

Personnel Committee Minutes

October 14, 2020

Present: Christina Ferraro, Jan Buchs, Rita Fletcher, Carrie Fullerton, Jeff Janda, Ryan Risinger, Darleen Negrillo, Tracey Crawford and Jessica Vasalos

Craig Talsma arrived at 10:49 am

I. Staff Updates

Executive Director Crawford reviewed the Organizational Chart and Furloughed Employees. She explained that the current positions that will remain vacant red and furloughed positions green. These positions will remain unfilled until such a time as needed.

Director Crawford explained the title change of the Sr. Collaborative Coordinator to the Manager of Collaboratives. She explained, that prior to COVID-19, an NWSRA Collaborative Coordinator was promoted to Senior Collaborative Manager and was given a salary increase, as this position oversees a Collaborative Coordinator at Rolling Meadows PURSUIT Program and a Collaborative Coordinator at Mt. Prospect PURSUIT Program. This position also oversees STAR Academy and Sib-Shops. She then asked the committee to approve the title change from Sr. Collaborative Coordinator to Manager of Collaboratives. This change creates no budget impact as the promotion occurred before COVID-19. Trustee Risinger verified that the position in question did receive a salary increase. Director Crawford responded yes, in February, because the two new programming spaces were schedule to open, but due to COVID-19 shut downs the actual promotion and site openings were delayed. Trustee Fletcher, verified that the position in question on the Organizational Chart is the Sr. Collaborative Coordinator will now be the Manager of Collaboratives. This employee started succession planning about one year ago and was ready for the position. The Committee approved the title change.

II. Proposed Salary Ranges

Executive Director Crawford made the recommendation to keep the salary ranges as presented. These ranges represent the current salary ranges from FY2020 with no changes. Trustee Talsma would like the range header to indicate FY 2020-2021. Director Crawford also stated that staff reached out to HR Source in the fall of 2019 to complete an updated salary survey. This process was started in January 2020 and completed in May 2020. Upon completion of the survey, COVID-19 made a substantial impact on the economy and job market. Staff would like to reach out to HR Source again to ask for a re-evaluation of the salary range portion of the report. IPRA has retained HR Source to do a Parks and Recreation Salary study as well. Depending on the

cost for this service, it will be factored into the FY 2021 budget. Trustee Fletcher asked if the survey that was received indicated a shift in ranges as higher or lower. Director Crawford informed the Board that 15 staff fall outside the new ranges provided by HR Source. Director Crawford feels that with COVID the salary ranges will be lower than what was supplied. Trustee Fullerton agreed. Trustee Risinger asked if the 15 staff were below the range. Superintendent Negrillo said they are actually above the range but that is due to tenure and the exempt status that was implemented this year due to Federal Government guidelines. Trustee Risinger agreed to the issue, indicating that it is hard to address the issue when there is only a 3% Merit Pool. Director Crawford further explained that if we adopt the new salary scale many staff would be below the ranges and if we did not they would fall in the current ranges. After some discussion, the Committee approved the request.

III. Part-Time Staff Salary Ranges FY2021

Executive Director Crawford and Superintendent Negrillo presented the Part-Time Salary ranges for FY2021. Superintendent Negrillo explained the Salary Ranges indicated on the memo. Trustee Janda asked if this chart was minimum wages or if the rates are flat rates. Superintendent Negrillo answered that the rates are flat. Trustee Talsma indicated that he would like to see actual ranges not flat rates. He also indicated that with ranges NWSRA would be allowing for tenures. He also indicated he would like the ranges to start higher than what staff are indicating maybe starting with \$2.00 higher in each category. Then giving smaller increment raises with caps. This would help retain good staff. The Committee agreed with Trustee Talsma. Superintendent Negrillo will update the Salary Ranges and present the new ranges to the Board.

IV. Proposed Health Insurance

The health insurance surveys have been completed. Superintendent Negrillo reviewed the plans and rates from PDRMA for 2020 compared to 2019. She reported that, after doing what-if scenarios, NWSRA decided to stay with the \$2000 deductible and \$600 vision coverage with contribution rates not changing. She also explained that NWSRA has 31 staff on the health plan with 7 waived. Trustee Talsma asked about an incentive for the waived employees. This may incentivize staff to go on their spouses plan saving the agency money. He would like staff to look into offering an incentive to staff to decline the health insurance as well as adding the question to the Health Survey. The Committee agreed to all recommendations made by staff for the FY 2021.

The meeting adjourned at 11:12 am.



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

NWSRA Personnel Committee Meeting

October 14, 2020

10:30 A.M.

