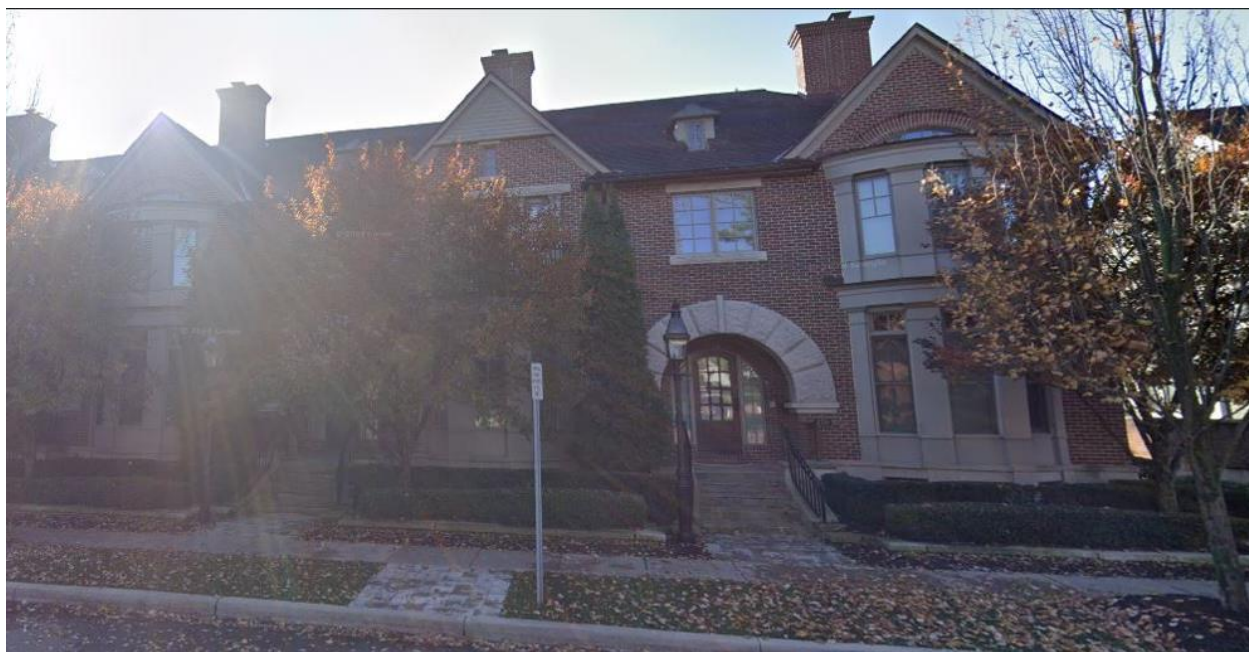
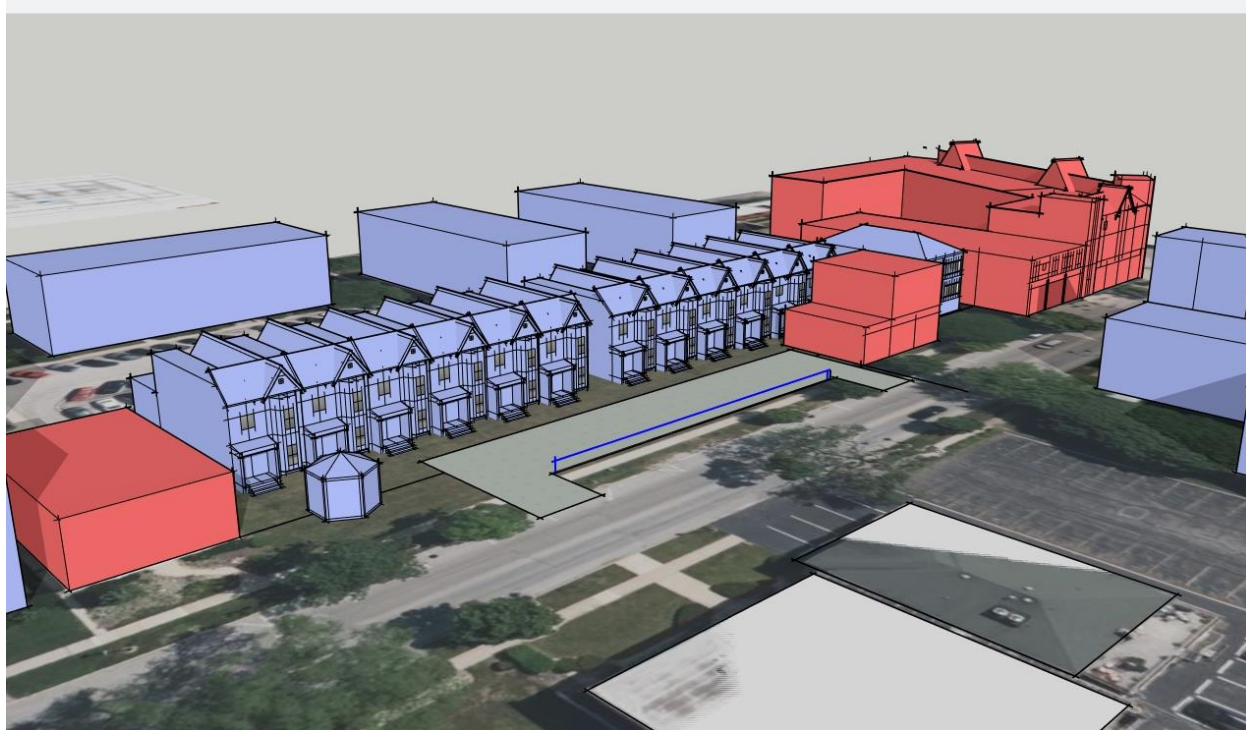


