

NOTICE - VILLAGE OF TINLEY PARK
MEETING OF THE COMMITTEE OF THE WHOLE

NOTICE HEREBY GIVEN that a regular Committee of the Whole Meeting of the Village of Tinley Park, Cook and Will Counties, Illinois will be held on Tuesday, October 6, 2026, beginning at 5:45 PM in Council Chambers, located in the Tinley Park Village Hall, 16250 South Oak Park Avenue, Tinley Park, Illinois 60477.

THE AGENDA IS AS FOLLOWS:

1. CALL MEETING TO ORDER.
2. ROLL CALL.
3. CONSIDER APPROVAL OF MINUTES OF THE COMMITTEE OF THE WHOLE MEETING HELD ON SEPTEMBER 15, 2026.
4. DISCUSS GRANTING A CLASS E LIQUOR LICENSE TO TANDOORI HOUSE, 7982 167TH STREET.
5. DISCUSS AMENDMENT OF CIVIL SERVICE RULES & REGULATIONS.
6. DISCUSS INSURANCE BROKERAGE SERVICES FOR PROPERTY & CASUALTY INSURANCE AND RISK MANAGEMENT CONSULTING.
7. DISCUSS REDEVELOPMENT GRANT FOR BRADY-GILL FUNERAL HOME & CREMATION SERVICES, 16600 S. OAK PARK AVENUE.
8. DISCUSS A CONTRACT WITH H&H ELECTRIC COMPANY FOR THE LED STREET LIGHTING REPLACEMENT - PHASE 7.
9. DISCUSS A PURCHASE WITH MORTON SALT, INC. FOR BULK ROAD SALT FOR 2026-2027.
10. DISCUSS A PURCHASE WITH MOTOROLA SOLUTIONS FOR MOBILE AND PORTABLE RADIOS FOR POLICE & FIRE DEPARTMENTS.
11. DISCUSS APPROVAL OF CONTRACT WITH FORTRESS PLUS SOLUTIONS TO CONDUCT FULL AUDIT OF EVIDENCE NOT TO EXCEED \$35,000.
12. DISCUSS EMPLOYEE BENEFITS PROGRAM ANNUAL INSURANCE RENEWAL.
13. RECEIVE COMMENTS FROM THE PUBLIC.

ADJOURNMENT

NANCY M. O'CONNOR, VILLAGE CLERK

ROLL CALL

MINUTES
Meeting of the Committee of the Whole
September 15, 2026 – 5:45 p.m.
Village Hall - Council Chambers
16250 S Oak Park Ave.
Tinley Park, IL 60477

Item #1 - At 5:54 p.m. the special/regular meeting of the Committee of the Whole was called to order.

Item #2 - Clerk O'Connor called the roll. Present and responding to roll call were the following:

Members Present: M. Glotz, Village President
 N. O'Connor, Village Clerk
 W. Brady, Village Trustee
 W. Brennan, Village Trustee (Arrived 6:02 p.m.)
 M. Mueller, Village Trustee
 K. Shaw, Village Trustee
 C. Sullivan, Village Trustee

Members Absent: D. Mahoney, Village Trustee

Staff Present: P. Carr, Village Manager/ Interim Assistant Finance Director
 A. Arrigo, Human Resources Director/Assistant Village Manager
 D. Framke, Marketing Director/Assistant Village Manager
 T. Tilton, Police Chief
 S. Klotz, Fire Chief
 M. Coleman, Community Development Director
 C. Zemaitis, Public Works Director
 M. DelGaldo, Village Attorney

Others Present:

Item #3 - CONSIDER APPROVAL OF THE MINUTES OF THE COMMITTEE OF THE WHOLE MEETING HELD SEPTEMBER 1, 2026 – Motion was made by Trustee Sullivan, seconded by Trustee Mueller, to approve the minutes of the Committee of the Whole meeting held on September 1, 2026. President Glotz asked if members of the Committee had any questions. There were none. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #4 – DISCUSS A PROFESSIONAL SERVICES AGREEMENT WITH CHRISTOPHER B. BURKE ENGINEERING, LTD. FOR ENGINEERING DESIGN AND BID ASSISTANCE FOR BRIDGE REPAIRS – This Professional Services Agreement with Christopher B. Burke Engineering, Ltd. is for Engineering Design and Bid Assistance for Fiscal Year 2027 Bridge Repairs

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Sullivan, seconded by Trustee Mueller, to recommend a professional services agreement with Christopher B. Burke Engineering, Ltd. for Engineering Design and Bid Assistance for Bridge Repairs be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #5 – DISCUSS A PURCHASE WITH THE SUBURBAN TREE CONSORTIUM AND WEST CENTRAL MUNICIPAL CONFERENCE FOR THE PARKWAY TREE PLANTING PROGRAM

– This agreement is for the purchase and installation parkway trees through the Suburban Tree Consortium in conjunction with the West Central Municipal Conference.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Sullivan, seconded by Trustee Mueller to recommend a purchase with the Suburban Tree Consortium and West Central Municipal Conference for the Parkway Tree Planting Program be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #6 – DISCUSS A CONTRACT RENEWAL WITH BEVERLY SNOW & ICE, INC. FOR SNOW REMOVAL - PARKING LOTS

– This is the third renewal of a service contract with Beverly Snow & Ice, Inc. for snow removal of municipal parking lots and sidewalks.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Mueller, seconded by Trustee Sullivan, to recommend a contract renewal with Beverly Snow & Ice, Inc. for Snow Removal - Parking Lots be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #7 – DISCUSS A FLEET VEHICLE / EQUIPMENT SURPLUS LIST FOR DISPOSAL

– Request to dispose of the vehicles and equipment on the surplus list was made.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Mueller, seconded by Trustee Brady, to recommend a Fleet Vehicle / Equipment Surplus List for Disposal be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #8 – DISCUSS AN INTERGOVERNMENTAL AGREEMENT (IGA) WITH ORLAND TOWNSHIP HIGHWAY DEPARTMENT FOR THE SALE OF SURPLUS FOR DISPOSAL

– This Intergovernmental Agreement (IGA) is for the sale of the International Plow Truck and Ford F250 surplus equipment.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Mueller, seconded by Trustee Brady, to recommend an Intergovernmental Agreement (IGA) with Orland Township Highway Department for the Sale of Surplus for Disposal be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Mueller, Shaw, Sullivan. Nays: None. Absent: Brennan, Mahoney. President Glotz declared the motion carried.

