

AGENDA
VILLAGE OF ROUND LAKE
COMMITTEE OF THE WHOLE MEETING
August 15, 2016,
442 N. Cedar Lake Road
To Follow the Regular Board Meeting
The Regular Board Meeting is 7:00 P.M.

CALL TO ORDER

1. ROLL CALL

2. APPROVAL OF MINUTES

2.1 Approve the Minutes of the Committee of the Whole Meeting of August 1, 2016

3. PUBLIC COMMENT

4. COMMITTEE OF THE WHOLE

- Community Development
- Clerk's Office
- Human Resources and Finance
 - Police Pension Report to the Village Board
 - GASB 45 Proposals
- Public Works, Facilities and Capital Assets, and Engineering
 - Snow Plowing Contract
 - 2016 Sidewalk Repair and Replacement Project Additions
- Special Events
- Building and Zoning
- Police
- Administration
 - Newsletter
 - Benefit Renewal Presentation

5. SUGGESTED NEW TOPICS

6. EXECUTIVE SESSION

7. ADJOURN

MINUTES
VILLAGE OF ROUND LAKE
COMMITTEE OF THE WHOLE MEETING
August 1, 2016,
442 N. Cedar Lake Road
To Follow the Regular Board Meeting
The Regular Board Meeting is 7:00 P.M.

CALL TO ORDER

THE COMMITTEE OF THE WHOLE MEETING OF THE VILLAGE OF ROUND LAKE WAS CALLED TO ORDER BY DAN MACGILLIS, VILLAGE PRESIDENT AT 7:06 P.M.

1. ROLL CALL

Present: Trustees Foy, Frye, Kraly, Newby, Rodriguez, Triphahn
Absent: None

2. APPROVAL OF MINUTES

- 2.1 Approve the Minutes of the Committee of the Whole Meeting of July 18, 2016
Trustee Foy moved, Seconded by Trustee Frye, to approve the Minutes of the Committee of the Whole Meeting of July 18, 2016. Upon a unanimous voice vote; the Mayor declared the motion carried

3. PUBLIC COMMENT
NONE

4. COMMITTEE OF THE WHOLE

- Community Development
- Clerk's Office
 - Illinois Municipal League Conference
Clerk Blauvelt mentioned the upcoming IML Conference and referred to the seminars that will take place at the event. She requested that anyone interested in attending to let her know as soon as possible. She also mentioned that new Trustees or those that haven't attended in awhile should attend as there is useful information provided as well as great networking opportunities with other municipalities and businesses.
- Human Resources and Finance
 - SSA Bond Refunding Presentation
Director of Finance, Wayde Frerichs, introduced Robert Vail from Bernardi Securities. Mr. Vail stated that with interest rates still at an all time low, a refunding opportunity exists for the SSA Lakewood Grove SSA Bonds. He stated there is no impact to the Village; however, there would be savings for all property owners in the Lakewood Grove area. Mr. Vail gave examples on all three Bonds, SSA 1, 3 & 4, as to the potential savings based on current market conditions and hypothetical interest rates when the bonds would be purchased by investors as well as hypothetical refunding scenarios. Mr. Vail also went over the estimated cost of issuance and what the time line would be. Concerns were mentioned as to the final pricing date being a few days after the Presidential Elections and what the impact would be to the market.

Mr. Vail stated that if the rates do spike up there is no need to refinance and there would be no cost to the Village. Mr. Vail stated the reason for the November purchasing date is to beat the influx of other municipalities who tend to redo their bonds in the beginning of December

The Mayor and Board agreed to move to the next Consent Agenda

- Public Works, Facilities and Capital Assets, and Engineering
 - Cambridge Lift Station Replacement
Public Works Director Adam Wedoff recommended completing the Cambridge Lift Station and Force Main Replacement as designed by Baxter & Woodman. The project is currently out to bid and the bid results will be brought to the next Village Board meeting. The project will consist of the installation of a new lift station on Long Lake Drive to service the Cambridge Courts area and a new force main replacement along the south side of Long Lake Drive to connect to the County transmission main. PW Wedoff also stated some additional cost will be incurred for the SCADA connection which will be completed after the lift station is installed.

The Mayor and Board agreed to move to the next Consent Agenda

- Cambridge Lift Station Construction Services
PW Director Wedoff recommended accepting a work order from Baxter & Woodman to provide construction service for the Cambridge Lift Station and Force Main replacement project. Director Wedoff stated B&W has completed the preliminary design and the final design of this project and are very familiar with the plans and specifications and has completed work for the Village in the past with satisfactory results.

The Mayor and Board agreed to move to the next consent agenda

- Generator Preventative Maintenance Contract
PW Director Wedoff recommended a three year contract with Steiner Power Systems to conduct preventative maintenance on Village owned generators. Three quotes had been received and although Steiner Power Systems was not the lowest quote they have contracted with the Village for these services for the last two years and staff has been very pleased with their work. He stated given the critical function of the backup generators, staff feels it is important to work with a veteran company with a proven track record in lieu of the lowest bid.

The Mayor and Board agreed to move to the next consent agenda

- Special Events
 - National Night Out
Chief Gillette stated that everything is ready for the event.
- Building and Zoning

- Police

- Police Law Institute

Chief Gillette stated that the Police Law Institute is an Internet-based legal update training system for sworn employees of the Police Department. The annual cost is based on the number of sworn officers

The Mayor and Board agreed to move to the next consent agenda

- Administration

- Authorized IMRF Representative

Village Administrator Shields recommended that our new Human Resource Manager be designated as the authorized IMRF agent for the Village of Round Lake.

The Mayor and Board agreed to move to the next consent agenda

- Current Technologies Contract

VA Shields is recommending the Village Board approve the agreement with Current Technologies as they have been highly instrumental in supporting the Village staff with many technology changes completed in the past few years. VA Shield stated the agreement is the same as the existing contract with only a slight increase over last year for the hourly labor rate.

The Mayor and Board agreed to move to the next consent agenda

- METRA Agreement

VA Shields stated the Village currently operates and maintains four commuter parking facilities on Metra owned property. The four lots are governed by the terms and conditions of two agreements. Metra desires to consolidate the two agreements into one Commuter Parking Facility Operation and Maintenance Agreement. Staff and Legal have review and found no issues with the document

The Mayor and Board agreed to move to the next Consent agenda

5. SUGGESTED NEW TOPICS

NONE

6. EXECUTIVE SESSION

NONE

7. ADJOURN

Motion by Trustee Newby, Seconded by Trustee Frye to adjourn the Committee of the Whole meeting at 7:45 P.M. Upon a unanimous voice vote, the Mayor declared the motion carried.

APPROVED:

Patricia C. Blauvelt
Village Clerk

Daniel MacGillis
Village President



VILLAGE OF ROUND LAKE
AGENDA ITEM SUMMARY

TITLE: ANNUAL POLICE PENSION REPORT TO VILLAGE BOARD **Agenda Item No. COTW**

Executive Summary:

The attached information is required by Illinois Revised Statutes 40 ILCS 5/3-143, Report by Pension Board. The Pension Board shall report annually to the Village Board on the condition of the pension fund at the end of its most recently completed fiscal year. The report shall be made prior to the board meeting held for appropriating and levying taxes for the year for which the report is made.

The most recently completed fiscal year is 2015, which includes the audit of the Pension Fund, preparation of the Department of Professional Regulations – Division of Insurance Annual Statement (Annual Statement), along with the corresponding State actuarially determined tax levy. The State’s actuarially determined tax levy calculated for fiscal year end 2015 will be included in the 2016 tax levy that will be presented later this fall to the Village Board.

The attached report was certified and approved at the July 21, 2016 Village of Round Lake Police Pension Board meeting.

Recommended Action:

Accept the Annual Police Pension Report to the Village Board as Presented.

Committee: Human Resources & Finance Meeting Date: 8/15/16																															
Lead Department: Administration Presenter: Wayde Frerichs																															
Item Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Account(s)</th> <th style="width: 20%;">Budget</th> <th style="width: 40%;">Expenditure</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td></td> </tr> <tr> <td>Item Requested</td> <td></td> <td></td> </tr> <tr> <td>Y-T-D Actual</td> <td></td> <td></td> </tr> <tr> <td>Amount Encumbered</td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: right;">Total:</td> <td style="text-align: right;">\$0.00</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td colspan="3">Request is over/under budget:</td> </tr> <tr> <td style="text-align: right;">Under</td> <td style="text-align: center;">-</td> <td></td> </tr> <tr> <td style="text-align: right;">Over</td> <td style="text-align: center;">-</td> <td></td> </tr> </tbody> </table>	Account(s)	Budget	Expenditure	-	-		Item Requested			Y-T-D Actual			Amount Encumbered						Total:	\$0.00	\$0.00	Request is over/under budget:			Under	-		Over	-	
Account(s)	Budget	Expenditure																													
-	-																														
Item Requested																															
Y-T-D Actual																															
Amount Encumbered																															
Total:	\$0.00	\$0.00																													
Request is over/under budget:																															
Under	-																														
Over	-																														

If amount requested is over budget, a detailed explanation of what account(s) the overage will be charged to will be provided in the Executive Summary or attached detail.

MEMORANDUM

#SS 05-14

Date: July 21, 2016
To: Police Pension Board
From: Wayne Frerichs, Director of Finance/Treasurer
Subject: Police Pension Report for Village Board

The following information is required by Illinois Revised Statutes 40 ILCS 5/3-143, Report by Pension Board. The Pension Board shall report annually to the Village Board on the condition of the pension fund at the end of its most recently completed fiscal year. The report shall be made prior to the board meeting held for appropriating and levying taxes for the year for which the report is made. The most recently completed fiscal year is 2015, which includes the audit of the Pension Fund, preparation of the Department of Professional Regulations – Division of Insurance Annual Statement (Annual Statement), along with the corresponding State actuarially determined tax levy. The State’s actuarially determined tax levy calculated for fiscal year end 2015 is included in the 2016 tax levy that will be presented to the Village Board in December 2016.

The Pension Board shall certify and provide the following information:

- (1) **Total assets of the fund** – Per the 2015 Annual Statement the April 30, 2015 market value of the fund was \$6,145,784. The 2016 estimated market value is \$6,094,436.