Photo #6

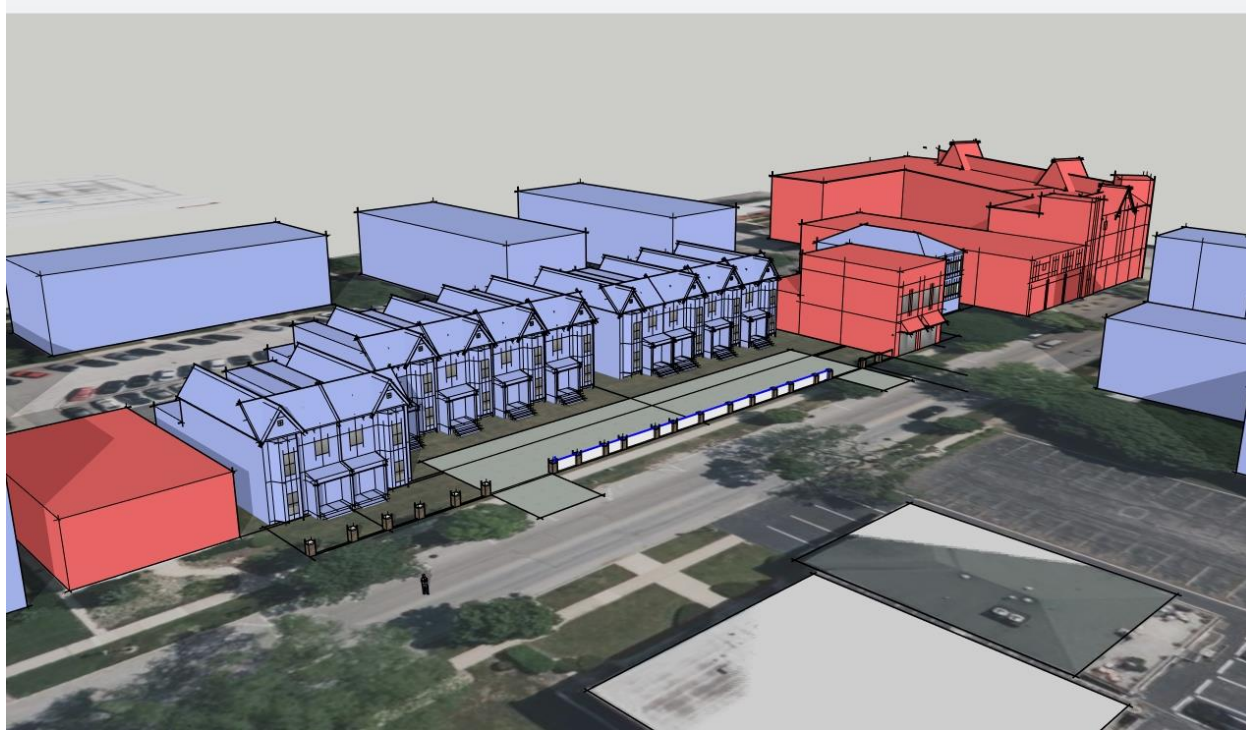
LAND USE MASSING (not part of submission-prepared by others):

Proposed Plan (12 Residential Units)



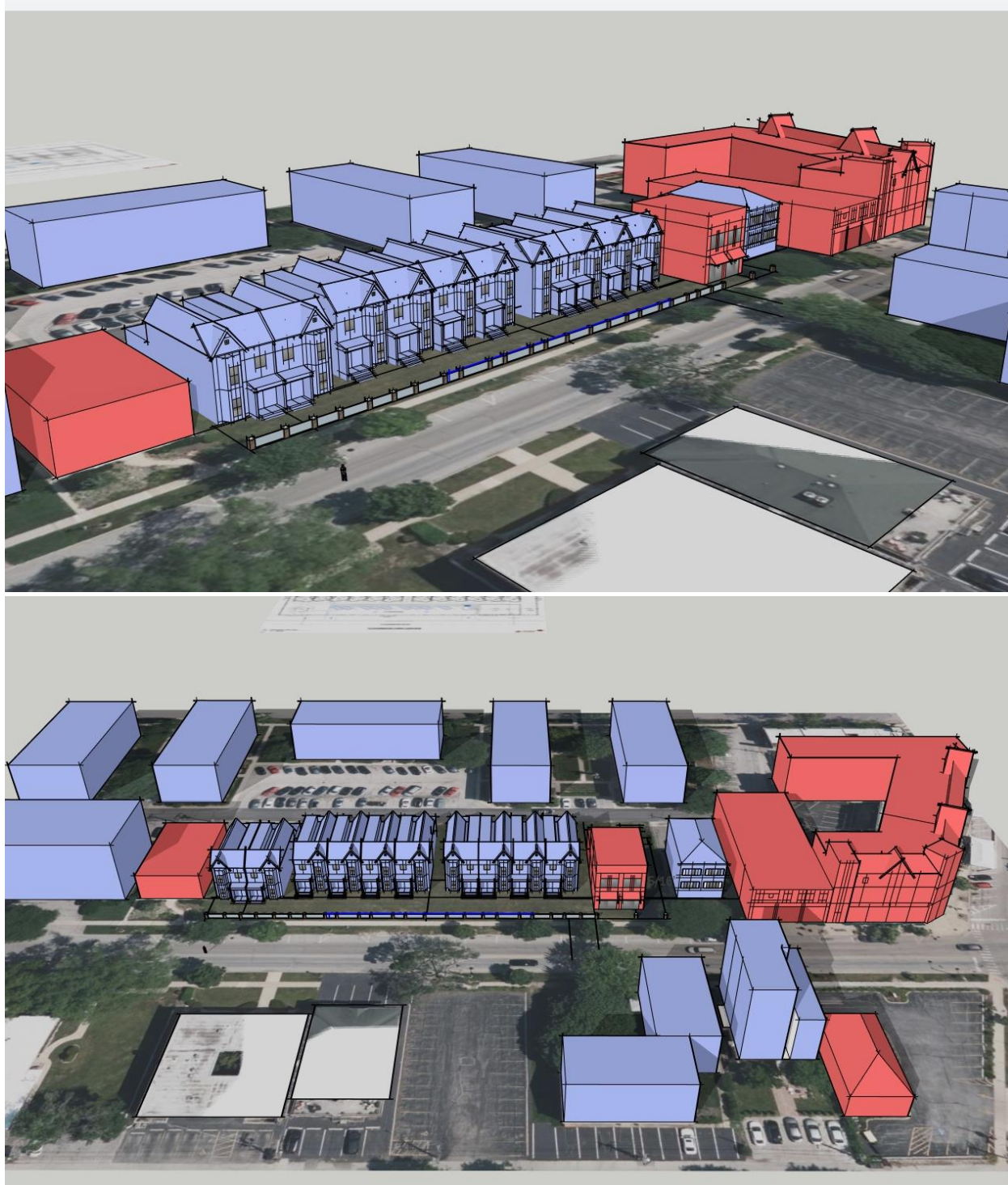
LAND USE MASSING (not part of submission-prepared by others):