Via Zoom - <https://us02web.zoom.us/j/88290090891>

Agenda

- I. Staff Updates
 - A. Organizational Chart
 - 1. Furloughed Employees
 - 2. Vacant Positions
 - 3. Title Change

- II. Proposed Salary Ranges
 - A. HR Source Salary Compensation Study Report
 - 1. Approval for ranges to be updated for 2022
 - B. NWSRA 2020 Ranges
 - C. NWSRA Proposed 2021 Ranges (same as 2020)

- III. Part-Time Staff Salary Ranges FY2021

- IV. Proposed Health Insurance
 - A. Health Benefits Survey Results
 - 1. Member Agency Results
 - 2. SRA Agency Results
 - B. PDRMA Health Insurance Deduction Options
 - C. Proposed Health Plan Options for 2021
 - 1. \$2,000 Deductible RX1/Vision \$600 – Scenario #2(EE 10%, EE+Child 12%, EE+Spouse 13%, Family 15%)

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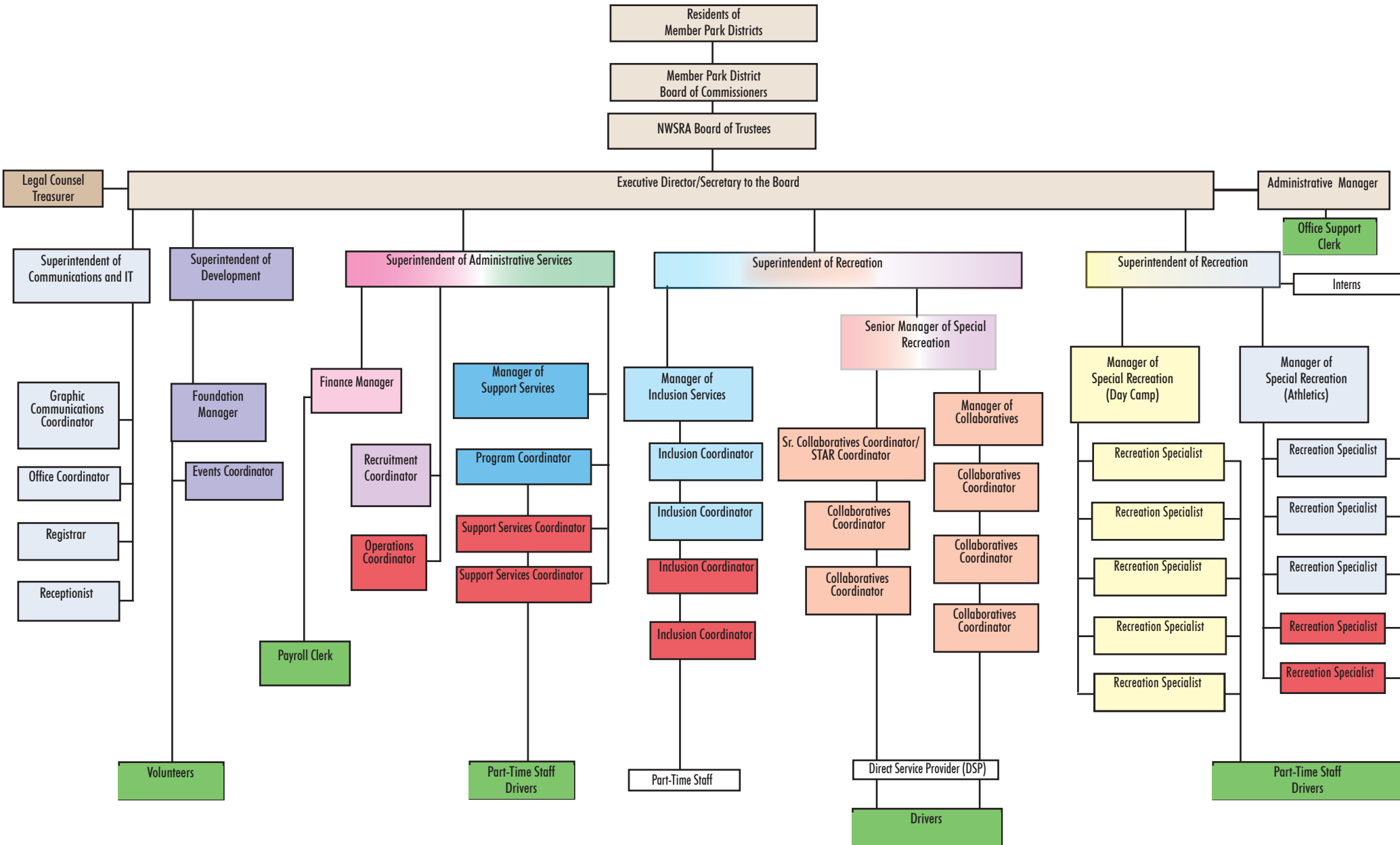
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I. Staff Updates

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Northwest Special Recreation Association Organizational Chart 2020

Revised 10/2/2020



Key: Working Furloughed Staff Vacant Position

Date: November 18, 2020
To: NWSRA Board of Directors
From: Christina Ferraro, Personnel Committee Chairman
Re: Staff Updates

Furloughed Employees

In March of 2020, as a result of the COVID-19 Pandemic, the NWSRA staff has had to furlough 198 part time employees including one Part-Time 2 Payroll Clerk and one Part-Time Office Support Clerk. A Part-time 2 employee is classified as an employee who receives IMRF benefits.