Item #9 – DISCUSS DOWNTOWN PARKING SIGN ORDINANCE

– Staff proposed an Ordinance recommending “No Parking” restrictions on event days on certain streets.

President Glotz asked if members of the Committee had any questions. Public Works Superintendent Ken Howard presented an overview of this parking amendment. He stated the Village the Harmony Square area is the first of the amendments to the Park Ordinance. They will be review street parking in the following areas in the Village: Parkside, Barrettes, St. George, Brementowne, and Andrew High School. Motion was made by Trustee Mueller, seconded by Trustee Sullivan to recommend the Downtown Parking Sign Ordinance be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan (Arrived 6:02 p.m.), Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #10 – DISCUSS EMPLOYEE BENEFITS PROGRAM ANNUAL INSURANCE RENEWAL

– Benefit renewal recommendations for the 2027 benefit plan year were discussed.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Shaw, seconded by Trustee Mueller, to recommend the Employee Benefits Program Annual Insurance Renewal be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #11 – DISCUSS A PROPOSAL FOR TAX INCREMENT FINANCING (TIF) AND DEVELOPMENT ADVISORY CONSULTING SERVICES WITH SB FRIEDMAN

– An agreement with SB Friedman Development Advisors to provide TIF and development advisory consulting services was recommended.

President Glotz asked if members of the Committee had any questions. President Glotz this study will include the Tinley Park Convention Center. Village Manager Carr stated this study is all commercial, not residential. Motion was made by Trustee Sullivan, seconded by Trustee Brady, to recommend a Proposal for Tax Increment Financing (TIF) and Development Advisory Consulting Services with SB Friedman be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #12 – DISCUSS PAYMENT OF A MOTOROLA SOLUTIONS INVOICE FOR VIGILANT COMPETITIVE LPR SERVER ACCOUNT ACCESS

– Approval for payment to Motorola Solutions for Vigilant Competitive LPR Server Account Access was requested.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Sullivan, seconded by Trustee Brennan, to recommend Payment of a Motorola Solutions Invoice for Vigilant Competitive LPR Server Account Access be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #13 – DISCUSS HOLIDAY HAPPENINGS AND A CONTRACT WITH PRO EM NATIONAL EVENT SERVICES FOR THE HOLIDAY MARKET TENT AND STAGE

RENTAL – In addition to outlining events scheduled for the 2026 holiday season, Donna Framke, Marketing Director, requested a contract with Pro EM National Event Services for the Holiday Market tent rental.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Sullivan, seconded by Trustee Brady, to recommend a Contract with Pro EM National Event Services for the Holiday Market Tent and Stage Rental be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #14 – RECEIVE COMMENTS FROM THE PUBLIC

– President Glotz asked if there were any comments from the public.

Tinley Park Public Library Director Zach Musil shared the library's preceptive on the health insurance renewal for the Village and the Library. Trustee Brennan noted that he will discuss this item with staff.

Dr. Mezen Barakat made a comment about Original Mocha.

Motion was made by Trustee Shaw, seconded by Trustee Mueller, to adjourn the Committee of the Whole. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the meeting adjourned at 6:20 p.m.



Interoffice Memo

Date: October 6, 2026
To: Committee of the Whole
From: Allison Tugend, Senior Finance Clerk
Cc:

Subject: Tandoori House - Class E Liquor License

The petitioner, Carlos Rodriguez of Tandoori House, located at 7982 167th St, is requesting a Class E liquor license. A Class E liquor license allows the sale of beer and wine only.



Interoffice Memo

Date: September 29, 2026

To: Village Board of Trustees

From: Tim Meline, Assistant HR Director/Civil Service Liaison
Sandy Garcia, Civil Service Commission Secretary

Copy: Patrick Carr, Village Manager/Appointing Authority
Angela Arrigo, Assistant Village Manager/HR Director

Subject: **Request to Adopt Changes to the August 2025 Civil Service Commission Rules & Regulations**

On September 21, 2026, the Civil Service Commission voted to amend the current Civil Service Rules and Regulations dated August 4, 2025, to ensure consistency with Article 10 of the Illinois Municipal Code (65 ILCS 5/10-1-1 et seq.) and to ensure the processing of applications are conducted timely and efficiently.

These changes included the following:

1. Addition of page numbers.
2. Page 1, Cover Page: Change in adoption date and approval date pending adoption and approval.
3. Page 1: Cover Page: Statement ensuring the provisions of Article 10 of the Illinois Municipal Code (65 ILCS 5/10-1-1 et seq.) cover the Civil Service Commissions decisions and actions in the event an issue, procedure, or circumstances is not address in the Village of Tinley Park's Civil Service Commission Rules & Regulations.
4. Pages 1-38, Chapters I - V: Edits include the addition of terms and definitions, clarifying language, grammatical improvements, and deletion of repetitive language,
5. Page 11, Chapter I – Administration, Section 10 – Records: Update the policy of the Commission for records access to comply with regulatory changes.
6. Pages 13 - 17, Chapter II, Applications: Updated the application process from an on-going acceptance of applications to an application period with a start and end date.
7. Pages 18- 25: Chapter III, Examinations: Updated language to clarify and add detail for administrative processing.

It is recommended that the Village Board adopt the Civil Service Rules & Regulations as amended on September 21, 2026.

The logo for the Village of Tinley Park features a stylized guitar neck and headstock in gold and brown, positioned behind the words "Village of" in a small, sans-serif font and "Tinley Park" in a large, flowing, blue script font.

