

MEETING NOTICE

NOTICE IS HEREBY GIVEN that the Regular Meeting of the President and Village Board of Trustees of the Village of Tinley Park, Cook and Will Counties, Illinois will be held on Tuesday, October 6, 2026, beginning at 6:00 PM in the Council Chambers at the Village Hall of Tinley Park, 16250 South Oak Park Avenue, Tinley Park, Illinois.

6:00 PM

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

ITEM #1

SUBJECT:

CONSIDER APPROVAL OF AGENDA

ACTION:

Discussion - **Consider approval of agenda as written or amended.**

COMMENTS:

ITEM #2

SUBJECT:

CONSIDER APPROVAL OF MINUTES OF THE REGULAR VILLAGE BOARD MEETING HELD ON SEPTEMBER 15, 2026.

ACTION:

Discussion: **Consider approval of minutes as written or amended.**

COMMENTS:

ITEM #3

SUBJECT:

CONSIDER APPROVAL OF THE FOLLOWING CONSENT AGENDA ITEMS:

- A. CONSIDER ADOPTING RESOLUTION 2026-R-127 APPROVING A PURCHASE BETWEEN THE VILLAGE OF TINLEY PARK AND THE SUBURBAN TREE CONSORTIUM AND WEST CENTRAL MUNICIPAL CONFERENCE FOR THE PARKWAY TREE PLANTING PROGRAM IN THE AMOUNT OF \$52,717.50.
- B. CONSIDER ADOPTING RESOLUTION 2026-R-128 APPROVING A CONTRACT RENEWAL BETWEEN THE VILLAGE OF TINLEY PARK AND BEVERLY SNOW & ICE, INC. FOR SNOW REMOVAL - PARKING LOTS IN THE NOT TO EXCEED AMOUNT OF \$410,480.
- C. CONSIDER ADOPTING ORDINANCE 2026-O-059 APPROVING A FLEET VEHICLE / EQUIPMENT SURPLUS LIST FOR DISPOSAL.
- D. CONSIDER ADOPTING RESOLUTION 2026-R-130 APPROVING A PROFESSIONAL SERVICES AGREEMENT WITH CHRISTOPHER B. BURKE ENGINEERING, LTD. FOR ENGINEERING DESIGN AND BID ASSISTANCE FOR BRIDGE REPAIRS IN THE NOT TO EXCEED AMOUNT OF \$30,010.
- E. CONSIDER ADOPTING RESOLUTION 2026-R-129 APPROVING A PURCHASE BETWEEN THE VILLAGE OF TINLEY PARK AND MORTON SALT, INC. FOR BULK ROAD SALT FOR 2026-2027 IN THE AMOUNT OF \$406,329.
- F. CONSIDER ADOPTING RESOLUTION 2026-R-125 FINDING THAT THE NEED FOR CONFIDENTIALITY STILL EXISTS AS TO EXECUTIVE SESSION MINUTES AND DESTRUCTION OF CERTAIN AUDIO RECORDINGS OF CLOSED SESSION MEETINGS.

- G. CONSIDER ADOPTING RESOLUTION 2026-R-131 APPROVING AN AGREEMENT BETWEEN THE VILLAGE OF TINLEY PARK AND MOTOROLA SOLUTIONS FOR PAYMENT FOR VIGILANT LPR SERVER ACCOUNT ACCESS IN AN AMOUNT NOT TO EXCEED \$28,000.
- H. CONSIDER ADOPTING RESOLUTION 2026-R-132 APPROVING A RENTAL CONTRACT BETWEEN THE VILLAGE OF TINLEY PARK AND PRO EM NATIONAL EVENT SERVICES FOR TENT, STAGE, AND GENERAL SERVICES FOR THE 2026 HOLIDAY MARKET IN THE AMOUNT OF \$43,859.65.
- I. CONSIDER A REQUEST FROM GIGI'S PLAYHOUSE, 15954 HARLEM AVENUE, TO CONDUCT A RAFFLE THROUGH FRIDAY, NOVEMBER 20, 2026, WITH THE MAXIMUM VALUE OF THE PRIZE NOT TO EXCEED \$8,100. WINNERS WILL BE DRAWN AT FRIDAY, NOVEMBER 20, 2026, AT TUSCANY FALLS BANQUETS, 9425 191 STREET, MOKENA, ILLINOIS.
- J. CONSIDER A REQUEST FROM THE CRISIS CENTER FOR SOUTH SUBURBIA TO CONDUCT A RAFFLE THROUGH FEBRUARY 19, 2027, WITH THE MAXIMUM VALUE OF THE PRIZE NOT TO EXCEED \$9,000. WINNERS WILL BE DRAWN AT DINOLFO'S BANQUETS 14447 WEST 159TH STREET, HOMER GLEN, IL.
- K. CONSIDER A REQUEST FROM ST GEORGE CATHOLIC SCHOOL, 6700 176TH STREET, TO CONDUCT A RAFFLE FROM NOVEMBER 20TH 2026, THROUGH APRIL 10TH 2027, WITH THE MAXIMUM VALUE OF THE PRIZE NOT TO EXCEED \$19500.00. WINNERS WILL BE DRAWN AT FRIDAY, APRIL 10, 2027, AT ST GEORGE CATHOLIC SCHOOL.
- L. CONSIDER APPROVAL OF ACCOUNTS PAYABLE IN THE AMOUNT OF \$3,271,122.18, AS DETAILED ON THE INVOICE LISTINGS DATED SEPTEMBER 18, 2026, SEPTEMBER 25, 2026, AND OCTOBER 6, 2026.