In June of 2020, when the Governor transitioned the state into Phase 4 of the Restore Illinois Plan, NWSRA in person programming resumed with Full Time Staff supporting our camps, our one on one sensory programming, continued virtual programming, and family support calls. Fifteen Part-Time Inclusion Aids were removed from “Furlough” status, to support the Inclusion needs at each of our Member Districts.

With the start of Fall Programming season, Full Time staff continued to be the main staff support for ALL NWSRA programs and services, excluding PURSUIT. The PURSUIT Adult Day Program is a collaboration with Clearbrook. There are 18 Part-Time staff who are Direct Services Providers (DSP’s) and are paid by Clearbrook to staff the five PURSUIT Adult Day Programming sites. In addition, there are 39 Part-Time staff removed from “Furlough” status to support the Member Districts Inclusion efforts.

Vacant Positions

Currently, NWSRA has seven Full-Time Staff vacancies. The vacant positions are as follows:

1. Operations Coordinator (position vacant since February, due to poor performance) – this position is responsible for the NWSRA Fleet and all transportation needs, facilities for all NWSRA Programming sites, Member District and commercial rentals as well as Agency Risk Management responsibilities.
2. Two Support Services Coordinators (both positions vacated during COVID to work in different settings) – These positions are responsible for all general programming needs, Part-Time Staff orientation for all departments, and directly supervise program leaders and all general recreation staff.
3. Two Inclusion Coordinators (both positions vacated due to succession planning which lead to promotions in different departments at NWSRA, one in February and one at the beginning of COVID in March) – These positions support the regional Inclusion efforts for their assigned regions. Orientate and train all Inclusion Aides, provide Behavioral support and address all ADA and Inclusion concerns.
4. Two Recreation Specialist Positions (one left and moved back home during COVID and the other was promotion during the Succession Planning Process) – These positions Recreational Therapy support for all programming needs.

All of the vacant positions have been frozen. We hope to see programming numbers increase as everyone becomes more comfortable living, participating and accessing programs and services within their communities. This new “normal” is a constantly moving target. NWSRA is using June 2021 as our best guess on when we may begin to see programming participation increase, Part-Time staff comfort levels to be restored, provide safe transportation for participants and Park District facilities be available for all needs.

Manager of Collaboratives

Our collaborative programs with Clearbrook (PURSUIT, STAR Academy and Sib-shops) are all up and running as of September 8, 2020. NWSRA supports five Adult Day Programming Sites located at Rolling Meadows, Buffalo Grove, Hanover Park, Mount Prospect and Wheeling. Currently, Rolling Meadows also hosts the STAR Academy after school program.

Prior to COVID, NWSRA promoted one of the Collaborative Coordinators to a Senior Collaborative Coordinator. This position oversees one Collaborative Coordinator at Rolling Meadows and one Collaborative Coordinator at Mt. Prospect. In addition, this position also oversees STAR Academy and Sib-Shops. Staff is requesting the Committees approval to change the title of Senior Collaborative Coordinator to Manager of Collaboratives. This will not create a budget impact for 2021, due to the promotion and increase occurring before COVID to prepare for the opening of the two additional programming sites at Buffalo Grove and Wheeling. It is at this time we are asking the committee to approve a title change from the Sr. Collaborative Coordinator to the Manager of Collaboratives.

The organizational chart is attached for your review, which outlines the furloughed employees and vacant positions.

Motion:

To approve the Personnel Committee recommendation to changing the title of the Sr. Collaborative Coordinator to the Manager of Collaboratives.

II. Proposed Salary Ranges

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Date: November 18, 2020
To: NWSRA Board of Directors
From: Christina Ferraro, Personnel Committee Chairman
Re: Salary Ranges

A salary compensation study was completed in 2015, NWSRA completes a salary compensation study every five years. 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 impacted 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. Depending on the cost for this request, this will be factored into FY2021 Budget. 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 is recommending salaries remain frozen with no merit increases in FY2021. Therefore, we are recommending using the FY2020 ranges for FY2021.