Alternate "A" Plan (10 Residential Units)



LAND USE MASSING (not part of submission-prepared by others):

Alternate "B" Plan (10 residential Units/Rear Parking)



TO: Bridget Wachtel, Village Manager
FROM: Robert Kopec, Fire Chief
DATE: May 19, 2025
SUBJECT: Co- Responder Pilot Program



FLOSSMOOR

Over the last two years Flossmoor fire and police have examined ways in which to supplement our response to non-emergency mental health calls, especially in light of Illinois' Community Emergency Services and Support Act (CESSA) legislation. Since the initial CESSA legislation was drafted, we began utilizing 590 mobile crisis response teams (MCRT). The team consisting of two personnel includes a mental health professional and a member trained in crisis intervention with lived experience. Together they assist in de-escalation, incident stabilization and identifying the most appropriate treatment for the individual in crisis. In some cases, the patient is transported to an emergency room by ambulance and in others, the on-scene MCRT may recommend alternative treatments specific to the individual's needs. In either case, the MCRT provides intervention, support, guidance, treatment and follow-up to truly help those in crisis, both short term and long term.

Currently, the State has delayed the full implementation of CESSA until July of 2026. As a member of the CESSA Region 7 Regional Advisory Committee (RAC), I see many challenges the state needs to overcome related to law enforcement, EMS, PSAPs (dispatch centers) and 988 call centers. As the Statewide Advisory Committee continues working towards full implementation, which includes full integration with 911, locally our staff has continued to call out MCRTs as called for in the CESSA legislation. Over the course of the last two years, we identified some inefficiencies and believe a co- responder model addresses those inefficiencies and provides a better outcome for those in crisis. The co- responder model is already in use in other areas throughout the country and partners metal health professionals with first responders to respond together from the onset of the emergency call. The co-responder model was not how the Illinois CESSA legislation was originally defined, but officials associated with the implementation of the law are interested in piloting this model.

Throughout this process we have worked closely with Grand Prairie Services (GPS), a local non-profit that provides acute emergency behavioral health intervention services, including mobile crisis response teams. As a member of the RAC, and in partnership with Dr. Sharronne Ward, CEO of Grand Prairie Services and Co-Chair of the Region 7 RAC, we believe partnering for a pilot co-responder program will create a model that will accomplish the goals and objectives of CESSA while providing the best services to those experiencing crisis. The pilot program has the support and approval from both the State of Illinois and UIC Crisis Hub which oversees the CESSA implementation process.

The pilot program will locate an MCRT team within the Flossmoor FD or PD initially two days a week for one year to respond with PD or FD to non- violent mental health emergencies within the Village and any regional agency requesting an MCRT. The ability to reduce the response time of the MCRT to the emergency is critical, and this model will accomplish that objective. Currently, PD or FD must call GPS and request an MCRT, if available, and stand by on scene for

30-45 minutes until the team arrives. The co-responder model reduces the response time and places the team on scene for all non-violent mental health emergencies thus clearing our personnel more quickly to respond to another 911 call.

The MCRT team will be completely funded through GPS, and the Village does not incur any expenses for the program including transportation. The Village will provide an appropriate workspace for the MCRT members while they are working within our facility. Throughout the one-year program both Police and Fire administration will meet with GPS to assess the program and make modifications as needed. Though this is an initial pilot program we are hopeful to realize an improvement to the delivery of service and expand the program which would provide mental health professionals 24/7 to the Village and the region. Alternatively, if the program is not realizing the desired benefit of an improved service, either party can terminate the MOU with 15 days notice. Village Attorney Orr along with GPS have finalized an MOU that defines the roles and the responsibilities for both agencies. Village Attorney Orr advises that Village Manager Wachtel can enter this MOU on behalf of the Village. GPS has approved the final MOU and looks forward to getting started in June.

