



We exist to provide outstanding opportunities through recreation for children and adults with disabilities.

October 12, 2022
10:30 A.M., Personnel Committee Meeting
Park Central Board Room
Rolling Meadows, IL

Agenda

- I. Staff Updates - Pages 2 - 5
 - A. Organizational Chart
 - 1. Vacant Positions
 - a. Two Recreation Specialists
 - b. Collaborative Coordinator
 - 2. Lauterbach and Amen Contract

- II. Proposed Salary Ranges - Pages 6 - 12
 - A. NWSRA 2022 Ranges
 - B. NWSRA Proposed 2023 Ranges
 - C. Part-Time Staff Salary Ranges
 - D. Proposed 2023 Merit Increase/Pool
 - 1. Merit Increase/Pool Survey Results

- III. Proposed Health Insurance - Pages 13 - 26
 - A. Health Benefits Survey Results
 - B. PDRMA Health Insurance Options
 - C. Proposed NWSRA Health Plan Options for 2023
 - i. \$2,000 Deductible RX1 and HMO RX1 (EE 10%, EE+Child 12%, EE + Children 15%, EE+Spouse 13%, Family 15%)
 - ii. New vision changes/updates

An extension of the local park districts serving

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I. Staff Updates

Date: October 12, 2022
To: NWSRA Board of Directors
From: Bob O'Brien, Personnel Committee Chairman
Re: Staff Updates

Organizational Chart Updates

Once a year the Personnel Committee is presented the organization chart to review any changes, additions and/or deletions that are being recommended by staff. This year Lauterbach and Amen were contracted in March 2022 through to December 31, 2022, to perform the duties of the full time Finance Manager for the Association. Lauterbach and Amen assigned two staff to perform these duties.

Vacant Positions

Currently, NWSRA has filled five Full-Time Staff vacancies throughout the Summer 2022. Staff vacated these positions at various times throughout 2022. Only three full time positions remain open:

1. **Two Recreation Specialist** – Plan, direct and coordinate recreation, and leisure programs for NWSRA participants. Assess and recommend appropriate goals and programs for individual with disabilities. Also serves as van drivers and must obtain a CDL.
2. **Collaborative Coordinator** – Develop and administer recreation programs in collaboration with outside agencies and community organizations. Supervise part-time Collaborative employees and volunteers

Lauterbach and Amen Contract Renewal

Currently, NWSRA is under contract with Lauterbach and Amen to perform the duties of the Finance Manager. Lauterbach and Amen started the contract with NWSRA, in March of 2022 and since have performed the following duties: but are not limited to:

- Researched prior work performed by the Finance Manager
- Reviewed and reconciled the discrepancies in the general ledger accounts
- Review and complete the accounts payable process
- Review and complete the accounts receivable process
- Work with staff regarding PCard reconciliation
- Complete month end procedures
- Prepare audit work papers for the outside auditors
- Caught up on filing 941 Payroll tax forms to the State of IL
- Caught up on the IDES filing
- Handle the 1099 Year end process
- Work with staff to analyze and prepare FY2022 and 2023 budget needs
- Meet quarterly with staff to review, analyze, and reconcile the general ledger
- Streamlined the chart of accounts within the QuickBooks accounting system
- Prepare quarterly financials, warrant lists, financial reports for the board packet
- Special financial reports for staff and board

- Oversee the investment portfolio and make recommendations to staff
- All accounting procedures follow GAAP standards

NWSRA is currently looking for new financial software and the Lauterbach and Amen expertise is needed to help select and transition the agency to the new software. Staff believe that hiring a new person before the finance department processes are all streamlined and up to standards, would impede the progress that has been made by Lauterbach and Amen thus far. Below is a comparison of last year's contracted amount and this year's proposed contracted amount.

In FY2022, The Finance Manager position was budgeted at \$82,118.43. This position was filled by the Finance Manager for two months of FY2022, resulting in a budget impact of \$13,686.40 (includes salary/Benefits/FICA). Lauterbach and Amen were contracted to complete the FY2022 in the Finance Management role with a budget impact of \$67,500 for the remaining 10 months. The total Budget impact for FY2022 will be \$81,186.40 with a savings of \$750.03.

