

MINUTES OF THE SPECIAL MEETING OF THE MAYOR AND BOARD OF TRUSTEES OF THE VILLAGE OF WILLOWBROOK HELD ON MONDAY, NOVEMBER 8, 2021, AT 5:30 P.M. AT THE WILLOWBROOK POLICE DEPARTMENT TRAINING ROOM, 7760 QUINCY STREET, WILLOWBROOK, DUPAGE COUNTY, ILLINOIS .

DUE TO THE COVID 19 PANDEMIC, THE VILLAGE WILL BE UTILIZING A ZOOM CONFERENCE CALL FOR THIS MEETING.

1. CALL TO ORDER

The meeting was called to order at 5:30 P.M. by Trustee Mistele.

2. ROLL CALL

Those physically present at roll call were Village Clerk Deborah Hahn, Village Trustees Sue Berglund, Umberto Davi, Michael Mistele, Gayle Neal, Paul Oggerino, Greg Ruffolo, Village Administrator Brian Pabst, Assistant Village Administrator Sean Halloran, Chief Robert Schaller, Deputy Chief Lauren Kaspar, Director of Municipal Services AJ Passero, Interim Finance Director Nathan Gaskill, and Deputy Clerk Christine Mardegan.

Present via conference call, due to the COVID-19 pandemic: Village Attorney Thomas Bastian

Absent: Mayor Frank A. Trilla

A QUORUM WAS DECLARED

Village Attorney Bastian, in light of Mayor Trilla's absence, and in accordance with the Village Code, called for a motion to appoint Trustee Michael Mistele as temporary Chairman.

MOTION: Made by Trustee Davi and seconded by Trustee Ruffolo for Trustee Mistele to act as Chairman in light of Mayor Trilla's absence.

ROLL CALL VOTE: AYES: Trustees, Berglund, Davi, Mistele, Neal, Oggerino and Ruffolo. NAYS: None. ABSENT: None.

MOTION DECLARED CARRIED

3. VISITORS' BUSINESS

No visitors present and no written comments were received.

NEW BUSINESS

4. DISCUSSION - Health Insurance Options

Assistant Administrator Halloran recapped previous actions on the health insurance options.

Since July 2021, staff has presented different cost options regarding the Village's health insurance through the Intergovernmental Personnel Benefit Coop (IPBC). Throughout this time, the Board has asked for basic information regarding benefits through the PPO option from the IPBC and to offer different alternatives to the HMO option that has been provided to staff for several years. At the September 13, 2021 Board meeting, the Board requested staff to provide more information for the PPO.

Comments from those meetings indicated that the Board wanted more information about other plans available. Currently, the provider offers only an HMO plan and a flexible spending account, not an HAS.

Staff is asking the Board to consider an option different from IPBC; the Government Insurance Network (GIN). One of the benefits of joining GIN would be increased communication and education of benefits. Representatives of GIN would come on site to offer a "benefit day", a dedicated day for all employees to comment and ask questions about their benefits. This would also be recorded for the benefit of those unable to attend.

The GIN program is more in line with the Board's wishes of allowing the employees to choose what is best for them rather than having the Board make the choices.

GIN also offers a public portal for employees to login in and view networks prior to selection of benefits. This allows employees to check providers in a network prior to selecting a plan and a wider variety of options.

In reviewing the plans, two representatives of GIN, Scott Remmenga and Mary Ann Mileto are available to answer benefit related questions.

The HMO IL plan offered by GIN is identical to the current HMO network offered by IPBC. The Blue Advantage plan has a slightly smaller network.

The key points to the PPO plan offered by IPBC, not currently offered to Village of Willowbrook employees, are:

- No map has been provided.

- IPBC has maintained that the PPO network is much larger than HMO.
- According to IPBC, that any provider that accepts the HMO will also accept the PPO plan.

The GIN PPO highlights:

- All PPO plans use the broadest BCBS (Blue Cross/Blue Shield) network with access in all 50 states.
- BCBS also has a small group of international providers should a member be traveling abroad.

This network allows employees and retirees to travel and/or retire out of state and still maintain coverage.

Throughout the presentation, the GIN premiums appear slightly higher, depending on the coverage of our employees. Currently, approximately 35% of employees opt for single coverage and 42% opt for family coverage. In the GIN plan, single coverage, on average, is 5%-9% higher, while family coverage, on average is 0%-4% lower.

The GIN plan also includes an HSA (Health Savings Account), which has not previously been available to our employees. This would be provided to all employees.

Each community participating in GIN has the option to contribute to the employees HAS. This would be a decision of the Board to contribute or not.

Assistant Administrator Halloran introduced Scott Remmenga from GIN, asking him to talk more about the HSA. He also asked if Mr. Remmenga could confirm that one of the member communities, Elmhurst, contributed a significant amount to the employee HSA program. Mr. Remmenga thought that Elmhurst contributed about \$1000 or \$1300 depending on the employee's election.