ACTION:

Discussion: **Consider approval of consent agenda items.**

COMMENTS:

ITEM #4

SUBJECT:

RECEIVE PRESENTATION OF THE TINLEY PARK BUSINESS SPOTLIGHT —
AVOCADO THEORY - President Glotz & Village Board

ACTION:

Avocado Theory features an innovative and healthy menu where nearly every dish, drink, and dessert incorporates avocados in creative ways. Their avocado-based kitchen was born from a simple idea: when you eat well, you feel better, live better, and connect more deeply with the world around you. Avocado Theory opened in Tinley Park in 2021 and has now expanded to other communities around the Chicagoland area. Avocado Theory's mission is to explore newer, healthier ways to enjoy avocado and live a happier life.

COMMENTS:

ITEM #5

SUBJECT:

RECEIVE PRESENTATION OF THE TINLEY PARK BACK TO SCHOOL KICKOFF -
President Glotz

ACTION:

The Tinley Back to School Kickoff was held on Sunday, September 13, 2026. Tinley Park students enjoyed food, music, and fun in Harmony Square.

COMMENTS:

ITEM #6

SUBJECT: CONSIDER APPOINTING MELISSA BONAREK TO THE POSITION OF DIVISION POLICE COMMANDER - **President Glotz**

ACTION: Sergeant Bonarek has served with the Tinley Park Police Department since 2007. During her nearly 20-year career, Melissa has served in a wide range of specialized roles, including Field Training Officer, Range Instructor, Evidence Technician, Juvenile Officer, DARE Officer, and Bike Patrol Officer. Melissa was promoted to Sergeant in 2018 and has been providing first-line supervision and leadership to ensure effective delivery of police services to the community. Additionally, as Sergeant, she focuses on strategic oversight, policy implementation, personnel development, and coordination across department divisions. She holds a Bachelor of Arts in Criminal Justice along with various other training and professional development certifications. Her ability to provide leadership, guidance, and mentorship, along with her deep commitment to the mission of the police department and a comprehensive understanding of operations, culture, and community, make Melissa an excellent candidate for promotion. **Consider appointing Melissa Bonarek to the position of Division Police Commander effective October 6, 2026.**

COMMENTS:

ITEM #7

SUBJECT: CONDUCT A SWEARING-IN CEREMONY FOR DIVISION POLICE COMMANDER MELISSA BONAREK - **Trustee Brennan**

ACTION: **Village Clerk Nancy O'Connor will swear in Division Police Commander Melissa Bonarek.**

COMMENTS:

ITEM #8

SUBJECT: CONSIDER RECOGNIZING THE PROMOTION OF DOMINIC DEMARCHI TO POLICE SERGEANT - **President Glotz**

ACTION: Officer DeMarchi joined the Tinley Park Police Department in 2018 and has over a decade of law enforcement experience. During his tenure, Dominic has served as a Field Training Officer, Firearms Instructor, Tactics Instructor, and, since 2024, as a Detective with investigative and technical expertise focused on digital investigations & cellular technology, financial crimes & cryptocurrency, and major cases. He has led and coordinated multi-agency investigative efforts and has served as Officer-in-Charge on numerous occasions. Additionally, Dominic has developed and delivered recurring instruction to the TPPD on various training subjects. He holds a Bachelor of Arts in Criminal Justice and has received multiple TPPD Unit Citations and Commendations for investigative and operational performance. Dominic is an excellent candidate for promotion to Police Sergeant.