Interoffice Memo

Date: October 6, 2026

To: Village Board of Trustees

From: Pat Carr, Village Manager

Cc: Angela Arrigo, Assistant Village Manager/HR Director; Sarah Mitchell, Finance Director; Walker Steinke, Assistant to the Village Manager

Subject: Insurance Brokerage Services for Property & Casualty Insurance and Risk Management Consulting Services

The Village's current provider of liability insurance and risk management services is the Illinois Municipal League Risk Management Association (RMA). The Village is the largest municipality within the RMA pool of covered municipalities. The existing arrangement has provided the Village with access to municipal insurance coverage in a program that has worked well over the last several years allowing the Village to adequately manage insurance risk needs. Staff identified several limitations of the program design and administrative process inefficiencies that warranted exploring the marketplace.

The Village conducted a Request for Qualifications (RFQ) process for the purpose of establishing a contract with a qualified firm to provide comprehensive insurance brokerage and risk management consulting services for the Village. The RFQ process generated multiple qualified responses, which were reviewed by staff based on the firm's experience, available resources, approach to municipal insurance and risk management, and ability to meet the specific needs of the Village. Qualified firms were selected for interviews. Following the evaluation process, staff is providing the options below for consideration.

Option #1 – IML Risk Management Association (RMA)

RMA is a self-insured municipal risk pool and direct writer of property and casualty insurance coverage for Illinois municipalities. RMA has served as the Village's property and casualty insurance provider since December 2021. The Village is required to pay an annual membership fee to participate in the pooled program. RMA has a dedicated and experienced team of professionals working to meet municipal risk management needs – including risk financing through our pooling mechanism with equitable pricing, risk management/loss control assistance and long-term financial security for valued members. The Village of Tinley Park is the largest member municipality in the RMA program. The RMA proposal includes continued liability insurance coverage and risk management consulting in the current Min-Max Program. The Village is one of only 2 member agencies that participate in the 55/110 Min-Max Program. The Village's available coverage options would remain the same as all other member municipalities, specialized coverage needs to be purchased outside of this program, limitations on legal representation, and limited online resources for administrative management exist. The annual cost of membership for 2026 was \$3,500.

Option #2 – Alliant Insurance Services (Alliant)

Alliant is recognized as a national leader in public entity insurance and risk management which includes extensive knowledge and expertise in local government. The Chicago-based Public Sector group handles the largest book of public sector business in Illinois, insuring over 500 municipal entities. Alliant provides a client-first service model, placement expertise with specialty markets, and a flat management structure. Alliant provides the Village with a brokerage model that offers greater access to insurance markets, a broader network of risk management resources, and technology-supported processes for managing the Village's liability insurance program. Liability coverage would be provided through a self-insured model. Alliant provided such liability consulting and risk management services to the Village prior to the current provider. A transition to Alliant would provide the Village with a brokerage and consulting partner better positioned to support the Village's current specialized needs and anticipated future needs as well as offer technology solutions. The annual flat brokerage fee for Alliant's services will be \$63,500.

Option #3 – Marsh Agency (Marsh)

Marsh provides consulting services through a Public Sector Practice Group to better serve municipal clients and will provide a team of professionals whose skills and expertise match our consulting and administration requirements. Marsh will market the Village's insurance needs using strategies and tactics supported by their market knowledge, product specialization, analytics and benchmarking data, efficient placement model, and collaboration across broader networks. Marsh will also provide industry specialization solutions for property and casualty risk consulting. Liability coverage would be provided through a self-insured model. Marsh currently provides the Village with benefit consulting services and would be able to provide liability consulting and risk management services to meet the Village's needs. The annual flat brokerage fee for Marsh's services will be \$50,000.

Budget:

With a transition to a self-insured model, the annual fee for brokerage and consulting services is paid independent of the liability and casualty carrier coverage. Funding to cover these fees is available in the insurance line item.

Staff Recommendation:

1. Although the current insurance model with the RMA Min-Max Program has been successful over the past 5 years, as we evaluate specialized and future risk management needs, it is recommended to move to a traditional self-insured model that will allow the Village flexibility to better manage risk based on our unique composition and needs. Staff seeks direction to move to a self-insured model and engage brokerage and consulting services from a firm specializing in public sector risk management. This model would allow staff to benchmark the Village's needs and purchase property and casualty coverage to meet those needs.
2. Staff have reviewed the brokerage and consulting services RFQs and considered the Alliant and Marsh proposals. Although both are highly qualified firms, Alliant is better suited to market the Village's coverage needs to meet many of the specialized and unique properties such as Harmony Square and the Heliport with above ground fueling and to provide risk management consulting services to educate and mitigate future risk. Staff seeks direction to engage liability brokerage and risk management consulting services through Alliant.



Interoffice Memo

Date: October 6, 2026
To: Committee of the Whole
From: Michael Coleman, Community Development Director
Cc: Donna Framke, Marketing Director

Subject: Brady-Gill Funeral Home & Cremation Services–Redevelopment Grant

Executive Summary:

Bob and Melissa Christensen, owners of Brady-Gill Funeral Home & Cremation Services (Applicants), propose to rehabilitate approximately 42,000 square feet of existing parking lot pavement at 16600 S. Oak Park Avenue (PIN 28-19-300-053-0000). Approximately 24,000 square feet of the lot is in failed or severely deteriorated condition and is proposed for full-depth pavement replacement. The remaining 18,000 square feet is in moderate condition and is proposed for resurfacing, so the property receives a consistent, durable long-term pavement surface. The proposed work also includes pavement striping and related site improvements. The Applicant also intends to upgrade exterior lighting for improved visibility and visitor safety, this is not included in the redevelopment grant request. The overall scope of work for the parking lot rehabilitation and exterior lighting upgrades are intended to improve visitor circulation, accessibility, site safety and visibility, property appearance, and long-term property value.

In 2020, the Village adopted Resolution No. 2020-R-063 for the purpose of creating a redevelopment grant. The reason for the grant was to support those properties in our community where the costs involved to rehabilitate existing structures may be greater than the value of the structure or exceed the funding ability of the property owner. As such, property owners may lack the motivation to rehabilitate these sites due to the low rate of return on their investment. Through the grant, the Village was looking for ways to incentivize these properties and encourage site and building improvements that will enhance the overall aesthetics of the area for residents, as well as improve the property value and resulting Equalized Assessed Value (EAV) for the parcel.