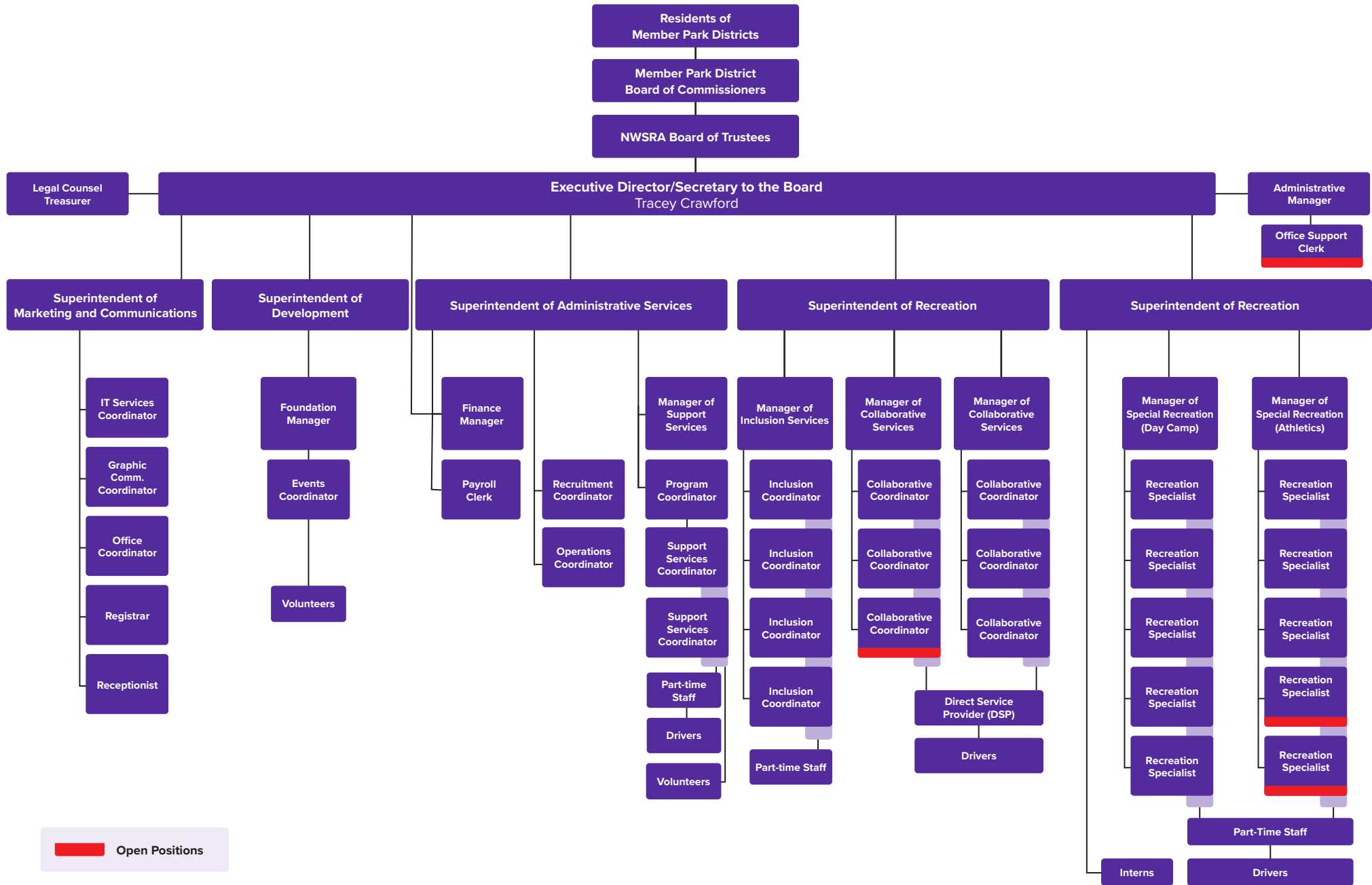
Staff is proposing a contract renewal with Lauterbach and Amen for FY2023 for all duties in the Finance Management role for NWSRA. The contract rate will increase by 3% for a total budget impact of \$83,430.00 with no benefits or FICA impact.

Motion:

Motion to approve the NWSRA Organizational Chart as presented.

Motion to approve the contract extension with Lauterbach and Amen for FY 2023 is a 3% increase with a budget impact of \$83,430.00.

Northwest Special Recreation Association Organizational Chart 2022



Open Positions

II. Proposed Salary Ranges

Date: October 12, 2022
To: NWSRA Board of Directors
From: Bob O'Brien, Personnel Committee Chair
Re: Salary Ranges FY 2023

In October 2019, the Personnel Committee approved a full salary comprehensive study to be conducted in 2020 for 2021 budget impact.

In the fall of 2019, HR Source was contacted to complete the survey; however, upon completion of the survey, COVID-19 hit and affected the economy and job market in Illinois. Staff have reached out to HR Source to ask for the cost of a reevaluation of the salary range portion of the report to address any COVID Impact. HR Source currently creates the IPRA Parks and Recreation Salary Study as well as many Special Recreation Associations. The Job Descriptions, roles and responsibilities have all been reviewed and approved by HR Source and can continue to be used for NWSRA. Due to the COVID-19 Pandemic and the huge budget impact, staff recommended salaries remain frozen with no merit increases until end of summer FY2021. FY 2020 ranges were used for FY 2021.

In July 2021, the Personnel Committee convened to review the HR Source findings from the 2019 report. The Committee asked staff to work with HR Source to increase the Recreation Specialists and Coordinator minimum ranges. As a result of the review:

- The Recreation Specialist's salary ranges were adjusted by \$4,700
- The Coordinator ranges were adjusted by \$1,200

The Salary Ranges for the Managers and Superintendents were not adjusted. The NWSRA Board of Directors approved for the NWSRA Salary Ranges to be reviewed annually, based on the HR Source aging factor, and to complete a full Comprehensive Salary Survey every three years. The next Comprehensive Salary Survey should be completed for 2025.

In October 2022, HR Source was contacted to obtain the aging factor for the 2023 salary ranges. The aging factor provided to NWSRA was 2.5%. The aging factor was used to adjust the salary ranges for Manager and Superintendent levels to prevent further compression between the Coordinator and Manager levels and the Manager and Superintendent salary levels.

With aging factors calculated for the Managers and Superintendents Salary Ranges at 2.5%, 11 staff fall outside of their salary range. The proposed adjustments is as follows:

1. Five managers adjustments totally \$4,831.04
2. Five Superintendents adjustments totaling \$7,781.77
3. Total Budget impact of \$12,612.80 for FY2022

Motion:

A Motion to approve the HR Source's recommendation to use the 2.5% aging factor for the Manager and Superintendent Salary Ranges for FY2023 as presented.

A Motion to approve the proposed 2023 Salary Ranges as presented.