COMMENTS:

ITEM #9

SUBJECT: CONDUCT A SWEARING-IN CEREMONY FOR POLICE SERGEANT DOMINIC DEMARCHI - **Trustee Brennan**

ACTION: **Village Clerk Nancy O'Connor will swear in Police Sergeant Dominic Demarchi.**

COMMENTS:

ITEM #10

SUBJECT: CONSIDER ADOPTING ORDINANCE 2026-O-058 AMENDING THE RULES AND REGULATIONS FOR THE VILLAGE OF TINLEY PARK CIVIL SERVICE COMMISSION - **Trustee Brady**

ACTION: This item adopts the Rules and Regulations of the Civil Service Commission as amended by the Civil Service Commission on September 21, 2026. This item was discussed at the Committee of the Whole prior to this meeting. **This Ordinance is eligible for adoption.**

COMMENTS:

ITEM #11

SUBJECT: CONSIDER ADOPTING RESOLUTION 2026-R-060 AUTHORIZING THE EXECUTION OF APPLICABLE BENEFIT AGREEMENTS FOR THE PURCHASE OF MEDICAL, DENTAL, VISION, LIFE INSURANCE, AND CERTAIN ANCILLARY BENEFITS FOR THE BENEFIT PLAN YEAR JANUARY 2027 THROUGH DECEMBER 2027 - **Trustee Brady**

ACTION: This item was discussed at the Committee of the Whole on September 15, 2026, and October 6, 2026. **This resolution is eligible for adoption.**

COMMENTS:

ITEM #12

SUBJECT: RECEIVE COMMENTS FROM THE PUBLIC.

COMMENTS:

ITEM #13

SUBJECT: RECEIVE COMMENTS FROM STAFF.

COMMENTS:

ITEM #14

SUBJECT: RECEIVE COMMENTS FROM BOARD.

COMMENTS:

ITEM #15

SUBJECT: ADJOURN TO EXECUTIVE SESSION TO DISCUSS:

- A. THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY.
- B. THE PURCHASE OR LEASE OF REAL PROPERTY FOR THE USE OF THE PUBLIC BODY, INCLUDING MEETINGS HELD FOR THE PURPOSE OF DISCUSSING WHETHER A PARTICULAR PARCEL SHOULD BE ACQUIRED.
- C. THE SETTING OF A PRICE FOR SALE OR LEASE OF PROPERTY OWNED BY THE PUBLIC BODY.

ADJOURNMENT

CONSIDER APPROVAL OF AGENDA

**MINUTES OF THE BOARD MEETING OF THE TRUSTEES,
VILLAGE OF TINLEY PARK, COOK AND WILL COUNTIES,
ILLINOIS, HELD SEPTEMBER 15, 2026**

The regular meeting of the Board of Trustees, Village of Tinley Park, Illinois, was held in the Council Chambers located in the Village Hall of Tinley Park, 16250 Oak Park Avenue, Tinley Park, IL on September 15, 2026. President Glotz called this meeting to order at 6:26 p.m.

President Glotz led the Board and audience in the Pledge of Allegiance.

Trustee Brady led the Board and audience in a prayer in remembrance of those who perished during the 911 attacks.

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

Village President:	Michael W. Glotz
Village Clerk:	Nancy M. O'Connor
Trustees:	William P. Brady William A. Brennan Michael G. Mueller Kenneth E. Shaw Colleen M. Sullivan
Absent:	Dennis P. Mahoney, Trustee
Also Present:	
Village Manager:	Patrick Carr
Assistant Village Manager:	Angela Arrigo
Assistant Village Manager:	Donna Framke
Village Attorney:	Michael DelGaldo

Motion was made by Trustee Sullivan, seconded by Trustee Brady, to approve the agenda as written or amended for this meeting. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Brady, seconded by Trustee Sullivan, to approve and place on file the minutes of the regular Village Board Meeting held on September 1, 2026. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

At this time President Glotz noted that the Business Spotlight for Avocado Theory will be presented at the October 6, 2026, Village Board meeting.