Discussion:

The Applicant has worked with the Community Development Department to ensure that the proposed design complies with our codes. The applicant submitted two proposals for the parking lot rehabilitation and striping. The proposal amount follows:

Scope of Work	Everest Paving	Mrs. B Parking Lot Maintenance, Inc.
Parking Lot Rehabilitation	\$57,542.20	\$89,250.00

Mrs. B Parking Lot Maintenance, Inc. is a higher priced quote compared to Everest Paving because their scope of work includes asphalt with 2-3" of N50 binder, 2" N50 surface, roll, and compact; Everest Paving does not include

binder. Investing in the addition of binder will create a stronger structural base therefore extending the life of the parking lot. Mrs. B Parking Lot Maintenance, Inc. located in Homer Glen, IL is the preferred general contractor the Applicant wants to work with. The total eligible amount of the grant is \$30,000 for the parking lot rehabilitation project.

The intent of the program is to provide grants for the following purposes: façade improvements, code compliance, stormwater management; parking lot improvements and environmental remediation. This grant would fall in the parking lot improvements purpose.

A grant may be awarded to any business or property which meets the following:

The property is not located in an area currently eligible for an incentive-

There are no incentives available for this location.

The property is a tax paying entity-

This applies.

The property is in compliance with Village codes or ordinances upon completion of the project-

Applicant meets criteria.

The property owner is not overdue in any payments to the Village-

There are no overdue invoices at this time.

The applicant provides a pro-forma statement along with a detailed cost estimate-

Staff has two proposals.

The Applicant is required to pay 100% of construction costs upfront before submitting for reimbursement-

Applicant has been made aware of this requirement.

If the subject business is a start-up business, a business plan may be requested-

This is an existing business, and therefore this does not apply.

If applications exceed the Village's funding budget, the following factors shall be taken into consideration to rank businesses for grant awards:

History of vacancy-

Property has been occupied.

Ability to address a history of lack of investment due to deterioration of building condition that poses a threat to public safety and results in a negative impact on property values in the surrounding area-

The building is in overall good condition.

Presence of extraordinary redevelopment costs such as remodeling/demolition, environmental remediation, infrastructure expansion costs-

The cost of parking lot improvements to include a binder is substantial but will create a strong structural base. The Village is aware of this and therefore is looking to use this grant to assist with this project.

Proposed increase in employment-

Staff has not been made aware of an increase in employment.

Quality of development and overall aesthetics which are in excess of current code requirements-

Project is meeting minimum code requirements.

Staff Recommendation:

The Economic and Commercial Commission discussed the proposed plans at the September 14, 2026 meeting and felt the scope of work met the intent of the grant and recommended, by a vote of 8-0 to approve the Redevelopment Grant request for Bob and Melissa Christensen in an amount not to exceed \$30,000 for approximately 42,000 square feet of parking lot rehabilitation at Brady-Gill Funeral Home & Cremation Services located at 16600 S. Oak Park Avenue.



Interoffice Memo

Date: September 28, 2026
To: John Urbanski, Public Works Director
From: Jimmy Quinn, Facilities Superintendent
Subject: LED Street Lighting Replacement - Phase 7

Presented at the October 6, 2026 Committee of the Whole and October 20, 2026 Village Board meeting for consideration and possible action.

Description: We are requesting authorization to approve the LED Street Lighting Replacement Project – Phase 7. This project will take place in the Brookside Glen and Fairfield Glen subdivisions. This will consist of replacing approximately 221 light heads with energy efficient LED fixtures.

Background: The existing heads have reached their life expectancy and are not up to industry standards. Over the past 10 years the Village has completed 6 phases of these LED replacement light fixtures.

Bid opening was held on September 10, 2026 with the Clerk's Office, Consulting Engineer, and Facilities Superintendent present.

Budget/Finance: Funding was budgeted and approved for the FY2027 Capital Projects.

<u>Contractor:</u>	<u>Location</u>	<u>Bid</u>
H&H Electric Company	Glendale Heights, IL	\$234,683.88
Powerlink Electric, Inc.	Vernon Hills, IL	\$242,666.29
Utility Dynamics Corp.	Oswego, IL	\$284,490.00

Budget/Finance: Funding in the amount of \$234,683.88 is available for use in the approved FY2027 Capital Improvement Budget.

Staff Direction Request: Approve the contract with H&H Electric Company in the amount of \$234,683.88.



Interoffice Memo

Date: September 23, 2026

To: John Urbanski, Public Works Director

From: Ken Howard, Streets & Fleet Superintendent

Subject: Bulk Road Salt Purchase, 2026-2027

Presented at the Committee of the Whole and Village Board Meeting on October 6th, 2026, for consideration and possible action.

Scope of Work: Purchase from Morton Salt, Inc. to provide and deliver bulk salt order at set price point of \$105.54 a ton for the upcoming Winter of 2026-2027.

Background: An RFP was conducted in September of 2026 with the intent to acquire the lowest price per ton for a bulk road salt purchase. Bidders were required to guarantee up to 7,150 tons (130%) of a base bid quality of 5,500 tons of road salt. The Village is required to purchase 3,850 tons (70%) of the 5,500 tons prior to May 1st, 2027. Six bids were submitted resulting in Morton Salt, Inc. providing the lowest unit pricing of \$105.54 a ton:

Morton Salt, Inc.	Chicago, IL	\$105.54 per ton (Low Bidder)
Arlington Power Equipment	Palatine, IL	\$111.25 per ton
Compass Minerals LTD.	Overland, KS	\$113.54 per ton
Barge Terminal Trucking	Oswego, IL	\$124.40 per ton
Salt Xchange, Inc.	Aurora, IL	\$129.00 per ton
Midwest Salt LLC.	Winfield, IL	\$142.97 per ton

Description: Bulk purchase of road salt for Winter of 2026-2027.

<u>Budget/Finance:</u>	Budget Amount:	\$410,000
	Contract Amount:	<u>\$406,329</u>
	Difference (Under Budget):	\$3,671

Staff Direction Request: Approve purchase of bulk road salt from Morton Salt, Inc. in the amount of \$406,329.



