

## **Committee-of-the-Whole Agenda**

**5:30 p.m.**

**Tuesday, October 17, 2017**

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### **Appointments & Oaths of Office**

Appointment and Oath of Office of Brandy Blackburn to City Clerk effective October 18, 2017.

Oath of Office for promotion of Engineer Brett Clark to Lieutenant effective October 1, 2017.

Appointment of Lieutenant Jerry Spiegel to Fire Inspector effective October 1, 2017.

Appointment of Firefighter Brett Daniel to Engineer effective October 1, 2017.

### **Questions on the Agenda**

#### **Agenda Items**

- 1. Non-Union Employee Group Benefit Package** (Alison Fleming, Human Resources Manager)
- 2. Enterprise Zone Agreement with Bi-State Regional Commission** (Ray Forsythe, Planning & Development Director)

#### **2018 Budget Work Session #2**

- 1. Continued Discussion and Consideration of the Proposed 2018 Budget**
- 2. Council Revisions to Budget, if any**
- 3. Approval of 2017 Property Tax Levies**
- 4. Approval of the 2018 Budget**
- 5. Other**

#### **Public Comment**

Members of the Public are permitted to speak after coming to the podium and stating their names.

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# Explanation

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- 1. A Resolution directing the City Administrator to modify the non-union employee group benefit package to incorporate the changes as set forth on Exhibit A attached hereto relating to health benefits.** (Alison Fleming, Human Resources Manager)

**Explanation:** The City currently provides one health insurance plan, the Choice Plus 80/60 plan, to eligible employees and retirees. City staff has met with the employee health committee and union leadership and discussed cost saving options. This agenda item would modify the Choice Plus 80/60 Plan, as well as implement a high deductible health plan for the 2018 Plan Year. Modifications to the Choice Plus 80/60 plan and the benefit structure of the high deductible health plan are outlined in Exhibit A. All four unions have agreed to these terms. These changes are expected to help control long-term healthcare costs and provide a cost savings to the City, the total amount of which is dependent upon enrollment in each plan. Additional documentation attached.

**Staff Recommendation:** Approval  
**Fiscal Impact:** Savings to the Health Fund  
**Public Notice/Recording:** N/A  
**Goals Impacted:** Financially Strong City

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- 2. A Resolution authorizing the Mayor and City Clerk to execute an Agreement between Bi-State Regional Commission and the Governments of East Moline, Milan, Moline, Rock Island, Silvis, and Rock Island County, Illinois, for contractual services related to the preparation and monitoring of a contract for Enterprise Zone application assistance and requiring each of the municipalities to pay a share of the cost for said Agreement.**  
(Ray Forsythe, Planning & Development Director)

**Explanation:** The Cities of East Moline, Moline, Rock Island and Silvis, the Village of Milan, and the County of Rock Island applied to designate an area as an Enterprise Zone for certification by the Illinois Department of Commerce and Economic Opportunity; however, the application was not granted. The member communities of the Quad City Enterprise Zone now wish to retain a firm for contractual services related to the holding and administration of a contract for a new Enterprise Zone application assistance and technical support. The City's share of the cost for said services is \$25,749. Bi-State will be responsible for administering the contract. Additional documentation attached. This item will also appear on the City Council Agenda on October 17, 2017, under "Items Not on Consent."

**Staff Recommendation:** Approval  
**Fiscal Impact:** -\$25,749 from Account No. 010-0715-463.03-22  
(Transferred out of Contingency)  
**Public Notice/Recording:** N/A  
**Goals Impacted:** A Great Place to Live

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## Exhibit A

### Non-Union Benefit Changes

#### 2018 Changes

- Health Insurance:

#### Choice Plus 80/60 Plan

- Plan changes effective January 1, 2018
  - Increase emergency room visit co-pay from \$100 to \$140 per visit. Fee will continue to be waived if the patient is admitted.
  - Add Virtual Visits at no cost to the plan member.
- Premiums effective January 1, 2018