While not unique to the country, the Village of Flossmoor has taken an initiative to pilot an adaptation of emergency response as we know it in Illinois. By participating in this program, we have the opportunity to be at the forefront of shaping positive change in emergency response, which is not only exciting for our staff, but also an enhanced service to the public.

TO: Mayor Nelson and Board of Trustees
FROM: Bridget Wachtel, Village Manager
DATE: May 19, 2025
SUBJECT: Presentation of Strategic Plan Update



FLOSSMOOR

In April 2022, the Village of Flossmoor adopted its Strategic Plan for the period of 2022-2026. The planning document recommends regular assessments of the plan's progress and results. This process helps approach the Strategic Plan implementation as a project and not day-to-day business.

Staff has provided reports to the Village Board at Board meetings to share what activities and programs have supported the strategic priorities and what next steps will be taken. Attached is a report for the 2024-2025 (January 2024-April 2025) for your review. Staff is very proud of the work we have been able to achieve in support of the Board's strategic priorities. Staff welcomes the Board's input on the report.



Strategic Planning Update



**January 2024-
April 2025**

INTRODUCTION



In April 2022, the Village of Flossmoor adopted its Strategic Plan for the period 2022-2026. This plan was facilitated by Forrest Consulting and crafted with stakeholder input through a community survey, two community input sessions, and interviews with elected officials and staff leaders. There were five strategic goals determined by this process:

- **FINANCES & SERVICES** — To continue financial planning and develop greater revenue to support delivery of top-notch core services through a balanced budget.
- **INFRASTRUCTURE & HOUSING** — To increase property values by improving the Village infrastructure, beautifying the community and assure a high-quality housing stock.
- **ECONOMIC DEVELOPMENT & BUSINESS RETENTION** — To engage in an economic development program for added tax revenue and to attract and retain businesses that meet residents' needs.
- **INCLUSIVITY** — To foster a united and engaged community by a commitment to inclusion through fair and impartial opportunity and access.
- **STAFF** — To promote excellence in service delivery.

This update provides a progress report on goals and action steps from January 2024 through April 2025.

#1 Finances & Services

Develop greater revenue to support the delivery of top-notch core services through a balanced budget.

Action Step / Initiative	Responsibility	Timeline
1.1. Identify what core services/programs/areas are inadequately funded, by how much and prioritize these needs against other existing services	Finance Director, Manager, Mayor & Board	First Priority
1.2. Assess additional revenue opportunities beyond property tax	Finance Director, Manager, Mayor & Board	Second Priority
1.3. Pursue revenue opportunities that are significant and attainable	Manager, Mayor & Board	Third Priority
1.4. Continue financial planning to consistently achieve a balanced general fund budget not dependent on fund balances, anticipate needs & address risks	Finance Director, Manager & Department Directors	Fourth Priority
1.5. Work with SSMMA and other groups to address property tax issues, revenue opportunities, unfunded mandates and burdensome regulatory requirements that do not contribute to the quality of services local government is providing	Mayor & Manager	Fifth Priority

Attachment: Final Strategic Planning Update May.15.25 (Strategic Plan Update)

Major Accomplishments

- (1.3) Completed the water meter replacement and radio read improvement project in September 2024 at an estimated cost of **\$2,007,840**. This project will result in improved meter accuracy, which will lead to improved accounting of the water used and a reduction in the Village's water-loss ratio.
- (1.1) Implemented Third Millennium Associates for online vehicle sticker and pet tag sales, as well as fulfillment, resulting in greater efficiency for staff and convenience for residents. Residents can still choose to come into Village Hall to make these purchases, if they wish. The applications now have unique identifiers and barcodes to allow for quick and easy execution by frontline staff.
- (1.3) Worked to garner grants for infrastructure projects. Recently awarded infrastructure grants include:
 - **\$750,000** Section 219 Grant from the USACE for Phase 4 of the Flossmoor Road Viaduct Drainage Improvements Project.
 - **\$200,000** FEMA Pre-Disaster Mitigation Congressional Direct Spending Grant from Senator Durbin to offset the cost of the design engineering for the Flossmoor Road Viaduct Drainage Improvements Project.
 - **\$111,600** Section 319 Grant from the IEPA for the streambank stabilization work associated with the Dartmouth Road Bike Bridge Replacement Project.
 - **\$373,211** FEMA HMGP Grant and **\$115,000** MWRD Flood Prone Property Acquisition Partnership award for the acquisition and demolition of the flood-prone property located at 1648 Western Avenue (*Note: Project is on hold due to federal funding freeze.*).
- (1.3) Worked to garner grants for security projects. Awarded Police Department grants include:
 - **\$40,000** Small Rural Tribal Body Worn Camera Micro Grant to purchase body-worn cameras, consisting of the latest technology, which will enhance visual appearances and improve recording capabilities.
 - **\$35,000** Illinois Attorney General's organized retail theft crime grant to purchase closed-circuit security cameras to be installed within our retail corridors.
 - **\$8,624** grant from the Illinois Law Enforcement Alarm System (ILEAS) for the purchase of two ballistic shields.
 - **\$3,137.30** grant from ILEAS for the purchase of five Taser 10s.
 - **\$2,000** Intergovernmental Risk Management Agency grant for the purpose of purchasing a mobile radar speed sign.
- (1.3) Received a **\$15,000** Cook County Urban Area Security (UASI) grant for the purchase of a drone. The drone has improved the Fire Department's ability to conduct search-and-rescue operations, disaster response and crowd monitoring. The Department is now part of the MABAS 24 Drone Team, which is able to respond when requested by local Fire and Police Departments, further enhancing the ability to provide the highest level of service to Flossmoor and the general region. (*Note: Reimbursement is on hold due to federal funding freeze.*)
- (1.1) Implemented Microsoft SharePoint throughout the Village, which will increase the stability of our systems and communication amongst our core services.