Interoffice Memo

Date: September 24th, 2026

To: Pat Carr, Village Manager
Tom Tilton, Police Chief
Steve Klotz, Fire Chief
John Urbanski, Public Works Director

From: William Neumann, Public Safety Manager

Subject: Purchase of Motorola Mobile and Portable Radios - Police & Fire Departments

Presented for the Committee of the Whole meeting on October 6, 2026 and Village Board meeting on October 20, 2026 for discussion and possible action.

Description: Combining the purchase of portable and mobile radios for the Police and Fire Departments, fire department radios will complete the upgrade process for the last 3 years supplying command staff with the new radios, mobile radios will be installed in vehicles needing the upgrades, including new purchases. Police radios will be used for new officers to meet staffing demands, along with new and old vehicles to be upgraded.

All equipment needed to meet the demands of new technology, this included new portable and mobile radios that will be compatible with the 800 mhz system the police are now using along with surrounding departments for interoperability. The existing radios are not compatible with communicating on the new police frequency nor Will County radio system.

Tinley Park would take advantage of the purchase direct through Motorola Solutions state contract pricing. The delay in initial purchase was due to supply demands of the radios.

Budget / Finance: Funds are budgeted and approved.

Budget Amount	\$453,000.00
Radio Purchase	\$448,516.01

Difference – UNDER BUDGET \$4,483.99

Staff Direction Request: Approve the purchase amount of \$448,516.01 for Motorola portable and mobile radios for the Police & Fire Departments from Motorola Solutions.



Interoffice Memo

Date: September 17, 2026

To: Pat Carr - Village Manager
Angela Arrigo - Assistant Village Manager

From: Jonathan Mittelman - Commander, Police Department

Subject: Requesting Board approval of contract with Fortress Plus Solutions

Present at the Committee of the Whole and Village Board Meeting for consideration and possible action.

Purpose: I am requesting Board approval for the purchase of a Full Audit of all Evidence at the Police Department.

Background: This request is prompted by a change in evidence custodian personnel and is intended to establish a clean, independently verified baseline of the evidence and property inventory as responsibility for that inventory transfers to a new custodian.

A full, independent audit of the evidence rooms at this transition point serves several critical functions for the Department:

- Chain of custody integrity: An independent audit verifies that every item logged in evidence management records is physically present, correctly stored, and properly documented, protecting the evidentiary and legal integrity of active and pending cases.
- Accountability at custodian transition: An audit performed by a neutral third party — rather than by outgoing or incoming Department personnel alone — creates a defensible, unbiased record of the evidence room's condition at handoff, protecting both the outgoing and incoming custodians and the Department from unresolved discrepancies being attributed to the wrong period of responsibility.
- Legal defensibility and prosecutorial reliance: Courts, prosecutors, and defense counsel rely on the Department's evidence handling practices; a documented, professionally conducted audit strengthens the Department's position if evidence handling is ever challenged.
- Early identification of discrepancies: A comprehensive audit surfaces any missing, misfiled, mislabeled, or improperly stored items — including items eligible for disposal or return — while records are fresh and can still be reasonably reconciled.
- Risk and liability reduction: Evidence room deficiencies discovered years later are far more difficult, and far more costly to the Department's credibility, to explain than deficiencies identified and documented promptly through a formal audit.

Current Status: Fortress Plus Solutions is recommended for this engagement for the following reasons:

- Immediate availability: Fortress Plus Solutions is able to begin the audit immediately. Given that the Department is currently between evidence custodians, minimizing the time the evidence rooms operate without a completed, independently verified inventory reduces the Department's exposure during this transition period.

- Local availability and specialized capability: Fortress Plus Solutions is the only local company I am aware of that performs this type of specialized evidence room audit. Evidence and property room audits require specific expertise in law enforcement evidence handling, chain-of-custody standards, and inventory reconciliation that is not widely available among general auditing firms in this area.
 - Reduced transition gap: Because Fortress Plus Solutions can start without delay, engaging them now shortens the window between the outgoing and incoming custodians during which the evidence rooms would otherwise lack a current, independently verified audit.
 - I am not aware of a competitively obtained quote for this engagement, as I am not aware of another local vendor offering this specific audit service; the recommendation to proceed with Fortress Plus Solutions is based on their demonstrated availability and specialization rather than a comparison of competing bids.
- The total cost of the purchase is \$34,075.00
The quote provided by Fortress Plus Solutions is attached.

Request: I respectfully request Board approval to enter a Purchase Order for Fortress Plus Solutions, under GL# 01-17-205-72750.



Interoffice Memo

Date: October 2, 2026

To: Village Board of Trustees

From: Angela Arrigo, Assistant Village Manager/HR Director

Copy: Patrick Carr, Village Manager

Subject: Employee Benefits Program Annual Insurance Renewal – Alternate Library Option

On September 15, 2026, a recommendation for the 2027 employee benefits program annual renewal was submitted to the Committee of the Whole. The proposal recommended renewing the Village's medical plan benefits without Library coverage, resulting in a premium cost increase of \$531,112.96 (6.97%). By comparison, renewing the plan with Library coverage increases the premium cost by \$821,434.92 (9.96%). An alternate recommendation is being proposed to address the \$290,322 (3%) difference for the 2027 plan year required to continue providing Library benefits. ***This \$290,322 cost is in addition to the 100% premium paid by the Library for its coverage.*** The additional recommendation does not change the financial impact the Library coverage continues to have on the Village's overall medical benefits plan, rather it appropriately shifts the additional cost, attributed to the Library, directly to the Library. This prevents the \$290,322 from being absorbed and paid for by the Village and by Village employees. Below is a summary of renewal with and without the Library and the alternate recommendation for your consideration.