A Motion to approve the recommendation for five managers and five superintendents for a one-time salary adjustment of \$12,612.80.

Full-Time Salary Ranges 2022

HR Source Recommendations

As of 10/05/2022

Pay Grade	Position Title	Minimum 2022	Midpoint 2022	Maximum 2022
10	Receptionist	32,483.30	36,732.00	41,139.93
11	Recreation Specialist	41,031.00	45,590.00	54,708.00
11	Recreation Specialist - Day Camp	42,031.00	46,456.21	55,747.45
11	Registrar	37,164.97	45,490.00	54,708.00
11	Program Coordinator	43,632.00	50,702.00	60,483.00
12	Graphic and Communications Coordinator	43,632.00	50,702.00	60,483.00
12	Events Coordinator	43,632.00	50,702.00	60,483.00
12	Office Coordinator	43,632.00	50,702.00	60,483.00
12	Collaborative Coordinator	43,632.00	50,702.00	60,483.00
12	Inclusion Coordinator	43,632.00	50,702.00	60,483.00
12	Support Services Coordinator	43,632.00	50,702.00	60,483.00
12	Foundation Coordinator	41,332.54	51,665.67	61,998.80
12	Administrative Coordinator	41,332.54	51,665.67	61,998.80
13	Operations Coordinator	45,110.00	56,388.00	67,666.00
13	IT Services Coordinator (NEW)	45,110.00	56,388.00	67,666.00
13	Recruitment Coordinator	45,110.00	56,388.00	67,666.00
13	Manager of Special Recreation	45,110.00	56,388.00	67,666.00
13	Manager of Support Services	45,110.00	56,388.00	67,666.00
13	Manager of Inclusion Services	45,110.00	56,388.00	67,666.00
13	Manager of Collaboratives	45,110.00	56,388.00	67,666.00
13	Foundation Manager	45,110.00	56,388.00	67,666.00
14	Administrative Manager	50,169.00	62,711.00	75,253.00
15	Finance Manager	55,795.00	69,743.00	83,692.00
17	Superintendent of Marketing & Communication	69,010.00	86,262.00	103,514.00
17	Superintendent of Development	69,010.00	86,262.00	103,514.00
17	Superintendent of Recreation	69,010.00	86,262.00	103,514.00
17	Superintendent of Administrative Services	69,010.00	86,262.00	103,514.00

Full-Time Salary Ranges 2023

HR Source Aging Factor 2.5% for 2023

As of 10/05/2022

Pay Grade	Position Title	Minimum 2023	Midpoint 2023	Maximum 2023
10	Receptionist	33,295.38	37,650.30	42,168.42
11	Recreation Specialist	41,031.00	45,590.00	54,708.00
11	Recreation Specialist - Day Camp	42,031.00	46,456.21	55,747.45
11	Registrar	37,164.97	45,490.00	54,708.00
11	Program Coordinator	44,722.80	51,969.55	61,995.08
12	Graphic and Communications Coordinator	44,722.80	51,969.55	61,995.08
12	Events Coordinator	44,722.80	51,969.55	61,995.08
12	Office Coordinator	44,722.80	51,969.55	61,995.08
12	Collaborative Coordinator	44,722.80	51,969.55	61,995.08
12	Inclusion Coordinator	44,722.80	51,969.55	61,995.08
12	Support Services Coordinator	44,722.80	51,969.55	61,995.08
12	Foundation Coordinator	42,365.85	52,957.31	63,548.77
12	Administrative Coordinator	42,365.85	52,957.31	63,548.77
13	Operations Coordinator	46,237.75	57,797.70	69,357.65
13	IT Services Coordinator	46,237.75	57,797.70	69,357.65
13	Recruitment Coordinator	46,237.75	57,797.70	69,357.65
13	Manager of Special Recreation	46,237.75	57,797.70	69,357.65
13	Manager of Support Services	46,237.75	57,797.70	69,357.65
13	Manager of Inclusion Services	46,237.75	57,797.70	69,357.65
13	Manager of Collaboratives	46,237.75	57,797.70	69,357.65
13	Foundation Manager	46,237.75	57,797.70	69,357.65
14	Administrative Manager	51,423.23	64,278.78	77,134.33
15	Finance Manager	57,189.88	71,486.58	85,784.30
17	Superintendent of Marketing & Communication	70,735.25	88,418.55	106,101.85
17	Superintendent of Development	70,735.25	88,418.55	106,101.85
17	Superintendent of Recreation	70,735.25	88,418.55	106,101.85
17	Superintendent of Administrative Services	70,735.25	88,418.55	106,101.85

Date: October 12, 2022
 To: Bob O'Brien, Personnel Committee Chairman
 From: Tracey Crawford, Executive Director
 Re: Part-Time Staff Salary Ranges FY2023

Due to the continued staffing crisis in the State of Illinois, particularly in the support of people with disabilities, the NWSRA Board of Directors recommended raising the minimum wage to \$16.50 starting wage for Inclusion Aides to assist with the recruitment and hiring efforts. In order to make sure that the wages are equitable for all part time employees, all the ranges have been adjusted to accommodate the increase for the Inclusion Aides. The following is the Part Time Salary Ranges for 2021-2022 and the Part Time Salary Range Grid outlining the minimum, midpoint and maximum salary ranges being proposed for FY2023.