	Audited <u>2015</u>	Unaudited <u>2016</u>
Checking Account	\$ 553,316	\$ 581,526
Mutual Funds	2,757,874	2,630,165
Government Securities	<u>2,834,594</u>	<u>2,882,745</u>
Total	\$6,145,784	\$6,094,436

- (2) **Estimated receipts during the next succeeding years** - The following summarizes the various projected revenue sources for the 2015 and 2016 fiscal years:

	Audited <u>2015</u>	Unaudited <u>2016</u>
Employer Contributions - Property Taxes	\$500,165	\$448,626
Police Officer Contributions	176,922	190,946
Realized Gains	45,188	24,809
Miscellaneous Income	0	0
Interest & Dividend Income	<u>138,208</u>	<u>131,437</u>
Total Estimated Revenues	\$860,483	\$795,818

- (3) **Estimated amount necessary during such period to meet the annual actuarial requirements** – The Village uses the State’s actuarial determined tax levy. The State determines a total suggested amount of tax levy to arrive at the annual requirements of the fund. As noted in 40 ILCS 5/3-125, the Village Board of the municipality shall annually levy a tax upon all the taxable property of the municipality at the rate on the dollar which will produce an amount which, when added to the deductions from the salaries or wages of police officers, and revenues available from other sources, will equal a sum sufficient to meet the annual requirements of the Police Pension Fund. The following is the State’s actuarial determined tax levy:

<u>Year End</u>	<u>State Tax Levy*</u>	<u>Tax Levy Year</u>	<u>Fiscal Year Collected</u>
2013	\$434,212*	2014	2015/16
2014	\$456,195	2015	2016/17
2015	\$468,693	2016	2017/18

*The Village actually levied \$450,000.

- (4) **Total net income (loss) received from investments** – The Police Pension Fund’s actuarial rate of return is assumed to be 7.0%. The actual rate of return for fiscal year-end 2016 and 2015 was -0.96% and 5.58%, respectively. The following is the detail for the most current year completed compared to the preceding fiscal year:

	Unaudited <u>2016</u>	Audited <u>2015</u>
Interest Income	\$ 60,683	\$ 62,488
Gain/(Loss) from Sale of Securities	17,929	41,797
Income/Dividends from Mutual Funds	70,754	75,721
Unrealized Gains (Losses)	<u>(208,280)</u>	<u>129,724</u>
Total	\$(58,914)	\$309,730

- (5) **The total number of active employees who are financially contributing to the fund** – The number of active employee as of April 30th each year who contributed to the Police Pension Fund is as follows:

	<u>2015 Actual</u>	<u>2016 Actual</u>	<u>2017 Projected</u>
Number of Officers	25	26	26
Amount Contributed	\$176,922	\$190,946	\$190,000

- (6) **The total amount disbursed in benefits during the most recent fiscal years** –

<u>Annuitant Type</u>	<u>2015 Actual</u>	<u>2016 Actual</u>	<u>2017 Projected</u>
Retiree	5	5	5
Amount Paid	\$239,573	\$247,186	\$254,601
Disabled	2	2	2
Amount Paid	\$ 85,364	\$ 87,799	\$ 91,865
Survivors	1	1	1
Amount Paid	\$ 29,495	\$ 29,495	\$ 29,495

- (7) **The funded ratio of the fund** – The following is the percent funded ratio for the Police Pension Fund per the State’s actuarial determined tax levy.

<u>Year End</u>	<u>Funding Ratio</u>
2013	57.70%
2014	60.22%
2015	63.73%

- (8) **The unfunded liability carried by the fund, along with the actuarial explanation of the unfunded liability** - The State uses the normal cost, plus an additional amount to bring the plan’s funded ratio to 90% by the end of fiscal year 2040 to determine total accrued liability. The unfunded accrued liability is the excess of the total actuarial accrued liability over the actuarial value of the assets. The following is the State’s unfunded accrued liability amounts:

<u>Year End</u>	<u>Actuarial Asset Value</u>	<u>Actuarial Accrued Liability</u>	<u>Unfunded Accrued Liability</u>
2013	\$5,144,082	\$8,915,594	\$3,771,512
2014	\$5,592,341	\$9,287,187	\$3,694,846
2015	\$6,232,142	\$9,779,095	\$3,546,955

For year-end 2015, the actuarial asset value is the market value of the investments for the Pension Fund. The actuarial accrued liability includes the present value of regular, disability and surviving spouse retirements along with deferred and terminated pensions in the amount of \$5,517,773. It also includes accrued liabilities for active participants in the amount of \$4,261,322.

- (9) **Investment policy** – The Police Pension Fund’s approved Investment Policy was submitted and is on file with the Department of Professional Regulations – Division of Insurance and is also included in the Police Pension files at the Village Hall.

Respectfully submitted,

Wayde Frerichs

Wayde Frerichs
 Director of Finance/Treasurer



VILLAGE OF ROUND LAKE

AGENDA ITEM SUMMARY

TITLE: PROPOSAL FOR GASB 45 ACTUARIAL SERVICES

Agenda Item No. COTW

Executive Summary

Staff is recommending a contract with Lauterbach and Amen, LLC to provide actuarial valuation services that will ensure compliance with mandated GASB 45 standards for the upcoming Fiscal Year 2016 audit. GASB 45 is required reporting of OPEB, other post-employment benefits, other than pensions. Staff sent out five RFPs and received the following four quotes:

Lauterbach & Amen, LLP	\$2,250.00
Foster & Foster	\$2,500.00
MWM Consulting Group	\$3,750.00
Mitchell Serota & Associates	\$4,900.00

Attached is the recommended proposal by Lauterbach and Amen, LLC. All other proposals are available upon request in the Director of Finance's office.

Recommended Action

Authorize staff to accept Lauterbach and Amen, LLP's proposal to provide Fiscal Year 2016 actuarial valuation services.

Committee: Human Resources & Finance	Meeting Date: August 15, 2016																															
Lead Department: Administration	Presenter: Wayde Frerichs																															
Item Budgeted: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A If amount requested is over budget, a detailed explanation of what account(s) the overage will be charged to will be provided in the Executive Summary or attached detail.	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Account(s)</th> <th style="width: 20%;">Budget</th> <th style="width: 40%;">Expenditure</th> </tr> </thead> <tbody> <tr> <td>Other Items</td> <td style="text-align: right;">\$20,022.00</td> <td></td> </tr> <tr> <td>Item Requested</td> <td style="text-align: right;">\$3,000.00</td> <td style="text-align: right;">\$2,250.00</td> </tr> <tr> <td>YTD Actual</td> <td></td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Amount Encumbered</td> <td></td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td> </td> <td></td> <td></td> </tr> <tr> <td>01-20-73-77301</td> <td style="text-align: right;">\$23,022.00</td> <td style="text-align: right;">\$2,250.00</td> </tr> <tr> <td colspan="3">Request is over/under budget:</td> </tr> <tr> <td style="text-align: center;">Under</td> <td></td> <td style="text-align: right;">\$750.00</td> </tr> <tr> <td style="text-align: center;">Over</td> <td style="text-align: center;">-</td> <td></td> </tr> </tbody> </table>	Account(s)	Budget	Expenditure	Other Items	\$20,022.00		Item Requested	\$3,000.00	\$2,250.00	YTD Actual		\$0.00	Amount Encumbered		\$0.00				01-20-73-77301	\$23,022.00	\$2,250.00	Request is over/under budget:			Under		\$750.00	Over	-		
Account(s)	Budget	Expenditure																														
Other Items	\$20,022.00																															
Item Requested	\$3,000.00	\$2,250.00																														
YTD Actual		\$0.00																														
Amount Encumbered		\$0.00																														
01-20-73-77301	\$23,022.00	\$2,250.00																														
Request is over/under budget:																																
Under		\$750.00																														
Over	-																															

Proposal to Provide
Actuarial Consulting Services

Village of Round Lake, Illinois



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS

Submitted by:

Lauterbach & Amen, LLP
27W457 Warrenville Road
Warrenville, IL 60555-3902
630.393.1483 Phone
630.393.2516 Fax
www.lauterbachamen.com

Contact:

Todd A. Schroeder, EA
630.393.1483 x222 Phone
tschroeder@lauterbachamen.com

LAUTERBACH & AMEN, LLP



Proposal for Actuarial Consulting Services

August 3, 2016

Mr. Wayde Frerichs
Director of Finance
Village of Round Lake
Round Lake, Illinois

Dear Wayde:

Lauterbach & Amen, LLP is dedicated to the small and mid-size governmental Entity that provides Health & Welfare and Pension benefits. Our approach to Actuarial Services is more than just “number crunching.” We perform a regular assessment of the financial condition of your Village. Our job is to help you understand the key aspects of the actuarial process to insure you can make informed decisions about your plan and anticipate future events that could be crucial to those decisions. We advocate attendance at meetings and being available to answer questions.

We will provide services that are accurate, timely, and create value for you and your plan participants at a cost that is fair and reasonable.

Please call or email me if you have questions about our proposal.

Respectfully Submitted,

LAUTERBACH & AMEN, LLP

A handwritten signature in cursive script that reads "Todd A. Schroeder". The signature is written in black ink on a light-colored background.

Todd A. Schroeder, EA

Table of Contents

Lauterbach & Amen, LLP..... 1
 Overview 1
 Services 1

Our Approach..... 2-3
 Valuation Process 2-3
 Working With You and Your Auditors 3
 References 3

Timing..... 4

Fees 5

Statements & Affirmations..... 6
 Independence Statement 6
 Insurance 6

Biographies of Key Personnel..... 7
 Todd A. Schroeder, EA 7



LAUTERBACH & AMEN, LLP

OVERVIEW

Lauterbach & Amen, LLP (“L&A”) is very different from most accounting firms in that we are specialized in the governmental sector, and specifically in the area of governmental auditing and consulting. In addition, we provide a wide range of accounting services and benefits administration services, some of which include taxes, monthly accounting and bookkeeping and benefits administration for units of governments, with a specialty in Police and Firefighters’ Pension Fund accounting, actuarial services and consulting. As a client of L&A, you will be served by partners whose experience and depth of knowledge will become a valuable management resource.

A close working relationship with management on a year-round basis is the best way to provide our clients with the benefit of our knowledge. This approach also allows for the timely resolution of questions and problems as they arise rather than after the fact.

Experience counts in the complex world of benefits. L&A’s actuarial consultants have experiences at the large consulting houses and large accounting firms. This broad experience and extensive knowledge of employee benefits translates into cutting-edge consulting services at a reasonable cost. Our work, results, and recommendations are client-specific as opposed to a “cookie-cutter” approach.

Our firm currently performs over 200 Actuarial Valuations for Police and Firefighters’ Pension Funds. We also retain Actuarial Valuation work for over 120 Municipal clients throughout Illinois, Wisconsin and Texas. L&A has been providing Actuarial Services for just over 5 years as a firm.

SERVICES

L&A provides Actuarial Services in the following areas:

• GASB 43/45 Retiree Healthcare Actuarial Valuations and Consulting
• Implementation of GASB 74/75 Retiree Healthcare and Consulting
• GASB 67/68 and GASB 25/27 Pension Plan Actuarial Valuations and Consulting
• Tax Levy recommendations for Pension Funds
• FASB 106/158 Actuarial Valuation and Consulting (private sector)
• Defined Benefit Pension Plan Actuarial Valuations and Consulting (private sector)
• Retirement Plan Services for Small Businesses
• Defined Benefit/401(k) Combination Plans
• Supplemental Executive Retirement Plans (aka, SERPs)
• Cash Balance Plans

In addition, we have a network of relationships with trusted, seasoned, and proven non-actuarial professionals which we can draw upon should the need arise.