Motion:

To approve the Personnel Committee recommendation of continuing salary's in FY2021 with no changes.

To approve the Personnel Committee recommendation of using FY2020 salary ranges for FY2021.

To approve the Personnel Committee recommendation of contacting HR Source to complete re-evaluation of the salary range portion of the report for NWSRA in 2021 to create a plan for 2022.

NWSRA 2020 Proposed Salary Ranges, revised 10/14/19

Pay Grade	Position Title	Aging Factor 2%			Aging Factor 2%		
		2019 Minimum	2019 Mid-Point	2019 Maximum	2020 Minimum	2020 Mid-Point	2020 Maximum
10	Receptionist	\$31,252.58	\$35,514.39	\$39,776.20	\$31,877.63	\$36,047.10	\$40,372.84
11	Administrative Assistant	\$34,253.67	\$39,829.26	\$45,405.91	\$34,767.48	\$40,426.70	\$46,087.00
11	Program Specialist	\$34,253.67	\$39,829.26	\$45,405.91	\$35,568.00	\$41,198.30	\$46,858.30
11	Program Specialist (Day Camp)	\$34,253.67	\$39,829.26	\$45,405.91	\$35,568.00	\$41,198.30	\$46,858.30
11	Registrar	\$34,253.67	\$39,829.26	\$45,405.91	\$34,767.48	\$40,426.70	\$46,087.00
12	Park District Facility/Leisure Education Coord	\$37,522.19	\$44,669.43	\$51,816.66	\$38,085.03	\$45,339.47	\$52,593.91
12	School/Commercial Facility/Special Event Coord	\$37,522.19	\$44,669.43	\$51,816.66	\$38,085.03	\$45,339.47	\$52,593.91
13	Collaborative/Site Coordinator	\$41,079.36	\$50,096.44	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Foundation Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Inclusion Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Administrative Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Operations Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Graphic and Communications Coordinator	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Events Coordinator	\$41,079.36	\$50,096.44	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Registration Office Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Support Staff Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
13	Volunteer/Recruitment Coord	\$41,079.36	\$50,096.45	\$59,114.59	\$41,695.55	\$50,847.89	\$60,001.31
14	Manager of Special Recreation (Collaborative Programs)	\$44,947.46	\$56,183.54	\$67,420.66	\$45,621.67	\$57,026.29	\$68,431.97
14	Manager of Support Services	\$44,947.46	\$56,183.54	\$67,420.67	\$45,621.68	\$57,026.29	\$68,431.98
14	Manager of Special Recreation (Athletics)	\$44,947.46	\$56,183.54	\$67,420.67	\$45,621.68	\$57,026.29	\$68,431.98
14	Manager of Special Recreation (Day Camp)	\$44,947.46	\$56,183.54	\$67,420.67	\$45,621.68	\$57,026.29	\$68,431.98
14	Manager of Inclusion Services	\$44,947.46	\$56,183.54	\$67,420.67	\$45,621.68	\$57,026.29	\$68,431.98
15	Sr. Manager of Special Recreation (Brochure)	\$50,408.44	\$63,010.29	\$75,613.19	\$51,164.57	\$63,955.44	\$76,747.39
16	Accounting Manager	\$56,533.73	\$70,666.90	\$84,800.07	\$57,381.74	\$71,726.91	\$86,072.07
17	Superintendent of Communication and IT	\$63,402.93	\$79,253.14	\$95,104.40	\$64,353.98	\$80,441.93	\$96,530.97
17	Superintendent of Development	\$63,402.93	\$79,253.14	\$95,104.40	\$64,353.98	\$80,441.93	\$96,530.97
18	Superintendent of Admin Services	\$71,106.24	\$88,883.60	\$106,659.89	\$72,172.84	\$90,216.85	\$108,259.79
18	Superintendent of Recreation (1)	\$71,106.24	\$88,883.60	\$106,659.89	\$72,172.84	\$90,216.85	\$108,259.79
18	Superintendent of Recreation (2)	\$71,106.24	\$88,883.60	\$106,659.89	\$72,172.84	\$90,216.85	\$108,259.79
22	Executive Director	\$112,491.23	\$140,614.30	\$168,736.32	\$114,178.60	\$142,723.52	\$171,267.36