Part -Time Salary Ranges 2021-2022

Position Title	Min	Mid	Max
Inclusion Lead - PT II	15.75	\$21.00	\$25.20
Program Leader - PT II	15.75	\$21.00	\$25.20
Program Assistant/Inclusion Aide	\$13.50	\$18.00	\$21.60
Assistant Site Coordinator	\$14.85	\$19.80	\$23.76
Program Assistant - Driver	\$15.75	\$21.00	\$25.20
Site Coordinator/Intern	\$15.75	\$21.00	\$25.20
Driver	\$20.50	\$24.60	\$29.52
Rovers/Behavior Specialist	\$22.50	\$27.00	\$32.40
Lifeguards-Referee	\$22.50		
Specialty Instructors	\$25.00		
PURSUIT/STAR DSP	\$14.50		
PURSUIT/STAR Leads	\$15.25		

Part -Time Salary Ranges 2023

Tier I Employees	Min	Mid	Max
Program Assistant/Camp Counselors	\$15.00	\$21.00	\$25.20
Assistant Site Coordinator/Inclusion Aide	\$16.50	\$23.10	\$27.72
Program Assistant - Driver	\$18.15	\$25.41	\$30.49
Site Coordinator/Intern	\$19.25	\$26.95	\$32.34
Tier II Employees with Benefits	Min	Mid	Max
Inclusion Lead - PT II – Tier II	\$17.50	\$23.10	\$27.72
Program Leader - PT II – Tier II	\$22.50	\$31.50	\$37.80
Tier III Employees	Min	Mid	Max
Driver	\$20.50	\$28.70	\$34.44
Rovers/Behavior Specialist	\$24.00	\$33.60	\$40.32
Lifeguards-Referee	\$24.00		
Specialty Instructors	\$27.50		
Employees paid by the State/Clearbrook	Min	Mid	Max
PURSUIT/STAR DSP	\$16.00		
PURSUIT/STAR Leads	\$16.75		

10/5/2022

Motion:

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To approve the FY 2023 Part Time Staff Salary Ranges as presented.

Date: October 12, 2023
 To: Bob O'Brien, NWSRA Personnel Committee Chairman
 From: Tracey Crawford, Executive Director
 Re: Proposed FY2023 Merit Increase/Pool

To calculate this year's proposed merit increase, the 2022 NWSRA Member District Merit Increase/Pool Survey was sent to all 17 park districts and local SRAs. The results received were compiled and are attached. The calculations for FY2023, use the NWSRA actual annual salary for 2022 and projected salaries for the three open positions.

FY 2022 Projected Year End (PYE) is \$2,099,318.19. The PYE number includes 3 months of salary for the open positions. (Two Recreation Specialists and one Collaborative Coordinator) as well as the Salary Range adjustments. However, the PYE2022 does not include the Finance Manager salary that is now budgeted as a contractual agreement and paid out of Professional Fees. The Proposed FY2023 Salaries include the three open positions for a full fiscal year and the proposed rate adjustments.

Budgeted FY2022	Proposed FY2023	Difference Proposed FY2023 – FY2022	Proposed FY2023 (with Proposed Merit Increase %)	Proposed FY2023 – Budgeted FY2022
\$2,463,053.95	\$2,366,731.71	-\$96,322.24	\$ 2,454,300.78 (with 3.7%)	-\$8,753.17
\$2,463,053.95	\$2,366,731.71	-\$96,322.24	\$ 2,449,567.32 (with 3.5%)	-\$13,486.63
\$2,463,053.95	\$2,366,731.71	-\$96,322.24	\$2,443,650.49 (with 3.25%)	-\$19,403.46
\$2,463,053.95	\$2,366,731.71	-\$96,322.24	\$ 2,437,733.66 (with 3.0%)	-\$25,320.29

Based on the results of the merit surveys, an analysis of the NWSRA 2022 projected year-end numbers, and the Board and staff recognized need to retain top employees at NWSRA, a **3.7% merit pool is recommended with a budget impact of \$2,454,300.78 representing a salary savings of \$8,753.17 from the FY2022 Budgeted amount.**

Recommendation

Staff recommends approval of the 3.7% merit pool as presented for the FY2023.

2023 NWSRA Merit Increase/Pool Survey

Member Park District/SRA	2022 Merit	2023 Merit	
Arlington Heights Park District	3.00%	3.00%	W/ .5% ED discretion
Bartlett Park District			
Buffalo Grove Park District	3.50%	5.00%	
Elk Grove Park District			
Hanover Park Park District	3.00%	5.00%	
Hoffman Estates Park District			
Inverness Park District	4.00%		
Mount Prospect Park District			
Palatine Park District	3.00%	3.50%	
River Trails Park District	3.75%	3.50%	
Prospect Heights Park District	5.00%	4.00%	
Rolling Meadows Park District			
Salt Creek Park District	3.50%	4.00%	
Schaumburg Park District			
South Barrington Park District	2.00%	2.00%	
Streamwood Park District	3.00%	3.00%	
Wheeling Park District	5.00%	4.00%	
NWSRA			
FVSRA		3.00%	
SSRA		2.50%	
WSSRA		3.00%	
MNASR		4.00%	
SWSRA		3.00%	
NWCSRA		5.00%	
SESPAR		6.00%	
RVSRA		3.00%	

	<u>Total Average</u>	<u>Total Average</u>	<u>SRA Average</u>
Average Merit Increase	3.52%	3.69%	3.69%
Minimum %	2.00%		
Maximum %	6.00%		

III. Proposed Health Insurance

Date: October 12, 2022

To: Bob O'Brien, NWSRA Personnel Committee Chairman

From: Tracey Crawford, Executive Director

Re: NWSRA 2023 Proposed Health Insurance

In preparing the 2023 health insurance budget, NWSRA used the following assumptions:

