



TRI-COUNTY REGIONAL PLANNING COMMISSION

EST. 1958

EXECUTIVE BOARD MEETING

456 Fulton St. Suite 401

Peoria, IL 61602

Don White, CHAIRMAN

(Chuck Nagel, Rita Ali, Russ Crawford, Greg Menold, Autum Jones, John Kahl, and Andrew Rand

Monday, January 16, 2023

9:00 a.m.

<https://global.gotomeeting.com/join/291023189>

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United States: +1 (408) 650-3123

Access Code: 291-023-189

AGENDA

1. Call to Order
2. Roll Call
3. Public Input
4. Motion to approve November 21, 2022 minutes
5. Executive Director report
6. Public Meeting – Long-Range Transportation Plan (LRTP) 2045 Amendment – Handout
7. Recommend to Commission to adopt the Slate of Officers, Executive Board, Committee Chairpersons and Members for a Period from February 1, 2023-June 30, 2023. (Resolution 23-45)
8. Recommend to Commission approval of promotion(s) in place (Resolution 23-47)
9. Recommend to the Commission Employee Health Insurance package (Resolution 23-42)
10. Recommend to the Full Commission Liability Insurance renewal (Resolution 23-43)
11. Other
12. Adjournment



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Don White, CHAIRMAN

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Monday, November 21, 2022

9:00 a.m.

AGENDA

1. Call to Order

Chairman Don White called the meeting to order at 9:00 AM

2. Roll Call

Present: Don White, Greg Menold, Rita Ali, Autum Jones, and Russ Crawford. Virtual: Andrew Rand. Absent: Chuck Nagel, and John Kahl. Staff: Eric Miller, Debbie Ulrich, Ray Lees, Reema Abi-Akar, and Michael Bruner

3. Public Input- none

4. Motion to approve October 17, 2022, minutes

Rita Ali moved to approve October 17, 2022, minutes and Autum Jones seconded. Motion carried.

5. Executive Director report

Eric Miller reported on the following:

- Project Prioritization process
 - Prospect Road, Pioneer Park, City of Peoria, and City of Pekin
- Passenger Rail received 2 grants
- Federal rail administration meeting
- Kickapoo Creek- Watershed
 - Reema Abi-Akar updated on the Section 319 grant. It is a 60/40 split. We will hire a consultant to do the work. The challenge is for the \$40,000 match.
 - Eric Miller said we may need to ask for assistance from TCRPC
 - Russ Crawford mentioned that Rock Glen should be happy for the 60/40 split. We should not contribute more than 20%
 - Rita Ali suggested Federal funding. State and local legislatures, Soil & Water Conservation, CAT, GPSD, City of Peoria
 - The timeline is March 2023
 - Don White agreed to try and get stakeholders
 - Russ Crawford added we need to protect our funds

6. Discussion of Regional Prioritization process,

- Lobbying/ partnership with local agencies
 - Eric Miller reported this is a repeatable expense to support projects completely. He said Mike Phelan suggested using lobbyists. May use local funds for lobbying.
 - Don White is there a need for lobbyists. Some small areas are not fond of them.
 - Russ Crawford said why not use the politics and have them behind you on projects
 - Rita Ali said the City of Peoria has 2 lobbyists. There is a lot of value to give strength for priorities.
 - Autumn Jones asked if we have engaged in any of the new representatives and Eric Miller said no.
 - Greg Menold said this may be a necessary evil.
 - Andrew Rand generally agreed.
 - Eric Miller asked how to get a lobbyist, will need to put out RFP?

7. Discussion of Brownfields Partnership with EDC

- Ray Lees explained this is to redevelop sites
- Eric Miller said this is not a government site. Need to seek multi- regional consultant for procurement process. Staff time to administer support
- Rita Ali asked who will manage grant. Eric Miller said TCRPC will help.
- Greg Menold asked for an example of project. Eric Miller said old, abandoned property. Mostly there are environmental issues. We would help for initializing the use of old property or land.
- Autumn Jones asked if a site has been selected? Ray Lees replied to no. There is a site on EDC website of viable use of projects.
- Andrew Rand asked where will funds for testing be from? Ray Lees replied there are no funds needed for analysis process.
- Eric Miller suggested to have Chris Setti from EDC to next Executive Board meeting for further discussion. There hope is to start next year. There is no timeframe.
- Russ Crawford asked why EDC doesn't do the work? We need to make sure all funds are looked at. We need to make sure this is the best way to be done so to be beneficial for all involved.

8. Discussion of HUD Healthy Homes grant

- Local government agency to sign off on Environmental Review process
 - Michael Bruner discussed Peoria Heights application for HUD. HUD released a document for healthy homes. METEC has a \$2M grant and some will go to Peoria Heights. The need is to sign off environmental reviews. They asked us to help. There is a formal agreement to sign off for environmental process. We need to sign and send to HUD.
 - Eric Miller added this is a 3-year grant. It is to make sure METEC does it correctly. Will have resolution at next meeting.
 - Rita Ali asked how many hours this will consist of?