OUR APPROACH

An actuarial valuation is more than just “number crunching”. It is a regular assessment of the financial condition of your benefit program. There is a myriad of different methods and assumptions that can be used in the calculation of the valuation results. Our job is to help you understand the key aspects of the actuarial process to ensure that you are able to make informed decisions about your plan and anticipate outside influences that may be crucial to those decisions.

Another differentiator between L&A and our competitors is our overall business partner approach to actuarial valuations. This makes us an invaluable resource to our clients. We are involved in developing suggestions for plan design revisions and assessing their impact on short-term cash costs and the accounting liability. We work with entities to better define their healthcare and employee benefit plan objectives. Plan design revisions need not necessarily equate to benefit reductions.

VALUATION PROCESS

Our valuation process is shown below as a series of steps. Execution of the process blends one step into the next with some steps overlapping. Steps will be modified as appropriate. The analysis will be conducted in a manner consistent with the Code of Professional Conduct and Qualification Standards of the American Academy of Actuaries and the applicable Actuarial Standards of Practice of the Society of Actuaries.

Planning Session

We will discuss the project time frame, engagement scope, plan provisions, and deliverables to obtain a clear understanding of the plan and benefits.

Information Collection

Demographic and economic information necessary to complete the valuation will be requested. The fee quoted in this proposal does require that information be provided electronically (if at all possible). We are able to read almost any electronic format, although prefer the commonly used Microsoft programs. Relevant historical information for the plan will also be requested to better understand the current status. We will walk through the data request either in person or in a conference call.

Eligibility and Coverage Summary

We will create a preliminary document which summarizes our understanding of the eligibility provisions and coverage levels. It will be sent to you for review and then finalized. The actuarial modeling will be based on the provisions in the final document.

Assumption Setting

We will assist and guide you in setting economic assumptions (such as the Discount Rate and Health Care Trend Rate) and demographic assumptions (such as Retirement Rates and Termination Rates). L&A will issue a preliminary assumption document which provides guidance on reasonable choices available and their general effects. We will then use assumptions to which we mutually agree. The assumption document will be finalized and can be provided to your auditors for review.



OUR APPROACH – CONTINUED

VALUATION PROCESS - CONTINUED

Development of Starting Costs

The valuation results are most sensitive to the starting per capita costs used. Thorough and rigorous analysis is undertaken for self-insured coverages by health actuaries who have considerable experience in health care cost projections. For fully insured and fixed contribution benefits, much time and effort will be dedicated to ensuring the accuracy of reported amounts. Starting costs development will be performed by a qualified healthcare actuary.

Client Review

Results are reviewed with you so that you are comfortable with the methodology and terminology, as well as have an understanding of the impact of each of your decisions that led to those results. Discussion with the client, whether by attendance at a board meeting, meeting with Village personnel, or via conference call is always included in our fees.

Presentation of Results

Results will be provided in the form of a formal, comprehensive report.

WORKING WITH YOU AND YOUR AUDITORS

One individual will be designated as the main contact at the Village. In some instances, it may be preferable to have certain tasks or areas addressed by additional people. It is at your discretion on how this is best structured. The main areas of assistance and guidance will be for data gathering, understanding of the data, and understanding the plan.

It is our intention to minimize the work load for Village personnel. An example of how this may be done is for us to work directly with your healthcare advisor to obtain data. We strongly encourage and advocate leveraging existing vendor relationships in the data and information gathering process. This not only reduces the reliance on and time of your staff, but is a solid step to ensure data and information is consistent across its various uses.

It is critical to include auditors early in the assumption setting process. They will ultimately sign-off on both the assumptions and the results of the valuation. All parties are best served if discussions about assumptions occur early in the process as opposed to when the auditors are performing fieldwork. We intend to supply the auditors with the aforementioned assumption document for their review prior to generating valuation results. We will also be available for subsequent auditor questions.

REFERENCES

References are available upon request.



TIMING

Valuations typically take four to five weeks to complete. The actual time is a function of the availability and delivery of information and data.

L&A commits to providing you with a complete set of results for your review within a four-to-five-week timeframe contingent upon receipt of complete participant and claims information.

Timing can be accelerated as needed.

Below is a preliminary work plan. This schedule will be modified after the initial planning discussion.

Initial Planning Discussion	Week 1
Request data and information	Week 1
Delivery of requested data and information	Week 2
Follow-up data questions, if necessary	Week 2
Summarization of eligibility and coverage	Week 2
Responses to data questions	Week 3
Discussion on actuarial assumptions	Week 3
Confirmation of our understanding of eligibility and coverage	Week 3
Finalize actuarial assumptions	Week 3 / 4
Deliver preliminary report	Week 4
Discussion / Meeting to review preliminary report	Week 4 / 5
Final report	Week 4 / 5



FEES

It is our intention to quote a fee which is fair, proportional to the work effort involved, and geared toward beginning a long-term working relationship with you. As such, we propose the following fees for your consideration.

	Fiscal Year End April 30, 2016	Fiscal Year End April 30, 2017	Fiscal Year End April 30, 2018	Fiscal Year End April 30, 2019
Actuarial Financial Statement Reporting				
<ul style="list-style-type: none"> ● Preparation of GASB 45 Actuarial Valuation ● Implementation and Preparation of GASB 74/75 Actuarial Valuation* ● Preparation of Audit Friendly Exhibits ● Attendance at Meeting to Present Results 	\$2,250	Included^	N/A	N/A
	N/A	N/A	\$2,250	Included^
	Included	Included	Included	Included
	Included	Included	Included	Included
Total Annual Actuary's Reports	<u>\$2,250</u>	<u>\$0</u>	<u>\$2,250</u>	<u>\$0</u>

^For the interim fiscal years in which a full actuary's report is not required by the Village or the auditors, we will provide the interim-year financial statement entries at no additional charge.

*The above fee table assumes implementation of the new GASB 74/75 requirements for the Village's fiscal year ending April 30, 2018. If you have any questions regarding the implementation of GASB 74/75, please contact us at any time.

From time-to-time, the Village may request additional services or analysis beyond the scope of this proposal. The cost per hour for additional services is \$250.

At the request of the Village, we will provide a flat fee quote in lieu of an hourly rate at the time additional services are requested, when the scope of services can be suitably defined.



STATEMENTS & AFFIRMATIONS

INDEPENDENCE STATEMENT

Lauterbach & Amen, LLP operates independently of Village of Round Lake, Illinois as well as their associated benefit plans. We are unaware of any potential conflicts of interest if we are the selected firm.

INSURANCE

Our Firm carries Errors and Omissions insurance. Our policy limit is \$5,000,000. Any client can be listed as an additional insured on this policy, by request, and once a signed engagement letter for services is received by L&A.



BIOGRAPHIES OF KEY PERSONNEL

Todd A. Schroeder

Lauterbach & Amen, LLP

Experience

Todd consults with employers on an array of pension and retiree medical issues. His experience includes:

- Retirement program design and strategy
- Financial statement expense and disclosure requirements
- Participant communications and discussion
- Tax issues related to deferred compensation for not-for-profits and for-profits
- Plan termination considerations and issues
- Review of outside actuarial reports and findings in connection with the audits
- Studies of plan experience (turnover, retirement rates, disability)

Todd has diverse experience, providing actuarial services in many industries with companies ranging from not-for-profit, tax-exempt and government entities to Fortune 500 publicly traded companies, church plans and professional service corporations. Todd has worked with these organizations on consulting and compliance engagements.

Todd has also worked on and managed all aspects of defined benefit retirement program compliance. His experience extends to the valuation of retirement plans including:

- Calculation of minimum and maximum funding requirements
- Plan terminations
- Financial statement pension accounting under FAS 87, FAS 88, FAS 132, and FAS 158
- Preparation of annual government filings including Form 5500 and PBGC premium filings
- Calculation of benefits for terminating or retiring employees
- Determination of proxy disclosure requirements related to executive nonqualified retirement benefits

Professional Affiliations

- Enrolled Actuary under ERISA (EA)

Education

Bachelor of Science, Business Administration degree with a major in Actuarial Science

Drake University





VILLAGE OF ROUND LAKE
AGENDA ITEM SUMMARY

TITLE: SNOW PLOWING CONTRACT FOR BRIGHT MEADOWS SUBDIVISION

Agenda Item No. COTW

Executive Summary

Staff is recommending a contract with Acres Group to plow snow in the Bright Meadows neighborhood for the 2016-2017 winter season. Staff advertised for this work and received the following proposals:

Acres Group	\$8,105.56
Kaplan Pavement Services	\$15,909.38
Tovar Snow Professionals	\$18,840.63
Brightview	\$34,569.38

The fee structure is a cost per snow plowing event based on the inches of snow for that event. The above prices are based on an average of Village snow fall records for the past eight years.

Acres Group has held the Village landscape contract in the past and their work was satisfactory. Staff contacted references who were generally pleased with Acres Group's snow removal work.

This work was not included in the budget.

Recommended Action

Approve a contract with Acres Group to plow snow in the Bright Meadows neighborhood for the 2016-2017 winter season.

Committee: PW/F&CA and Engineering		Meeting Date(s): 08/15/16	
Lead Department: Public Works		Presenter: Adam Wedoff, Director of Public Works	
Item Budgeted: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A If amount requested is over budget, a detailed explanation of what account(s) the overage will be charged to will be provided in the Executive Summary or attached detail.	Account(s)	Budget	Expenditure
	Other Items	\$0.00	
	Item Requested	\$0.00	\$0.00
	YTD Actual		\$0.00
	Amount Encumbered		\$0.00
		\$0.00	\$0.00
	Request is over/under budget:		
	Under	-	
	Over	-	

Estimated Snow Removal Costs For Village Sidewalks

Acres Group

Snow Event Totals	0-2"	2-4"	4-6"	6-8"	8-10"	10-12"	12-15"	Over 15" (per inch)	Average Cost Per Season
Costs	\$ 381.60	\$ 503.52	\$ 704.92	\$ 1,057.39	\$ 1,691.83	\$ 2,875.92	\$ 5,176.99	\$ 700.61	\$ 8,105.56

Snow fall totals based on Public Works records

Snow Event Totals	0-2"	2-4"	4-6"	6-8"	8-10"	10-12"	12-15"	Over 15"	Estimated Cost Per Season
2015									
Nov			1				1		
Dec				1					
Jan		2	2						
Feb	1		1			1			
March				1					
April									
	1	2	4	2	0	1	1	0	\$ 14,376.01
2014									
Nov	1								
Dec									
Jan	2		1						
Feb	2	2	2						
March	1		1	1					
April		1							
	6	3	4	1	0	0	0	0	\$ 7,677.23
2013									
Nov		1							
Dec	8	1	1						
Jan	1	1							
Feb		1		1	2				
March	1	1	1		1				
April									
	10	5	2	1	3	0	0	0	\$ 13,876.32
2012									
Nov									
Dec	1								
Jan									
Feb	1	1	1						

SECTION 7

COMPENSATION

7.01 COMPENSATION: The costs for the CONTRACTOR'S performance of the Work as described in this Contract shall be based on actual snow accumulation totals per snow event according to the following table.

