

**EXECUTIVE BOARD MEETING**  
**TIM NEUHAUSER, CHAIRMAN – EXECUTIVE BOARD**  
**(Hinrichsen, Smith, Sundell, Crawford, Phelan, Kingdon, Van Winkle**  
***Monday, January 21, 2019***  
***5:15 p.m.***

1. Call to Order
2. Roll Call
3. Public Input
4. Approval of Minutes November 13, 2018
5. Executive Director Report
6. Recommend to the Full Commission Employee Health Insurance package
7. Recommend to Full Commission Employee Promotions in Place
8. Update on Commission planning initiatives
  - a. Beneficial Use of Dredged Material
  - b. Autonomous Mobility Grant Opportunity
  - c. Transportation Funding Meeting
9. Renewal of lease for office space (discussion)
10. Review of January 24, 2019 Commission Agenda (***Handout***)
11. Other
12. Executive Session
13. Any action as a result of Executive Session
14. Adjournment

**EXECUTIVE BOARD MEETING**  
**TIM NEUHAUSER, CHAIRMAN – EXECUTIVE BOARD**  
**(Hinrichsen, Drury, Smith, Sundell, Crawford, Phelan, Kingdon, Van Winkle**  
***Tuesday, November 13, 2018 NOTE DIFFERENT DAY***  
***5:15 p.m. NOTE NEW TIME***

1. Call to Order  
Chairman Neuhauser called the meeting to order at 5:30 p.m.
2. Roll Call  
Present: Neuhauser, Hinrichsen, Drury, Phelan, Kingdon, and Van Winkle. Absent: Smith, Sundell, Crawford. Staff: Miller, and Lees
3. Public Input- none
4. Approval of Minutes October 15, 2018  
Van Winkle moved to approve the October 15, 2018 minutes and Hinrichsen seconded. Motion carried.
5. Approval of Executive Session minutes of October 15, 2018  
Kingdon moved to approve and keep confidential the October 15, 2018 Executive Session minutes and Hinrichsen seconded. Motion carried.
6. Executive Director Report  
Miller reported on the following:
  - Met with City of Pekin to discuss staffing assistance
  - Conference call with Darrin Fleener, USEDA to discuss BUDM project
  - Met with IDNR, Village of Hanna City, and Peoria County regarding Hanna City Trail project. Asked for 6-month extension to opt out to keep open or close for transportation corridor. Have a 2-year lease on corridor with IDNR. Village of Hanna City very interested to see work.
  - PLBA recommended adoption of Comprehensive Conservation Plan
  - TransPort is having a meeting Thursday to discuss to continue or fold.
7. Review of November 15, 2018 Commission Agenda ***(Handout)- OK***
8. Other
  - a. Approve Executive Director salary adjustment (see #10)
9. Executive Session  
Drury moved to go into Executive Session per **(5 ILCS 120/2©(1), The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body.”** and Van Winkle seconded. Motion carried.  
Roll call: Neuhauser, Van Winkle, Kingdon, Phelan, Drury, and Hinrichsen.
10. Any action as a result of Executive Session  
Van Winkle moved to adjust salary of Executive Director to \$105,000 base annual salary, and to give 3% retroactive to July 1, 2018 on \$105,000 increase. He will also get increase of same % as other staff does if agreed upon annually, Hinrichsen seconded. Motion carried.

11. Adjournment

Kingdon moved to adjourn at 6:00 p.m. and Van Winkle seconded. Motion carried.