Full-Time Salary Ranges 2020 - 2023

Pay Grade	Position Title	Minimum	Mid-Point	Maximum
10	Receptionist	\$31,877.63	\$36,047.10	\$40,372.84
11	Administrative Assistant	\$34,767.48	\$40,426.70	\$46,087.00
11	Program Specialist	\$35,568.00	\$41,198.30	\$46,858.30
11	Registrar	\$34,767.48	\$40,426.70	\$46,087.00
12	Program Coordinator	\$38,085.03	\$45,339.47	\$52,593.91
13	Administrative Coordinator	\$38,085.03	\$50,847.89	\$60,001.31
13	Operations Coordinator	\$38,085.03	\$50,847.89	\$60,001.31
13	Graphic and Communications Coordinator	\$38,085.03	\$50,847.89	\$60,001.31
13	Events Coordinator	\$38,085.03	\$50,847.89	\$60,001.31
13	Registration Office Coordinator	\$38,085.03	\$50,847.89	\$60,001.31
13	Collaborative Coordinator	\$41,695.55	\$50,847.89	\$60,001.31
13	Foundation Coordinator	\$41,695.55	\$50,847.89	\$60,001.31
13	Inclusion Coordinator	\$41,695.55	\$50,847.89	\$60,001.31
13	Support Services Coordinator	\$41,695.55	\$50,847.89	\$60,001.31
13	Recruitment Coordinator (new)	\$41,695.55	\$50,847.89	\$60,001.31
14	Manager of Special Recreation	\$45,621.68	\$57,026.29	\$68,431.97
14	Manager of Support Services	\$45,621.68	\$57,026.29	\$68,431.98
14	Manager of Inclusion Services	\$45,621.68	\$57,026.29	\$68,431.98
14	Foundation Manager (new)	\$45,621.68	\$57,026.29	\$68,431.98
14	Administrative Manager (new)	\$45,621.68	\$57,026.29	\$68,431.98
15	Sr. Manager of Special Recreation	\$51,164.57	\$63,955.44	\$76,747.39
16	Finance Manager	\$57,381.74	\$71,726.91	\$86,072.07
17	Superintendent of Communication and IT	\$64,353.98	\$80,441.93	\$96,530.97
17	Superintendent of Development	\$64,353.98	\$80,441.93	\$96,530.97
18	Superintendent of Admin Services	\$72,172.84	\$90,216.85	\$108,259.79
18	Superintendent of Recreation	\$72,172.84	\$90,216.85	\$108,259.79
22	Executive Director	\$114,178.60	\$142,723.52	\$171,267.36

III. Part-Time Staff Salary Ranges

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To: NWSRA Board of Directors
 From: Christina Ferraro, NWSRA Personnel Committee Chairman
 Re: Part-Time Staff Salary Ranges FY2021
 Date: November 18, 2020

Due to State of Illinois minimum wage requirements, which was implemented in FY2019, and will continue through FY2025, NWSRA continues to evaluate how these increases will impact Part-Time Employee wages each year.

Position Title	0 yrs	1-3 yrs	4-5 yrs	6-7 yrs	8-9 yrs	10+ yrs
Training/Orientation Rate	\$11.00					
Program Assistant	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50
Inclusion Aide	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00
Assistant Site Coordinator	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Driver	\$13.75	\$14.75	\$15.25	\$15.75	\$16.25	\$16.75
Leaders/Site Coordinator/Intern	\$14.50	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
Rovers/Behavior Specialist	\$16.00	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
Life Guards-Referee	\$20.00					
Music - Ice Skating	\$25.00					
PURSUIT/STAR PA	\$14.00					
PURSUIT/STAR Drivers	\$14.50					
PURSUIT/STAR Leads	\$14.75					

Motion:

To approve the Personnel Committee recommendation of adopting ranges for FY2021-FY2025.

To approve the Personnel Committee recommendation of approving Part-Time salary ranges for FY2021 as presented.

IV. Proposed Health Insurance

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**2020
Health
Insurance
Survey
Results**

2020 for 2021 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	
Mount Prospect Park District	BCBS
Palatine Park District	UHC-PPO, BCBS-HMO, Dental-MetLife, Vision-Eyemed
Prospect Heights Park District	
River Trails Park District	
Rolling Meadows Park District	PDRMA
Salt Creek Park District	United Healthcare
Schaumburg Park District	
South Barrington Park District	United Healthcare
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		
Mount Prospect Park District	X	
Palatine Park District	X	
Prospect Heights Park District		
River Trails Park District		
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	

2020 for 2021 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			
Mount Prospect Park District			we offer dental benefits, we offer VSP vision - discount program
Palatine Park District		X	
Prospect Heights Park District			
River Trails Park District			
Rolling Meadows Park District		N	
Salt Creek Park District	X		
Schaumburg Park District			
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	X		
Hoffman Estates Park District			
Inverness Park District			
Mount Prospect Park District			
Palatine Park District	X		
Prospect Heights Park District			
River Trails Park District			
Rolling Meadows Park District	X		
Salt Creek Park District	X		
Schaumburg Park District			
South Barrington Park District			
Streamwood Park District	X		
Wheeling Park District	X		