Service Level Accumulation Amounts	Cost For Snow and Ice Control Services Per Snow Event
0.0 - 1.9 Inches	\$ 381.60
2.0 - 3.9 Inches	\$ 503.52
4.0 - 5.9 Inches	\$ 704.92
6.0 - 7.9 Inches	\$ 1,057.39
8.0 - 9.9 Inches	\$ 1,691.83
10.0 - 11.9 Inches	\$ 2,875.92
12.0 - 14.9 Inches	\$ 5,176.99
Per Inch Over 15.0 Inches	\$ 700.61

The above cost includes performance of the snow and ice control services for all routes as defined in the Contract for each snow event. A "snow event" is a snow and/or ice precipitation occurrence, during which precipitation is not interrupted for a continuous period of 3 hours or more.

SECTION 7

COMPENSATION

7.01 **COMPENSATION**: The costs for the CONTRACTOR'S performance of the Work as described in this Contract shall be based on actual snow accumulation totals per snow event according to the following table.

Service Level Accumulation Amounts	Cost For Snow and Ice Control Services Per Snow Event
0.0 - 1.9 Inches	\$ 1,075
2.0 - 3.9 Inches	\$ 1,475
4.0 - 5.9 Inches	\$ 1,775
6.0 - 7.9 Inches	\$ 2,075
8.0 - 9.9 Inches	\$ 2,225
10.0 - 11.9 Inches	\$ 2,375
12.0 - 14.9 Inches	\$ 2,575
Per Inch Over 15.0 Inches	\$ 1,300

The above cost includes performance of the snow and ice control services for all routes as defined in the Contract for each snow event. A "snow event" is a snow and/or ice precipitation occurrence, during which precipitation is not interrupted for a continuous period of 3 hours or more.

SECTION 7

COMPENSATION

7.01 COMPENSATION: The costs for the CONTRACTOR'S performance of the Work as described in this Contract shall be based on actual snow accumulation totals per snow event according to the following table.

Service Level Accumulation Amounts	Cost For Snow and Ice Control Services Per Snow Event
0.0 - 1.9 Inches	\$ 1,370
2.0 - 3.9 Inches	\$ 1,525
4.0 - 5.9 Inches	\$ 2,135
6.0 - 7.9 Inches	\$ 2,895
8.0 - 9.9 Inches	\$ 2,895
10.0 - 11.9 Inches	\$ 2,895
12.0 - 14.9 Inches	\$ T+m
Per Inch Over 15.0 Inches	\$ T+m

The above cost includes performance of the snow and ice control services for all routes as defined in the Contract for each snow event. A "snow event" is a snow and/or ice precipitation occurrence, during which precipitation is not interrupted for a continuous period of 3 hours or more.



2016-2017 Hourly Pricing

Pickup Truck with 9'-11' blade	\$115
Dump Truck	\$115
Skid Steer Loader (1yd bucket)	\$130
Front End Loader (2yd bucket)	\$195
Large Wheel Loader (3yd bucket)	\$245
16-20 ft box plow / capture blade	\$85
10-14 ft box plow / capture blade	\$50
Stacking	\$125
Laborer	\$35
ATV	\$55
Salt (per ton applied)	\$145
Sidewalk Ice Melt (per bag)	\$35

SECTION 7

COMPENSATION

7.01 **COMPENSATION:** The costs for the CONTRACTOR'S performance of the Work as described in this Contract shall be based on actual snow accumulation totals per snow event according to the following table.

Service Level Accumulation Amounts	Cost For Snow and Ice Control Services Per Snow Event
0.0 - 1.9 Inches	\$ 1,790.00
2.0 - 3.9 Inches	\$ 2,685.00
4.0 - 5.9 Inches	\$ 3,580.00
6.0 - 7.9 Inches	\$ 5,370.00
8.0 - 9.9 Inches	\$ 7,160.00
10.0 - 11.9 Inches	\$ 8,950.00
12.0 - 14.9 Inches	\$ 10,740
Per Inch Over 15.0 Inches	\$ 716.00

The above cost includes performance of the snow and ice control services for all routes as defined in the Contract for each snow event. A "snow event" is a snow and/or ice precipitation occurrence, during which precipitation is not interrupted for a continuous period of 3 hours or more.



VILLAGE OF ROUND LAKE
AGENDA ITEM SUMMARY

TITLE: SIDEWALK AND CURB & GUTTER CONTRACT ADDITIONS

Agenda Item No. COTW

Executive Summary

Staff recommends adding several locations to the Sidewalk & Curb Repair 2016 project. Some sidewalk and curb were removed as part of the emergency water main break on IL Rt 134 and Greenwood Road which would be charged to the Water/Sewer Fund. The Round Lake Area School District contacted staff about adding an ADA compliant crosswalk at the Magee Middle School entrance on Hart Road. The Village owns the sidewalk one side and the school district owns the other side. Staff will suggest that the Village complete both sides under this contract and have the school district reimburse the Village for their portion of the work.

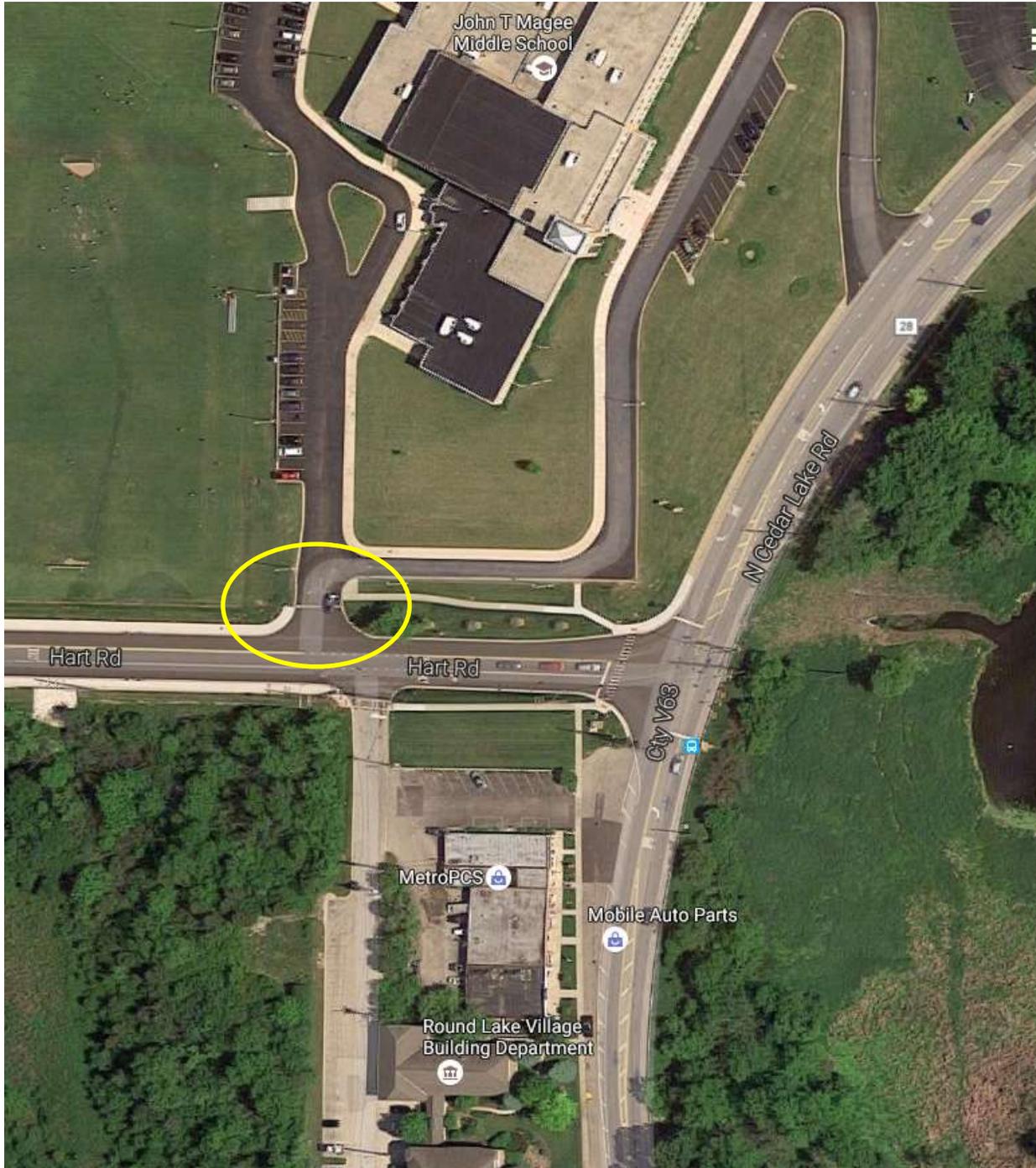
Budgeted amount	\$50,000.00
As bid by Schroeder & Schroeder Inc.	\$53,884.75
Additional cost from water main breaks	\$2,600.00
Additional cost for Magee School entrance	\$2,000.00
<u>Additional cost for Magee – CUSD portion</u>	<u>\$2,000.00</u>
Total cost with additions	\$60,484.75

Recommended Action

Authorize additional funds for Schroeder & Schroeder, Inc. to complete the Sidewalk & Curb Repair 2016 project.

Committee: PW/F&CA and Engineering		Meeting Date(s): 08/15/16	
Lead Department: Public Works		Presenter: Adam Wedoff, Director of Public Works	
Item Budgeted: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A If amount requested is over budget, a detailed explanation of what account(s) the overage will be charged to will be provided in the Executive Summary or attached detail.	Account(s)	Budget	Expenditure
	35-20-88-88801	\$280,800.00	
	Item Requested	\$50,000.00	\$57,884.75
	Y-T-D Actual		\$0.00
	Amount Encumbered		\$0.00
	Total	\$330,800.00	\$57,884.75
	50-60-92-99204	\$30,000.00	
	Item Requested	\$0.00	\$2,600.00
	Y-T-D Actual		\$6,865.69
	Amount Encumbered		\$0.00
	Total	\$30,000.00	\$9,465.69
	Grand Total	\$360,800.00	\$67,350.44
Request is over/under budget:			
	Under		\$293,449.56

Location of proposed sidewalk improvements at Magee Middle School entrance





VILLAGE OF ROUND LAKE

AGENDA ITEM SUMMARY

TITLE: EMPLOYEE BENEFIT PLANS

Agenda Item No. COTW

Executive Summary

As part of the annual insurance renewal process, GCG Financial obtained quotes for health, dental, and life insurance benefit plans. The Village is under a four (4) year agreement for vision care and therefore no proposal was prepared. A number of quotes were received that will be discussed at the COTW. The village's insurance broker, Marcus Newman from GCG Financial, will be attending the COTW meeting to present the insurance plans.