Submitted by:

Eric Miller

Executive Director

Recorded and transcribed by: Debbie Ulrich

DRAFT

To: Members of the Commission  
 From Eric W. Miller, Executive Director  
 Date: January 21, 2019  
 Subject: Executive Director Report for January, 2019

Project	Activity	Status
<b>Administrative</b>		
Outreach Activities	Met with Clint Drury to discuss Infrastructure funding	Complete
	Met with Matt Fick City of Delavan to discuss Rural Transportation	Complete
	Met with Peoria Heights Planning Team to discuss infrastructure projects	Complete
	Met with Ty Livingston and Mark Piquard East Peoria Sanitary District -BUDM	Complete
	Met with Tom Tincher to discuss IL Riverfront plans	Complete
	Met with Greg Chase and Russ Cotton re: New Commissioner Orientation	Complete
	Attended City County Legislative Briefing	Complete
	Met with ADM ARTCO	Complete
	Met with Chuck Theiling USACE re BUDM	Complete
	Met with GPEDC and Peoria County to discuss Autonomous Mobility Grant Opportunity	Complete
Audit	Developed RFP for Audit firms to conduct FY19 Audit	Complete
Personnel	Conducted Mid year reviews with staff	Complete
Health Insurance	Met with Broker to discuss and analyze Health Insurance quotes	Complete
Financial Report	November Results+ 5K December Results -6k	Ongoing
Indirect Cost Rate(ICR)	Work on FY 19 ICR with State of Illinois GOMB	Ongoing
Website	Redesign meeting minutes page for ease of access	Ongoing
<b>Planning issues</b>		
PLBA	Completed Planning Activities as part of USACE agreement	Complete
	Began scoping work for Hydrology Study	Ongoing
	Development of Communications plan and Adaptive(Change) management plan	Ongoing
<b>Beneficial Use of Dredge Material</b>		
	Continued Outreach with Stakeholders	Ongoing
	Notified By USACE our proposal was not selected	Ongoing
	Developing Framework scope for Illinois Center for Transportation Study (ICT)	Ongoing
	Planning Activities started for September BUDM Symposium	Ongoing
<b>Regional Hazard Mitigation Plan</b>		
	Scheduled last open house -Jan 10- Plan in Draft public comment phase	Ongoing
<b>Regional Water Supply Planning</b>		
	Coordination and revision of scope of services with IDNR	Ongoing
<b>Watershed Planning</b>		
	Continued discussion with Woodford County SWCD to update Walnut Creek Watershed Plan	Ongoing
<b>University of Illinois Collaboration</b>		
	Exploring ICT funding opportunities for Beneficial Use study	Ongoing
<b>GIS Projects</b>		
Village of Minonk	Work ongoing	Ongoing
Village of Elmwood	Work ongoing	Ongoing
Peoria Heights	Work ongoing	Ongoing
<b>PPUATS/ Transportation</b>		
FY 19 UWP Development	Execution of contract complete.	Ongoing
<b>Transportation Infrastructure Funding</b>		
	Met With Clint Drury to discuss Spring transportation funding meeting	Ongoing
<b>Transportation Improvement Program</b>		
	No activity	Ongoing
<b>Eastern Bypass Coalition</b>		
	No activity	In Progress
<b>Intelligent Transportation Systems</b>		
	Continued work on update to regional ITS architecture	In Progress
<b>Transportation Alternatives Program</b>		
	Received Reviewed TAP applications	Ongoing
	PPUATS technical developed recommendation to Policy Committee	Ongoing
<b>Special Transportation Studies</b>		
	Began Consultant procurement with Communities on selected projects	Ongoing
		In progress
<b>State Planning and Research Funding</b>		
Digital ortho project	Selected Consultant, Negotiated Contract and developed agreement with member communities	Ongoing
<b>Regional Pavement management Expanded</b>		
	Outreach to stakeholders	Ongoing
<b>FY 19 Rural Planning Funds</b>		
	Developed planning framework and started to meet with rural communities	
<b>FY17 State Planning Funds</b>		
	Regional Pavement Condition Ratings Survey-Work will begin in June	In Progress
<b>FY17 Rural Planning Funds</b>		
	Village of Minonk GIS /Mapping	In Progress
	Village of Elmwood GIS	In Progress
	Metamora /Germantown Hills Trail Planning Data Collection is ongoing	In Progress
<b>FY19 State Planning Funds</b>		
	Received Notice of State award 160000	
	Region wide Guardrail inventory	ongoing
	LRTP public engagement tools	ongoing
	Performance Measures Dashboard web tool	ongoing
	Regional bicycle map	ongoing
<b>IDOT Dist. 4 Travel Demand Modeling</b>		
	Consultant work is ongoing	In progress