Motion was made by Trustee Mueller, seconded by Trustee Sullivan, to consider approving the following Consent Agenda items:

- A. CONSIDER ADOPTING RESOLUTION 2026-R-119 APPROVING A CONTRACT RENEWAL BETWEEN THE VILLAGE OF TINLEY PARK AND PRINCIPLE LIGHTING INC. FOR THE

DOWNTOWN HOLIDAY DECORATIONS IN THE NOT TO EXCEED AMOUNT OF \$97,402.13.

- B. CONSIDER ADOPTING RESOLUTION 2026-R-120 APPROVING A PURCHASE BETWEEN THE VILLAGE OF TINLEY PARK AND ATKORE INTERNATIONAL FOR THE OAK PARK AVENUE TRAIN STATION NORTH PARKING LOT BOLLARDS IN THE NOT TO EXCEED AMOUNT OF \$35,637.63.
- C. CONSIDER ADOPTING RESOLUTION 2026-R-121 APPROVING A BLANKET PURCHASE ORDER BETWEEN THE VILLAGE OF TINLEY PARK AND AMSIVE FOR UTILITY BILL PRINTING IN THE AMOUNT OF \$52,000.
- D. CONSIDER ADOPTING RESOLUTION 2026-R-122 APPROVING A PROFESSIONAL SERVICES AGREEMENT BETWEEN THE VILLAGE OF TINLEY PARK AND ROBINSON ENGINEERING LTD. FOR PHASE 1 (30% DESIGN) ENGINEERING PLANS FOR STREAMBANK STABILIZATION OF MIDLOTHIAN CREEK IN DOWNTOWN TINLEY PARK IN THE NOT TO EXCEED LUMP SUM OF \$213,000.
- E. CONSIDER ADOPTING ORDINANCE 2026-O-055 AMENDING THE ANNUAL BUDGET FOR THE FISCAL YEAR ENDING APRIL 30, 2027, FOR THE VILLAGE OF TINLEY PARK, COOK AND WILL COUNTIES, ILLINOIS.
- F. CONSIDER ADOPTING RESOLUTION 2026-R-123 APPROVING A CONTRACT BETWEEN THE VILLAGE OF TINLEY PARK AND SB FRIEDMAN DEVELOPMENT ADVISORS, LLC FOR TIF AND DEVELOPMENT ADVISORY CONSULTING SERVICES.
- G. CONSIDER A REQUEST FROM THE TINLEY PARK FOOD PANTRY TO CONDUCT A RAFFLE THROUGH THURSDAY, OCTOBER 1, 2026, WITH THE MAXIMUM VALUE OF THE PRIZE NOT TO EXCEED \$15,000. WINNERS WILL BE DRAWN AT PANDUIT 18900, PANDUIT DRIVE.
- H. CONSIDER PAYMENT OF OUTSTANDING BILLS IN THE AMOUNT OF \$2,945,976.04 AS LISTED ON THE VENDOR BOARD APPROVAL REPORTS DATED SEPTEMBER 11, 2026.

President Glotz asked if anyone from the Board would like to remove or discuss any items from the Consent Agenda. No items were removed or discussed. President Glotz asked if there were any comments from members of the public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Brennan, seconded by Trustee Mueller, to adopt and place on file **RESOLUTION 2026-R-124 RECOGNIZING OCTOBER 4 THROUGH OCTOBER 10, 2026, AS FIRE PREVENTION WEEK IN THE VILLAGE OF TINLEY PARK.** Fire Prevention Week is to be held in the Village of Tinley Park beginning October 4, 2026. All citizens are encouraged to do their share to provide a safe place in which to live and work by eliminating those fire hazards which cause the loss of life, property, and resources. Fire Prevention Week is always scheduled to coincide with the anniversary of the Great Chicago Fire of 1871. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Brennan, seconded by Trustee Sullivan, to appoint **HENRY JOYCE TO THE POSITION OF CUSTODIAN.** Henry has thirteen (13) years of professional experience providing residential and commercial cleaning services. He has worked independently and focuses on providing