HISTORY:

- In 2015, in order to stabilize the agency's health insurance contribution cost, employee contribution rates were raised as well as tiered based on type of coverage for both PPO and HMO were single -10%, employee + child -12%, employee + spouse -13%, family -15%.
- In 2017, the same rates were used for employee contributions as 2015 and 2016 because PDRMA rates remained stable.
- In 2017, NWSRA began offering "a la carte", allowing employees to either choose 1) medical coverage only, or 2) medical + dental + vision coverage.
- In 2018, the deductible and the rates for health insurance remained the same with the agency with a budget impact of \$44.02. The employee rates remained for both PPO and HMO at Single - 10%, Employee + child -12%, Employee + Spouse -13%, Family -15% with a deductible of \$1,500.
- In 2019, the deductible for the PPO plan was changed from \$1500 to \$2000. The employee contributions remained for PPO and HMO at Single - 10%, Employee + Child - 12%, Employee + Spouse - 13% and Family - 15%.
- In 2020, PDRMA added a new category of Employee + Children - 15% and NWSRA changed to the \$600 vision reimbursement plan
- In 2021, the deductible and the rates for health insurance remained the same with the agency with a budget impact of \$. The employee rates remained for both PPO and HMO at Single - 10%, Employee + child -12%, Employee + Spouse -13%, Employee + Children 15%, Family -15% with a deductible of \$2,000.
- In 2022, the deductible and the rates for health insurance remained the same with the agency with a budget impact of \$. The employee rates remained for both PPO and HMO at Single - 10%, Employee + child -12%, Employee + Spouse -13%, Employee + Children 15%, Family -15% with a deductible of \$2,000.

GENERAL PLAN INFORMATION

- NWSRA recommends remaining at the \$2,000 Deductible.
- PDRMA rates are increasing 5.5% overall.
- In accordance with the Affordable Care Act (ACA), no employee's health care costs can exceed 9.66% of their annual income, or Federal Poverty Level.

DEDUCTIBLE

- NWSRA stopped offering deductible reimbursement in 2016.
- PDRMA began offering an HRA plan options in 2016.
- NWSRA has opted not to use the HRA or the new HDHP with an HSA option at this time but will re-evaluate these options for next year.

ELIGIBLE EMPLOYEE ENROLLMENT STATUS

- NWSRA has 45 employees eligible to enroll in the NWSRA health insurance plan
- 41 employees are factored into the FY2023 health calculations
- 4 employees have opted out of receiving health benefits.

CHANGES IN PDRMA HEALTH PLAN

- PDRMA offers a combination of 32 plans which include PPO with or without an HRA, a high deductible health plan with an HSA plan, and the HMO plan, as well as two different options for prescription plans for each of those combinations except for the high deductible plan option. Plan options include deductibles of \$250, \$500, \$1,500, and \$2,000.
- The PDRMA rates increased from 2022 to 2023 to 4.9% in the PPO category and increased to 6.0% in the HMO category.
- There is an increase in dental and a decrease in vision and EAP.
- Continuing with the a la cart option, which will allow employees to choose either a) Medical only or b) Medical + Dental c) Medical + Vision d) Medical + Dental + Vision e) Dental f) Dental & Vision g) Vision. These options give the employees the ability to create a plan that works specifically for them.
- NWSRA is remaining with the \$600 vision Plan for 2023. The vision plan has now changed to an allowance program instead of a reimbursement program. Employees will have the ability to use their \$600 allowance without incurring out of pocket expenses up front.
- The elected health insurance employee breakdown and their annual expense below:

PPO Plan + \$2,000 Deductible						
Categories	EE Enrollment	2023 Rate Estimate	Agency Annual Cost Estimate 2023	Individual Agency Annual Cost 2022	Individual Agency Annual Cost 2023	Difference
EE only	12	\$819.91	\$118,067.04	\$9,785.04	\$9,838.92	\$53.88
EE + Child	0	\$1,147.89	\$0.00	\$13,291.08	\$0.00	(\$13,291.08)
EE + Spouse	1	\$1,680.81	\$20,169.72	\$18,988.44	\$20,169.72	\$1,181.28
EE + Children	1	\$1,607.02	\$19,284.24	\$18,199.32	\$19,284.24	\$1,084.92
Family	3	\$2,459.74	\$88,550.64	\$27,315.24	\$29,516.88	\$2,201.64
	17		\$246,081.64	\$87,579.12	\$78,809.76	(8,769.36)

HMO Plan						
Categories	EE Enrollment	2022 Rate Estimate	Agency Annual Cost Estimate 2023	Individual Agency Annual Cost 2022	Individual Agency Annual Cost 2023	Difference
EE only	16	\$742.00	\$142,464.00	\$8,558.88	\$8,904.00	\$345.12
EE + Child	1	\$1,038.81	\$12,465.72	\$11,826.60	\$12,465.72	\$639.12
EE + Spouse	1	\$1,521.10	\$18,253.20	\$17,136.60	\$18,253.20	\$1,116.60
EE + Children	0	\$1,454.32	\$0.00	\$16,401.24	\$0.00	(\$16,401.24)
Family	0	\$2,226.00	\$0.00	\$24,897.36	\$0.00	(\$24,897.36)
	24		\$208,680.84	\$78,820.68	\$39,622.92	(39,197.76)