- Michael Bruner said this is a 2-tier process (1) satisfy rules and (2) 2 or 3 reviews for each property. Should take 1 hour per review.
- Russ Crawford asked if we are overloading TCRPC
- Don White asked how we at grading are these and Eric Miller said A+

9. Discussion of IMRF cost study
Eric Miller said we started a cost study.

10. Other

11. Adjournment
Don White moved to adjourn at 10:00 Am and Autumn Jones seconded. Motion carried.

Submitted by:
Eric Miller, Executive Director

Recorded and transcribed by:
Debbie Ulrich, Office Manager

To: Members of the Commission
From Eric W. Miller, Executive Director
Date: January 11, 2023
Subject: Executive Director Report for January 2023

Project	Activity	Status
Administrative		
Headlines	Working on Regional Priority Process	Ongoing
	Working with stakeholders and lead agency on guardrail HSIP project	Ongoing
	Monitored Federal Grants NOFO's	Ongoing
	Working with members on support for federal grant programs	Complete
	Developing transportation dashboard	Ongoing
	Kickapoo Creek 319 Grant award	Ongoing
	HUD Healthy Homes grant implementation assistance Contract signed with	ongoing
	Worked with stakeholders and consulting team re: Passenger Rail Federal Grant Applications	Ongoing
	Accepted resignation of Planner 1	Ongoing
	Prep for Call for projects / Transportation Alternatives / FTA 5310	Ongoing
Personnel		Ongoing
	Semi-annual staff reviews ongoing	Ongoing
	IMRF Cost Study underway	
Website	Content review of website.	Ongoing
Planning issues		
Illinois River Issues	Continued coordination of Beneficial Use of Dredged Material Pilot project	Ongoing
	Continued coordination and outreach regarding Asian Carp	Ongoing
	Continued coordination with USACE for funding opportunities related to IL river/Peoria lakes	Ongoing
HUD Healthy Homes	Contract signed with Metec to perform Environmental sign off	Ongoing
Village of Tremont Comp Plan	Report Complete	Complete
Village of Germantown Hills Comp Plan	Continued discussion with Village board regarding scope of work	Ongoing
Village of Creve Coeur	Continued discussion with Village board regarding scope of work	Ongoing
Village of Bartonville	Continued discussion with Village board regarding scope of work	Ongoing
City of Chillicothe	Continued discussion with Village board regarding scope of work	Ongoing
Village of Brimfield	Continued discussion with Village board regarding scope of work	Ongoing
Watershed Planning	Submitted Scope of Work and IEPA 319 Grant Submittal for a Watershed plan in Kickapoo Creek WS	Ongoing
Hazard Mitigation Plan	Work has Commenced Meeting with Stakeholders	Ongoing
GIS Projects/ Asset Management		
Village of Elmwood	Dunlap	Ongoing
Washburn	Peoria Heights	Ongoing
Minonk	Village of North Pekin	Ongoing
Delavan	Village of Washburn	Ongoing
North Pekin	Peoria Park District	Ongoing
El Paso	Tremont	Ongoing
Hollis Park District	Hanna City	Ongoing
Chillicothe	Creve Coeur	Ongoing
Bartonville	Sidewalk Inventory	Complete
Logan County GIS technical assistance	Signed Contract, work has commenced	Ongoing
Greater Peoria Sanitary District	Technical Assistance as needed	Ongoing
MPO/Transportation		
Technical Committee	Prepare agenda for and coordination for Technical Meetings	ongoing
Transportation Improvement Program	Development of FY 23 Transportation Improvement Program	Complete
	Creation of web based TIP document application	
	Processed FY 23 TIP Amendments	Ongoing
Intelligent Transportation Systems	Continued work on update to regional ITS architecture	on hold
Highway Safety Improvement Program Guardrails	working with Stakeholders to identify project lead for implementation	Ongoing
Special Transportation Studies		
FY23		
Chillicothe Active Transportation Plan	Project is underway, coordinating with consultant	Ongoing
City of Peoria Intersection Study	Project is underway, coordinating with consultant	Ongoing
City of Pekin Bike/Ped plan	Project is underway, coordinating with consultant	Ongoing
MPO TDM work	Work Completed	Complete
FY22		
East Peoria Storm Sewer planning	Work Completed	Complete
Passenger Rail multimodal Center location study	Work Completed	Complete
FY 21 State Planning and Research Funding		
Asset Management software	Project is underway, coordinating with consultant	Ongoing
Activity Based Travel Demand Model	Project is underway, coordinating with consultant	Ongoing
Congestion Management Plan	Work is complete	Complete
FY 23 State Planning and Research Funding		
Heart of Illinois Regional Port District Master Planning	Contract development with IDOT/ Consultant selection / project mobilization underway	Ongoing
Regional Community Planning	Signed Contract with IDOT/Consultant selection / project mobilization underway	Ongoing
HSTP/Transportation		
5310 program Grant	work with 5310 Grant recipients to ensure commitment to project	Ongoing
HSTP Plan	Development of HSTP Plan/ Public review underway	Ongoing
HSTP meetings		Ongoing

RESOLUTION 23-45

A Resolution of the Tri-County Regional Planning Commission to Adopt the Slate of Officers, Executive Board, Committee Chairpersons and Members for a Period from February 1, 2023-June 30, 2023.