excellent customer service. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Shaw, seconded by Trustee Mueller, to adopt and place on file **ORDINANCE 2026-O-056 GRANTING VARIATIONS FROM SECTION III.H.1. OF THE ZONING ORDINANCE TO PERMIT ENCROACHING FENCES AT 6535 177TH STREET (BERTRAM)**. The Plan Commission held a public Hearing on September 3, 2026, and voted 7-0 to recommend approval of the Variations in accordance with the plans and Findings of Fact listed in the Staff Report. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Mueller, seconded by Trustee Sullivan, to adopt and place on file **ORDINANCE 2026-O-057 GRANTING A VARIATION FROM SECTION III.H.1. OF THE ZONING ORDINANCE TO PERMIT AN ENCROACHING FENCE IN THE SECONDARY FRONT YARD AT 17500 70TH AVENUE (SEERUP)**. The Plan Commission held a public Hearing on September 3, 2026, and voted 7-0 to recommend approval of the Variation in accordance with the plans and Findings of Fact listed in the Staff Report. President Glotz asked if there were any comments from members of the Board or public. There were none. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

President Glotz asked if there were any comments from members of the public. There were none.

President Glotz asked if there were any comments from members of the Staff.

Community Development Director Michael Coleman stated that the speed bump in the parking lot at Pete's has been brought into compliance.

Assistant Village Manager/Marketing Director Donna Framke stated that the Tinley Park Chamber of Commerce Oktoberfest will take place at Harmony Square on September 18, 19, and 20. The final Music in the Plaza for this season will take place on September 26, featuring One of These Nights.

President Glotz asked if there were any comments from members of the Board.

Trustee Brady thanked Village Staff for the beautiful Patriot's Day Ceremony and encourage all citizens to participant in this event in the future.

President Glotz mentioned the Back to School event that took place on Sunday, September 13 and thanked all those who attended.

Motion was made by Trustee Mueller, seconded by Trustee Brady, at 6:47 p.m. to adjourn to Executive Session to discuss the following:

- A. DISCUSSION OF MINUTES OF MEETINGS LAWFULLY CLOSED UNDER THIS ACT, WHETHER FOR PURPOSES OF APPROVAL BY THE BODY OF THE MINUTES OR SEMI-ANNUAL REVIEW OF THE MINUTES AS MANDATED BY SECTION 2.06.

Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Motion was made by Trustee Sullivan, seconded by Trustee Brady, to adjourn the Village Board meeting at 6:55 p.m. Vote on roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

PLEASE NOTE: Where there is no summary of discussion on any items in the minutes, this reflects that no discussion occurred other than the introduction of the item.

APPROVED:

Village President

ATTEST:

Village Clerk



Interoffice Memo

Date: September 4, 2026
To: John Urbanski, Public Works Director
From: Ken Howard, Streets & Fleet Superintendent
Subject: Parkway Tree Planting Program

Presented at the Committee of the Whole on September 15, 2026 and Village Board Meeting on October 6, 2026, for consideration and possible action.

Scope of Work: Authorizing the purchase and installation parkway trees through the Suburban Tree Consortium, with one planting in the Fall of '26 and a second planting to take place in the spring of '27.

Background: As a member of the Suburban Tree Consortium (STC) since the summer of 2018 the Village has been able to purchase and install parkway trees on a yearly basis at a reasonable price through STC's seasonal bid program. STC with a membership of 50 suburban communities, in conjunction with the West Central Municipal Conference, can negotiate large scale orders at an increased buying power while enforcing stringent specification requirements with area nurseries. In the past the Village has planted on a yearly average 200 approved parkway trees, split into two plantings during the spring and fall.

Description: Approve the purchase and install of the Parkway Tree Planting Program for the fall of 2026. Staff are requesting that no more than 100 trees be planted at an average cost of \$479.25 per tree for the fall.

<u>Budget/Finance:</u>	Budget Amount:	\$58,373.50
	Purchase Amount:	\$47,925.00
	Contingency (10%):	<u>\$4,792.50</u>
	Total:	\$52,717.50
	Difference (Under Budget):	\$5,656.00

Staff Direction Request: Approve purchase amount of \$52,717.50 for Parkway Tree Planting Program with the Suburban Tree Consortium and West Central Municipal Conference.



Interoffice Memo

Date: September 16, 2026

To: John Urbanski, Public Works Director

From: Ken Howard, Streets Superintendent

Subject: Snow Removal – Parking Lots Contract (Renewal, Year 3 of 3)

Presented for the Committee of the Whole on September 15, 2026 and Village Board meeting on October 6, 2026 for consideration and possible action.