Attached are the following documents:

- Employee Benefit Plan Notes
- Employee Benefit Quotes
- Insurance Analysis

Recommended Action

For Discussion Purposes and Future Action by Staff and the Village Board.

Committee: -	Meeting Date: August 15, 2016																														
Lead Department: Administration	Presenter: Steven J. Shields, Village Administrator Brandy Schroff, Human Resources Mgr.																														
<p>Item Budgeted: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p> <p>If amount requested is over budget, a detailed explanation of what account(s) the overage will be charged to will be provided in the Executive Summary or attached detail.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Account(s)</th> <th style="text-align: center;">Budget</th> <th style="text-align: center;">Expenditure</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Various</td> <td></td> <td></td> </tr> <tr> <td>Item Requested</td> <td style="text-align: right;">\$604,940.00</td> <td style="text-align: right;">\$510,230.29</td> </tr> <tr> <td>Y-T-D Actual</td> <td></td> <td></td> </tr> <tr> <td>Amount Encumbered</td> <td></td> <td></td> </tr> <tr> <td> </td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">Grand Total</td> <td style="text-align: right;">\$604,940.00</td> <td style="text-align: right;">\$510,230.29</td> </tr> <tr> <td colspan="3">Request is over/under budget:</td> </tr> <tr> <td style="text-align: center;">Under</td> <td></td> <td style="text-align: right;">\$94,709.71</td> </tr> <tr> <td style="text-align: center;">Over</td> <td style="text-align: center;">-</td> <td></td> </tr> </tbody> </table>	Account(s)	Budget	Expenditure	Various			Item Requested	\$604,940.00	\$510,230.29	Y-T-D Actual			Amount Encumbered						Grand Total	\$604,940.00	\$510,230.29	Request is over/under budget:			Under		\$94,709.71	Over	-	
Account(s)	Budget	Expenditure																													
Various																															
Item Requested	\$604,940.00	\$510,230.29																													
Y-T-D Actual																															
Amount Encumbered																															
Grand Total	\$604,940.00	\$510,230.29																													
Request is over/under budget:																															
Under		\$94,709.71																													
Over	-																														

Employee Benefit Plan Notes

Health Insurance: Remain with Blue Cross Blue Shield (BCBS) with the same plan selections (HMO, PPO, and HSA) as the prior year, with an estimated 1.3% increase in premiums. All benefit within each plan remaining the same with the exception of the HSA family out of pocket maximum decreased from \$10,000 to \$6,850.

In addition, staff would like to extend the renewal date to January 1, 2018. BCBS was willing to provide a 15 month extension (versus the normal 12 month) at an additional cost of 1% of the premium, so that the next renewal would be effective January 1, 2018. The total renewal percentage would be 2.3%, budgeted percent increase was estimated at 15%.

Dental Insurance: Remain with Principal with the same plan selections as the prior year, with an estimated 4.90% increase in premiums. The budgeted percent increase was estimated at 7.5%. Principal has agreed to extend their rates to 1/1/18 on the renewal rates for all lines of coverage to align with the change in renewal date for Blue Cross.

Vision Insurance: Continue with the current carrier, VSP with no change in the premiums. The Village entered into a four year agreement that will expire on September 30, 2018

Life Insurance: Remain with Principal, however, staff is suggesting that the life insurance amount be increased from \$25,000 to \$50,000.

Other Information

- The insurance expense splits, the share the Village pays versus the employee, for each type of insurance plan will now be 85% Village and 15% employee. The current splits are as follows: Family-80%, Employee/Child-85%, Employee/Spouse-85%, Single-90%.

Village of Round Lake

Marketing Analysis

October 1, 2016

Medical Carriers Approached	Result	Annual Premiums
Blue Cross/Blue Shield	Incumbent - Current	\$526,618
Blue Cross/Blue Shield	Incumbent - Renewal	\$543,700
Blue Cross/Blue Shield	Incumbent - Negotiated Renewal	\$538,801
Aetna	Shown In Proposal	\$525,936
Humana	Rates Not Competitive	\$582,930
United Health Care	Shown In Proposal	\$457,117

Dental Carriers Approached	Result	Annual Premiums
Principal	Incumbent - Current	\$39,126
Principal	Incumbent - Renewal	\$41,041
Delta Dental	Rates Not Competitive	\$56,627
Guardian	Rates Not Competitive	\$56,455
Lincoln Financial	Declined-Rates Not Competitive	N/A
Unum	Rates Not Competitive	\$47,354

Life Carriers Approached	Result	Annual Premiums
Principal	Incumbent - Current	\$2,606
Principal	Incumbent - Renewal	\$2,722
Principal	Incumbent - \$50,000 Benefit	\$5,040
Dearborn National	Shown In Proposal	\$2,304
Guardian	Rates Not Competitive	\$4,789
Lincoln Financial	Shown In Proposal	\$2,146
Unum	Rates Not Competitive	\$2,787

Village of Round Lake

Health Insurance Summary

October 1, 2016



Blue Cross/Blue Shield

Incumbent Carrier Alternative Options

	Current	Renewal	Negotiated Renewal + Ext to 1/1/18*	Option 1	Option 2
HMO	<u>NHHB136</u>	<u>NHHB136</u>	<u>NHHB136</u>	<u>MHHB166</u>	<u>MHHB19C</u>
Employee	2				
Employee + Spouse	0				
Employee + Child(ren)	0				
Family	3				
	5				
	\$474.94	\$487.73	\$483.32	\$469.50	\$460.07
	\$965.95	\$996.64	\$987.61	\$959.39	\$940.11
	\$912.95	\$928.39	\$919.99	\$893.70	\$875.75
	<u>\$1,403.96</u>	<u>\$1,437.30</u>	<u>\$1,424.29</u>	<u>\$1,383.59</u>	<u>\$1,355.79</u>
	\$5,161.76	\$5,287.36	\$5,239.51	\$5,089.77	\$4,987.51
PPO	<u>NPP72426</u>	<u>NPP72426</u>	<u>NPP72426</u>	<u>MPP73426</u>	<u>MPP83436</u>
Employee	15				
Employee + Spouse	1				
Employee + Child	4				
Family	9				
	29				
	\$580.70	\$594.66	\$589.27	\$572.73	\$551.39
	\$1,181.06	\$1,213.15	\$1,204.12	\$1,170.33	\$1,126.71
	\$1,116.26	\$1,131.93	\$1,121.69	\$1,090.20	\$1,049.57
	<u>\$1,716.61</u>	<u>\$1,752.41</u>	<u>\$1,736.54</u>	<u>\$1,687.80</u>	<u>\$1,624.91</u>
	\$29,806.09	\$30,432.46	\$30,158.87	\$29,312.28	\$28,220.03
HSA	<u>NPSC3805 Agg</u>	<u>MPSC3805 Agg</u>	<u>MPSC3805 Agg</u>	<u>MPET3Y05 Emb</u>	<u>MPSE3X05 Agg</u>
Employee	3				
Employee + Spouse	2				
Employee + Child	0				
Family	5				
	10				
	\$408.13	\$439.41	\$435.43	\$428.91	\$414.04
	\$830.08	\$897.89	\$889.76	\$876.43	\$846.07
	\$784.53	\$836.42	\$828.85	\$816.42	\$788.13
	<u>\$1,206.48</u>	<u>\$1,294.90</u>	<u>\$1,283.17</u>	<u>\$1,263.95</u>	<u>\$1,220.15</u>
	\$8,916.95	\$9,588.51	\$9,501.69	\$9,359.34	\$9,035.01
Monthly Total	44				
	\$43,885	\$45,308	\$44,900	\$43,761	\$42,243
Estimated Annual Health Insurer & Reinsurance Fee		Included	Included	Included	Included
Annual Totals	\$526,618	\$543,700	\$538,801	\$525,137	\$506,911
Percentage Based off of Current		3.24%	2.31%	-0.28%	-3.74%
Total Annual \$ Increase from Current		\$17,082	\$12,183	(\$1,481)	(\$19,707)
Annual Cost Savings from Renewal				(\$13,664)	(\$31,890)

	In-Network		Out-of-Network		In-Network		Out-of-Network		In-Network		Out-of-Network		In-Network		Out-of-Network	
HMO																
Dr. Office Visit (In-network)- PCP/Spec	\$20/\$40		\$20/\$40		\$20/\$40		\$20/\$40		\$30/\$50		\$30/\$50		\$30/\$50		\$30/\$50	
Individual Deductible	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit						
Family Deductible	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit	\$0	No Benefit						
Inpatient Hospital Per Occurrence Deductible	\$100/Day-1st 5 Days	No Benefit	N/A	No Benefit	\$250/Day-1st 5 Days	No Benefit	N/A	No Benefit	\$250/Day-1st 5 Days	No Benefit						
Outpatient Surgery Per Occurrence Deductible	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit						
Co-insurance	100/0	No Benefit	100/0	No Benefit	100/0	No Benefit	100/0	No Benefit	100/0	No Benefit						
Individual OOP Max. (including Ded)	\$1,500	No Benefit	\$1,500	No Benefit	\$1,500	No Benefit	\$1,500	No Benefit	\$1,500	No Benefit						
Family OOP Max. (including Ded)	\$3,000	No Benefit	\$3,000	No Benefit	\$3,000	No Benefit	\$3,000	No Benefit	\$3,000	No Benefit						
ER Copay	\$150		\$150		\$150		\$150		\$150		\$150		\$150		\$150	
Rx Copays (In-Network)	\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$8/\$35/\$75/\$150		\$10/\$40/\$60		\$10/\$40/\$60	
RX Out of Pocket Maximum (Ind/Family)	\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000	
PPO																
Dr. Office Visit (In-network)- PCP/Spec	\$20/\$40		\$20/\$40		\$20/\$40		\$20/\$40		\$20/\$40		\$20/\$40		\$20/\$40		\$30/\$50	
Individual Deductible	\$500	\$1,000	\$500	\$1,000	\$500	\$1,000	\$500	\$1,000	\$500	\$1,000	\$1,000	\$2,000	\$500	\$1,000	\$2,000	\$2,000
Family Deductible	\$1,500	\$3,000	\$1,500	\$3,000	\$1,500	\$3,000	\$1,500	\$3,000	\$1,500	\$3,000	\$3,000	\$6,000	\$1,500	\$3,000	\$6,000	\$6,000
Inpatient Hospital Per Occurrence Deductible	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300
Outpatient Surgery Per Occurrence Deductible	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Co-insurance	90/10	70/30	90/10	70/30	90/10	70/30	90/10	70/30	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40
Individual OOP Max. (including Ded)	\$2,500	\$5,000	\$2,500	\$5,000	\$2,500	\$5,000	\$2,500	\$5,000	\$2,500	\$5,000	\$3,000	\$6,000	\$2,500	\$5,000	\$3,000	\$6,000
Family OOP Max. (including Ded)	\$7,500	\$15,000	\$7,500	\$15,000	\$7,500	\$15,000	\$7,500	\$15,000	\$7,500	\$15,000	\$9,000	\$18,000	\$7,500	\$15,000	\$9,000	\$18,000
ER Copay	\$150		\$150		\$150		\$150		\$150		\$150		\$150		\$150	
Rx Copays (In-Network)	\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60	
RX Out of Pocket Maximum (Ind/Family)	\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000	
HSA																
Dr. Office Visit (In-network)- PCP/Spec	20% after Ded		20% after Ded		20% after Ded		20% after Ded		20% after Ded							
Individual Deductible	\$2,500	\$5,000	\$2,500	\$5,000	\$2,500	\$5,000	\$2,500	\$5,000	\$2,600	\$5,200	\$3,500	\$7,000	\$2,500	\$5,000	\$3,500	\$7,000
Family Deductible	\$5,000	\$10,000	\$5,000	\$10,000	\$5,000	\$10,000	\$5,000	\$10,000	\$5,200	\$10,400	\$6,850	\$14,000	\$5,000	\$10,000	\$6,850	\$14,000
Inpatient Hospital Per Occurrence Deductible	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300	N/A	\$300
Outpatient Surgery Per Occurrence Deductible	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Co-insurance	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40	80/20	60/40
Individual OOP Max. (including Ded)	\$5,000	\$10,000	\$5,000	\$10,000	\$5,000	\$10,000	\$5,000	\$10,000	\$5,200	\$10,400	\$5,800	\$11,600	\$5,000	\$10,000	\$5,800	\$11,600
Family OOP Max. (including Ded)	\$10,000	\$20,000	\$6,850	\$20,000	\$6,850	\$20,000	\$6,850	\$20,000	\$10,400	\$20,800	\$6,850	\$23,200	\$10,000	\$20,000	\$6,850	\$23,200
ER Copay	10% after Ded		10% after Ded		10% after Ded		10% after Ded		10% after Ded							
Rx Copays (In-Network)	20% after Ded		20% after Ded		20% after Ded		20% after Ded		20% after Ded							
RX Out of Pocket Maximum (Ind/Family)	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A	