Mary Ann Mileto from GIN clarified that Elmhurst contributes half of the deductible and that there are other communities contributing \$1000, \$2000, \$750, and \$1500. It is up to the individual municipality what, if anything, they want to contribute to the HSA account.

Trustee Mistele reminded the Board that researching insurance providers was done to remain competitive in terms of hiring and allowing the employees to make their own choices. He also wanted to know if the Village would be covering all the employees' costs in terms of their individual choices. Village

Administrator indicated, that yes, all the costs would be covered.

Assistant Administrator Halloran indicated that this matter was being brought before the Board again, is that there is a timeline for decision which needs to be considered.

The current benefit period with IPBC expires on June 30, 2022. A 180-day notice is required to terminate the contract, which would require notification around February 2022.

In order to join GIN, a vote would need to be taken by their member board at their January 2022 meeting which would require a vote to join by the Willowbrook Board by the end of the year. This would allow time to terminate the IPBC contract and move forward with GIN.

Once approved by this Board, this would allow GIN to work with IPBC to get the reserve money, approximately \$600,000, transferred to GIN and allow GIN to begin evaluating Willowbrook for approval. GIN has already done a preliminary finance report on Willowbrook's claims and we would not be a negative addition to their portfolio if they were to approve us.

We would like the Board to consider this matter and decide before the end of the year to allow staff to put the plans in motion in a timely fashion.

Trustee Oggerino recapped that at the July meeting, not enough information was provided. In September, still a limited amount of information, but that now there is a good menu to choose from. That the Village was not going to decide what an employee gets, but rather to give them options. He indicated however that there are decisions the Board would need to make regarding what the Village wants to give depending on what the employee selects. He asked for staff's expectations of the Board at this time.

Assistant Administrator Halloran asked if the Board would like to move forward with the Government Insurance Network (GIN). If the Board provides the authority, the staff will work with Village Attorney Bastien and IPBC to set up a termination clause with IPBC and then work with GIN to join them and provide them with the information they need.

Assistant Administrator Halloran responded to the question of approval and indicated, that, yes, we would have to be accepted by the GIN board to join them.

He continued that one of the issues we've had with IPBC is communication breakdowns, even with a small sub-pool of five. With GIN, every community is part of the board, represented by their village manager, mayor or elected representative. The current chairman is the mayor of New Lenox and GIN is subject to an annual audit.

Scott Remmenga of GIN clarified that board meetings are conducted, and each member gets a vote. There are currently seven members. The Will County Forest Preserve District is joining effective January 1, 2022, bringing the membership to eight. The next board meeting is November 18, 2021, so if the Willowbrook Board would like to get things going, membership consideration could be added to the agenda for that meeting.

He continued, the GIN board meets at least quarterly, more often when renewal dates approach, members are provided with monthly claim updates. On the administrative side, they offer open enrollment benefit meetings on a regular basis.

Each community has the option to select whichever plans you choose to offer. How the Village does the allocations and the pieces between employer/employee, is completely up to the individual village.

Village Attorney Bastian asked whether the member vote is weighted or equal.

Mr. Remmenga indicated it is equal. Upon joining GIN, two months reserve is deposited, equal to the village medical and dental premiums per month. Each member reserve account is listed as a liability account and at the end of the year, the reserve earnings are proportionally returned to the members.

Trustee Neal asked Mr. Remmenga to clarify the transition from the current program to the new program for an employee currently undergoing treatment.

Mr. Remmenga explained that if they were to choose the HMO IL plan, it is the exact same network, so there would be no issue with the transition of care. If they chose a PPO network, as those providers should be in the same network as well, again there would be no transition of care issue.

For the transition, if Willowbrook is joining July 1, 2022, the recommendation would be to keep the same HMO offering initially so there would be no need to repay deductibles for the remaining six months of the year. Then during open

enrollment for January 2023, you would have all the plans available with no additional out of pocket expenses.

Trustee Neal noted that a lot of people might wait for the January 2023 open enrollment to transition to a new plan, as opposed to having to pay all your deductibles from August through December 2022.

Trustee Oggerino asked if this is a Blue Cross/Blue Shield (BC/BS) plan.

Mr. Remmenga responded that yes, it is the exact same provider as currently used. The PPO is the national network of that plan. All the PPO plans, 300, 750 and high deductible, all use that same, large, nationwide network.

Trustee Oggerino wanted to know if a retiree were interested in how the HSA works or doesn't work in that instance.

For retirees, Mr. Remmenga explained, an HSA is allowed through age 65. As soon as you become Medicare eligible, you can no longer contribute to an HSA.

Trustee Mistele indicated that it appeared the Board agreed to offering as many options to employees as possible and that if a Board action is needed, he suggested it be placed on the next agenda.

Trustee Neal indicated perhaps a consensus should be called for.

After a brief murmur, the Board was agreed to move forward with the change to the Government Insurance Network (GIN) program.

5. DISCUSSION - Economic Development Partnership

Village Administrator Pabst indicated that in considering the Economic Development Partnership (EDP), there is a timeline as important and urgent as the one for the insurance.