Dental						
Categories	EE Enrollment	2023 Rate Estimate	Agency Annual Cost Estimate 2023	Individual Agency Annual Cost 2022	Individual Agency Annual Cost 2023	Difference
EE only	30	\$41.79	\$15,044.40	\$507.96	\$501.48	(\$6.48)
EE + Child	1	\$59.76	\$717.12	\$716.40	\$717.12	\$0.72
EE + Spouse	3	\$83.59	\$3,009.24	\$992.88	\$1,003.08	\$10.20
EE + Children	1	\$78.14	\$937.68	\$929.64	\$937.68	\$8.04
Family	3	\$116.73	\$4,202.28	\$1,377.60	\$1,400.76	\$23.16
	38		\$23,910.72	\$4,524.48	\$4,560.12	\$35.64

Vision						
Categories	EE Enrollment	2023 Rate Estimate	Agency Annual Cost Estimate 2023	Individual Agency Annual Cost 2022	Individual Agency Annual Cost 2023	Difference
EE only	34	\$16.29	\$6,646.32	\$243.36	\$195.48	(\$47.88)
EE + Child	1	\$30.36	\$364.32	\$449.76	\$364.32	(\$85.44)
EE + Spouse	3	\$30.36	\$1,092.96	\$449.76	\$364.32	(\$85.44)
EE + Children	1	\$47.76	\$573.12	\$704.64	\$573.12	(\$131.52)
Family	3	\$47.76	\$1,719.36	\$704.64	\$573.12	(\$131.52)
	42		\$10,396.08	\$2,552.16	\$2,070.36	(\$481.80)

	Total Cost	Employee Portion	Agency Cost
2022	\$440,327.00	\$50,055.56	\$395,950.12
2023	\$ 489,069.30	\$ 57,731.45	\$431,337.85
Difference	\$ 48,742.30	\$ 7,675.89	\$ 35,387.73

RECOMMENDATION

NWSRA staff recommends:

- 1) Continuing with the \$2,000 deductible plan with RX1, HMO plan with RX1 and Dental Plan with Ortho and changing to the new Vision \$600 Allowance Plan.
- 2) Continue with current employee contributions of EE 10%, EE + Child 12%, EE + Spouse 13%, EE + Children 15% and Family 15%.

2023 Medical Plans - Rx 1 (\$10/\$30/\$50)

	\$2,000 Deductible			HMO Plan		
	Enrollment	2023 Rate Estimate	Annual Cost Estimate	Enrollment	2023 Rate Estimate	Annual Cost Estimate
EE Only	12	\$819.91	\$118,067	16	\$742.00	\$142,464
EE + 1 CH	0	\$1,147.89	\$0	1	\$1,038.81	\$12,466
EE + SP	1	\$1,680.81	\$20,170	1	\$1,521.10	\$18,253
EE + Children	1	\$1,607.02	\$19,284	0	\$1,454.32	\$0
Family	3	\$2,459.74	\$88,551	0	\$2,226.00	\$0
Total EEs	17		\$246,072	24		\$173,183

2022 for 2023 NWSRA Health Benefits Survey For Member Districts

2. Who is your health care provider?	
Member Park District	Health Care Provider
Arlington Heights Park District	Cigna
Bartlett Park District	
Buffalo Grove Park District	BCBS
Elk Grove Park District	
Hanover Park Park District	PDRMA
Hoffman Estates Park District	
Inverness Park District	NO Benefits
Mount Prospect Park District	
Palatine Park District	BCBS HMO - United Health Care PP - United Health Care Choice Plus
Prospect Heights Park District	PDMRA BCBS
River Trails Park District	PDRMA
Rolling Meadows Park District	
Salt Creek Park District	United Health Care
Schaumburg Park District	
South Barrington Park District	United Health Care
Streamwood Park District	PDRMA BCBS
Wheeling Park District	PDRMA BCBS

3. Do you offer dental benefits?		
Member Park District	Yes	No
Arlington Heights Park District	X	
Bartlett Park District		
Buffalo Grove Park District	X	
Elk Grove Park District		
Hanover Park Park District	X	
Hoffman Estates Park District		
Inverness Park District	NA	
Mount Prospect Park District		
Palatine Park District	X	
Prospect Heights Park District	X	
River Trails Park District	X	
Rolling Meadows Park District		
Salt Creek Park District	X	
Schaumburg Park District		
South Barrington Park District	X	
Streamwood Park District	X	
Wheeling Park District	X	

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4. Do you offer vision benefits?		
Member Park District	Yes	No
Arlington Heights Park District	X	
Bartlett Park District		
Buffalo Grove Park District	X	
Elk Grove Park District		
Hanover Park Park District	X	
Hoffman Estates Park District		
Inverness Park District	NA	
Mount Prospect Park District		
Palatine Park District	X	
Prospect Heights Park District	X	
River Trails Park District	X	
Rolling Meadows Park District		
Salt Creek Park District	X	
Schaumburg Park District		
South Barrington Park District	X	
Streamwood Park District	X	
Wheeling Park District	X	

5. How do you offer your dental and vision benefits?			
A. Your Dental and Vision benefits are bundled with your health insurance?			
Member Park District	Yes	No	Other
Arlington Heights Park District		X	
Bartlett Park District			
Buffalo Grove Park District		X	
Elk Grove Park District			
Hanover Park Park District	X		
Hoffman Estates Park District			
Inverness Park District	NA		
Mount Prospect Park District			
Palatine Park District		X	
Prospect Heights Park District		X	
River Trails Park District	X		
Rolling Meadows Park District			
Salt Creek Park District	X		
Schaumburg Park District			
South Barrington Park District		X	
Streamwood Park District	X		
Wheeling Park District		X	

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5. How do you offer your dental and vision benefits?

