

## 2021 for 2022 NWSRA Health Benefits Survey

| 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          | Blue Cross/Blue Shield      |
| Elk Grove Park District              | United Health Care          |
| Hanover Park Park District           | PDRMA                       |
| Hoffman Estates Park District        |                             |
| Inverness Park District              | N/A                         |
| Mount Prospect Park District         | BCBS                        |
| Palatine Park District               |                             |
| Prospect Heights Park District       | PDRMA                       |
| River Trails Park District           | HMO - BCBS      PPO - Aetna |
| Rolling Meadows Park District        | PDRMA                       |
| Salt Creek Park District             | BCBS                        |
| Schaumburg Park District             | Cigna                       |
| South Barrington Park District       | United Health Care          |
| Streamwood Park District             | PDRMA                       |
| Wheeling Park District               | PDRMA                       |

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

## 2021 for 2022 NWSRA Health Benefits Survey

### 4. 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         |     | X  |  |
| Hanover Park Park District      | X   |    |  |
| Hoffman Estates Park District   |     |    |  |
| Inverness Park District         | N/A |    |  |
| Mount Prospect Park District    | X   |    | we offer dental benefits, we offer VSP vision - discount program |
| Palatine Park District          |     |    |  |
| Prospect Heights Park District  |     | X  |  |
| River Trails Park District      |     |    |  |
| Rolling Meadows Park District   |     | X  |  |
| Salt Creek Park District        | X   |    |  |
| Schaumburg Park District        | X   |    |  |
| South Barrington Park District  | X   |    |  |
| Streamwood Park District        |     | X  |  |
| Wheeling Park District          |     | X  |  |

### 4. How do you offer your dental and vision benefits?

B. Vision and Dental benefits are offered as a separate option?

| Member Park District            | Yes | No | Other   |
|---------------------------------|-----|----|---|
| Arlington Heights Park District | X   |    |   |
| Bartlett Park District          |     |    |   |
| Buffalo Grove Park District     | X   |    |   |
| Elk Grove Park District         | X   |    |   |
| Hanover Park Park District      |     |    |   |
| Hoffman Estates Park District   |     |    |   |
| Inverness Park District         | N/A |    |   |
| Mount Prospect Park District    |     |    |   |
| Palatine Park District          |     |    |   |
| Prospect Heights Park District  | X   |    |   |
| River Trails Park District      |     | X  |   |
| Rolling Meadows Park District   |     | X  |   |
| Salt Creek Park District        |     | X  |   |
| Schaumburg Park District        |     |    | Dental is bundled, vision is separate                               |
| South Barrington Park District  |     | X  | Vision is paid by EE Dental Cost is shared by district and employee |
| Streamwood Park District        | X   |    |   |
| Wheeling Park District          | X   |    |   |

