

1. Call the Meeting to Order

President Lange called the meeting to order at 6:33 pm.

2. Roll Call

At 6:33 pm roll call was taken:

Present: Commissioners Lange, Sbertoli, Schroeder, Stimpson

Absent: Commissioner Pokorny

Also Present: Matt Ellmann, Executive Director; Karin Schindel, Director of Administration and Finance

3. Pledge of Allegiance

All present stood for the Pledge of Allegiance.

4. Presentation and Discussion of Employee Health Care Plan Options for 2016

Director Ellmann explained that the park district is in a pool with PDRMA (Park District Risk Management Agency) for health insurance. This is the time of year that districts evaluate their plans. Director Ellmann and Karin Schindel presented the Board with information this evening so questions could be answered and a consensus made as to what staff should present for a decision at the next meeting.

Director Ellmann confirmed that the PDRMA health program is effective January 1 of each year. Because the park district's year-end is four months into the program, the budget is planned to accommodate any increases to employee health program rates.

Karin went over documents she passed out at the meeting. She went over two employee contribution models as follows:

1. Straight percentage of premium – This model is currently employee subsidized. For example, a single employee pays 15% of health premium, the district 85%. Dental and vision is split 75/25%. Employees with dependents pay more. The goal is to have employee/employer split 15% and 85% across all plans. Karin presented a four-year phase-in plan for premium increases.
2. Subsidized Employee – With this model the district would pay more for a single employee but less for dependents. For example, the employee would pay 15% for self and 20% for a family plan. Dental and vision is included in this model.

Karin explained a new PPO plan by PDRMA – the Health Reimbursement Account (HRA) which offers a high deductible to achieve lower premiums. The park district currently offers a PPO with a \$500 deductible. The HRA would offer a \$1,500 deductible in which the district would be responsible for \$1,000 of it. This lowers the premium because there is cost sharing between the district and employee. Director Ellmann explained that an HRA gives the flexibility and opportunity for broader savings depending on how your employee health pool pans out during the year.

The Board would like to see the full benefits package for employees. They were concerned with a four-year phase-in increase in premiums and asked if staff would consider a two-year phase-in. Karin's goal is to stabilize the premiums to obtain a consistent standard. The Board discussed the benefit models at great length.

Karin clarified that the HRA is a PPO, but the increase in deductible may be a shock to some, however lower the premium in most cases. The question to the Board is a philosophical one as to when to make the shift from the PPO currently active with the \$500 deductible to the HRA. Karin clarified that Dental and Vision plans are separate and not under the HRA. She has left those with the 75/25% employee/employer split.

For the percentage of premium model, staff recommends that all employees eventually get moved to 15% employee contributions. HMO is included in this model. Board consensus favored the percentage of premium model with the addition of an HRA.

5. Presentation and Discussion of Proposed Tax Levy for 2015

In December of each year a tax levy is filed with the county. Twenty days prior the district estimates the amount to be levied. The Property Tax Extension Limitation Law (PTELL) allows the district to levy greater than the prior year up to 5%, or the Consumer Price Index, whichever is less. Karin is estimating for a 4.99% increase. She explained that the district will most likely not receive the maximum as the levy is based on the current Equalized Assessed Value of homes and variables that are not known at this time. Director Ellmann said that the request for approval of a preliminary levy will be on the next meeting agenda. The board members in attendance provided consensus support for the levy figures presented.

6. Executive Director Project Updates

- Director of Golf Operations is injured and status of his return is unknown. Frank will be in charge.
- National Golf Foundation will be visiting on October 26-28 to begin work on their Feasibility Study of the golf course property, including meeting with Board members to gather their input and expectations. Board agreed to the following time slots on the 26th of October: 6:00 pm – Commissioners Lange and Stimpson; 6:30 pm – Commissioners Sbertoli and Schroeder; and 7:00 pm – Commissioner Pokorny. A kick-off project meeting is scheduled for October 27 at 9:30 am.
- The permit process has started for the lobby renovation project.
- Rooms for the IPRA conference in January have been reserved.
- Central Park project grant and phase-in options were briefly discussed. It will be on agenda for the next meeting.
- The Board of Commissioners confirmed a retreat meeting for November 12, starting at 6:30 pm. The location still needs to be determined.

7. Adjournment

It was moved by Commissioner Schroeder, seconded by Commissioner Stimpson, to adjourn this Special Meeting at 8:10 pm.


After a voice vote, President Lange declared the MOTION CARRIED.

The General Meeting of the Wood Dale Park District Board of Commissioners shall be held on Tuesday, October 27, 2015, at 6:30 pm.

Board Member Signatures:



President



Secretary