Major Accomplishments, *continued*

- (1.3) Garnered nearly **\$45,000** in sponsorships from the Centennial Sponsorship program, designed to support events in FY25.
- (1.1, 4.4, 4.6) Onboarded staff and implemented multiple portions of the Geographic Information Systems (GIS) project. The external community map viewer and an interactive map featuring 100-year homes were launched for residents, which Village communications supported. The internal solutions that were deployed include our PASER ratings, pavement maintenance projects, sewer and water utilities.
- (1.4) Maintained financial evaluations and practices, including mid-year financial reviews, finance and facilities plan allocations, and financing the capital equipment fund budget.
- (1.5) Stayed actively involved in the South Suburban Mayors & Managers Association. The Mayor serves on the Executive Board; the Village Manager serves on the Management & Finance Committee. The Mayor recently accepted an appointment on the CMAP Board and will chair the SSMMA Transportation Committee starting in June 2025. Through their involvement, the Village has supported and opposed legislation that would help or hinder local governments with respect to property tax and other revenues, unfunded mandates and regulatory requirements.
- (1.2, 4.9) Launched the Business Registration Program and the Contractor's Registration Program in January 2025, providing a new revenue stream to support the Building & Zoning Department. The program utilizes BS&A Business Licensing Cloud software to streamline and update license renewals. The primary reason for implementing these programs is to enhance safety by ensuring businesses comply with zoning, building and fire code requirements. In addition, the Village has vital contact information to know who is conducting business in the Village.
- (1.1, 4.9) Completed the Village Hall Emergency Generator Replacement Project at a cost of **\$543,798**. This project also included much needed upgrades to the buildings main electrical switch gear and service lines from ComEd. This project ensures continuity of operations during an emergency.
- (1.1) Leveraged relationships with our valued intergovernmental partners to create efficiencies, identify common goals and improve services for residents. Staff coordinated a tornado tabletop exercise in January 2025 to encourage frank discussion and planning for shared responses amongst our area schools, libraries, H-F Park District and the Village of Homewood.
- (1.4) Received the GFOA Award for Excellence in Financial Reporting for the 46th and 47th consecutive years.

Looking Ahead

- *Analyzing a places-for-eating tax to maximize the economic benefit of commercial development to help diversify our revenue base and alleviate the financial pressure on residents by sharing the cost of services with non-resident shoppers and diners.*
- *Actively working with the current financial software system (BS&A) to move to a cloud-based system, ensuring up-to-date technology and efficiency.*
- *Planning additional layers for the GIS system, including our tree inventory, Village-owned properties and available retail property. The addition of this data will allow for enhanced program analysis and, ultimately, more comprehensive decision making with respect to programs and services in the future.*
- *Anticipating the opening of two new restaurants and pursuing additional dining options in Southwest Flossmoor.*
- *Undertaking a Five-Year Financial Analysis of the General Fund to anticipate revenue and expenditure trends. This data will allow the Board to take a measured approach ahead of any anticipated financial problems.*



#2 Infrastructure & Housing

Increase property values by improving the Village infrastructure, beautifying the community and assuring a high-quality housing stock.

Action Step / Initiative	Responsibility	Timeline
2.1. Implement phases of the storm sewer and street refurbishment projects as funding becomes available	Mayor, Board, Finance Director & Public Works Director	Co-First Priority
2.2. Identify and implement water and sanitary sewer system improvements as funding becomes available	Mayor, Board, Finance Director & Public Works Director	Co-First Priority
2.3. Identify and prioritize opportunities for beautifying the Village	Mayor, Board, Manager, Public Works Director & Building Department	Second Priority
2.4. Undertake beautification projects	Manager, Public Works Director & Building Department	As prioritized
2.5. Assure maintenance of residential properties, including foreclosed homes	Attorney & Building Department	Ongoing
2.6. Promote Flossmoor to attract homebuyers	Manager	Third Priority

Attachment: Final Strategic Planning Update May.15.25 (Strategic Plan Update)