## 2021 for 2022 NWSRA Health Benefits Survey

| 5. What is the % that your employees contribute to their health insurance?     |     |            |             |               |   |
|--|-----|------------|-------------|---------------|---|
| Member Park District/SRA   | %EE | %EE+ child | %EE +1      | \$EE+Children | HMO %family   |
| Arlington Heights Park District  | 14% |            | 18%         | 17%           | 20%   |
| Bartlett Park District   |     |            |             |               |   |
| Buffalo Grove Park District  | 0%  | 9%         | 9%          | 9%            | 12%   |
| Elk Grove Park District  | 10% | 25%        | 25%         |               | 25%   |
|  |     |            |             |               | Employee pays flat rate for PPO Coverage.<br>Employee \$50/month - Employee+1<br>\$100/month - Employee+family<br>\$150/month |
| Hanover Park Park District   | 0%  | 0%         | 0%          | 0%            | 0%  |
| Hoffman Estates Park District  |     |            |             |               |   |
| Inverness Park District  | N/A |            |             |               |   |
| Mount Prospect Park District   |     |            |             |               |   |
| Palatine Park District   |     |            |             |               |   |
| Prospect Heights Park District   | 10% | 10%        | 10%         | 10%           | 10%   |
| River Trails Park District   | 10% | 10%        | 10%         | 10%           | 10%   |
| Rolling Meadows Park District  | 10% | 25%        | 25%         | 25%           | 25%   |
| Salt Creek Park District   | 12% | 16%        | 16%         | 16%           | 16%   |
| Schaumburg Park District   | 0%  | 0%         | 0%          | 0%            | 0%  |
| South Barrington Park District   | N/A | N/A        | N/A         | N/A           | N/A   |
| Streamwood Park District   | 0%  | 0%         | 0%          | 0%            | 0%  |
| Wheeling Park District   | 11% | 15%        | 15%         | 15%           | 18%   |
| 5. What is the % that your employees contribute to their Health insurance? PPO |     |            |             |               |   |
| Member Park District/SRA   | %EE | %EE+child  | %EE+ Spouse | \$EE+Children | HSA %family   |
| Arlington Heights Park District  | 12% |            | 16%         | 16%           | 18%   |
| Bartlett Park District   |     |            |             |               |   |
| Buffalo Grove Park District  | 10% | 12%        | 13%         | 12%           | 17%   |
| Elk Grove Park District  | 10% | 25%        | 25%         |               | 25%   |
| Hanover Park Park District   | 6%  | 6%         | 6%          | 6%            | 6%  |
| Hoffman Estates Park District  |     |            |             |               |   |
| Inverness Park District  | N/A |            |             |               |   |
| Mount Prospect Park District   | 14% |            | 11%         | 10%           | 10%   |
| Palatine Park District   |     |            |             |               |   |
| Prospect Heights Park District   | 11% | 15%        | 15%         | 15%           | 15%   |
| River Trails Park District   | 10% | 10%        | 10%         | 10%           | 10%   |
| Rolling Meadows Park District  | 10% | 25%        | 25%         | 25%           | 25%   |
| Salt Creek Park District   | 12% | 16%        | 16%         | 16%           | 19%   |
| Schaumburg Park District   | 0%  | 0%         | 0%          | 0%            | 0%  |
| Schaumburg Park District   | 10% | 10%        | 10%         | 10%           | 10%   |
| South Barrington Park District   | 8%  | 8%         | 8%          | 8%            | 8%  |
| Streamwood Park District   | 8%  | 8%         | 8%          | 8%            | 8%  |
| Wheeling Park District   | 12% | 16%        | 16%         | 16%           | 19%   |

## 2021 for 2022 NWSRA Health Benefits Survey

| 6. What are your employee's deductible amounts? |      | HMO         |         |               |          |
|---|------|-------------|---------|---------------|----------|
| Member Park District/SRA                        | \$EE | \$EE+ child | \$EE +1 | \$EE+Children | \$family |
| Arlington Heights Park District                 | \$0  | \$0         | \$0     | \$0           | \$0      |
| Bartlett Park District                          | \$0  | \$0         | \$0     | \$0           | \$0      |
| Buffalo Grove Park District                     | \$0  | \$0         | \$0     | \$0           | \$0      |
| Elk Grove Park District                         | \$0  | \$0         | \$0     | \$0           | \$0      |
| Hanover Park Park District                      | \$0  | \$0         | \$0     | \$0           | \$0      |
| Hoffman Estates Park District                   | \$0  | \$0         | \$0     | \$0           | \$0      |
| Inverness Park District                         | \$0  | \$0         | \$0     | \$0           | \$0      |
| Mount Prospect Park District                    | \$0  | \$0         | \$0     | \$0           | \$0      |
| Palatine Park District                          | \$0  | \$0         | \$0     | \$0           | \$0      |
| River Trails Park District                      | \$0  | \$0         | \$0     | \$0           | \$0      |
| Prospect Heights Park District                  | \$0  | \$0         | \$0     | \$0           | \$0      |
| Rolling Meadows Park District                   | \$0  | \$0         | \$0     | \$0           | \$0      |
| Salt Creek Park District                        | \$0  | \$0         | \$0     | \$0           | \$0      |
| Schaumburg Park District                        | \$0  | \$0         | \$0     | \$0           | \$0      |
| South Barrington Park District                  | \$0  | \$0         | \$0     | \$0           | \$0      |
| Streamwood Park District                        | \$0  | \$0         | \$0     | \$0           | \$0      |
| Wheeling Park District                          | \$0  | \$0         | \$0     | \$0           | \$0      |