B. Vision and Dental benefits are offered as an ALA Carte option?

Member Park District	Yes	No	Other
Arlington Heights Park District	X		
Bartlett Park District			
Buffalo Grove Park District	X		
Elk Grove Park District			
Hanover Park Park District		X	
Hoffman Estates Park District			
Inverness Park District	NA		
Mount Prospect Park District			
Palatine Park District	X		
Prospect Heights Park District	X		
River Trails Park District	X		
Rolling Meadows Park District			
Salt Creek Park District	X		
Schaumburg Park District			
South Barrington Park District		X	
Streamwood Park District	X		
Wheeling Park District	X		

6. What is the % that your employees contribute to their health insurance?

Member Park District/SRA					HMO
	%EE	%EE+ child	%EE +1	\$EE+Children	%family
Arlington Heights Park District	14%		18%	18%	20%
Bartlett Park District					
Buffalo Grove Park District	5%	10%	10%	10%	13%
Elk Grove Park District					
Hanover Park Park District	0%	0%	0%	0%	0%
Hoffman Estates Park District					
Inverness Park District	NA				
Mount Prospect Park District					
Palatine Park District	15%	NA	17%	18%	18%
Prospect Heights Park District	10%	10%	10%	10%	10%
River Trails Park District	10%	10%	10%	10%	10%
Rolling Meadows Park District					
Salt Creek Park District	12%	16%	16%	16%	16%
Schaumburg Park District					
South Barrington Park District	NA	NA	NA	NA	NA
Streamwood Park District	10%	10%	10%	10%	10%
Wheeling Park District	11%	15%	15%	15%	18%

2022 for 2023 NWSRA Health Benefits Survey For Member Districts

7. What is the % that your employees contribute to their Health insurance? PPO						
Member Park District/SRA	%EE	%EE+child	%EE+ Spouse	\$EE+Children	%family	
Arlington Heights Park District	12%		16%	18%	18%	PPO HRA - limited Network
Arlington Heights Park District	18%		22%	22%	24%	PPO HRA - Open Network
Bartlett Park District						
Buffalo Grove Park District	10%	13%	12%	13%	17%	
Elk Grove Park District						
Hanover Park Park District	6%	6%	6%	6%	6%	
Hoffman Estates Park District						
Inverness Park District	NA					
Mount Prospect Park District						
Palatine Park District	15%	NA	17%	18%	18%	
Prospect Heights Park District	11%	12%	14%	13%	15%	
River Trails Park District	10%	10%	10%	10%	10%	
Rolling Meadows Park District						
Salt Creek Park District	12%	16%	16%	16%	16%	
Schaumburg Park District						
South Barrington Park District	8%	8%	8%	8%	8%	
Streamwood Park District	10%	10%	10%	10%	10%	
Wheeling Park District	12%	16%	16%	16%	19%	

8. What are your employee's deductible amounts? PPO in/PPO out						
	\$EE	\$EE+child	\$EE+Spouse	\$EE+Children	\$family	
Arlington Heights Park District	2500-2500		5000-5000	7500-7500	7500-7500	
Bartlett Park District						
Buffalo Grove Park District	3500-3500	7000-7000	7000-7000	7000-7000	7000-7000	
Elk Grove Park District						
Hanover Park Park District	1500-1500	1500-1500	1500-1500	1500-1500	1500-1500	
Hoffman Estates Park District						
Inverness Park District	NA					
Mount Prospect Park District						
Palatine Park District	1500-3000	NA	5000-10000	5000-10000	5000-10000	
River Trails Park District	500-1000	1000-2000	1000-2000	1500-3000	1500-3000	
Prospect Heights Park District	1500-3000	3000-6000	4500-9000	4500-9000	4500-9000	
Rolling Meadows Park District						
Salt Creek Park District	1500-3000	3000-6000	3000-6000	3000-6000	3000-6000	
Schaumburg Park District						
South Barrington Park District	3000-7500	3000-7500	3000-7500	3000-7500	3000-7500	
Streamwood Park District	500-1000	1000-2000	1000-2000	1000-2000	1500-3000	
Streamwood Park District	250-1250 - 2000	500/2500 - 4000	500/2500 - 4000	750/3750 - 6000	750/3750 - 6000	HRA Deductible
Wheeling Park District	250-500					

2022 for 2023 NWSRA Health Benefits Survey For Member Districts

9. Do you offer and HRA or HSA?		
Member Park District	Yes	No
Arlington Heights Park District		
Bartlett Park District		
Buffalo Grove Park District	X	
Elk Grove Park District		
Hanover Park Park District	X	
Hoffman Estates Park District		
Inverness Park District	NA	
Mount Prospect Park District		
Palatine Park District	X	
Prospect Heights Park District		X
River Trails Park District	X	
Rolling Meadows Park District		
Salt Creek Park District		X
Schaumburg Park District		
South Barrington Park District		NA
Streamwood Park District	X	
Wheeling Park District	X	

Offer the PDRMA HRA \$1500 Deductible with RX2

10. What is the HRA amount based on the following Categories?					
Member Park District/SRA	EE	EE+child	EE+1	\$EE+Children	family
Arlington Heights Park District					
Bartlett Park District					
Buffalo Grove Park District	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000
Elk Grove Park District					
Hanover Park Park District	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Hoffman Estates Park District					
Inverness Park District	NA				
Mount Prospect Park District					
Palatine Park District	\$1,000	NA	\$2,000	\$2,000	\$2,000
Prospect Heights Park District	NA	NA	NA	NA	NA
River Trails Park District	\$1,000	\$2,000	\$2,000	\$2,000	\$3,000
Rolling Meadows Park District					
Salt Creek Park District	NA	NA	NA	NA	NA
Schaumburg Park District					
South Barrington Park District	NA	NA	NA	NA	NA
Streamwood Park District	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Wheeling Park District	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500