Major Accomplishments

- (2.5) Continuing to monitor a growing number of vacant and/or foreclosed homes (97), both through our agreement with Hera Registry, as well as with our active code enforcement to identify vacant properties that have not yet been registered.
- (2.1) Completed the FY25 MFT Street Resurfacing Project at a final cost of **\$526,688**. This project included the asphalt resurfacing of 1.15 miles of streets, and other ancillary pavement patching, ADA sidewalk repairs, curb and gutter repairs, and restoration.
- (2.1) Completed the FY25 MFT Pavement Crack Filling Program at a cost of **\$49,984**. This project included the pavement crack filling of 29 streets, at a total distance of 5.51 miles.
- (2.1) Completed the Brumley Drive Reconstruction Project at a final cost of **\$1,143,932** (construction, construction engineering and design engineering). This project included the road reconstruction of Brumley Drive from Bruce to Perth, and resurfacing of Brumley Drive from Perth to Sterling. Other work included storm sewer improvements on Brumley Drive to address street flooding and sidewalk improvements. The project was partially funded with a **\$112,500** grant from the DCEO.
- (2.1) Substantially completed the reconstruction of the Brookwood Bridge and Butterfield Road Culvert Project at an estimated cost of **\$1,214,598**. The construction and construction engineering for this project was 100% covered with State Road and Federal STP Bridge funds.
- (2.2) Evaluated 25 reported residential drainage issues, of which 15 are eligible for the Residential Drainage Program. Three locations are budgeted for improvements in FY26.
- (2.2) Completed Phase 2 of the Flossmoor Road Viaduct Drainage Improvements Project, which included the construction of the Heather Hill Elementary School Detention Basin. Cost of this phase of the project is estimated at **\$3,123,932**.
- (2.2) Began the design engineering of Phases 3-5 of the Flossmoor Road Viaduct Drainage Improvements Project at a contract cost of **\$597,148**.
- (2.3) Completed Phase 2 Design Engineering for the Downtown Streetscape Project, which was partially funded through a **\$55,000** Invest-in-Cook grant from Cook County.
- (2.2) Completed IEPA SRF Loan paperwork for future water system improvement projects.
- (2.1) Began the engineering for Phase 1 of the Water System Improvements Program. This phase includes the replacement of the water SCADA system, which automates and controls the Village's water distribution system.
- Noted improvements in home values in Flossmoor: the average sale price rose nearly \$100,000 from 2023 (\$353,826) to 2025 (\$445,725) and the number of days homes were on the market dropped from an average of 68 (2023) to 42 (2025).
- (2.4) Restored two public art sculptures and purchased a rotational sculpture, adding it to the permanent art collection.
- (2.4) Successfully had four outdoor sculptures donated to the Village at a total estimated value of \$285,000.

Major Accomplishments, *continued*

- (2.4) Added a pollinator garden in Leavitt Park with help from the Monarch Cities - Jack & Jill.
- (2.4) Gave away hundreds of oak trees and milkweed plants during Centennial events to help beautify the Village with native plants and trees.
- (2.4) Focused the Green Commission on hands-on, local projects to maximize its community impact. Recent initiatives include:
 - Planting native species in a community traffic island.
 - Organizing a trash cleanup along the Juneteenth Parade route the night before the event.
 - Planting a vibrant pollinator garden with the Parker Junior High School Green Team to support native species and environmental education.
 - Planting a tree at Parker Junior High School for Arbor Day with the school's Green Team volunteers.
 - Planting potato plants with the H-F High School Girls Soccer Team at the H-F Community Garden.
 - Organizing an Earth Month school grounds clean up with the Heather Hill Elementary School PTO to reinforce the importance of sustainability and community pride at the neighborhood level.

Looking Ahead

- *Development of a lead water service replacement program. Funding will be determined once the program scope is finalized.*
- *Construction on the Downtown Streetscape Project is expected in Summer 2025. The project was awarded by IDOT in April; work is anticipated May-August.*
- *Implementing all three phases of the water-supply improvements, as defined in the Capital Program.*
- *Completion of Phases 3, 4 & 5 in the Flossmoor Road Viaduct Drainage Improvements Project.*

#3 Economic Development & Business Retention

Engage in an economic development program for added tax revenue and attract and retain businesses that meet residents' needs.

Action Step / Initiative	Responsibility	Timeline
3.1. Update published economic development plans	Mayor, Board, Manager & Attorney	Co-First Priority
3.2 Engage or hire economic development personnel as needed	Mayor, Board & Manager	Co-First Priority
3.3. Target development of vacant commercial properties	Manager, Mayor, Board, Attorney and Building & Zoning Administrator	Per the plan
3.4. Explore partnering with a developer for development of vacant land on Vollmer Road	Manager, Mayor, Board & Attorney	Per the plan
3.5. Develop pre-approved commercial development project incentives, ready to offer	Mayor, Board, Manager, Attorney, Finance Director and Building & Zoning Administrator	Second Priority
3.6. Categorize and prioritize types of businesses that best fit community needs	Mayor, Board, Manager and Building & Zoning Administrator	Third Priority
3.7. Engage in a program to attract businesses that best fit community needs	Manager & Economic Development personnel	After 3.6
3.8. Develop a business-retention program	Manager and Building & Zoning Administrator	Ongoing

Major Accomplishments

- (3.3, 3.7) Oversaw the completion of four new commercial construction projects:
 - Oasis / House of Goshen Hospice Care (19810 Governors Hwy.)
 - Rainbow Cone (19805 Crawford Ave.)
 - Embassy Cigar Lounge - Phase 1 (1615 Vollmer Road)
 - Flossmoor Animal Hospital expansion (19581 Governors Hwy. - *construction continues*)
- (3.3) Acted on Cook County's No-Cash Bid Program to acquire tax-delinquent properties:
 - 18708 Dixie Hwy. (Anthonisen Building)
 - 18764 Springfield Ave. (vacant land)
 - 3648 W. 198th St. (abandoned home)
 - 832 Sterling Ave. (vacant land adjacent to the Sterling water tower)
 - 18833, 18839, 18843 and 18845 Crawford Ave. (vacant land)
 - 832 Sterling Ave. (vacant land)
 - 1640 Western Ave. (vacant land) — *deed pending*
- (3.3) Renewed an annual agreement with The Retail Coach to network with and find potential businesses and developers for the Village. Meetings are held monthly.
- (3.3) Approved a development agreement with BG Park Centre, LLC in December 2024 for a proposal of townhomes and a cafe for the Village-owned property on Flossmoor Road.
- (3.3) Approved a development agreement in April 2025 with On the Fly Hospitality for a proposal of the Flossmoor Smokehouse restaurant for the Village-owned property at 19725 Governors Highway (Sunnycrest Nursery).
- (3.7, 3.8) Welcomed 15 new or reopened businesses with ribbon-cutting events:
 - Art Culture Studio
 - Artist Collab Balloon Bar & Party Supplies
 - The Bistro on Sterling
 - Calvary Church Food Pantry
 - Chicago Minami Dogo
 - Creed II
 - D's Cookie Dough Co.
 - Eclectic Artistry Boutique
 - Embassy Cigar Lounge
 - Haus of Hue
 - Limitless Laces
 - Oasis / House of Goshen
 - Perception Plus Imaging Service
 - Pinki's Beauty Salon
 - Rainbow Cone
- (3.8) Attended monthly Flossmoor Business Association (FBA) meetings to help promote and brainstorm programs supporting local businesses, and hosted the December 2024 FBA meeting to present on the Downtown Streetscape Project.
- (3.8) Worked to involve Flossmoor Business Association businesses at Centennial events and programs throughout the year.