The staff expectation is that if the Board adopts the TIF, it will be in January. Staff would like to know as soon as possible whether to move forward or not.

There is a detailed explanation of the TIF in the agenda packet of what a TIF does. It brings in a lot of money incrementally, slowly at the start, building gradually until, hopefully, as predictions indicate, as much as between

\$500,000 and \$1 million per year. But it takes several years to get there.

The money brought in with a TIF needs to be managed very carefully. The more instrumental you are in the development of the TIF district, the more money it brings in. Additionally, the TIF account needs to be managed by an independent entity, not subject to the FOIA, is a 501(c3) or (c6) organization, where the developer doesn't need to worry about their privileged or proprietary information being given out since they're not subject to FOIA.

Trustee Mistele asked for that important point to be repeated.

Administrator Pabst continued, when an entity comes to us and asks for information on who's buying, selling, developing, the Economic Development Partnership (EDP) does not have to provide the information - not a government or government agency, and not subject to FOIA.

However, the EDP does report to the Village Board, including reporting every TIF dollar spent. By law, TIF dollars cannot be spent without the Village Board's approval.

The income from the TIF would not be coming in for several years and cannot be used for projects needed now. Administrator Pabst asked that the Board consider the issuance of TIF-backed bonds; bonds that are repaid with the proceeds from future TIF funds.

The structure of the proposed WEDP (Willowbrook Economic Development Partnership) would consist of seven members on its Board of Directors. This Board would eventually select an Executive Director to manage the day-to-day operations of the WEDP. The Board of Directors would be made up of the following seven members:

- **Three Governmental Directors:**

- o The three Governmental Directors would consist of the following:
 - The Mayor of Willowbrook.
 - One Trustee of the Village Board of Willowbrook, which the Village Board would approve.
 - The Village Administrator of Willowbrook.

- **Four At-Large Directors:**

- o The four At-Large Directors would consist of the following members:
 - Initially, the Village Board will appoint the At-Large Directors. Subsequently, the At-Large Directors will be elected by the EDP Board.

- At-Large Directors may serve up to three consecutive terms.
- Each term is two years.
- The qualifications for an At-Large Director shall be an individual who either resides or works in Willowbrook or is employed by a person, entity, or organization that maintains a business in Willowbrook.

Administrator Pabst indicated moving forward, if the Board provides positive direction regarding the creation of the Willowbrook Economic Development Partnership (WEDP), the tentative timeline for implementation is below:

- Meet with legal counsel Week of November 8, 2021
- Present concept to stakeholder groups
 - Village Board November 8, 2021
 - Chamber of Commerce November/December 2021
- Identify prospective Board members Winter 2021/2022
- Create EDP structure (BOT approval) December 2021/January 2022
- Hire EDP CEO Summer/Fall 2022

Trustee Neal asked if, based on the structure of the EDP board, would the leaders need to be from the business community that is within the TIF district.

Administrator Pabst indicated that it was not necessary. If they are in the TIF district, they would refrain from voting on anything that has to do with their property.

Assistant Administrator Halloran continued with more details on the structure of the WEDP. The structure presented is a composite of what several local communities are doing. However, it is not necessarily final. The Village Board has total control over the structure of the EDP board.

What is being created is an independent board which takes the pressure off Village staff to try and create economic development. Without dedicated personnel, the onus falls on the Mayor and the Administrator to create opportunities.

With the creation of the TIF district, designated people are required to promote and develop economic opportunities in that area.

Trustee Neal wanted to know if the at-large directors apply for the position, or would the Village contact them?

Administrator Pabst indicated it might be both and asked the Trustees to consider individuals known to them who might be suitable for the position.

Not wanting to get into specifics at this point, Administrator Pabst wanted to know if the concept was acceptable to the Board. If so, there would be more consideration to set up an EDP board. These would be brought to the Board as needed.

Assistant Administrator Halloran reminded the Board that any recommendations from the EDP are completely non-binding. The Village Board would have the option to decline any suggestion from the EDP. The EDP would be audited annually. The EDP would have a lot of transparency and a lot of benefits to the Village.

Trustee Neal wanted to know if we had legal confirmation on that.

The Village Administrator indicated we will by the time each item is presented to the Board.

Trustee Mistele asked if the Board agreed on this concept in principal and felt sure Mayor Trilla would like to pursue this.

The Board was agreed to move forward with creating the Willowbrook Economic Development Partnership (WEDP).

6. ADJOURNMENT

MOTION: Made by Trustee Neal and seconded by Trustee Ruffolo to adjourn the Regular Meeting at the hour of 6:10 p.m.

ROLL CALL VOTE: AYES: Trustees, Berglund, Davi, Mistele, Neal, Oggerino and Ruffolo. NAYS: None. ABSENT: None.

MOTION DECLARED CARRIED

PRESENTED, READ, and APPROVED.

_____, 2021.

Frank A. Trilla, Mayor

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Minutes transcribed by Deputy Clerk Christine Mardegan.