* Extra 1% to extend coverage to 1/1/18 is only an estimation. BCBS has not released those rates yet.

Village of Round Lake

Health Insurance Summary

October 1, 2016



Blue Cross/Blue Shield

Alternative Carrier Options

	Current	Renewal	Negotiated Renewal + Ext to 1/1/18*	Aetna	UnitedHealthcare
HMO	<u>NHHB136</u>	<u>NHHB136</u>	<u>NHHB136</u>	<u>IL HMO 0 70%</u>	<u>Plan 532 w/2V</u>
Employee	\$474.94	\$487.73	\$483.32	\$386.00	\$438.89
Employee + Spouse	\$965.95	\$996.64	\$987.61	\$927.00	\$921.67
Employee + Child(ren)	\$912.95	\$928.39	\$919.99	\$772.00	\$754.89
Family	\$1,403.96	\$1,437.30	\$1,424.29	\$1,236.00	\$1,325.45
	\$5,161.76	\$5,287.36	\$5,239.51	\$4,480.00	\$4,854.13
PPO	<u>NPP72426</u>	<u>NPP72426</u>	<u>NPP72426</u>	<u>IL PPO 500 80/50 \$20</u>	<u>Plan 554 w/2V</u>
Employee	\$580.70	\$594.66	\$589.27	\$541.00	\$488.56
Employee + Spouse	\$1,181.06	\$1,213.15	\$1,204.12	\$1,297.00	\$1,025.98
Employee + Child(ren)	\$1,116.26	\$1,131.93	\$1,121.69	\$1,081.00	\$840.32
Family	\$1,716.61	\$1,752.41	\$1,736.54	\$1,730.00	\$1,475.45
	\$29,806.09	\$30,432.46	\$30,158.87	\$29,306.00	\$24,994.71
HSA	<u>NPSC3805 Agg</u>	<u>MPS3805 Agg</u>	<u>MPS3805 Agg</u>	<u>IL PPO 2600 100/70 HSA Emb</u>	<u>Plan ABJ1 w/2V</u>
Employee	\$408.13	\$439.41	\$435.43	\$422.00	\$369.70
Employee + Spouse	\$830.08	\$897.89	\$889.76	\$1,013.00	\$776.37
Employee + Child(ren)	\$784.53	\$836.42	\$828.85	\$844.00	\$635.88
Family	\$1,206.48	\$1,294.90	\$1,283.17	\$1,350.00	\$1,116.48
	\$8,916.95	\$9,588.51	\$9,501.69	\$10,042.00	\$8,244.24
Monthly Total	\$43,885	\$45,308	\$44,900	\$43,828	\$38,093
Estimated Annual Health Insurer & Reinsurance Fee	Included	Included	Included	Included	Included
Annual Totals	\$526,618	\$543,700	\$538,801	\$525,936	\$457,117
Percentage Based off of Current		3.24%	2.31%	-0.13%	-13.20%
Total Annual \$ Increase from Current		\$17,082	\$12,183	(\$682)	(\$69,501)
Annual Cost Savings from Renewal				(\$12,865)	(\$81,684)

	In-Network		Out-of-Network		In-Network		Out-of-Network		In-Network		Out-of-Network		In-Network		Out-of-Network	
HMO																
Dr. Office Visit (In-network)- PCP/Spec	\$0	\$20/\$40	No Benefit	No Benefit	\$0	\$20/\$40	No Benefit	No Benefit	\$0	\$20/\$40	No Benefit	No Benefit	\$0	\$30/\$50	No Benefit	\$20/\$40
Individual Deductible	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit
Family Deductible	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit	\$0		No Benefit	No Benefit
Inpatient Hospital Per Occurrence Deductible	\$100/Day-1st 5 Days	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit						
Outpatient Surgery Per Occurrence Deductible	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit	N/A	No Benefit						
Co-insurance	100/0	No Benefit	70/30	No Benefit	100/0	No Benefit	100/0	No Benefit	100/0	No Benefit						
Individual OOP Max. (including Ded)	\$1,500	No Benefit	\$1,000	No Benefit	\$1,500	No Benefit	\$1,500	No Benefit	\$1,500	No Benefit						
Family OOP Max. (including Ded)	\$3,000	No Benefit	\$2,000	No Benefit	\$3,000	No Benefit	\$3,000	No Benefit	\$3,000	No Benefit						
ER Copay		\$150		\$150		\$150		\$150		\$250		\$300		\$250		\$300
Rx Copays (In-Network)		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$3/\$10/\$45/\$75/30% to \$250/40% to \$500		\$10/\$35/\$60		\$3/\$10/\$45/\$75/30% to \$250/40% to \$500		\$10/\$35/\$60
RX Out of Pocket Maximum (Ind/Family)		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		N/A		N/A		N/A		N/A
PPO																
Dr. Office Visit (In-network)- PCP/Spec	\$500	\$20/\$40	\$1,000	\$1,000	\$500	\$20/\$40	\$1,000	\$1,000	\$500	\$20/\$40	\$1,000	\$1,000	\$500	\$20/\$40	\$1,000	\$5,000
Individual Deductible	\$1,500		\$3,000	\$3,000	\$1,500		\$3,000	\$3,000	\$1,500		\$3,000	\$3,000	\$1,000		\$3,000	\$10,000
Family Deductible	N/A		\$300	\$300	N/A		\$300	\$300	N/A		\$300	\$300	N/A		\$300	N/A
Inpatient Hospital Per Occurrence Deductible	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A
Outpatient Surgery Per Occurrence Deductible	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A
Co-insurance	90/10		70/30	70/30	90/10		70/30	70/30	90/10		70/30	70/30	80/20		60/40	60/40
Individual OOP Max. (including Ded)	\$2,500		\$5,000	\$5,000	\$2,500		\$5,000	\$5,000	\$2,500		\$5,000	\$5,000	\$1,250		\$2,500	\$10,000
Family OOP Max. (including Ded)	\$7,500		\$15,000	\$15,000	\$7,500		\$15,000	\$15,000	\$7,500		\$15,000	\$15,000	\$2,500		\$5,000	\$20,000
ER Copay		\$150		\$150		\$150		\$150		\$150		\$150		\$250		\$250 then 20%
Rx Copays (In-Network)		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$10/\$40/\$60		\$3/\$10/\$45/\$75/30% to \$250/40% to \$500		\$10/\$35/\$60		\$3/\$10/\$45/\$75/30% to \$250/40% to \$500		\$10/\$35/\$60
RX Out of Pocket Maximum (Ind/Family)		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		\$1,000/\$3,000		N/A		N/A		N/A		N/A
HSA																
Dr. Office Visit (In-network)- PCP/Spec	\$2,500	20% after Ded	\$5,000	\$5,000	\$2,500	20% after Ded	\$5,000	\$5,000	\$2,500	20% after Ded	\$5,000	\$5,000	\$2,600	0% after Ded	\$7,800	\$20% after Ded
Individual Deductible	\$5,000		\$10,000	\$10,000	\$5,000		\$10,000	\$10,000	\$5,000		\$10,000	\$10,000	\$5,200		\$15,600	\$5,000
Family Deductible	N/A		\$300	\$300	N/A		\$300	\$300	N/A		\$300	\$300	N/A		\$300	\$10,000
Inpatient Hospital Per Occurrence Deductible	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A
Outpatient Surgery Per Occurrence Deductible	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A
Co-insurance	80/20		60/40	60/40	80/20		60/40	60/40	80/20		60/40	60/40	100/0		70/30	60/40
Individual OOP Max. (including Ded)	\$5,000		\$10,000	\$10,000	\$5,000		\$10,000	\$10,000	\$5,000		\$10,000	\$10,000	\$5,200		\$10,000	\$10,000
Family OOP Max. (including Ded)	\$10,000		\$20,000	\$20,000	\$6,850		\$20,000	\$20,000	\$6,850		\$20,000	\$20,000	\$10,400		\$20,000	\$20,000
ER Copay		10% after Ded		\$250 after Ded		20% after Ded		\$250 after Ded		20% after Ded						
Rx Copays (In-Network)		20% after Ded		\$3/\$15/\$70/\$90/40% to \$300/50% to \$500 after Ded		\$10/\$35/\$60 after Ded		\$3/\$15/\$70/\$90/40% to \$300/50% to \$500 after Ded		\$10/\$35/\$60 after Ded						
RX Out of Pocket Maximum (Ind/Family)		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A

* For an additional 1% of annual premium, the group has the opportunity to change the renewal date to 01/01/2017

Village of Round Lake



Dental Insurance Summary

October 1, 2016

Principal

	Current	Renewal Rates to 1/1/18
PPO	<u>Dental PPO</u>	<u>Dental PPO</u>
Employee 16	\$29.61	\$31.06
Employee + Spouse 8	\$62.49	\$65.55
Employee + Child(ren) 4	\$69.01	\$72.39
Family 19	<u>\$105.83</u>	<u>\$111.01</u>
47	\$3,260.49	\$3,420.11
Monthly Total	\$3,260	\$3,420
Annual Totals	\$39,126	\$41,041
Percentage Based off of Current		4.90%
Total Annual \$ Increase from Current		\$1,915

PPO	In-Network	Out-of-Network
Individual Annual Deductible	\$50	\$50
Family Annual Deductible	\$150	\$150
Preventive	100%	100%
Basic	80%	80%
Major	50%	50%
Endodontics	Basic	Basic
Periodontics	Basic	Basic
Annual Maximum	\$1,500	\$1,500
Orthodontia	50%	50%
Orthodontia Lifetime Maximum	\$1,000	\$1,000
Reasonable & Customary	90th Percentile	
Waiting Periods	None	
Rate Guarantee	1 Year	

Premiums are based on the most similar plan designs available.
Renewal Premiums for Incumbent carriers are shown.