Looking Ahead

- *Promoting Village-owned properties to potential investors and businesses — a new GIS feature on these properties is in process.*
- *Promoting downtown businesses throughout the Streetscape project.*

#4 Inclusivity

Foster a united and engaged community by a commitment to inclusion through fair and impartial opportunity and access.

Action Step / Initiative	Responsibility	Timeline
4.1. Identify and pursue marketing activities to highlight Flossmoor's diversity	Mayor, Board & Community Relations Commission	Co-First Priority
4.2 Define "an inclusive community" and identify fair and impartial measures to achieve inclusivity	Mayor, Board, Manager's Office & Community Relations Commission	Second Priority
4.3. Implement measures to achieve inclusivity	Mayor, Board, Manager's Office & Community Relations Commission	After 4.2
4.4. Identify and pursue activities to build communications, understanding and unity among residents across the Village	Mayor, Board, Manager's Office & Community Relations Commission	Third Priority
4.5. Assess current communications with residents and identify ways to communicate more effectively	Manager's Office & Dept. Directors	Fourth Priority
4.6. Implement methods for more effective communications with residents	Manager's Office & Dept. Directors	After 4.5
4.7. Support Flossmoor's residents through inclusive and accessible events, services & activities	Manager's Office & Dept. Directors	After 4.2
4.8. Provide access for MWBE contractors to be included in the procurement process	Mayor, Board, Manager's Office & Dept. Directors	With 4.3
4.9. Maintain, enhance and foster community safety	Mayor, Board, Manager's Office and Police & Fire Departments	Co-First Priority

Major Accomplishments

- (4.8) Continued to include diverse business goals and requirements on grant-funded projects when the funding agency has provided direction and requirements. One example of this is the Flossmoor Road Viaduct Drainage Improvements Project and the \$3M in DCEO grants for the project.
- (4.3, 4.4) Worked with several community groups and non-profits, including but not limited to the Hidden Gem Committee, Chapters of Jack and Jill, several sorority and fraternity groups, book clubs, garden clubs and neighborhood networks, the Chicago Southland Green Committee, You Matter 2 and the South Suburban Special Recreational Association on special projects and events to serve residents and leverage resources.
- (4.2, 4.3) Adopted an updated Purpose & Intent for the Community Relations Commission that includes more inclusive language that adds recognition of ability and sexual orientation, including but not limited to the LGBTQIA+ community.
- (4.5) Added a *Transparency* page to the Village website to promote accountability and foster public trust by providing residents with easy access to information about Village operations.
- (4.5) Refreshed the website in spring 2024 with updated calendar and news flash widgets, plus a brighter and cleaner design.
- (4.6) Completely revised and repackaged the New Resident Packets with updated information and a fresh design, which allows for easy updating of materials throughout the year.
- (4.4, 4.5) Added a *Board Meeting Recap* to the biweekly newsletters to summarize consent and action items at Board meetings.
- (4.1, 4.2, 4.7) Held multiple community events with a Centennial theme in 2024 to reach across all age and ability levels. Events ranged in size from micro-events to Village-wide opportunities for connection and service. These events allowed for participation across all Village departments, allowing staff to connect with our residents and businesses. Highlights included:
 - Take Me Out to the Ballgame / Flossmoor's Birthday — brought hundreds of residents together for old-time and youth baseball games, activities and an exclusive birthday drone show
 - Recyclepalooza — saw a record-number of 400+ cars drive through with hard-to-recycle items, including — for the first time — latex paint
 - OAKtoberfest — married environmental education and activities in the morning for families with live bands and food vendors in the evening, appealing to all residents
- (4.1, 4.5, 4.6, 4.9) Held weekly internal communications meetings and monthly broader communications meetings in an effort to improve staff's knowledge across Village operations and more efficiently and effectively serve residents.
- (4.7) Positively engaged Public Works, Police & Fire Departments with the community at many community events, including National Night Out / Touch a Truck, block parties, school presentations, Cop on a Rooftop, Coffee/Cone with a Cop and station tours.
- (4.9) Attained 100% compliance through the Fire Prevention Bureau with required fire alarms in multi-family occupancies. The Bureau has also completed all annual required inspections and numerous plan reviews.