2020 for 2021 NWSRA Health Benefits Survey

5. What is the % that your employees contribute to their health insurance?					HMO
Member Park District/SRA	%EE	%EE+ child	%EE +1	%EE+2 or more	%family
Arlington Heights Park District	13%	16%	16%	16%	16%
Bartlett Park District					
Buffalo Grove Park District	5%	8%	9%	8%	12%
Elk Grove Park District	10%	25%	25%	25%	25%
Hanover Park Park District	0%	0%	0%	0%	0%
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District	N/A	N/A	N/A	N/A	N/A
Palatine Park District	15%	18%	18%	18%	19%
Prospect Heights Park District					
River Trails Park District					
Rolling Meadows Park District	10%	25%	25%	25%	25%
Salt Creek Park District	12%		16%		16%
Schaumburg Park District					
South Barrington Park District	8%	8%	8%	8%	8%
Streamwood Park District	0%	0%	0%	0%	0%
Wheeling Park District	10%	15%	15%		18%

Employee pays flat rate for PPO Coverage.
 Employee \$50/month - Employee+1
 \$100/month - Employee+family
 \$150/month

5. What is the % that your employees contribute to their Health insurance? PPO					
Member Park District/SRA	%EE	%EE+child	%EE+1	%EE+2 or more	%family
Arlington Heights Park District	13%	16%	16%	16%	16%
Bartlett Park District					
Buffalo Grove Park District	10%	12%	13%	12%	17%
Elk Grove Park District	10%	25%	25%	25%	25%
Hanover Park Park District	0%	0%	0%	0%	0%
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District	14%	10%	11%	10%	10%
Palatine Park District	15%	18%	18%	18%	19%
Prospect Heights Park District					
River Trails Park District					
Rolling Meadows Park District	10%	25%	25%	25%	25%
Salt Creek Park District	12%		16%		16%
Schaumburg Park District					
South Barrington Park District	8%	8%	8%	8%	8%
Streamwood Park District	3%	3%	3%	3%	3%
Wheeling Park District	12%	16%	16%		19%

Employee pays flat rate for PPO Coverage.
 Employee \$50/month - Employee+1
 \$100/month - Employee+family
 \$150/month

2020 for 2021 NWSRA Health Benefits Survey

6. What are your employee's deductible amounts?		HMO			
Member Park District/SRA	\$EE	\$EE+ child	\$EE +1	%EE+2 or more	\$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+1	%EE+2 or more	\$family
Arlington Heights Park District	1,500/3,500	2,000/7,000	3,000/10,000	3,000/10,000	3,000/10,000
Bartlett Park District					
Buffalo Grove Park District	3,500/7,000	7,000/10,000	7,000/10,000	7,000/10,000	7,000/10,000
Elk Grove Park District	500/5,000				1,000/10,000
Hanover Park Park District	1,500/2,500	2,500/5,000	2,500/5,000	3,500/7,500	3,500/7,500
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District	2,500/5,000	5,000/10,000	5,000/10,000	5,000/10,000	5,000/10,000
Palatine Park District	1,500/5,000	3,000/10,000	3,000/10,000	3,000/10,000	3,000/10,000
River Trails Park District					
Prospect Heights Park District					
Rolling Meadows Park District	500	1,000	1,000	1,500	1,500
Salt Creek Park District	1,500/5,000				3,000/10,000
Schaumburg Park District					
South Barrington Park District	3,000/5,000	6,000/10,000	9,000	9,000	9,000
Streamwood Park District	250	250	250	250	250
Wheeling Park District	1,500/5,000	3,000/6,000	3,000/6,000	3,000/6,000	4,500/9,000

2020 for 2021 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		
Mount Prospect Park District	X	
Palatine Park District		X
Prospect Heights Park District		
River Trails Park District		
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?					HMO
Member Park District/SRA	EE	EE+child	EE+1	%EE+2 or more	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					
Mount Prospect Park District					
Palatine Park District					
Prospect Heights Park District					
River Trails Park District					
Rolling Meadows Park District					
Salt Creek Park District					
Schaumburg Park District					
South Barrington Park District					
Streamwood Park District					
Wheeling Park District					

Per HRA Requirments EE \$500, EE+1\$1,000 -
 EE+Child \$1,000 - EE+dependents \$2,000 -
 Family \$3,000