Scope of Work: This service contract includes the removal of snow by a qualified contractor for municipal owned parking lots and sidewalk locations throughout Tinley Park.

Background: In 2024 the Village held an RFP to determine a contractor to conduct snow removal from municipal parking lots and sidewalk locations. The bid was awarded to Beverly Snow & Ice, Inc. with two additional renewable years. Awarded bid was based off 25 snow events in a season. Beverly has been a reliable contractor with the Village over the past decade, and staff recommends renewal of third and final year of contract.

Description: Renew third year service contract with Beverly Snow & Ice, Inc. for snow removal of municipal parking lots and sidewalks at various locations throughout the Village.

<u>Budget / Finance:</u>	Budget Amount:	\$425,000
	Contract Amount:	\$293,200
	Contingency (40%):	<u>\$117,280</u>
	Total:	\$410,480
	Difference (Under Budget)	\$14,520

Staff Direction Request: Approve contract renewal and award service contract to Beverly Snow & Ice, Inc. in the not to exceed amount of \$410,480.



Interoffice Memo

Date: September 16, 2026

To: John Urbanski, Public Works Director

From: Ken Howard, Streets & Fleet Superintendent

Subject: Fleet Vehicle/Equipment Surplus List For Disposal

Presented at the Committee of the Whole on Sept. 15, 2026 and Village Board meeting Oct. 6, 2026 for consideration and possible action.

Scope of Work: On a yearly basis Public Works disposes of Village owned fleet vehicles and equipment that have been replaced or updated among various departments. The surplus list for disposal includes various items valued over \$1,000.

Background: When the Village replaces vehicles or equipment, staff declares outdated and unused vehicles or equipment as surplus to be disposed of or sold. Staff requests authorization from the board to dispose of the following Village owned vehicles/equipment through the following methods: vendor trade-in options, Enterprise Leasing, public auction, or salvage and recycling companies.

Description: Dispose of the following vehicles and equipment on the surplus list through one of the methods listed under in the background text.

SURPLUS LIST 2026

DEPT.					
Street	9	2006	International	Hi-Ranger Aerial Truck	1HTMKAAR76H239167
Street	49	2006	Ford	F450 3/4 ton Dump Truck	1FDXF47Y97EA37234
Water	52	2011	Ford	F550 Utilitymaster Body	1F66F5KY8BOA04148
Fire	O431	2004	Pierce	1500 GPM Pumper	4P1CD01W64A004310
Fire	OO21	2000	Pierce	1500 GPM Pumper	4P1CT02W5YA000983
Fire	O533	2005	E-One	95' Tower Ladder	4EN3ABA8151009236
Fire	1403	2014	Seawolf	13' Inflatable Boat	DVX00177H414
Fire	1404	2014	Oquawka	Boat Trailer	1Z9AB18104A056310
Police	10AZ	2016	Ford	Explorer	1FM5K8AR4GGA47105
Police	5DZ	2017	Ford	Taurus	1FAHP2D82HG139131
Police	1DZ	2016	Ford	Taurus	1FAHP2D89GG142221
Police	11DZ	2016	Ford	Taurus	1FAHP2D84GG141932
Police	6cz	2017	Ford	Explorer	1FM5K8D84HGA70999
Police	Dare1	2014	Ford	Taurus	1FAHP2E89EG128735

Police	4sz	2013	Ford	Explorer	1FM5K8AR5DGA72252
Police	2i	2016	Ford	Explorer	1FM5K8AR1GGA47112
Police	1L	2015	Ford	Explorer	1FM5K8AR1FGA35217
Police	1i	2017	Ford	Explorer	1FM5K8AR9HGE00875
Police	18BZ	2015	Ford	Explorer	1FM5K8AR2FGA35212
Police	2L	2011	Ford	Taurus	1FAHP2DW1BG190173
Police	6DZ	2015	Dodge	Caravan	2C4RDGBG5FR681365
Water	n/a	2019	Paladin	72" Angle Broom	1949037

Staff Direction Request: Authorize staff to take necessary action for the disposal of vehicles or equipment, found on the surplus list.



Interoffice Memo

Date: September 10, 2026

To: Pat Carr – Village Manager
John Urbanski – Public Works Director

From: Kyle Vester – Village Engineer

Subject: Professional Services Agreement with Christopher B. Burke Engineering, Ltd. for Engineering Design and Bid Assistance for FY27 Bridge Repairs

Prepared for the Committee of the Whole on September 15, 2026 and Village Board Meeting on October 6, 2026 for consideration and possible action.