Major Accomplishments, *continued*

- (4.1, 4.4, 4.7) Deepened partnerships with key community organizations to celebrate and reflect the diversity of Flossmoor in meaningful ways. The Village collaborated with the Flossmoor Public Library to host the Lunar New Year Celebration, an event that welcomed residents of all backgrounds and showcased cultural traditions through stories, crafts and community connection. The annual Juneteenth Parade, organized by You Matter 2, is another example of community partnership in action. Village staff works closely with parade organizers to support a safe and joyful celebration, with members of the Police, Fire, and Public Works departments playing key roles in executing the event. Additionally, the H-F Pride Fest exemplifies the power of regional collaboration, organized jointly by the Villages of Flossmoor and Homewood, and the Homewood-Flossmoor Park District. This partnership wisely shares both financial and operational resources, reducing costs for each agency, while expanding the event's reach and impact for community members throughout the area.
- (4.9) Re-established the Police Department's bicycle patrol unit to increase its visibility at Flossmoor Park during baseball/softball season. The presence of an officer on a bicycle allows for more immediate attention to address public concerns, as well as increasing the opportunity for personal community-oriented policing.
- (4.9) Launched the Police Department's *Lock It or Lose It* initiative, communicating with the residents to be more aware of locking their cars, homes and businesses in addition to not leaving valuables in plain sight.
- (4.5) Created a Police Department Facebook page to communicate emergency notifications and engage with the public in community policing efforts.
- (4.7) Implemented and maintained various programs designed by the Fire Department to enhance public safety and wellness within our community, including:
 - CPR/AED and First Aid Training: Fire has been offering comprehensive CPR and AED training sessions to our residents. These classes are designed to equip community members with critical life-saving skills that can be utilized in emergencies. By providing these vital training sessions, we aim to enhance our community's overall safety and preparedness.
 - Babysitter Training Course: Fire implemented a babysitter training course for teens and young adults. This program provides essential skills to care for children responsibly and safely, empowering our youth and promoting safety within families.
- (4.9) Re-established the Citizens' Police Academy to improve the communications and trust between residents and police officers by allowing participants to learn more about the various functions of the department.
- (4.9) Conducted fire-safety and traffic-safety presentations for grade-school students.

Looking Ahead

- *Building on the success of the Lunar New Year event, the Village is launching a similar approach for National Hispanic Heritage Month in 2025, working again with the Flossmoor Public Library to create inclusive programming that uplifts Hispanic voices and experiences.*

#5 Staff

Promote excellence in service delivery.

Action Step / Initiative	Responsibility	Timeline
5.1. Assess and adjust staffing as needed in light of the need to focus the staff on delivering top-flight core services	Mayor, Board, Manager and Department Directors	First Priority
5.2. Develop and implement a customer service program and promote a culture of service in a collegial environment with resources to succeed and motivated to provide a high level of performance	Manager and Department Directors	Second Priority
5.3. Develop and implement a program to recognize and retain capable staff members where employees feel appreciated	Manager, Department Directors, Mayor & Board	Third Priority

#5 Staff - Major Accomplishments

- (5.1) Filled 10 vacancies in the Police Department: six full-time officers, two full-time records clerks and two part-time records clerks.
- (5.1) Established new Finance Department management with the promotion of the Assistant Finance Director to Director and the hiring of a new Assistant Finance Director.
- (5.1, 1.1, 2.5) Transitioned the Property Maintenance Inspector to a full-time role in the Building & Zoning Department to meet the growing needs of the Village.
- (5.1) Addressed staff retention issues in the Building & Zoning and Public Works Departments.
- (5.1) Piloted an updated evaluation tool that includes a self-evaluation component. This tool has been used as part of the evaluation process in both the Manager's Office and Finance Department.

Major Accomplishments, continued

- (5.3) Building on the Village's previous accomplishments and capital investments in flexible workstations, continued investment in our cloud infrastructure, such as BS&NA cloud, GIS solutions, and further Microsoft 365 and Laserfiche implementation. This will allow us to offer high-quality technology and flexibility that are the expectations of a competitive workforce. This flexibility can enable remote work, if approved, but also allow us to serve the community during emergencies by having access to all our systems to ensure continuity of service.
- (5.1) Actively researched strategies to optimize staffing levels in the Fire Department to enhance service delivery to the community. For FY25, Fire restructured the Paid-on-Call (POC) program into a paid internship initiative. Through discussions with staff, Fire recognized the importance of keeping firefighter interns engaged, while allowing them to earn a biweekly paycheck during their scheduled time in the Department. We have successfully begun recruiting interns, facilitating their formal education, while they gain valuable insights into the Department operations. This internship program has experienced great success this year and has provided the Department with a diverse group of certified fire service professionals.
- (5.1) Approved two noteworthy Employee Insurance Renewal rates, during a very volatile market, while not jeopardizing coverage options for employees.
- (5.3) Implemented Employee Navigator for hosting benefits information now online, as well as automating open enrollment.
- (5.3) Improved employees' safety and comfort through improvements in the Committee Room and the replacement of flooring and the installation of security cameras at Village Hall.
- (5.3) Established a Fitness Committee, which has been focused on updating the workout room.
- (5.3) Offered opportunities throughout the year for staff to socialize and build morale. Examples include Board-supported staff appreciation cookouts, Wellness Committee lunch & learns, annual holiday breakfasts, Public Works cookouts and the Volunteer Fire Corporation Service Recognition Dinner, where both Fire and Police service are recognized.

Looking Ahead

- *Actively working to update customer-service processes (i.e. Parking, Police Department payment services) to motivate staff to perform at high levels.*
- *Continue to post job opportunities on a variety of platforms to attract a diverse candidate pool.*
- *Working to fill current open positions in Public Works & the Police Department.*
- *Planning increased security measures for the Building Department and station improvements in the Police Department.*