Village of Round Lake

Life/AD&D Insurance Summary

October 1, 2016

Life/AD&D	Principal - Current	Principal - Renewal Rates until 1/1/18	Principal - Option - Rates good until 1/1/18	Dearborn National	Lincoln Financial
Rate Guarantee	N/A	2 Year	2 Year	2 Year	2 Year
Class Description	All Full Time Eligible Employees	All Full Time Eligible Employees	All Full Time Eligible Employees	All Full Time Eligible Employees	All Full Time Eligible Employees
Benefit	\$25,000	\$25,000	\$50,000	\$25,000	\$25,000
Guarantee Issue	\$25,000	\$25,000	\$50,000	\$25,000	\$25,000
Cost of Coverage Paid By	Employer	Employer	Employer	Employer	Employer
Total Volume	\$1,200,000	\$1,200,000	\$2,400,000	\$1,200,000	\$1,200,000
Rate/\$1000 of Benefit	\$0.181	\$0.189	\$0.175	\$0.160	\$0.149
Monthly Total	\$217.20	\$226.80	\$420.00	\$192.00	\$178.80
Annual Total	\$2,606.40	\$2,721.60	\$5,040.00	\$2,304.00	\$2,145.60

Premiums are based on the most similar plan designs available.
Renewal Premiums for Incumbent carriers are shown.

Insurance Analysis

Type	10/01/16 Renewal			Previous Costs			Difference		
	Village	Employee	Total	Village	Employee	Total	Village	Employee	Total
Vision	\$3,902.21	\$688.63	\$4,590.84	\$3,806.98	\$783.86	\$4,590.84	\$95.23	(\$95.23)	(\$0.00)
Dental	\$31,851.74	\$5,620.90	\$37,472.64	\$29,470.96	\$6,252.80	\$35,723.76	\$2,380.79	(\$631.91)	\$1,748.88
Health - PPO	\$289,327.08	\$51,057.72	\$340,384.80	\$282,342.00	\$54,190.08	\$336,532.08	\$6,985.08	(\$3,132.36)	\$3,852.72
Health - HSA	\$126,666.25	\$17,102.99	\$143,769.24	\$117,817.40	\$18,935.32	\$136,752.72	\$8,848.85	(\$1,832.33)	\$7,016.52
Health - HMO	\$53,443.00	\$9,431.12	\$62,874.12	\$50,692.75	\$11,248.37	\$61,941.12	\$2,750.25	(\$1,817.25)	\$933.00
Life (@ \$50,000)	\$5,040.00	\$0.00	\$5,040.00	\$2,606.40	\$0.00	\$2,606.40	\$2,433.60	\$0.00	\$2,433.60
Total	\$510,230.29	\$83,901.35	\$594,131.64	\$486,736.49	\$91,410.43	\$578,146.92	\$23,493.80	(\$7,509.08)	\$15,984.72

Renewal Cost to Budget Amounts

Type	Budget	Renewal Cost	Over (Under) Budget
Vision	\$4,500.00	\$3,902.21	(\$597.79)
Dental	\$34,525.00	\$31,851.74	(\$2,673.26)
Health	\$563,000.00	\$469,436.33	(\$93,563.67)
Life	\$2,915.00	\$5,040.00	\$2,125.00
Total	\$604,940.00	\$510,230.29	(\$94,709.71)

**VILLAGE OF ROUND LAKE - PPO INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

BCBS

<u>Description</u>	<u>Family</u>	<u>Employees</u>	<u>Empl./Child</u>	<u>Employees</u>	<u>Empl./Spouse</u>	<u>Employees</u>	<u>Single</u>	<u>Employees</u>	
Renewal Premium	\$1,736.54	8	\$1,121.69	5	\$1,204.12	1	\$589.27	13	
Previous Premium	\$1,716.61		\$1,116.26		\$1,181.06		\$580.70		
Dollar Change	\$19.93		\$5.43		\$23.06		\$8.57		Total Enrolled <u>27</u>
Percent Change	1.16%		0.49%		1.95%		1.48%		
Changes: Family			85.00%	Village Share	Previous: Family			80.00%	Village Share
Employee +1			85.00%	Village Share	Employee +1			85.00%	Village Share
Single			85.00%	Village Share	Single			90.00%	Village Share

<u>Village Premium</u>	<u>Renewals Information</u>			<u>Previous Information</u>			<u>Annual Change In Premium</u>	<u>Annual % Change Premium</u>
	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>		
FAMILY	\$1,476.06	\$17,712.71	85.00%	\$1,373.29	\$16,479.46	80.00%	\$1,233.25	7.48%
EMPL./CHILD	\$953.44	\$11,441.24	85.00%	\$948.82	\$11,385.85	85.00%	\$55.39	0.49%
EMPL./SPOUSE	\$1,023.50	\$12,282.02	85.00%	\$1,003.90	\$12,046.81	85.00%	\$235.21	1.95%
SINGLE	\$500.88	\$6,010.55	85.00%	\$522.63	\$6,271.56	90.00%	(\$261.01)	(4.16%)
Employee Premium								
FAMILY	\$260.48	\$3,125.77	15.00%	\$343.32	\$4,119.86	20.00%	(\$994.09)	(24.13%)
EMPL./CHILD	\$168.25	\$2,019.04	15.00%	\$167.44	\$2,009.27	15.00%	\$9.77	0.49%
EMPL./SPOUSE	\$180.62	\$2,167.42	15.00%	\$177.16	\$2,125.91	15.00%	\$41.51	1.95%
SINGLE	\$88.39	\$1,060.69	15.00%	\$58.07	\$696.84	10.00%	\$363.85	0.00%

<u>Type</u>	<u>Annual Village Cost</u>				<u>Annual Employee Cost</u>			
	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
FAMILY	\$141,701.66	\$131,835.65	\$9,866.02	7.48%	\$25,006.18	\$32,958.91	(\$7,952.74)	(24.13%)
EMPL./CHILD	\$57,206.19	\$56,929.26	\$276.93	0.49%	\$10,095.21	\$10,046.34	\$48.87	0.49%
EMPL./SPOUSE	\$12,282.02	\$12,046.81	\$235.21	1.95%	\$2,167.42	\$2,125.91	\$41.51	1.95%
SINGLE	\$78,137.20	\$81,530.28	(\$3,393.08)	(4.16%)	\$13,788.92	\$9,058.92	\$4,730.00	52.21%
Total	\$289,327.08	\$282,342.00	\$6,985.08	2.47%	\$51,057.72	\$54,190.08	(\$3,132.36)	(5.78%)
Total Costs	\$340,384.80	\$336,532.08	\$3,852.72	1.14%				

**VILLAGE OF ROUND LAKE - HSA INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

BCBS

<u>Description</u>	<u>Family</u>	<u>Employees</u>	<u>Empl./Child</u>	<u>Employees</u>	<u>Empl./Spouse</u>	<u>Employees</u>	<u>Single</u>	<u>Employees</u>
Renewal Premium	\$1,283.17	5	\$828.85	0	\$889.76	2	\$435.43	3
Previous Premium	\$1,206.48		\$784.53		\$830.08		\$408.13	
Dollar Change	\$76.69		\$44.32		\$59.68		\$27.30	Total Enrolled <u>10</u>
Percent Change	6.36%		5.65%		7.19%		6.69%	

Changes: Family	85.00%	Village Share	Previous: Family	80.00%	Village Share
Employee +1	85.00%	Village Share	Employee +1	85.00%	Village Share
Single	85.00%	Village Share	Single	90.00%	Village Share

<u>Village Premium</u>	<u>Renewals Information</u>			<u>Previous Information</u>			<u>Annual Change In Premium</u>	<u>Annual % Change Premium</u>
	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>		
FAMILY	\$1,090.69	\$13,088.33	85.00%	\$965.18	\$11,582.21	80.00%	\$1,506.13	13.00%
EMPL./CHILD	\$704.52	\$8,454.27	85.00%	\$666.85	\$8,002.21	85.00%	\$452.06	5.65%
EMPL./SPOUSE	\$756.30	\$9,075.55	85.00%	\$705.57	\$8,466.82	85.00%	\$608.74	7.19%
SINGLE	\$370.12	\$4,441.39	85.00%	\$367.32	\$4,407.80	90.00%	\$33.58	0.76%
Employee Premium								
FAMILY	\$192.48	\$2,309.71	15.00%	\$241.30	\$2,895.55	20.00%	(\$585.85)	(20.23%)
EMPL./CHILD	\$124.33	\$1,491.93	15.00%	\$117.68	\$1,412.15	15.00%	\$79.78	5.65%
EMPL./SPOUSE	\$133.46	\$1,601.57	15.00%	\$124.51	\$1,494.14	15.00%	\$107.42	7.19%
SINGLE	\$65.31	\$783.77	15.00%	\$40.81	\$489.76	10.00%	\$294.02	0.00%

<u>Type</u>	<u>Annual Village Cost</u>				<u>Annual Employee Cost</u>			
	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
FAMILY	\$82,941.27	\$75,410.64	\$7,530.63	9.99%	\$11,548.53	\$14,477.76	(\$2,929.23)	(20.23%)
EMPL./CHILD	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	0.00%
EMPL./SPOUSE	\$25,150.94	\$23,933.47	\$1,217.47	5.09%	\$3,203.14	\$2,988.29	\$214.85	7.19%
SINGLE	\$18,574.04	\$18,473.29	\$100.75	0.55%	\$2,351.32	\$1,469.27	\$882.05	60.03%
Total	\$126,666.25	\$117,817.40	\$8,848.85	7.51%	\$17,102.99	\$18,935.32	(\$1,832.33)	(9.68%)

Total Costs \$143,769.24 \$136,752.72 \$7,016.52 5.13%

Additional Village contribution for single employees.	<u>\$145.83</u>	Additional Village contribution above single coverage	<u>\$291.66</u>
---	-----------------	---	-----------------