Whereas, the Nominations Committee of the Tri-County Regional Planning Commission, hereafter referred to as the Commission has recommended a slate of nominations for the Commission Officers, Executive Board, Committee Chairpersons and Members, as per Commission bylaws; and

Whereas, the Nominations Committee of the Commission has contacted all appointees and received their agreement for said appointments; and

Whereas, the Nominations Committee recommends the following Commission Officers, Executive Board, Committee Chairpersons and Members.

Therefore Be It Resolved By the Commission as Follows: That beginning February 1, 2023-June 30, 2023, the following shall be the Commission Officers, Executive Board, Committee Chairpersons and Member Appointments:

Executive Board:

Chairman Greg Menold- Tazewell
Vice-Chairman Chuck Nagel-Woodford
Treasurer Rita Ali-Peoria City
Russ Crawford-Tazewell
Autum Jones-Woodford
John Kahl-At-Large
Danny Phelan-Peoria
Camille Coates-Peoria

Personnel Committee:

Chairman Chuck Nagel-Woodford
John Kahl-At Large/Tazewell
Camille Coates-Peoria

Ways & Means Committee:

Chairman Rita Ali-Peoria
Russ Crawford-Tazewell
Autum Jones-Woodford

Nominations:

Chairman Russ Crawford-Tazewell
Chuck Nagel-Woodford
Danny Phelan-Peoria

Commission Leadership Rotation*:

Tazewell (2023-2025)-Woodford (2025-2027)-Peoria (2027-2029)

*Official terms are one year with the possibility of one additional year, determined by Nominations Committee recommendation. Exception: Abbreviated terms due to departure from office, with replacement by Nominations Committee recommendation.

Presented this 1st day of February, 2023

Adopted this 1st day of February, 2023

Greg Menold, Chairman,
Tri-County Regional Planning Commission

ATTEST:

Eric Miller, Executive Director,
Tri-County Regional Planning Commission



TRI-COUNTY REGIONAL PLANNING COMMISSION

EST. 1958

DATE: January 12, 2022

ISSUE: Promotion in Place for selected Commission employees

Discussion regarding promotions and salary increases for selected Commission employees

ACTION NEEDED BY EXECUTIVE BOARD:

- Make recommendation to Full Commission

Background:

In June of 2022, the Executive Committee discussed and the Full Commission acted on Cost-of-Living adjustments for all qualified staff members. After lengthy discussion regarding staff retention and unique economic conditions (inflation, work force shortage, issues attracting professional talent locally) the Commission increased the budget for salary items from 5% to 8%. I made the decision to award a 6% cost of living adjustment to all staff. This meant that 2% could be awarded later in the year for merit increases or promotions. The Commission also directed staff to perform a compensation study.

The Commission hired HRFIT to perform a compensation study to look at salaries and benefits at organizations comparable to TCRPC. The conclusion of the study states that our experienced planners (3-5Yrs) are behind their counterparts at other organizations and, our entry-level starting salaries are behind our competitors. While our fringe benefits (Employee Health insurance and PTO) were comparable to other organizations, our Retirement plan was not on par with many of the organizations who participate in the Illinois Municipal Retirement Fund (IMRF). This was an issue with the attraction of professional staff coming from other IMRF agencies to the Commission.

To immediately address the issue of compensation, the management team conducted mid-year reviews with all staff. The Commission has a promotion in place policy to recognize and reward employees for excellent work above and beyond the annual cost of living increase which the Commission has encouraged the Executive Director to implement and reward employees by promoting them and accordingly adjust their salary.

The Planning Program Manager and I have Performed mid-year reviews with staff for the purpose of developing a recommendation for employee promotions. After much discussion between the Accountant, Planning Program Manager, and myself, I recommend to you that you consider the following:

Action

Recommend to the Commission

The Promotion of :

Michael Bruner, Planner III to Senior Planner

Reema Abi-Akar, Planner III to Senior Planner

Britney West, GIS Specialist II to GIS Specialist III

All promotions would carry a corresponding salary adjustment. Other commission employees, not including the Executive Director and Planning Program Manager, will receive a 2% salary increase.

The overall salary increase to the Commission would be not greater than \$30,000 plus corresponding employment taxes and retirement increases. The FY 22 budget will allow for this proposed increase as outlined in the accountant's analysis which is attached. The preliminary FY 24 budget will also allow for the proposed increase in the salary line item as we have confirmed that IDOT will be increasing our PL grant by approximately 23%. All salary costs are reimbursable to the Commission on contracts that pay salary + fringe +overhead.

As for contracts that pay a fixed hourly amount, upon renewal, new hourly rates will be adjusted (if appropriate) to cover an increased personnel expense.

Remaining Budget for Wages, Fringe Benefits, and Indirect for FY23

Please reference the included spreadsheets for a more comprehensive picture of the budgets.

The remaining budget for wages between all our combined programs is just over \$313k.

The remaining wages budget for just our major programs, UPWP and HSTP is approximately \$242k. Both contracts expire (for wages) 06/30/2023.

The remaining wages budget for the SPR grant for ISI Asset Management Software is approximately \$33k. This contract expires 10/31/2023.

The remaining wages budget of \$38k - \$39k is for our local GIS and Planning commitments for GPSD, Logan, Tazewell, and Woodford Counties. These hours and billable wages are subject to available work, the budget is based on an estimate.