| 6. What are your employee's deductible amounts? PPO in/PPO out |             |              |              |               |              |
|--|-------------|--------------|--------------|---------------|--------------|
|  | \$EE        | \$EE+child   | \$EE+Spouse  | \$EE+Children | \$family     |
| Arlington Heights Park District                                | 1,000/3,500 | 2,000/7,000  | 2,000/7,000  | 3,000/10,000  | 3,000/10,000 |
| Bartlett Park District   |             |              |              |               |              |
| Buffalo Grove Park District                                    | 3,500/3,500 | 7,000/7,000  | 7,000/7,000  | 7,000/7,000   | 7,000/7,000  |
| Elk Grove Park District  | 500/1,000   | 500/1,000    | 500/1,000    |               | 500/1,000    |
| Hanover Park Park District                                     | 1500/1500   | 1500/1500    | 1500/1500    | 1500/1500     | 1500/1500    |
| Hoffman Estates Park District                                  |             |              |              |               |              |
| Inverness Park District  | N/A         |              |              |               |              |
| Mount Prospect Park District                                   | 2,500/5,000 |              | 5,000/10,000 | 5,000/10,000  | 5,000/10,000 |
| Palatine Park District   |             |              |              |               |              |
| River Trails Park District                                     | 500/1000    | 1,000/2,000  | 1,000/2,000  | 1,500/3,000   | 1,500/3,000  |
| Prospect Heights Park District                                 | 1,500/2,650 | 3000/5300    | 3000/5300    | 4,500/7,950   | 4,500/7,950  |
| Rolling Meadows Park District                                  | 500/2,000   | 1,000/4,000  | 1,000/4,000  | 1,500/6,000   | 1,500/6,000  |
| Salt Creek Park District                                       | 1,500/3,000 | 3,000/5,500  | 3,000/6,000  | 3,000/6,000   | 3,000/6,000  |
| Schaumburg Park District                                       | 1,000/2,500 | 1,000/2,500  | 1,000/2,500  | 1,000/2,500   | 1,000/2,500  |
| South Barrington Park District                                 | 1,000/5,000 | 2,000/10,000 | 2,000/10,000 | 2,000/10,000  | 2,000/10,000 |
| South Barrington Park District                                 | 3,000/7,500 | 6,000/15,000 | 6,000/15,000 | 6,000/15,000  | 6,000/15,000 |
| Streamwood Park District                                       | 250/500     | 500/1,000    | 500/1,000    | 500/1,500     | 1,500        |
| Wheeling Park District   | 1,500/2,000 | 3,000/4,000  | 3,000/4,000  | 4,500/6,000   | 4,500/6,000  |

Amount above is what employee pays. We are on \$1,500 deductible with \$1,000 HRA deductible plan (ee pays \$500 deductible per participant).