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# Staff Memo

## TCRPC Executive Board

**DATE: January 16, 2019**

**ISSUE: Health Insurance Renewal**

Discussion regarding contracts for employee health insurance renewal

**ACTION NEEDED BY PERSONNEL 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, 2019. Our health insurance broker Kuhl Insurance, has provided me insurance bids from multiple companies for consideration. I have reviewed those options with Kuhl and have provided staff with opportunity to have input into this process.

Changes to employee benefits.

The Commission has instituted a relatively new policy for employees as it relates to health insurance. The policy 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 adopted a policy providing a dual tier insurance plan to employees. The dual tiers include a Preferred Provider Option (PPO) plan and a High Deductible (HD) plan with a Health Savings Account (HSA) option. The Commission also adopted 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 High Deductible HSA option.

Medical Insurance:

Kuhl Insurance has provided multiple bids from health insurance carriers.(United Health Care, Blue Cross Blue Shield, and Health Alliance). In terms of the PPO plan for plans similar to the existing, premium rate increases ranges from 4.76% to 17.36% from last year's rates. We were advised in our meeting with Kuhl, companies our size were seeing about a 10% increase for plans that were similar to existing plans. In the analysis performed by Kuhl and the administrative staff of the Commission, it was determined that **United Health care plan Option one BI-EZ** was the most cost effective choice for the Commission and its employees.

In terms of HD plans, the analysis performed by Kuhl and the administrative staff determined that the renewal plan BI-ES was the most cost effective choice for those employees choosing the HD plan.

Attachment A and B

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 on up to \$290 per month per employee, if the employee would sign up for the HD/HSA insurance plan.

Dental Vision and Short Term Disability

Staff has 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 two year contract with no increase in premium.

Attachment C

**Guardian** has proposed a \$70 annual increase in premium for vision insurance, a \$65 annual increase in premium for Short Term Disability, and no increase in premium for basic life insurance.

**Attachment D**

## Tri-County Regional Planning Commission

### RATES

3/1/2019

COST	# Emp	% Increase:			4.76%			-11.49%			-10.86%		
		UHC Current-AV-UZ	UHC Renewal-BI-E8	UHC Option 1-BI-EZ	UHC Option 3-BI-FE	UHC Option 2-BI-E2	UHC Current-AV-UZ	UHC Renewal-BI-E8	UHC Option 1-BI-EZ	UHC Option 3-BI-FE	UHC Option 2-BI-E2		
Reema Abi-Akar	EE	\$434.44	\$492.06	\$455.11	\$384.51	\$387.25	\$434.44	\$492.06	\$455.11	\$384.51	\$387.25		
Michael Bruner	EE	\$481.54	\$545.40	\$504.44	\$426.19	\$429.22	\$481.54	\$545.40	\$504.44	\$426.19	\$429.22		
Ryan Harms	EE	\$461.17	\$522.34	\$483.11	\$408.17	\$411.07	\$461.17	\$522.34	\$483.11	\$408.17	\$411.07		
Andrew Hendon	ES	\$1,043.68	\$1,182.10	\$1,093.32	\$923.74	\$930.30	\$1,043.68	\$1,182.10	\$1,093.32	\$923.74	\$930.30		
Raymond Lees	ES	\$2,464.95	\$2,791.88	\$2,582.20	\$2,181.66	\$2,197.17	\$2,464.95	\$2,791.88	\$2,582.20	\$2,181.66	\$2,197.17		
Hannah Martin	EE	\$444.62	\$503.60	\$465.77	\$393.52	\$396.32	\$444.62	\$503.60	\$465.77	\$393.52	\$396.32		
Deborah Ulrich	EE	\$1,218.90	\$1,380.56	\$1,276.88	\$1,078.81	\$1,086.48	\$1,218.90	\$1,380.56	\$1,276.88	\$1,078.81	\$1,086.48		
Eric Miller	EE	\$424.26	\$480.53	\$444.44	\$375.50	\$378.17	\$424.26	\$480.53	\$444.44	\$375.50	\$378.17		
Britney West	EE	\$424.26	\$480.53	\$444.44	\$375.50	\$378.17	\$424.26	\$480.53	\$444.44	\$375.50	\$378.17		
<b>Monthly Premium</b>		<b>\$6,973.56</b>	<b>\$7,998.47</b>	<b>\$7,305.27</b>	<b>\$6,172.10</b>	<b>\$6,215.98</b>	<b>\$6,973.56</b>	<b>\$7,998.47</b>	<b>\$7,305.27</b>	<b>\$6,172.10</b>	<b>\$6,215.98</b>		