No new contracts were used in the calculation.

At current pay rates, with current staffing levels (not including F. Lewis), billable wages are expected to be approximately \$183k for the remainder of FY23.

The expected billable wages are approximately \$59k less than the remaining contract budget wages for just UPWP and HSTP.

Expected billable wages are approximately \$130k less than the total remaining contract budget wages including all local contracts.

This is not including any new staff costs.

If 2 new planners are hired at approximately F. Lewis's current rate and all other staff remain at current pay rates, billable wages are expected to be approximately \$219k for the remainder of FY23.

The expected billable wages are approximately \$23k less than the remaining contract budget wages for just UPWP and HSTP.

Expected billable wages are approximately \$94k less than the total remaining contract budget wages including all local contracts.

If the majority of staff time is allocated to billable programs as expected, the current budget should easily accommodate an increase in staff wages of \$30k.

****DOES NOT INCLUDE NEW STAFF COSTS**

Program	Remaining Contract Budget for Wages	Contract End Date (for Wages)	Notes	Remaining Contract Budget for Fringe	Remaining Contract Budget for Indirect	Total
FY23 UPWP	216,656.39	6/30/2023		64,466.75	101,344.90	
HSTP	25,438.50	6/30/2023		8,126.50	12,100.15	
21T0030 SPR Funds - FY23 Asset Mgmt						
Software	32,813.77	10/31/2023		10,336.34	15,555.61	
GPSD	3,562.50	6/30/2023	N/A		N/A	
Logan County	18,562.50	6/30/2023	N/A		N/A	
Tazewell County	7,065.98	6/30/2023	N/A		N/A	
Woodford County	9,568.50	6/30/2023	N/A		N/A	
Remaining Billable Budgets	313,668.14			82,929.59	129,000.66	525,598.39

****DOES NOT INCLUDE NEW STAFF COSTS**

Expected Remaining Wages for FY23**					Total
Total Wages			274,576.91		
Billable Wages	182,953.07				
Indirect Wages					91,623.84
Fringe Costs				73,883.86	
Total Wages, Fringe, and Indirect	182,953.07			73,883.86	348,460.77
Excess (Deficient) Budget Funds	130,715.07			9,045.73	177,137.62

****Expected Wages are at current pay rates. These wages, fringe benefits, and indirect costs include a replacement Planner I for F. Lewis, and a new Planner I at the same pay rate as F. Lewis.**

****Indirect Wages include estimated PTO that will be used, holidays, all TCRPC Admin, accountant time, and all other unbillable time. If less time is used for PTO or unbillable time, it would reduce the indirect cost and the time would be classified as billable.**

Programs Not Used in Calculation

Program	Remaining Contract Budget for Wages	Contract End Date (for Wages)	Notes	Remaining Contract Budget for Fringe	Remaining Contract Budget for Indirect	Total
Comp Plan - NEW 1	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 2	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 3	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 4	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 5	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
FY23 SPR - Port District Master Plan	N/A	N/A		N/A	N/A	
Hazard Mitigation	N/A	N/A		N/A	N/A	
HUD Healthy Homes	N/A	N/A		N/A	N/A	
METEC	N/A	N/A		N/A	N/A	

****INCLUDES NEW STAFF COSTS**

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HSTP	25,438.50	6/30/2023		8,126.50	12,100.15	
21T0030 SPR Funds - FY23 Asset Mgmt						
Software	32,813.77	10/31/2023		10,336.34	15,555.61	
GPSD	3,562.50	6/30/2023		N/A	N/A	
Logan County	18,562.50	6/30/2023		N/A	N/A	
Tazewell County	7,065.98	6/30/2023		N/A	N/A	
Woodford County	9,568.50	6/30/2023		N/A	N/A	
Remaining Contract Budgets	313,668.14			82,929.59	129,000.66	525,598.39

****INCLUDES NEW STAFF COSTS**

Expected Remaining Wages for FY23**					Total
Total Wages				318,886.95	
Billable Wages	219,069.01				
Indirect Wages					99,817.94
Fringe Costs				82,099.56	
Total Wages, Fringe, and Indirect	219,069.01			82,099.56	400,986.51
Excess (Deficient) Budget Funds	94,599.13			830.03	124,611.87

****Expected Wages are at current pay rates. These wages, fringe benefits, and indirect costs include a replacement Planner I for F. Lewis, and a new Planner I at the same pay rate as F. Lewis.**

****Indirect Wages include estimated PTO that will be used, holidays, all TCRPC Admin, accountant time, and all other unbillable time. If less time is used for PTO or unbillable time, it would reduce the indirect cost and the time would be classified as billable.**

Programs Not Used in Calculation						
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Comp Plan - NEW 2	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 3	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 4	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
Comp Plan - NEW 5	11,179.07	6/30/2025	Not likely in FY23	3,521.41	5,299.52	
FY23 SPR - Port District Master Plan	N/A	N/A		N/A	N/A	
Hazard Mitigation	N/A	N/A		N/A	N/A	
HUD Healthy Homes	N/A	N/A		N/A	N/A	
METEC	N/A	N/A		N/A	N/A	