**VILLAGE OF ROUND LAKE - HMO INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

BCBS

<u>Description</u>	<u>Family</u>	<u>Employees</u>	<u>Empl./Child</u>	<u>Employees</u>	<u>Empl./Spouse</u>	<u>Employees</u>	<u>Single</u>	<u>Employees</u>	
Renewal Premium	\$1,424.29	3	\$919.99	0	\$987.61	0	\$483.32	2	
Previous Premium	\$1,403.96		\$912.95		\$965.95		\$474.94		
Dollar Change	\$20.33		\$7.04		\$21.66		\$8.38		Total Enrolled <u>5</u>
Percent Change	1.45%		0.77%		2.24%		1.76%		
Changes:	Family	85.00%	Village Share		Previous: Family	80.00%	Village Share		
	Employee +1	85.00%	Village Share		Employee +1	85.00%	Village Share		
	Single	85.00%	Village Share		Single	90.00%	Village Share		

<u>Village Premium</u>	<u>Renewals Information</u>			<u>Previous Information</u>			<u>Annual Change In Premium</u>	<u>Annual % Change Premium</u>
	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>		
FAMILY	\$1,210.65	\$14,527.76	85.00%	\$1,123.17	\$13,478.02	80.00%	\$1,049.74	7.79%
EMPL./CHILD	\$781.99	\$9,383.90	85.00%	\$776.01	\$9,312.09	85.00%	\$71.81	0.77%
EMPL./SPOUSE	\$839.47	\$10,073.62	85.00%	\$821.06	\$9,852.69	85.00%	\$220.93	2.24%
SINGLE	\$410.82	\$4,929.86	85.00%	\$427.45	\$5,129.35	90.00%	(\$199.49)	(3.89%)
Employee Premium								
FAMILY	\$213.64	\$2,563.72	15.00%	\$280.79	\$3,369.50	20.00%	(\$805.78)	(23.91%)
EMPL./CHILD	\$138.00	\$1,655.98	15.00%	\$136.94	\$1,643.31	15.00%	\$12.67	0.77%
EMPL./SPOUSE	\$148.14	\$1,777.70	15.00%	\$144.89	\$1,738.71	15.00%	\$38.99	2.24%
SINGLE	\$72.50	\$869.98	15.00%	\$47.49	\$569.93	10.00%	\$300.05	0.00%

<u>Type</u>	<u>Annual Village Cost</u>				<u>Annual Employee Cost</u>			
	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
FAMILY	\$43,583.27	\$40,434.05	\$3,149.23	7.79%	\$7,691.17	\$10,108.51	(\$2,417.35)	(23.91%)
EMPL./CHILD	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	0.00%
EMPL./SPOUSE	\$0.00	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	\$0.00	0.00%
SINGLE	\$9,859.73	\$10,258.70	(\$398.98)	(3.89%)	\$1,739.95	\$1,139.86	\$600.10	52.65%
Total	\$53,443.00	\$50,692.75	\$2,750.25	5.43%	\$9,431.12	\$11,248.37	(\$1,817.25)	(16.16%)
Total Costs	\$62,874.12	\$61,941.12	\$933.00	1.51%				

**VILLAGE OF ROUND LAKE - VISION INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

EyeMed

<u>Description</u>	<u>Family</u>	<u>Employees</u>	<u>Empl./Child</u>	<u>Employees</u>	<u>Empl./Spouse</u>	<u>Employees</u>	<u>Single</u>	<u>Employees</u>	
Renewal Premium	\$13.76	17	\$9.35	5	\$8.90	3	\$4.70	16	
Previous Premium	\$13.76		\$9.35		\$8.90		\$4.70		
Dollar Change	\$0.00		\$0.00		\$0.00		\$0.00		Total Enrolled <u>41</u>
Percent Change	0.00%		0.00%		0.00%		0.00%		
Changes: Family			85.00%	Village Share	Previous: Family			80.00%	Village Share
Employee +1			85.00%	Village Share	Employee +1			85.00%	Village Share
Single			85.00%	Village Share	Single			90.00%	Village Share

<u>Village Premium</u>	<u>Renewals Information</u>			<u>Previous Information</u>			<u>Annual Change In Premium</u>	<u>Annual % Change Premium</u>
	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>		
FAMILY	\$11.70	\$140.35	85.00%	\$11.01	\$132.10	80.00%	\$8.26	6.25%
EMPL./CHILD	\$7.95	\$95.37	85.00%	\$7.95	\$95.37	85.00%	\$0.00	0.00%
EMPL./SPOUSE	\$7.57	\$90.78	85.00%	\$7.57	\$90.78	85.00%	\$0.00	0.00%
SINGLE	\$4.00	\$47.94	85.00%	\$4.23	\$50.76	90.00%	(\$2.82)	(5.56%)
Employee Premium								
FAMILY	\$2.06	\$24.77	15.00%	\$2.75	\$33.02	20.00%	(\$8.26)	(25.00%)
EMPL./CHILD	\$1.40	\$16.83	15.00%	\$1.40	\$16.83	15.00%	\$0.00	0.00%
EMPL./SPOUSE	\$1.34	\$16.02	15.00%	\$1.34	\$16.02	15.00%	\$0.00	0.00%
SINGLE	\$0.71	\$8.46	15.00%	\$0.47	\$5.64	10.00%	\$2.82	0.00%

<u>Type</u>	<u>Annual Village Cost</u>				<u>Annual Employee Cost</u>			
	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
FAMILY	\$2,385.98	\$2,245.63	\$140.35	6.25%	\$421.06	\$561.41	(\$140.35)	(25.00%)
EMPL./CHILD	\$476.85	\$476.85	\$0.00	0.00%	\$84.15	\$84.15	\$0.00	0.00%
EMPL./SPOUSE	\$272.34	\$272.34	\$0.00	0.00%	\$48.06	\$48.06	\$0.00	0.00%
SINGLE	\$767.04	\$812.16	(\$45.12)	(5.56%)	\$135.36	\$90.24	\$45.12	50.00%
Total	\$3,902.21	\$3,806.98	\$95.23	2.50%	\$688.63	\$783.86	(\$95.23)	(12.15%)
Total Costs	\$4,590.84	\$4,590.84	(\$0.00)	(0.00%)				

**VILLAGE OF ROUND LAKE - DENTAL INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

Principal

<u>Description</u>	<u>Family</u>	<u>Employees</u>	<u>Empl./Child</u>	<u>Employees</u>	<u>Empl./Spouse</u>	<u>Employees</u>	<u>Single</u>	<u>Employees</u>	
Renewal Premium	\$111.01	18	\$72.39	5	\$65.55	5	\$31.06	14	
Previous Premium	\$105.83		\$69.01		\$62.49		\$29.61		
Dollar Change	\$5.18		\$3.38		\$3.06		\$1.45		Total Enrolled 42
Percent Change	4.89%		4.90%		4.90%		4.90%		
Changes: Family		85.00%	Village Share	Previous: Family		80.00%	Village Share		
Employee +1		85.00%	Village Share	Employee +1		85.00%	Village Share		
Single		85.00%	Village Share	Single		90.00%	Village Share		

<u>Village Premium</u>	<u>Renewals Information</u>			<u>Previous Information</u>			<u>Annual Change In Premium</u>	<u>Annual % Change Premium</u>
	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>	<u>Monthly</u>	<u>Annual</u>	<u>% Share of Total Prem.</u>		
FAMILY	\$94.36	\$1,132.30	85.00%	\$84.66	\$1,015.97	80.00%	\$116.33	11.45%
EMPL./CHILD	\$61.53	\$738.38	85.00%	\$58.66	\$703.90	85.00%	\$34.48	4.90%
EMPL./SPOUSE	\$55.72	\$668.61	85.00%	\$53.12	\$637.40	85.00%	\$31.21	4.90%
SINGLE	\$26.40	\$316.81	85.00%	\$26.65	\$319.79	90.00%	(\$2.98)	(0.93%)
Employee Premium								
FAMILY	\$16.65	\$199.82	15.00%	\$21.17	\$253.99	20.00%	(\$54.17)	(21.33%)
EMPL./CHILD	\$10.86	\$130.30	15.00%	\$10.35	\$124.22	15.00%	\$6.08	4.90%
EMPL./SPOUSE	\$9.83	\$117.99	15.00%	\$9.37	\$112.48	15.00%	\$5.51	4.90%
SINGLE	\$4.66	\$55.91	15.00%	\$2.96	\$35.53	10.00%	\$20.38	0.00%

<u>Type</u>	<u>Annual Village Cost</u>				<u>Annual Employee Cost</u>			
	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
FAMILY	\$20,381.44	\$18,287.42	\$2,094.01	11.45%	\$3,596.72	\$4,571.86	(\$975.13)	(21.33%)
EMPL./CHILD	\$3,691.89	\$3,519.51	\$172.38	4.90%	\$651.51	\$621.09	\$30.42	4.90%
EMPL./SPOUSE	\$3,343.05	\$3,186.99	\$156.06	4.90%	\$589.95	\$562.41	\$27.54	4.90%
SINGLE	\$4,435.37	\$4,477.03	(\$41.66)	(0.93%)	\$782.71	\$497.45	\$285.26	57.35%
Total	\$31,851.74	\$29,470.96	\$2,380.79	8.08%	\$5,620.90	\$6,252.80	(\$631.91)	(10.11%)
Total Costs	\$37,472.64	\$35,723.76	\$1,748.88	4.90%				

**VILLAGE OF ROUND LAKE - LIFE INSURANCE RENEWAL
MONTHLY PREMIUMS EFFECTIVE 10/1/2016**

Principal \$25,000 Renewal

	<u>Per Employee</u>	<u>Employees</u>	<u>Premium Splits</u>	
			Employee Share	0.00%
			Village Share	100.00%
Renewal Premium	\$4.63	49		
Previous Premium	<u>\$4.43</u>			
Dollar Change	<u><u>\$0.20</u></u>		Change in Coverage:	4.42%

Village Premium	<u>Monthly</u>	<u>Annual</u>		
Per Employee	\$4.63	\$55.56		
Annual Village Cost	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
Per Employee	\$2,721.60	\$2,606.40	\$115.20	4.42%

Number of employees	49
Amount per Employee	\$25,000
Total Amount	\$1,200,000
Rate Per Thousand	\$0.189
Monthly Amount	\$226.80
Per Employee	\$4.63

Principal \$50,000 Renewal

	<u>Per Employee</u>	<u>Employees</u>	<u>Premium Splits</u>	
			Employee Share	0.00%
			Village Share	100.00%
\$25,000 Renewal	\$4.63	49		
\$50,000 Renewal	<u>\$8.57</u>			
Dollar Change	<u><u>(\$3.94)</u></u>			

Village Premium	<u>Monthly</u>	<u>Annual</u>		
Per Employee	\$8.57	\$102.84		
Annual Village Cost	<u>New</u>	<u>Previous</u>	<u>Change</u>	<u>Percent</u>
Per Employee	\$5,040.00	\$2,721.60	\$2,318.40	

Number of employees	49
Amount per Employee	\$50,000
Total Amount	\$2,400,000
Rate Per Thousand	\$0.175
Monthly Amount	\$420.00
Per Employee	\$8.57