## 2021 for 2022 NWSRA Health Benefits Survey

### 7. Do you offer and HRA?

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

### 8. 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 |         |          |         |               | HRA Employee plus child - Not offered  |
| Bartlett Park District          |         |          |         |               | Employee plus Spouse - \$3000 Employee plus children - \$4500 Family \$4500  |
| Buffalo Grove Park District     | \$3,500 |          | \$6,850 |               |  |
| 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         | N/A     |          |         |               |  |
| Mount Prospect Park District    |         |          |         |               | Single Subscriber: EE pays first \$500 of deductible, Employer HRA pays the last \$2,000 of the \$2,500 in-network deductible.       |
| Palatine Park District          |         |          |         |               | EE + Sps, EE + children, Family: EE pays the first \$1,500, Employer HRA pays the last \$3,500 of the \$5,000 in-network deductible. |
| Prospect Heights Park District  |         |          |         |               |  |
| River Trails Park District      | \$1,000 | \$2,000  | \$2,000 | \$2,000       | \$3,000  |
| Rolling Meadows Park District   | \$1,000 | \$2,000  | \$2,000 | \$2,000       | \$2,000  |
| Salt Creek Park District        |         |          |         |               | HRA amount for +Children and +Family is \$3,000  |
| Schaumburg Park District        |         |          |         |               |  |
| South Barrington Park District  | N/A     |          |         |               |  |
| Streamwood Park District        | N/A     |          |         |               |  |

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|                               |         |         |         |         |         |  |
|-------------------------------|---------|---------|---------|---------|---------|--|
| <b>Wheeling Park District</b> | \$1,000 | \$1,000 | \$1,000 | \$1,000 | \$1,000 | We are doing the PPO \$1,500 deductible plan |
|-------------------------------|---------|---------|---------|---------|---------|--|

## 2021 for 2022 NWSRA Health Benefits Survey

### 8. What is the HSA amount Based on the following Categories?

| Member Park District/SRA        | \$EE | \$EE+child | \$EE+1 | \$EE+Children | \$family |
|---------------------------------|------|------------|--------|---------------|----------|
| Arlington Heights Park District | N/A  |            |        |               |          |
| Bartlett Park District          | N/A  |            |        |               |          |
| Buffalo Grove Park District     | N/A  |            |        |               |          |
| Elk Grove Park District         | N/A  |            |        |               |          |
| Hanover Park Park District      | N/A  |            |        |               |          |
| Hoffman Estates Park District   | N/A  |            |        |               |          |
| Inverness Park District         | N/A  |            |        |               |          |
| Mount Prospect Park District    | N/A  |            |        |               |          |
| Palatine Park District          | N/A  |            |        |               |          |
| Prospect Heights Park District  | N/A  |            |        |               |          |
| River Trails Park District      | N/A  |            |        |               |          |
| Rolling Meadows Park District   | N/A  |            |        |               |          |
| Salt Creek Park District        | N/A  |            |        |               |          |
| Schaumburg Park District        | N/A  |            |        |               |          |
| South Barrington Park District  | N/A  |            |        |               |          |
| Streamwood Park District        | N/A  |            |        |               |          |
| Wheeling Park District          | N/A  |            |        |               |          |

### 9. 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 |  |    |       |
| Bartlett Park District          |  |    |       |
| Buffalo Grove Park District     |  |    | N/A   |
| Elk Grove Park District         |  | X  |       |
| Hanover Park Park District      |  | X  |       |
| Hoffman Estates Park District   |  |    |       |
| Inverness Park District         | N/A  |    |       |
| Mount Prospect Park District    |  |    |       |
| Palatine Park District          |  |    |       |
| Prospect Heights Park District  |  | X  |       |
| River Trails Park District      | No reimb. Of deductible for PPO 500 or HMO |    |       |
| Rolling Meadows Park District   |  |    |       |
| Salt Creek Park District        |  |    |       |
| Schaumburg Park District        |  |    |       |
| South Barrington Park District  | N/A  |    |       |
| Streamwood Park District        |  | X  |       |
| Wheeling Park District          | X  |    |       |