RESOLUTION 23-47

A RESOLUTION OF THE TRI-COUNTY REGIONAL PLANNING COMMISSION TO APPROVE FY 2022 WAGE ADJUSTMENTS FOR EMPLOYEE PROMOTION IN PLACE

WHEREAS, the Tri-County Regional Commission, hereafter referred to as the Commission, employs a staff of administrators, planners, and specialists, and

WHEREAS, the Commission's professional staff has successfully carried out the policies and assignments of the Commission as set out in the FY 2023 Overall Work Program, and

WHEREAS, The Commission's policy is to encourage employee retention and to recognize and reward employees for excellent work and,

WHEREAS, the Executive Board has directed the Executive Director to evaluate employees and consider a promotion in place plan, and

WHEREAS, The Executive Director has reviewed employees and has met with the Executive Committee, and

WHEREAS, The Executive Committee has recommended to the Commission the promotions in place, and

WHEREAS, the FY 2023 Budget accounts for the sum of the increase for the staff promotions, and

THEREFORE, BE IT RESOLVED BY THE COMMISSION AS FOLLOWS: That the Commission approves an amount not to exceed \$30,000 for FY 2023 for the purpose of Employee Promotions.

Presented this 1st day of February 2023

Adopted this 1st day of February 2023

Greg Menold Chairman
Tri-County Regional Planning Commission

ATTEST:

Eric W. Miller, Executive Director
Tri- County Regional Planning Commission



TRI-COUNTY REGIONAL PLANNING COMMISSION

EST. 1958

DATE: January 12, 2023

ISSUE: Health Insurance Renewal

Discussion regarding contracts for employee health insurance renewal

ACTION NEEDED BY EXECUTIVE COMMITTEE:

- Make recommendation to Full Commission

BACKGROUND:

The Commission provides medical, dental, vision, and short-term disability insurance to its employees. The health insurance contracts currently provided by United Health Care River Valley, Delta Dental and Guardian will expire on February 28, 2023. Our health insurance broker, Tim Neuhauser of Envision Insurance, has provided me with insurance bids from multiple companies for consideration. I have reviewed those options with Tim and have provided staff with an opportunity to review the recommendations.

The Commission's policy for employees as it relates to health insurance requires Commission employees to pay a portion of their healthcare costs. The policy took effect on March 1, 2017. Employees hired before July 1, 2016, will contribute \$50 per month and employees hired after July 1, 2016 will contribute \$100 per month.

The Commission also has a policy providing a dual tier insurance plan to employees. The dual tier plan includes a Preferred Provider Option (PPO) plan and a High Deductible (HD) plan with a Health Savings Account (HSA) option. Furthermore, the Commission has a policy to consider making an annual employer contribution to the employee HSA. The employer contribution would be an incentive to encourage employees to consider the less expensive (premium) High Deductible/HSA option.

Medical Insurance:

Staff has evaluated multiple options from health insurance carriers that are available to our region. (United Health Care, Blue Cross Blue Shield,). Our current provider, Blue Cross Blue Shield has provided a renewal option with a 8.26% increase in premium. The renewal benefits would be almost identical for employees. Last year, the Blue Cross option provided an 18.61% decrease from the previous year. The Blue Cross Blue Shield Platinum P5E1BCE is the most cost-effective PPO choice for the Commission and its employees.

In terms of HD plans the BCBS Gold G535BCE plan is the most cost-effective choice for those employees choosing the HD plan.

Please see Attachment A

Employer Contribution to an Employee Health Savings Account

Per the employee health benefit policy, if an employee were to enroll in an eligible High Deductible insurance plan, the employee would be eligible to have a Health Savings Account (HSA). Employees could contribute their own funds to the HSA pre-tax. To incentivize employees to take the HD HSA option, employers can make a contribution to the HSA. The Commission's employer contribution would be limited to this contract year only. All future employer contributions would be decided by the Commission on an annual basis. Analysis has indicated that the Commission could save 23% of premium cost per employee if the employee would sign up for the HD/HSA insurance plan.

Dental Vision and Short-Term Disability

Staff have received quotes for Dental, Vision, and Short-Term Disability insurance from our insurance Broker. Attached are the worksheets that show the premium cost to the Commission.

Delta Dental has proposed a one-year contract with a 3% increase in premium.

Attachment B

Guardian has proposed a one-year contract with a \$73/year increase in premium for vision insurance, no increase in premium for Short Term Disability, and a no increase in premium for basic life insurance.

Attachment C

Reimbursement

Commission costs of health insurance benefits are recovered by direct reimbursement or the “Fringe Benefit Rate” from federal and state contracts and by hourly rates for local projects.