Note: Rates Shown are for Illustrative Purposes. Please Refer to Rate Sheets to Verify Rates Based on Age any change in census or effective date may require a change in rates.

### Benefits

Network	Methodist, Proctor OSF	Methodist, Proctor OSF	Methodist, Proctor OSF	Methodist, Proctor OSF	Methodist, Proctor OSF
Indiv Deductible	\$500	\$500	\$500	\$1,000	\$1,500
Family Deductible	\$1,000	\$1,000	\$1,000	\$2,000	\$3,000
OV Copay	\$25 PCP / \$45 SPEC	\$25 PCP / \$45 SPEC	\$20 PCP / \$40 SPEC	\$0 PCP / \$100 SPEC	\$35 PCP / \$70 SPEC
Co-insurance	100%	100%	80%	80%	80%
Single Out-of-Pocket	\$2,000	\$2,000	\$2,500	\$5,000	\$5,000
Family Out-of-Pocket	\$4,000	\$4,000	\$5,000	\$13,000	\$10,000
Preventive Care	100%	100%	100%	100%	100%
Urgent Care Copay	\$50 Copay	\$50 Copay	\$50 Copay	\$50 Copay	\$50 Copay
ER Copay	\$300 Copay	\$300 Copay	\$300 Copay	\$250 Copay	\$500 Copay
Drug Card	\$10/\$35/\$70/\$200	\$10/\$35/\$70/\$200	\$15/\$40/\$85/\$250	\$5/\$10/\$100/\$250 \$250 Deductible	\$20/\$45/\$85/\$250

Note: Benefits proposed are as accurate as possible. They are not a guarantee of coverage. Note: Please refer to benefit highlight sheets for out-of-network benefits



**Kuhl Insurance**<sup>SM</sup>  
Protect | Advocate | Serve

# Health Renewal & Options



## Tri-County Regional Planning Commission

3/1/2019

% Increase: 10.85%

COST	# Emp	UHC Current-AD-MM	UHC Renewal-BI-ES	UHC Option 1- BI-8R/Motion	UHC Option 2-BI-ER
Eric Miller		\$617.81	\$684.82	\$693.12	\$622.69
Monthly Premium		\$617.81	\$684.82	\$693.12	\$622.69

Note: Rates Shown are for Illustrative Purposes. Please Refer to Rate Sheets to Verify Rates Based on Age any change in census or effective date may require a change in rates.

### Benefits

Network	Methodist, Proctor OSF	Methodist, Proctor OSF	Methodist, Proctor OSF
Indiv Deductible	In \$2,700	\$2,700	\$3,500
Family Deductible	In \$5,400	\$5,400	\$7,000
OV Copay	In 80% after deductible	80% after deductible	80% after deductible
Co-insurance	In 80%	80%	80%
Single Out-of-Pocket	In \$5,000	\$5,000	\$5,500
Family Out-of-Pocket	In \$10,000	\$10,000	\$11,000
Preventive Care	In 100%	100%	100%
Urgent Care Copay	In 80% after deductible	80% after deductible	80% after deductible
ER Copay	In 80% after deductible	80% after deductible	80% after deductible
Drug Card	\$15/(\$40/\$85/\$250 after deductible)	\$15/(\$40/\$85/\$250 after deductible)	\$10/(\$35/\$70/\$200 after deductible)