## 2021 for 2022 NWSRA Health Benefits Survey

| 10. What is the amount of the reimbursement based on the following categories? |         |          |         |               |            |
|--|---------|----------|---------|---------------|------------|
| Member Park District/SRA   | EE      | EE+child | EE+1    | \$EE+Children | HRA family |
| Arlington Heights Park District  |         |          |         |               |            |
| Bartlett Park District   |         |          |         |               |            |
| Buffalo Grove Park District  | \$2,800 |          | \$5,450 |               | \$5,450    |
| Elk Grove Park District  |         |          |         |               |            |
| Hanover Park Park District   | N/A     | N/A      | N/A     | N/A           | N/A        |
| Hoffman Estates Park District  |         |          |         |               |            |
| Inverness Park District  | N/A     |          |         |               |            |
| Mount Prospect Park District   | \$2,500 |          | \$3,500 | \$3,500       | \$3,500    |
| Palatine Park District   |         |          |         |               |            |
| River Trails Park District   | \$1,000 | \$2,000  | \$2,000 | \$3,000       | \$3,000    |
| Prospect Heights Park District   |         |          |         |               |            |
| Rolling Meadows Park District  |         |          |         |               |            |
| Salt Creek Park District   |         |          |         |               |            |
| Schaumburg Park District   |         |          |         |               |            |
| South Barrington Park District   |         |          |         |               |            |
| Streamwood Park District   |         |          |         |               |            |
| Wheeling Park District   | \$1,000 | \$1,000  | \$1,000 | \$1,000       | \$1,000    |

| 10. 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  |     |          |      |               |        |
| Bartlett Park District   |     |          |      |               |        |
| Buffalo Grove Park District  |     |          |      |               |        |
| Elk Grove Park District  |     |          |      |               |        |
| Hanover Park Park District   |     |          |      |               |        |
| Hoffman Estates Park District  |     |          |      |               |        |
| Inverness Park District  | N/A |          |      |               |        |
| Mount Prospect Park District   |     |          |      |               |        |
| Palatine Park District   |     |          |      |               |        |
| River Trails Park District   |     |          |      |               |        |
| Prospect Heights Park District   |     |          |      |               |        |
| Rolling Meadows Park District  |     |          |      |               |        |
| Salt Creek Park District   |     |          |      |               |        |
| Schaumburg Park District   |     |          |      |               |        |
| South Barrington Park District   |     |          |      |               |        |
| Streamwood Park District   |     |          |      |               |        |
| Wheeling Park District   |     |          |      |               |        |



## 2022 NWSRA Merit Increase/Pool Survey

14 Responses

| Member Park District/SRA        | 2021 Merit           | 2022 Merit  |
|---------------------------------|----------------------|---|
|                                 |                      | Beginning 2022 budget process in November. Fiscal year starts 5/1 |
| Arlington Heights Park District | 2.50%                |   |
| Bartlett Park District          |                      |   |
| Buffalo Grove Park District     | 3.25%                | 3.00%   |
| Elk Grove Park District         | 2.00%                | 4.50%   |
| Hanover Park Park District      | 2.00%                | 2.00%   |
| Hoffman Estates Park District   |                      |   |
| Inverness Park District         | *Varied between 4-6% |   |
| Mount Prospect Park District    | 3.00%                | not confirmed   |
| Palatine Park District          |                      |   |
| River Trails Park District      | 2.00%                | 3.00%   |
|                                 |                      | FT: 0% 1st half of 2021 & 5% last half of 2021                    |
| Prospect Heights Park District  | 5.00%                | 3.00%   |
|                                 |                      | FT: up to 2% in March & up to another 2% in May; PT: 3%           |
| Rolling Meadows Park District   | 2.00%                | 0.00%   |
| Salt Creek Park District        | 3.00%                | 3.50%   |
| Schaumburg Park District        | 0.00%                | 3.00%   |
| South Barrington Park District  | Not across the board |   |
| Streamwood Park District        | 2.25%                | 2.25%   |
| Wheeling Park District          | 3.00%                | 3.00%   |
| NWSRA                           |                      |   |

|                               |       |       |
|-------------------------------|-------|-------|
| <b>Average Merit Increase</b> | 2.50% | 2.73% |
| <b>Minimum %</b>              | 3.00% |       |
| <b>Maximum %</b>              | 4.00% |       |