Recommendation

I recommend the Commission approve contracts for employee health insurance for the March 1, 2023, to February 28, 2024

contract year with the following:

Medical insurance -

Blue Cross Blue Shield Platinum

PPO Plan number P5E1BCE (8.26% increase from previous contract)

HD- Plan number G535BCE (14.55% increase from previous contract)

Dental Insurance –

Delta Dental (1.2% increase from previous contract)

Vision, Short Term Disability, Life -

Guardian (1.3% increase from previous contract)

Commission (Employer) Contribution to employee Health Savings Account:

\$500 contribution per employee (who choose the HD Plan) 1 employee

\$1000 contribution per employee and eligible dependents (who choose the HD Plan)

BCBS Group Health Comparison for: Tri-County Regional Planning Commission



BENEFITS		Blue Cross Platinum P5E1BCE Current	Blue Cross Platinum P5E1BCE Renewal	Blue Cross Gold G535BCE Current HDHP	Blue Cross Gold G535BCE Renewal HDHP	Blue Cross Gold G532BCE Option 1	Blue Cross Gold G531BCE Option 2	Blue Cross Silver S534BCE Option 3 HDHP	Blue Cross Silver S5J1BCE Option 4 HDHP
Deductible				(HSA)	(HSA)			(HSA)	(HSA)
Single Deductible (In / Out)		500 / 1,000	500 / 1,000	2,900 / 5,800	3,000 / 6,000	1,500 / 3,000	2,500 / 5,000	5,000 / 10,000	6,000 / 12,000
Family Deductible (In / Out)		1,500 / 3,000	1,500 / 3,000	8,700 / 17,400	9,000 / 18,000	3,000 / 6,000	5,000 / 10,000	14,100 / 28,200	12,000 / 24,000
Physician Co-Pay (In-Ntwrk) PPO PCP / Specialist <i>*Applies to Out of Pkt Max only</i> <i>*Members under 19 yrs. CoPay</i>		\$0 CoPay Preventive \$20 / \$40 Same	\$0 CoPay Preventive \$20 / \$40 Same	\$0 CoPay Preventive Ded. Then Colns. Same	\$0 CoPay Preventive Ded. Then Colns. Same	\$0 CoPay Preventive \$40 / \$60 Same	\$0 CoPay Preventive \$20 / \$60 Same	\$0 CoPay Preventive \$0 AFTER Ded. Same	\$0 CoPay Preventive \$0 AFTER Ded. Same
Co-Insurance (In / Out)		10% / 40%	10% / 40%	20% / 50%	20% / 50%	20% / 50%	20% / 50%	0% / 0%	0% / 0%
Single Out of Pocket Max (In / Out) <i>* Includes CoPays, Co-Ins., & Deductible (ACA Plans only)</i>		1,500 / Unlimited	1,500 / Unlimited	5,250 / Unlimited	5,250 / Unlimited	6,250 / Unlimited	5,000 / Unlimited	5,000 / 10,000	6,000 / 12,000
Family Out of Pocket Max (In / Out)		4,500 / Unlimited	4,500 / Unlimited	14,000 / Unlimited	14,000 / Unlimited	12,500 / Unlimited	10,000 / Unlimited	14,100 / 28,200	12,000 / 24,000
Prescription Drug Card (InNtwrk) <i>*Applies to Out of Pkt Max only</i>		\$10 / 20 / 70 / 120 / 150 / 250	\$10 / 20 / 70 / 120 / 150 / 250	20% / 20% / 30% 40% / 40% / 50% After Med Deductible	20% / 20% / 30% 40% / 40% / 50% After Med Deductible	\$15 / 25 / 70 / 120 / 250 / 350	\$10 / 20 / 55 / 95 / 150 / 250	\$0 AFTER Ded.	\$0 AFTER Ded.
(In Ntwrk) Lab Testing, X-Ray, (simple diagnostic) <i>*Applies to Out of Pkt Max only if CoPay</i>		Ded. Then Colns.	Ded. Then Colns.	Ded. Then Colns.	Ded. Then Colns.	Ded. Then Colns.	Ded. Then Colns.	\$0 AFTER Ded.	\$0 AFTER Ded.
Emergency Room <i>*Applies to Out of Pkt Max only if CoPay</i>		\$400 CoPay PLUS Ded. & Colns.	\$400 CoPay PLUS Ded. & Colns.	Ded. Then Colns.	Ded. Then Colns.	\$400 CoPay PLUS Ded. & Colns.	\$400 CoPay PLUS Ded. & Colns.	\$0 AFTER Ded.	\$0 AFTER Ded.
Urgent Care Co-Pay (In-Ntwrk) <i>*Applies to Out of Pkt Max only if CoPay</i>		\$75 CoPay Per Visit	\$75 CoPay Per Visit	Ded. Then Colns.	Ded. Then Colns.	\$75 CoPay Per Visit	\$75 CoPay Per Visit	\$0 AFTER Ded.	\$0 AFTER Ded.
Pediatric Dental & Vision Benefits Incl. <i>*Benefits up to age 19</i>		Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met	Yes After Medical Ded. Met
Area Network Hospitals		Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin	Blue Choice Preferred OSF, Methodist, Proctor, Pekin
MONTHLY RATES									
Eric Miller	EO	988.27	1,112.00	752.20	861.67			804.47	789.67
Deborah Ulrich	EO	1,329.51	1,429.92			1,194.06	1,203.18		
Reema Abi-Akar	EO	495.91	540.99			470.86	474.45		
Gabriel Guevara	EO	481.73	533.36			445.38	448.79		
Raymond Lees	ES	2,659.02	2,859.84			2,388.12	2,406.36		
Britney West	EO	453.81	499.52			417.12	420.31		
Michael Bruner	EO	530.92	578.64			483.20	485.89		
Total		Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating	Composite (Age) Rating
EST. TOTAL MO. PREMIUM		\$6,939.17	\$7,554.27	\$752.20	\$861.67	\$5,398.74	\$5,438.98	\$804.47	\$789.67
% of Increase from current			8.86%		14.55%	-9.28%	-8.6%	6.95%	5%
\$ Difference Monthly			\$615.10		\$109.47	-\$552.16	-\$511.92	\$52.27	\$37.47
\$ Difference Annually			\$7,381.20		\$1,313.64	-\$6,625.92	-\$6,143.04	\$627.24	\$449.64