Note: Benefits proposed are as accurate as possible. They are not a guarantee of coverage. Note: Please refer to benefit highlight sheets for out-of-network benefits

C



December 26, 2018

RECEIVED

KUHL INSURANCE AGENCY INC  
632 W JEFFERSON ST  
PO BOX 66  
MORTON, IL 61550

JAN 02 2019  
KUHL INSURANCE  
AGENCY

S-227

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.

Delta Dental of Illinois can offer you ancillary benefits with one-stop administration. We have included a quote with a two-year rate guarantee for our comprehensive vision program-- DeltaVision®. Delta Dental of Illinois can offer your group life benefits with one-stop billing and administration through our subsidiary, ProTec Insurance Company. Please contact me for more information on our life product or a quote.

**Renewal and Current Rates – Delta Dental of Illinois**

Rates are effective: March 1, 2019- February 28, 2021 **2-YEAR RATE GUARANTEE**

Delta Dental PPO	Current Rates	Renewal Rates - 2-year rate guarantee
Single	\$26.22	\$26.22
Single+1	\$54.77	\$54.77
Family	\$98.81	\$98.81

**Renewal for Delta Dental PPO WITH Individual Kids Preferred Plan and Current Rates - Delta Dental of Illinois**

Rates are effective: March 1, 2019- February 28, 2021 **2-YEAR RATE GUARANTEE**

Single	\$26.22	\$26.22
Single+1	\$54.77	\$55.03
Family	\$98.81	\$104.91

*\*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.*

**D**  
**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	8	\$10.11	\$971	\$10.72	\$1,029
EE & SP	1	\$17.01	\$204	\$18.03	\$216
EE & CH	0	\$17.35	\$0	\$18.39	\$0
FAMILY	0	\$27.45	\$0	\$29.10	\$0
<b>TOTAL</b>	<b>9</b>		<b>\$1,175</b>		<b>\$1,245</b>

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	\$0.710/\$10	\$2,300	\$0.730/\$10	\$2,365

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	\$432,500	\$0.280/\$1000	\$1,453	\$0.280/\$1000	\$1,453

**D**  
**Renewal Rates At-a-Glance**

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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	\$432,500	\$0.023/\$1000	\$119	\$0.023/\$1000	\$119

# Staff Memo

TCRPC Executive Board

**DATE: January 18, 2019**

**ISSUE: Promotion in Place for certain Commission employees**

Discussion regarding promotions and salary increases for certain Commission employees

**ACTION NEEDED BY EXECUTIVE BOARD:**

- Make recommendation to Full Commission

**BACKGROUND:**

In August of 2018 the Personnel Committee and Executive Board met to discuss cost of living increases for Commission employees. At the time the Committee also discussed the results of a salary and benefits study performed by an outside consultant. The discussion centered on employee retention and means to recognize and reward employees for excellent work above and beyond of the annual cost of living increase. The Committee recommended to the Executive Director to develop a promotion in place program to reward employees by promoting them and accordingly adjust their salary.

I have undertaken this task and instructed the Planning Program Manager to performing mid-year reviews with planning staff for the purpose of developing a recommendation to the Executive Director for employee promotions. After much discussion between the Planning Program Manager and myself, I recommend to you that you consider the following:

Promoting:

Reema Abi-Akar, Planner I to Planner II

Michael Brunner, Planner I to Planner II

Hannah Martin, Planner II to Planner III

Andrew Hendon, GIS Specialist II to GIS Specialist III

All promotions would carry a 5 % salary adjustment. The overall salary increase to the Commission would be \$10,515.51 plus corresponding employment taxes and retirement increases. This increase is included in the FY19 budget. 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 personnel expense.