Medical Benefits Overview

The chart below illustrates the continued increase of medical costs over the last five years. The annual premium increased from \$5,173,242.48 in 2023 to potentially \$9,066,713.92 in 2027. There are many factors that have contributed to rising healthcare costs and the Village has taken significant steps to curtail those costs over the years as well as continue to evaluate future changes. The Village has also historically provided health coverage to the Tinley Park Public Library and has had conversations with Library staff for several years on the continued increase in healthcare costs. The Village has shared the continued concerns of the impact Library coverage has to the Village's overall medical plan costs. Information was sent to the Library in August of 2025 expressing those continued concerns and on October 1, 2025, the Library was informed by Village leadership to begin exploring other options for the 2027 renewal period. The 2027 renewal supports the shared concerns as the premium increase in 2027 jumps from \$531,112.56 to \$821,434.92 (54.66% increase) if the Library remains on the Village's plan. ***The difference of \$290,322 is in addition to the 100% premium paid by the Library for coverage.***

Annual Medical Renewals Summary 2021 - 2027

Initial Renewal	2021-2022 (12 Months)	2022-2023 (15 Months)	2024	2025	2026	2027 without Library	2027 with Library
Medical Premium % Increase	3.30%	24.90%	12.10%	14.56%	21.80%	14.35%	17.43%
Medical Premium Change	\$170,805.96	\$1,348,593.24	\$763,086.12	\$989,187.48	\$1,549,558.32	\$1,092,575.04	\$1,437,509.04
Annual Medical Premium	\$5,344,048.44	\$6,764,629.68	\$7,069,546.20	\$7,783,415.92	\$8,657,666.28	\$8,679,885.24	\$9,651,788.04
Re-Negotiated Renewal	2021-2022 (12 Months)	2022-2023 (15 Months)	2024	2025	2026	2027 without Library	2027 with Library
Medical Premium % Increase	0%	15%	6.30%	5.78%	15.60%	8.47%	11.46%
Medical Premium Change	\$0.00	\$796,168.20	\$397,303.56	\$392,967.12	\$1,108,858.68	\$644,914.32	\$944,638.68
Annual Medical Premium	\$5,173,242.48	\$6,212,204.64	\$6,703,763.64	\$7,187,195.56	\$8,216,966.64	\$8,232,224.52	\$9,158,917.68
Renewal With Plan Alternative Changes	2021-2022 (12 Months)	2022-2023 (15 Months)	2024 *Added HDHP/HSA	2025 *Recommended See Memo for Details	2026	2027 without Library *Recommended See Memo for Details	2027 with Library Alternate Option
Medical Premium % Increase	NA	NA	5.05%	1.12%	13.30%	6.97%	9.96%
Medical Premium Change	NA	NA	\$318,361.32	\$75,952.08	\$945,373.32	\$531,112.56	\$821,434.92
Annual Medical Premium	NA	NA	\$6,624,821.40	\$6,870,180.52	\$8,053,481.28	\$8,118,422.76	\$9,066,713.92



Initial Medical Plan Recommendation

For the 2027 benefit plan year, the initial recommendation submitted on September 16, 2026, was for the Village to consider taking advantage of the full Village premium decrease reducing the increase from 9.96% to 6.97% or \$290,322 which would result in medical benefits no longer offered to the TPPL group of 32 members. Additionally, this recommendation would curtail continued incremental year-over-year cost associated with continued coverage for the Library.

Comparable options are available in the marketplace for the Library to purchase coverage through BCBS. These include PPO network and plan design options which would allow Library employees to retain access to the same doctors and hospitals without disruption. Once again, the Village gave notice to the Library on October 1, 2025, and also referred the Library to a broker on October 30, 2025, to assist them with obtaining other coverage quotes, explore options, develop a transitional plan, consider increased cost, and plan accordingly for additional potential costs well in advance of this year's renewal.

The additional estimated cost (after 9.96% renewal) for the Library to purchase its own comparable coverage is \$52,101.43*.

**Reference 2026-09-23 Library Health Insurance Estimates*

Alternative Medical Plan Recommendation After 9/30/2026 Meeting

Leadership from the Village of Tinley Park and the Tinley Park Public Library, including Mayor Michael Glotz, Library Board President Laura Hess Wojcik, and Library Board Member Bradley Daniels, met on September 30 to discuss health insurance, shared services, improved communication, and the development of formal intergovernmental agreements between the two taxing bodies. As a result of these discussions, the Village and the Library agreed to allocate insurance costs more equitably so each taxing body is appropriately responsible for their own cost and present this option to their respective boards for consideration and approval.

The agreement includes a 2027 medical benefits renewal at 9.96% with the Library resulting in a total premium increase of \$821,434.92 rather than the 6.97% renewal with a total premium increase of \$531,212.56. The Library would pay the Village the difference of the increased premium for continued coverage, estimated at \$290,322. This would be calculated on actual premium paid by the Village for Village employees and invoiced back to the Library on a monthly basis. The total annualized Village premiums are listed in the above chart.

If the Village were to absorb the additional \$290,322 premium cost increase, under the current premium sharing model, the Village would pay \$252,904 and Village employees would pay \$37,418 through increased payroll deductions.

This alternative recommendation shifts the additional costs to the Library. Village employees will not have to pay extra premium share as a result of the overall 9.96% increase. Village employee premium share will be based off of the 6.97% premium rates. The Library will reimburse the Village the difference for each Village employee's monthly premium up to the 9.96% final renewal rates that include Library coverage.

This alternative will require significantly more administrative work for reconciliation and invoicing the Library for these additional plan costs. The parties agreed to develop an intergovernmental agreement to ensure fair cost sharing for these and other benefit administrative costs. It is recommended that the IGA for employee benefits be finalized and approved by both the Village and Library Boards before the 2027 plan year begins.

The additional estimated cost to the Village for the Library to remain on the Village's plan (with 9.96%) renewal is \$290,322. This cost would be paid for by the Library.

Overall Recommendation Summary

Consideration for the Alternative Medical Plan Recommendation is requested at this time, including execution of a benefits IGA before the beginning of the 2027 benefit plan year. This option would allow the Library to remain covered under Village benefits including medical, dental, vision, and life coverages.

For all other benefits, recommendations remain unchanged from the initial submission to the Committee of the Whole on September 15, 2026. Full details of these recommendations are outlined in the memo dated September 11, 2026.