2022 for 2023 NWSRA Health Benefits Survey For Member Districts

11. If you do not offer an HRA/HSA, do you reimburse a portion of the employee's deductible?			
Member Park District	Yes	No	Other
Arlington Heights Park District	X		
Bartlett Park District			
Buffalo Grove Park District	NA		
Elk Grove Park District			
Hanover Park Park District		X	
Hoffman Estates Park District			
Inverness Park District	NA		
Mount Prospect Park District			
Palatine Park District		X	
Prospect Heights Park District		X	
River Trails Park District	X		
Rolling Meadows Park District			
Salt Creek Park District		X	
Schaumburg Park District			
South Barrington Park District			
Streamwood Park District		X	
Wheeling Park District		X	

12. What is the amount of the reimbursement based on the following categories?					
Member Park District/SRA	EE	EE+child	EE+1	\$EE+Children	family
Arlington Heights Park District	\$1,500		\$3,000	\$4,500	\$4,500
Bartlett Park District					
Buffalo Grove Park District	\$2,500	\$5,000	\$5,000	\$5,000	\$5,000
Elk Grove Park District					
Hanover Park Park District	NA	NA	NA	NA	NA
Hoffman Estates Park District					
Inverness Park District	NA				
Mount Prospect Park District					
Palatine Park District	NA	NA	NA	NA	NA
River Trails Park District	\$1,000	\$2,000	\$2,000	\$3,000	\$3,000
Prospect Heights Park District	NA	NA	NA	NA	NA
Rolling Meadows Park District					
Salt Creek Park District	NA	NA	NA	NA	NA
Schaumburg Park District					
South Barrington Park District	NA	NA	NA	NA	NA
Streamwood Park District	NA	NA	NA	NA	NA
Wheeling Park District	NA	NA	NA	NA	NA

2022 SRA Employee Health Insurance Contributions

(If 2023 is known, please complete the 2022 section below as well as the bottom chart)

SRA	PPO EE	PPO EE + Spouse	PPO EE + 1 Child	PPO EE +CHN	PPO Family	HMO EE	HMO EE + Spouse	HMP EE + 1 Child	HMO EE +CHN	HMO Family	Deductible	Is 2022 anticipated to be the same %?	Date Edited
FVSRA	15%	15%	15%	15%	15%	10%	10%	10%	10%	10%	\$3500/\$3250 HRA	Yes	8/29/22
SSSRA	5%	50%	50%	50%	50%	5%	50%	50%	50%	50%	EE:\$500	Yes	8/30/22
LWSRA													
SRACLC													
NISRA													
WSSRA	9%	15%	15%	15%	15%	9%	15%	15%	15%	15%	\$2000 per person covered HRA	YES	9.28.22
MNASR	5%	15%			17.5%	5%	15%			17.5%	EE: \$250	yes	8/29/2022
NEDSRA													
SWSRA													
WDSRA													
NWSRA	10%	12%	12%	15%	15%	10%	12%	12%	15%	15%	\$2000	Yes	9/9/2022
NWCSRA	-	10% of difference between cost of EE coverage	10% of difference between cost of EE coverage	15% of difference between cost of EE coverage	5% of difference between cost of EE coverage	-	10% of difference between cost of EE coverage	10% of difference between cost of EE coverage	5% of difference between cost of EE coverage	5% of difference between cost of EE coverage	\$1500 /\$1000 HRA	Yes	8/26/22
HISRA													
SEASPAR	5%	17.5%	10%	15%	20%	5%	17.5%	10%	15%	20%	\$2500/\$500 HRA	Yes	8/29/2022
RVSRA	25%	25%	25%	25%	25%						\$250	Yes	9/28/2022
NSSRA													

SRA Employee Health Insurance Contributions

2023

SRA	PPO EE	PPO EE + Spouse	PPO EE + 1 child	PPO EE + CHRN	PPO Family	HMO EE	HMO EE + Spouse	HMO EE + 1 Child	HMO EE + CHRN	HMO Family	Deductible	Date Edited
FVSRA	15%	15%	15%	15%	15%	10%	10%	10%	10%	10%	\$3500/\$3250HRA (subject to change)	8/29/22
SSSRA												
LWSRA												
SRACLC												
NISRA												
WSSRA	9%	15%	15%	15%	15%	9%	15%	15%	15%	15%	\$2,000 per person covered HRA	
MNASR												
NEDSRA												
SWSRA												
WDSRA												
NWSRA	10%	12%	12%	15%	15%	10%	12%	12%	15%	15%	\$2000	9/8/2022
NWCSRA	-	10% of difference between cost of EE coverage	10% of difference between cost of EE coverage	15% of difference between cost of EE coverage	5% of difference between cost of EE coverage	-	10% of difference between cost of EE coverage	10% of difference between cost of EE coverage	5% of difference between cost of EE coverage	5% of difference between cost of EE coverage	\$1500 /\$1000 HRA	8/28/22
HISRA												
SEASPAR	5%	17.5%	10%	15%	20%	5%	17.5%	10%	15%	20%	\$2500/\$500 HRA	Yes
RVSRA												
KSRA												
NSSRA												