2020 for 2021 NWSRA Health Benefits Survey

8. What is the HRA amount Based on the following Categories?					PPO
Member Park District/SRA	\$EE	\$EE+child	\$EE+1	%EE+2 or more	\$family
Arlington Heights Park District	1,500	2,000	2,000	2,000	3,000
Bartlett Park District					
Buffalo Grove Park District					HRA is \$2,800 for single, \$5,450 for family
Elk Grove Park District					Didn't Answer
Hanover Park Park District	1,250	1,250	1,250	1,250	1,250
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District	2,000	3,500	3,500	3,500	3,500
Palatine Park District					HRA applies to in-network only. Didn't Answer
Prospect Heights Park District					
River Trails Park District					
Rolling Meadows Park District					
Salt Creek Park District					Didn't Answer
Schaumburg Park District					
South Barrington Park District					Didn't Answer
Streamwood Park District					
Wheeling Park District					Didn't Answer

9. If you do not offer an HRA, do you reimburse a portion of the employee's deductible?			
Member Park District	Yes	No	Other
Arlington Heights Park District			didn't answer
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			
Mount Prospect Park District			didn't answer
Palatine Park District			
Prospect Heights Park District			
River Trails Park District			
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			didn't answer

Through HAS

2020 for 2021 NWSRA Health Benefits Survey

10. What is the amount of the reimbursement based on the following categories?					HMO
Member Park District/SRA	EE	EE+child	EE+1	%EE+2 or more	family
Arlington Heights Park District					didn't answer
Bartlett Park District					
Buffalo Grove Park District					didn't answer
Elk Grove Park District					didn't answer
Hanover Park Park District					
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District					
Palatine Park District					didn't answer
River Trails Park District					
Prospect Heights Park District					
Rolling Meadows Park District					didn't answer
Salt Creek Park District					didn't answer
Schaumburg Park District					
South Barrington Park District					didn't answer
Streamwood Park District					
Wheeling Park District					

10. What is the amount of the reimbursement based on the following categories?					PPO
Member Park District/SRA	EE	EE+child	EE+1	%EE+2 or more	family
Arlington Heights Park District					didn't answer
Bartlett Park District					
Buffalo Grove Park District					didn't answer
Elk Grove Park District					
Hanover Park Park District					didn't answer
Hoffman Estates Park District					
Inverness Park District					
Mount Prospect Park District					
Palatine Park District					didn't answer
River Trails Park District					
Prospect Heights Park District					
Rolling Meadows Park District					didn't answer
Salt Creek Park District					didn't answer
Schaumburg Park District					
South Barrington Park District					
Streamwood Park District					didn't answer
Wheeling Park District	\$1,000	\$2,000	\$2,000		\$3,000

2020 SRA Employee Health Insurance Contributions

(If 2021 is known, please complete the 2021 section below as well- bottom chart)

SRA	PPO Employee	PPO Employee + Spouse	PPO Employee +CHN	PPO Family	HMO Employee	HMO Employee + Spouse	HMO Emp +CHN	HMO Family	Deductible	Is 2021 anticipated to be the same %?	Date Edited
FVSRA	15%	15%		15%	10%	10%		10%	1500 (500 employee plus 1000 HRA)	yes	9/9/2020
SSSRA	5%	5% of employee plus 50% of difference between the EE + spouse - EE		5% of employee plus 50% of difference between the family-EE	5%	5% of employee plus 50% of difference between the EE + spouse - EE		5% of employee plus 50% difference between the family - EE	\$500	Yes	9/9/2020
LWSRA	10%	50%	50%	50%	10%	10%	10%	10%	500	no	9/14/20
SRACLC	5%	15%		15%	0	15%		15%	\$500	yes	9/9/20
NISRA	15%	15%		15%	8%	8%		8%	\$2000 (\$500 employee plus \$1500 HRA)	Yes	9/9/20

WSSRA	9%	15%		15%	9%	15%		15%	\$4000/\$12,000 family (up to \$2,000 employee /\$4,000 WSSRA HRA)	Yes	9.14.20
MNASR	5%	15%		17.5%	5%	15%		17.5%	EE: \$250 Family \$750		9/9/20
NEDSRA	12%	18%	21%	24% & 21% Emp +CHN	10%	15%	16%	17%	\$2000 with \$1500 HRA	Unsure	9/9/2020
SWSRA	10% Our plans are AGE rated	Employee 10% of Employee Premium + 50% of Spouse Premium		Employee Pays 10% of Employee Premium + 50% of Spouse and/or Depends	0%	Employee pays 0% of Single Premium + 50% for Spouse		Employee Pays 0% of Single Premium + 50% of Spouse and/or Dependents	\$250 PPO \$0 HMO	No-Will likely move to flat rate instead of using a percentage.	10/16/2019