Interoffice Memo

Date: September 11, 2026

To: Pat Carr, Village Manager

From: Angela Arrigo, Assistant Village Manager/HR Director

Subject: Employee Benefits Program Annual Insurance Renewal

The Village's benefit consultant, Marsh McLennan Agency, went out to market for a comprehensive renewal and competitive pricing for medical, dental, vision, and life insurance benefits for the 2027 benefit year. Ensuring a focus on maintaining a comprehensive level of benefit coverage for employees, maintaining affordability is important. Below is a summary of each benefit renewal item and recommendations for the 2027 benefit plan year.

Medical Benefits Overview

The initial renewal from BCBS came back with a premium increase of \$1,437,509 (17.43%). March McLennan Agency successfully re-negotiated the increase down to \$944,639 (11.46%) and then again re-negotiated the increase down further to \$821,435 (9.96%). Additional review was conducted related to the impact to the overall plan by the TPPL benefit group which resulted in a potential further premium reduction to \$531,113 (6.97%). The medical plan cost increases over the last several years have significantly increased and efforts to engage consumerism and promote wellness continue to remain a large focus. Medical premium costs have increased by 56.93% from 2021 to the 2027 final renewal. Lower premium expense to the Village needs to continue to offset the compounded increases over the past several years and with the recommended changes the overall increase would be 1.25% increase over the 2021 to the 2026 period. Non-union medical premium Village/employee contribution rates remain structured to incentivize employees to take advantage of lower cost medical plan options that continue to offer a high level of comprehensive benefits. Over the next 12 months, we will remain focused on promoting wellness, prevention, and consumerism as well as continued education on plan benefits.

Annual Medical Renewals Summary 2021 - 2027						
Initial Renewal	2021-2022 (12 Months)	2022-2023 (15 Months)	2024	2025	2026	2027
Medical Premium % Increase	3.30%	24.90%	12.10%	14.56%	21.80%	17.43%
Medical Premium Change	\$170,805.96	\$1,348,593.24	\$763,086.12	\$989,187.48	\$1,549,558.32	\$1,437,509.00
Annual Medical Premium	\$5,344,048.44	\$6,764,629.68	\$7,069,546.20	\$7,783,415.92	\$8,657,666.28	\$9,651,788.00
Re-Negotiated Renewal	2021-2022 (12 Months)	2022-2023 (15 Months)	2024	2025	2026	2027
Medical Premium % Increase	0%	15%	6.30%	5.78%	15.60%	11.46%
Medical Premium Change	\$0.00	\$796,168.20	\$397,303.56	\$392,967.12	\$1,108,858.68	\$944,639.00
Annual Medical Premium	\$5,173,242.48	\$6,212,204.64	\$6,703,763.64	\$7,187,195.56	\$8,216,966.64	\$9,158,918.00
Renewal With Plan Alternative Changes	2021-2022 (12 Months)	2022-2023 (15 Months)	2024 * Added HDHP/HSA	2025 * Recommended See Memo for Details	2026	2027 * Recommended See Memo for Details
Medical Premium % Increase	NA	NA	5.05%	1.12%	13.30%	6.97%
Medical Premium Change	NA	NA	\$318,361.32	\$75,952.08	\$945,373.32	\$531,113.00
Annual Medical Premium	NA	NA	\$6,624,821.40	\$6,870,180.52	\$8,053,481.28	\$8,118,423.00

For the 2027 benefit plan year, it is recommended to maintain the current 4 medical plan choices (BAHMO/BCO/PPO/HDHP) for non-union employees/retirees. It is further recommended that the Village consider taking advantage of the full Village premium decrease available from 10% to 7% (\$290,322) which will result in medical benefits no longer offered to the TPPL group of 32 members.

HMO Plan Options – Non-union employees will continue to be offered the Blue Advantage HMO (BAHMO) medical plan option. The BAHMO continues to remain a comprehensive medical plan option for those that seek comprehensive medical care through a managed network of providers.

PPO Plan Options – Non-union employees will continue to be offered 3 PPO medical plans to choose from – Preferred Provider Organization (PPO), the Blue Choice Options (BCO), and a High Deductible Health Plan (HDHP).

Preferred Provider Organization (PPO) – The PPO medical plan offers a plan offers flexibility in choosing healthcare providers, allowing members to see specialists without referrals and access a broad network of doctors and hospitals. This plan offers more choices and flexibility for members than other plan options. This plan continues to be the most expensive plan option provided by the Village.

Blue Choice Options (BCO) - The BCO medical plan offers 2 levels of benefits - Tier 1 and Tier 2. The medical plan coverage in each tier is determined by the physician and/or facility status with Blue Cross Blue Shield of Illinois. Employees seeking coverage from Tier 1 providers would receive a higher level of plan benefits. The Tier 1 benefit level provides a similar level of coverage as the current in-network PPO with the same deductibles of \$500/\$1,500 and 80/20 co-insurance however, some current medical providers are not in Tier 1. The Tier 2 benefit level provides offer in-network coverage with higher deductibles of \$1,000/\$3,000, higher specialist & telemedicine copays, and with a lower 60/40 co-insurance. Additionally, out of network benefits differ from the current PPO for both tiers. Some of the major medical providers that would fall under Tier 2 coverage include University of Chicago Hospital and Lurie Children's Hospital systems. The prescription drug benefit plan design includes preferred and specialty drugs on a 6-Tier Drug Card at \$0/\$10 generic, \$35/\$70 brand, and \$150/\$300 specialty.

Employees that seek to have PPO coverage that continues to offer a high level of benefits and who typically see providers covered under Tier 1 would benefit by switching to the BCO. The overall premium cost for the BCO plan is significantly lower by 12.36%. Therefore, an employee with family coverage that elects this BCO medical plan option would pay approximately \$2,052.24 less annually in premium share. The BCO medical plan option continues to be available to approximately 116 non-union employees/retirees currently enrolled in the PPO.

High Deductible Health Plan (HDHP) – The HDHP medical plan option was introduced in 2024 to engage employee consumerism, in turn controlling plan spend, while allowing employees to save for future medical expenses through a health savings account (HSA). The current enrollment in the HDHP for the 2026 benefit plan year is 15% of eligible full-time, non-union employees which results in a medical premium savings to the Village over the PPO plan of \$29,271.24 for the current calendar year.