Carrier Disclaimer:

Final Rates, approval of coverage and effective date will be based on actual enrollment and underwriting. This is not a guarantee of coverage. Quotes are based on an effective date of 3/1/23. This benefit comparison is intended to provide a general overview of benefits and premiums.

Note:

"Unlimited" - No stop loss for out of network services



December 22, 2022

ENVISION INSURANCE GROUP LLC
456 E MAIN ST
GALESBURG, IL 61402

S-80

Renewal for Tri Cty Regional Planning Comm, Group #35690

Thank you for choosing Delta Dental of Illinois as your dental benefits carrier. Oral health is key to overall health, and preventive care is vital to good oral health. We're delighted to provide your group with dental coverage to help your employees get the oral health care they need, and especially pleased to partner with your group to help ensure your employees and their covered dependents have a lifetime of healthy smiles.

We are pleased to present Delta Dental of Illinois' renewal package for Tri Cty Regional Planning Comm, Group #35690. Renewal rates for your selected plan/s and coverage/s are below.

Renewal and Current Rates – Delta Dental of Illinois

Rates are effective: March 1, 2023- February 28, 2025

Delta Dental PPO	Current Rates	Renewal Rates
Single	\$26.22	\$27.00
Single+1	\$54.77	\$56.34
Family	\$98.81	\$101.25

**The rates include Delta Dental of Illinois' expected tax imposed by the Affordable Care Act (ACA), which is 1.2%. This percentage will be evaluated during the year and may be adjusted if necessary.*

One Good Plan Deserves Another

Groups can receive a discount of 2% on their dental plan rate by adding a qualifying DeltaVision®* group product to a Delta Dental of Illinois dental plan. DeltaVision is offered in association with EyeMed Vision Care networks. Our vision plans offer quality coverage, single-site administration, larger networks, more benefits and a better member experience. We have included two DeltaVision quotes for your review.

Smart Option Non-Benefit Eligible Employees

Delta Dental of Illinois strives to help all of your employees as healthy as possible. Individuals with dental insurance go to the dentist more than those without to get the oral health care services they need. Consider our dental plans for Illinois individuals and families for your non-benefit eligible employees. Please visit deltadentalil.com and select Shop for Plans for more details on our individual product offerings.

ACA/EHB rider option

Groups with 50 or fewer employees can choose to add the Delta Dental of Illinois Individual Kids Preferred Plan as an ACA rider to their plan. The Individual Kids Preferred Plan uses the Delta Dental PPO network with an Exclusive Provider Feature where benefits are paid only when a member uses a Delta Dental PPO dentist. Delta Dental PPO dentists cannot bill members for charges over the PPO allowed amount. Please contact us if you'd like a quote.

Wellness: Plan Enhancements

All of our Delta Dental PPO and Delta Dental Premier plans include coverage for implant therapy and posterior composites (tooth-colored fillings on back teeth) and our Enhanced Benefits Program. This program enhances coverage for individuals who have specific health conditions that can be positively affected by additional oral health care. Conditions include diabetes, pregnancy, periodontal disease, high-risk cardiac conditions, kidney disease, cancer-related chemotherapy and radiation, and suppressed immune systems.

You can also visit deltadentalil.com/oralhealth for a host of oral health resources.

We value your business. We have enjoyed our business partnership and look forward to continuing our relationship. If you have any questions, please contact me. **If we do not receive a signed letter from you by February 15th, Delta Dental of Illinois will assume you agree to the proposed rates for your existing benefit plans and renew your existing benefit plans.**

Sincerely,
Delta Dental of Illinois Small Group Team
630-718-4767
smallgroupteam@deltadentalil.com

Renewal Rates At-a-Glance

This plan is currently offered for Insurance Class 1

VISION PLAN RATES - VSP A56					
Tier	Enrolled Employees	CURRENT		RENEWAL	
		Monthly Rate	Annual Premium	Monthly Rate	Annual Premium
EE	9	\$11.36	\$1,227	\$12.04	\$1,300
EE & SP	0	\$19.11	\$0	\$20.26	\$0
EE & CH	0	\$19.49	\$0	\$20.66	\$0
FAMILY	0	\$30.85	\$0	\$32.70	\$0
TOTAL	9		\$1,227		\$1,300

This plan is currently offered for Insurance Class 1

STD PLAN RATES				
Volume	CURRENT		RENEWAL	
	Monthly Rate	Annual Premium	Monthly Rate	Annual Premium
\$2,700	\$0.750/\$10	\$2,430	\$0.750/\$10	\$2,430