Description: The Village inspects bridges and culverts through out town for stream crossings annually. Each bridge/culvert inspection is on a schedule ranging up to four-year cycles. Over the last two years, we have had two bridges/culverts inspected that were identified for repairs related to concrete spalling and drain repairs. Maintenance recommendations for other inspected bridges include clearing out debris, crack sealing of the roadway, and minor sidewalk repairs.

Christopher B. Burke Engineering, Ltd. (CBBEL) provided a proposal to develop design and bid documents and provide bidding assistance, along with a preliminary cost estimate for the repairs. Staff reviewed the proposal and finds the scope of work acceptable and in accordance with our existing Professional Service Agreement for Engineering and Landscape Architecture Services with CBBEL. We anticipate the Engineering and Construction of the bridge repairs will be within the allocated budget.

Budgeting: PW Staff requested funding for bridge repairs for Fiscal Year 2027 to address the needed repairs to the concrete structures and was approved for \$300,000.

Staff Direction Request: Approve the Professional Services Agreement with Christopher B. Burke Engineering, Ltd. for Engineering Design and Bid Assistance for FY27 Bridge Repairs for a total, not-to-exceed, amount of \$30,010.



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: October 6, 2026
To: Village Board
From: Laura Godette, Deputy Clerk
Cc:

Subject: Executive Session Minute Review

Pursuant to 5 ILCS 120/2.06(d) of the Illinois Open Meetings Act, the President and Board of Trustees of the Village of Tinley Park will periodically meet to review the minutes of all meetings of the President and Board of Trustees that have been closed to the public. After the review, the Board will consider the approval and release of certain Closed Session minutes. At this time, confidentiality still exists as to executive session minutes.



Interoffice Memo

Date: August 31, 2026

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

From: Jonathan Mittelman - Commander, Police Department

Subject: Requesting Board Approval to Process Payment for Motorola Solutions Invoice 1411267353 in the amount of \$27,000.96 for Vigilant Competitive LPR Server Account Access

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

Purpose: I am requesting Board approval to process payment for Motorola Solutions Invoice 1411267353 in the amount of \$27,000.96 for Vigilant Competitive LPR Server Account Access.

Background: After receiving the invoice, the Police Department contacted Motorola for clarification on the billing structure. Motorola has confirmed that the prior year charge included on this invoice was the result of "The invoice is for competitive licenses (non-MSI cameras being integrated into VM). It appears these were previously renewed through Minuteman, but Minuteman terminated the subscription through SubOps. Consequently, we re-entered the renewal on the Tinley Park account and back-dated it.". The error only came to light after TPPD reached out regarding recent system error messages, prompting Motorola to review the account and identify the missed billing cycle.

Current Status: Motorola has provided the necessary clarification, and the Police Department is satisfied with the explanation. The billing irregularity has been accounted for and corrected.

Request: With all required information now received, I respectfully request Board approval to process payment for Motorola Solutions Invoice 1411267353 in the amount of \$27,000.96.



Interoffice Memo

Date: October 6, 2026
To: Village Board
From: Donna Framke, Marketing Director, Amanda Gaus, Special Events Specialist
Cc:

Subject: 2026 Holiday Happenings

Staff is preparing for the 2026 Holiday season, which will feature an expanded holiday experience throughout Harmony Square. The new synthetic ice rink and accompanying light show will anchor the festivities, complemented by the curling lanes and a variety of seasonal attractions. Beginning November 20 and continuing through early January, Harmony Square will feature lights, music, and holiday programming, creating a festive destination for residents and visitors.

Seasonal displays will include returning favorites including the community Christmas tree at the southeast entrance of the plaza, a walk-through ornament, Santa's reindeer and sleigh, oversized candy canes and nutcrackers, illuminated Harmony Square buildings, and other holiday-themed installations. The light show will run hourly throughout the evening.

Holiday décor will also extend beyond Harmony Square, with illuminated street-pole decorations, seasonal banners, and festive displays at the train stations and Village Hall adding to the Village-wide atmosphere. Following the holiday season, the décor at Harmony Square will transition to a Valentine's theme in early January, allowing the ice rink and related activities to continue through mid-February.