2021 Medical Plans - Rx 1 (\$10/\$30/\$50)

	\$250 Deductible			\$500 Deductible			\$1,500 Deductible			\$2,000 Deductible			HMO Plan		
	Enrollment	2021 Rate Estimate	Annual Cost Estimate	Enrollment	2021 Rate Estimate	Annual Cost Estimate	Enrollment	2021 Rate Estimate	Annual Cost Estimate	Enrollment	2021 Rate Estimate	Annual Cost Estimate	Enrollment	2021 Rate Estimate	Annual Cost Estimate
EE Only	0	\$1,053.19	\$0	0	\$1,007.95	\$0	0	\$915.23	\$0	12	\$847.22	\$122,000	16	\$694.27	\$133,300
EE + 1 CH	0	\$1,416.40	\$0	0	\$1,353.05	\$0	0	\$1,223.35	\$0	1	\$1,128.04	\$13,536	0	\$946.15	\$0
EE + SP	0	\$2,006.60	\$0	0	\$1,913.85	\$0	0	\$1,723.78	\$0	0	\$1,584.36	\$0	2	\$1,355.42	\$32,530
EE + Children	0	\$1,924.88	\$0	0	\$1,836.20	\$0	0	\$1,654.47	\$0	0	\$1,521.18	\$0	0	\$1,298.75	\$0
Family	0	\$2,869.20	\$0	0	\$2,733.46	\$0	0	\$2,455.31	\$0	7	\$2,251.28	\$189,108	0	\$1,953.61	\$0
Total EEs	0		\$0	0		\$0	0		\$0	20		\$324,644	18		\$165,830

To: NWSRA Board of Directors
From: Christina Ferraro, NWSRA Personnel Committee Chairman
Re: NWSRA 2021 Proposed Health Insurance
Date: November 18, 2020

In preparing the 2021 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

GENERAL PLAN INFORMATION

- NWSRA recommends remaining at the \$2,000 Deductible.
- Although PDRMA rates are increasing slightly, NWSRA is able to maintain minimal budgetary impact due to a large number of employees choosing the HMO plan, many employees selecting the single plan or waiving coverage due to being under 26.
- 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 option at this time but will re-evaluate adding an HRA option annually.

ELIGIBLE EMPLOYEE ENROLLMENT STATUS

- NWSRA has 44 employees eligible to enroll in the NWSRA health insurance plan.
- 38 employees are factored into the 2020 health calculations

2020 health insurance budget 44 employees impacted:

Employee:	24 (7 PPO, 17 HMO)
Employee + Child:	1 (1 PPO)
Employee + Spouse:	5 (2 PPO, 3 HMO)
<u>Employee + Family:</u>	<u>8 (7 PPO, 1 HMO)</u>
Total Projected	38
Waived	6

The total number of projected lives covered for 2020: 68

Due to COVID-19, 2021 health insurance budget is broken into two scenarios:

First 6 months (38 Employees Impacted)

Employee:	22 (6 PPO, 16 HMO)
Employee + Child:	1 (PPO)
Employee + Spouse:	2 (HMO)
<u>Employee + Family:</u>	<u>6 (PPO)</u>
Total Projected	31
Waived	7
Projected Lives Covered	51

Last 6 months (45 Employees Impacted)

Employee:	28 (12 PPO, 16 HMO)
Employee + Child:	1 (PPO)
Employee + Spouse:	2 (HMO)
<u>Employee + Family:</u>	<u>7 (PPO)</u>
Total Projected	38
Waived	7
Projected Lives Covered	61

CHANGES IN PDRMA HEALTH PLAN

- PDRMA offers a combination of 30 plans which include PPO with or without an HRA and the HMO plan, as well as two different options for prescription plans for each of those combinations. Plan options include deductibles of \$250, \$500, \$1,250, \$1,500, \$2,000, \$2,500, \$3,500.
- The PDRMA rates increased from 2020 to 2021 by the following amounts.

Annual Rates (charged by PDRMA)	Annual 2020	Annual 2021	Difference
PPO Employee Only	\$10,458.48	\$10,166.64	\$291.84
PPO Employee + Child	\$13,572.24	\$13,536.48	\$35.76
PPO EE + Spouse	\$18,632.04	\$19,012.32	\$380.20
PPO Employee + Children	\$17,931.48	\$18,254.16	\$322.68
PPO Family	\$26,027.28	\$27,015.36	\$988.08
HMO Employee Only	\$8,320.68	\$8,331.24	\$10.56
HMO Employee + Child	\$11,124.96	\$11,353.80	\$228.84
HMO Employee + Spouse	\$15,681.72	\$16,265.04	\$583.32
HMO Employee + Children	\$15,050.64	\$15,585.00	\$534.36
HMO Family	\$22,341.48	\$23,443.32	\$1001.84

Motions:

To approve the Personnel Committee recommendation to continue with the benefit plan as is with not changes.