Renewal Rates At-a-Glance

This plan is currently offered for Insurance Class 1

BASIC LIFE PLAN RATES

Coverage	Volume	CURRENT		RENEWAL	
		Monthly Rate	Annual Premium	Monthly Rate	Annual Premium
BASIC LIFE	\$402,500	\$0.360/\$1000	\$1,739	\$0.360/\$1000	\$1,739

This plan is currently offered for Insurance Class 1

AD&D PLAN RATES

Coverage	Volume	CURRENT		RENEWAL	
		Monthly Rate	Annual Premium	Monthly Rate	Annual Premium
AD&D	\$402,500	\$0.023/\$1000	\$111	\$0.023/\$1000	\$111

RESOLUTION 23-42

A RESOLUTION OF THE TRI-COUNTY REGIONAL PLANNING COMMISSION TO AUTHORIZE THE EXECUTIVE DIRECTOR TO EXECUTE AGREEMENT WITH BLUE CROSS FOR MEDICAL INSURANCE; GUARDIAN FOR VISION, SHORT TERM DISABILITY, LIFE INSURANCE; AND DELTA DENTAL FOR DENTAL INSURANCE

WHEREAS, the Tri-County Regional Planning Commission, hereafter referred to as the Commission, provides medical, dental, vision, short term disability, and life insurance for its eligible fulltime employees and eligible dependents,

WHEREAS, in September 2021, the Commission authorized the selection of Envision Insurance Group from Morton, IL as our broker to assist the Commission in selecting medical, vision, short term disability, life and dental insurance plans, and

WHEREAS, the Commission's current Health Insurance plans, provided by United Healthcare of River Valley, Guardian and Delta Dental expire on February 28, 2023,

WHEREAS, Blue Cross/Blue Shield can provide comparable medical insurance coverage to employees at a cost significantly lower than United Healthcare of Illinois, and

WHEREAS, the Commission has agreed to offer a dual tier plan for healthcare benefits,

WHEREAS, the Commission desires an agreement with Blue Cross Platinum, PPO Plan and HSA Plan for medical insurance beginning March 1, 2023,

WHEREAS, the Commission policy is to offer an employer contribution for employees choosing the HSA option for medical consisting of \$500 for employee and \$1,000 for family for beginning March 1, 2023,

WHEREAS, the Commission's current Vision, Short-Term Disability, and Life Insurance plans, currently provided by Guardian Insurance, and Dental Plan provided by Delta Dental expire on February 28, 2023,

WHEREAS, the Commission desires agreement with Guardian Insurance to provide Vision, Short-Term Disability, and Life Insurance for employees, and Delta Dental Insurance beginning March 1, 2023

THEREFORE, BE IT RESOLVED

That the Commission authorize the Executive Director to enter into agreements with Blue Cross for medical insurance, Guardian Insurance for Vision, Short-Term Disability, and Life Insurance, and Delta Dental for dental insurance beginning March 1, 2023.

Presented this 1st day of February 2023

Adopted this 1st day of February 2023

Greg Menold, Chairman
Tri-County Regional Planning Commission

ATTEST:

Eric Miller, Executive Director
Tri-County Regional Planning Commission

Premium Quotation

Insured: Tri County Regional Planning Commission

Policy Term: February 25, 2023 – February 25, 2024

<u>Coverage</u>	<u>Expiring Premium</u>	<u>Renewal Premium</u>
Package	\$3,251	\$3,288
Workers Compensation	\$1,353	\$1,338
Professional Liability	\$5,076	\$5,276
Total Annual Premium:	\$9,680	\$9,902

RESOLUTION 23-43

A RESOLUTION OF THE TRI-COUNTY REGIONAL PLANNING COMMISSION TO AUTHORIZE THE EXECUTIVE DIRECTOR TO EXECUTE AGREEMENT WITH CINCINNATI INSURANCE FOR GENERAL INSURANCE POLICIES.

WHEREAS, the Tri-County Regional Planning Commission, hereafter referred to as the Commission, purchases Professional Liability, Directors & Officers, Umbrella (Terrorism), Crime, Automobile, Workers Compensation and Commercial Insurance for insurance coverage, and

WHEREAS, in September 2021, the Commission authorized the selection of Envision Insurance Group as our insurance broker to assist in selecting insurance coverage, and

WHEREAS, the Commission's current general insurance coverage expires on February 28, 2023, and

WHEREAS, Envision Insurance Group has received quotes from three qualified carriers and recommends Cincinnati Insurance to provide the Commission with appropriate insurance coverage, and

WHEREAS, Cincinnati Insurance offers the Commission the most competitive rates for Professional Liability, Directors & Officers, Umbrella (Terrorism), Crime, Automobile, Workers Compensation and Commercial Insurance beginning March 1, 2023.

THEREFORE, BE IT RESOLVED

That the Commission authorizes Executive Director to execute agreement with Cincinnati Insurance to continue our coverage for Professional Liability, Directors & Officers, Umbrella (Terrorism), Crime, Automobile, Workers Compensation and Commercial Insurance beginning March 1, 2023 to February 28, 2024.

Presented this 1st day of February 2023

Adopted this 1st day of February 2023

Greg Menold, Chairman
Tri-County Regional Planning Commission

ATTEST:

Eric Miller, Executive Director
Tri-County Regional Planning Commission