To ensure the rink is fully lit and decorated for the holidays, the Holiday Happenings event format is being updated. The Tree Lighting Ceremony will again coincide with the ice rink season kick-off on Friday, November 20 and the Holiday Market will take place on Saturday, December 5 and Sunday, December 6.

The Holiday Market weekend will again offer a full lineup of seasonal entertainment,

with performances from local bands, dance groups, and other holiday-themed acts throughout the weekend. A total of 29 food, beverages, and specialty vendors will be on-site, providing a variety of options for attendees. Guests can also enjoy complimentary photos with Santa and horse-drawn carriage rides at the train station and surrounding area. The festivities will wrap up Sunday evening with the annual Parade of Lights, presented in partnership with the Tinley Park Chamber of Commerce.

We are seeking approval to contract with PRO EM National Event Services for the installation and takedown of the 82' x 131' tent that will be installed in the north commuter lot of the Oak Park Avenue Metra station. The \$43,859.65 price reflects an \$878.47 increase over last year. PRO EM is the same vendor that was used last year, and their quote is the only quote received for responsible bidders. This expense is included in the FY27 budget and is offset in part by vendor fees.

Installation of the tent is scheduled to start Wednesday, December 2, 2026, and be taken down by Monday, December 7, 2026.

Harmony Square Ice Rink Experience – 2026–2027 Season

The Harmony Square Ice Rink Experience will return for its second season beginning on November 20, 2026. Following the success of the inaugural season, we have established updated pricing, operating hours, and programming for 2026-2027. The ice rink installation will begin on November 2, 2026. At that time Harmony Square will be closed off to the public while crews install the rink and holiday decor.

Admission and Rentals

Public skating will be offered Tuesday through Sunday, with the rink closed on Mondays and major holidays.

- Tinley Park Residents: Free admission with valid identification; skate rental is \$5 per person.
- Non-Residents: \$3 admission per person; skate rental is \$5 per person.
- Curling Lane Rentals: \$20 per hour.
- Birthday Party Packages: \$200 on weekends and include admission and skate rentals for up to 10 people, as well as use of a private room in Studio 67.

Additional rink rules, regulations, and weather-related policies will be available at HarmonySquare.org.

Operating Schedule

The rink will operate on a seasonal schedule designed to accommodate holiday programming, school breaks, and anticipated winter activity.

Early Season: November 20, 2026 – January 3, 2027

- Tuesday – Sunday: 4:00 PM – 9:00 PM
- Closed Mondays and the following holidays:
 - Thanksgiving
 - Christmas Eve
 - Christmas Day
 - New Year's Day

During the District 140 and District 146 winter breaks, the rink will open at 2:00 PM on designated days to accommodate increased daytime family traffic. Specific dates will be determined based on the respective school calendars.

New Year's Eve – December 31

- Noon Year's Eve Skate: 12:00 PM – 3:00 PM

Late Season: January 4, 2027 – End of Season

Beginning in early January, the rink will operate on a reduced schedule:

- Thursday – Saturday: 4:00 PM – 8:00 PM
- Sunday: 12:00 PM – 4:00 PM

The rink will also open for select Monday holiday and school-closure dates:

- Martin Luther King Jr. Day: 12:00 PM – 3:00 PM
- Presidents Day: 12:00 PM – 3:00 PM

Programming

Curling will return for the 2026–2027 season, with curling lane rentals available throughout the season. A Friday night curling league will also be introduced beginning in January.

Birthday party packages will continue to be offered on weekends through Studio 67, providing an additional private event option within the Harmony Square Ice Rink Experience.

Themed skating days include: Ugly Sweater Day, Superhero Skate, Galentine's Day,

Glow Party, Super Bowl Shuffle, along with the Thursday night Mini-Markets.

RAFFLE

CONSENT AGENDA

RAFFLE

CONSENT AGENDA

RAFFLE

CONSENT AGENDA

VENDOR REPORT

TINLEY PARK BUSINESS SPOTLIGHT

President Glotz and
Village Board

Tinley Park Back to School Kickoff

President Glotz

STAFF APPOINTMENT

President Glotz

SWEARING-IN CEREMONY

CLERK O'CONNOR

STAFF APPOINTMENT

President Glotz

SWEARING-IN CEREMONY

CLERK O'CONNOR



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.



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

STAFF COMMENT

BOARD COMMENT

EXECUTIVE SESSION