The HDHP medical plan option must meet certain IRS requirements to remain a qualified medical plan for tax deferred savings. For 2027, the plan deductible will increase as required under the IRS regulations from \$3,400 to \$3,500/Single. The family deductible will remain double and change from \$6,800 to \$7,000/Family. We anticipate seeing continued migration of full-time, non-union employees and reduced overall premium costs for 2027.

Health Savings Account & Employer Seeding - An HDHP combines a Health Savings Account (HSA) with traditional health coverages which provides for the tax-advantaged way to help employees save for future medical expenses. An HSA is an interest-bearing checking account owned by the employee. In 2027, the IRS limit for HSA contributions will increase to \$4,500 for single and \$9,000 for family which will allow participating employees to contribute even more to their HSA in pre-tax dollars in 2027. It is recommended that the employer HSA seeding in the amounts of \$1,000/Single, \$2,000/Family remain unchanged for 2027.



Dental Benefits Overview

For dental benefits, it is recommended that a second enhanced dental plan design option is offered to non-union employees. This new enhanced dental plan design would include an increased annual maximum benefit of \$2,000 (currently \$1,000) and a higher orthodontia lifetime maximum benefit of \$1,500 (currently \$1,250). Employees who elect the new enhanced dental plan option will pay a higher premium share. Initially, the renewal came in at 6.0% and was renegotiated down to 5.0%. As a result of this new plan design offering, MetLife will rebalance the premium costs and the current standard dental plan design premium would decrease further. The estimated overall annual total premium increase with MetLife to add the dual option and provide the dual benefit option is \$11,586 (3.16%) over the standard renewal. We received 2 other dental provider quotes which were both higher than MetLife. It is recommended to renew with MetLife and offer the standard and a new enhanced dental plan option beginning with the 2027 benefit plan year.

Vision Benefits Overview

The Village currently offers comprehensive vision benefits through a Standard or Enhanced vision plan options through VSP. Employees can choose which plan option meets their needs and pay the entire premium. The VSP renewal has a premium rate hold with a flat renewal with a two-year guarantee through 2027. It is recommended to renew VSP for the 2027 benefit plan year.

Life & AD&D Insurance Overview

The current life insurance premium is in a rate guarantee through 12/31/2027. It is recommended to renew life & AD&D insurance coverage with BCBS for the 2027 benefit plan year.

FSA, COBRA, Commuter, and HSA Benefits Overview

WEX Benefits provides Flexible Spending Account (FSA), COBRA, and Commuter benefits administration. The current rates are in a rate guarantee through 12/31/2028. The estimated annual fees for all three of these administrative services are \$3,500 for the 2027 benefit plan year. It is recommended to renew these administrative benefit services for the 2027 benefit plan year.

It is further recommended that HSA benefit administrative services are provided by WEX Benefits, replacing the current vendor CIBC Bank. With participation over the last several years in the HDHP medical plan, employees have accumulated savings in their HSA checking accounts and are looking for ways to earn more on their savings. WEX Benefits serve as custodian for 2.4 million accounts and manage more than \$6.2 billion in HSA assets. WEX eases the administrative burden on employers and focuses on empowering participants through education. Employees will have access to standard investment options with a diverse range of investment options, including index funds, style-specific funds, and asset allocation funds. For experienced investors, WEX offers a Health Savings Brokerage Account (HSBA) option with access to over 8,500 additional investment options including stocks, bonds, and mutual funds through an integrated Schwab brokerage account. Participants manage their own investments and can transfer funds between their HSA and HSBA at any time. The annual estimated annual fee for this administrative service is \$600 for the 2027 benefit plan year.

Premium Sharing

With the continued increase to medical premiums, the current premium share between the Village and employees was re-evaluated. It is recommended that non-union employee premium sharing is changed as follows effective January 1, 2027: BAHMO – remain unchanged at 12%, BCO remains unchanged at 15%, the PPO increases from 16% to 18%, and the HDHP remain unchanged at 5%. Premium share for standard dental plan will remain at 15% and the new enhanced dental plan will be 20%. Vision remains 100% paid by the employee and life insurance remains 100% paid by the Village. ACA benefit remains BAHMO 20% for single coverage plus 100% any additional coverage (benefit/tier) paid by the employee. The Village will continue to offer the expanded dependent coverage with a benefit surcharge for the additional premium cost. COBRA 2% administration fee remains unchanged.

Wellness & Other Benefits

The overall benefits package includes additional benefit options focused on wellness, mental health, and other benefits. It is recommended that these benefits remain unchanged for the 2027 benefit plan year and continue to remain part of the comprehensive Village of Tinley Park Benefits Program.

Teladoc - The Teladoc Mental Health Complete Program has been identified to meet the ongoing needs of employees and their families and implemented in January 2024 and currently offered to 273 employees. We have seen regular usage for this mental health benefit. A rate pass was received for the 2027 benefit plan year. It is recommended that this program is renewed for 2027 with an estimated annualized cost of \$27,727.92.

CuraLinc – The CuraLinc employee assistance program is up for renewal for another 3-year negotiated term. The renewal terms will include no change to the current per employee per month rate of \$1.98 for Year 1, an increase to \$2.10 in Year 2, and an increase to \$2.23 in Year 3. The annual program cost is estimated to remain unchanged in 2027 at \$9,242.64.

Personify Health – The Personify Health Program was implemented in January 2024 and continues to have strong employee participation. It is recommended that this program is renewed for 2027 with an estimated annualized cost of \$8,880.00 plus wellness rewards which vary based on employee participation, average approximately \$250 per participant (\$43,500 annualized).

Recommendation Summary

It is recommended that medical, dental, vision, life insurance, FSA, COBRA, Commuter, and wellness benefits are renewed with the current providers and without the TPPL benefit group. It is further recommended that the HDHP plan design is updated to meet IRS requirements for non-union employees, an enhanced dental plan option is offered, and administrative services are provided by WEX Benefits for HSA accounts. It is also recommended that the premium share changes for non-union employees as noted above are approved and Village HSA annual seeding for full-time, non-union employees that enroll in the HDHP remains unchanged.

PUBLIC COMMENT