Coverage Type	New Rate City	New Rate Employee/Retiree	New Rate Total 1/1/18
Single - Active	\$454.82	\$113.70	\$568.52
Family - Active	\$1,187.11	\$296.76	\$1,483.87
R <65 >50	\$454.82	\$113.70	\$568.52
R >65	\$0.00	\$296.76	\$296.76
R <50	\$0.00	\$568.52	\$568.52
R <65 >50 & D <65	\$454.82	\$1,029.05	\$1,483.87
R <50 & D <65	\$0.00	\$1,483.87	\$1,483.87
R <65 >50 & D >65	\$454.82	\$410.48	\$865.30
R >65 & D <65	\$0.00	\$1,212.09	\$1,212.09
R & D >65	\$0.00	\$593.55	\$593.55

#### High Deductible Health Plan (HDHP)

- New plan as of January 1, 2018
- The City Administrator is given the authority to discontinue the HDHP if participation levels are too low.
- Funding of Health Savings Accounts (HSAs) for the 2018 and 2019 Plan Years:
  - \$1,000 per year for single coverage
  - \$2,000 per year for family coverage
  - The City will fund each employee's or retiree's HSA at 50% in a lump sum on the first payday occurring on or after January 1 of each year, with the balance being funded bi-weekly thereafter.

**Exhibit A**

- Newly hired employees who participate in the HDHP will receive pro-rated contributions to their HSAs based on the number of full months they participate in the HDHP for the remainder of the Plan Year and will receive 50% of said pro-rated contributions in a lump sum on the first payday after they begin participating in the HDHP with the balance being funded bi-weekly thereafter.
  - If an employee or retiree participating in the HDHP changes from single to family coverage during a Plan Year, the City will make additional pro-rated contributions to said employee or retiree’s HSA account based on the number of full months he/she participates in the HDHP for the remainder of the Plan Year. Said contributions will be put in the affected employee or retiree’s HSA on a bi-weekly basis on the first day of the month following the change in coverage.
  - The pro-rated HSA amounts will be calculated by dividing the total annual amount by 12 and shall be \$83.33 per month for single coverage and \$166.67 per month for family coverage.
- Premiums effective January 1, 2018

<b>Coverage Type</b>	<b>New Rate City</b>	<b>New Rate Employee/Retiree</b>	<b>New Rate Total 1/1/18</b>
Single - Active	\$350.57	\$87.64	\$438.21
Family - Active	\$914.98	\$228.74	\$1,143.72
R <65 >50	\$350.57	\$87.64	\$438.21
R >65	\$0.00	\$296.76	\$296.76
R <50	\$0.00	\$438.21	\$438.21
R <65 >50 & D <65	\$350.57	\$793.15	\$1,143.72
R <50 & D <65	\$0.00	\$1,143.72	\$1,143.72
R <65 >50 & D >65	\$350.57	\$384.40	\$839.93
R >65 & D <65	\$0.00	\$1,002.27	\$1,002.27
R & D >65	\$0.00	\$576.15	\$576.15

**Exhibit A**

○ Plan Design

<b>Category</b>	<b>High Deductible Health Plan</b>
Grandfathered plan?	No
Preventive Services	
In-Network	0% (Free for plan members)
Out-of-Network	40%
Deductible	
Single In-Network	\$2,500.00
Family In-Network	\$5,000.00
Single Out-of-Network	\$3,000.00
Family Out-of-Network	\$6,000.00
Office Visits	
Primary Care In-Network	Subject to Deductible and Co-insurance of 10%
Specialist In-Network	
Primary Care Out-of-Network	
Specialist Out-of-Network	
Chiropractic In-Network	
Chiropractic Out-of-Network	
Prescription Medications	
Generic 30 days	Subject to Deductible and Co-insurance of 10%
Formulary 30 days	
Non-Formulary 30 days	
Generic 90 days	
Formulary 90 days	
Non-Formulary 90 days	
Specialty 30 Days only	
Rx Out of Pocket Maximum	
Single	Included with Medical
Family	Included with Medical
Co-insurance In-Network	10% after Deductible
Co-insurance Out-of-Network	40% after Deductible

**Exhibit A**

Plan Design continued

<b>Category</b>	<b>High Deductible Health Plan</b>
Emergency Room Facility	
In and Out-of-Network	Subject to Deductible and 10% Co-insurance
Telemedicine/Virtual Visits	Included - goes towards Deductible and Maximum Out of Pocket
Out of Pocket Maximum	
Single In-Network	\$4,500.00
Family In-Network	\$9,000.00
Single Out-of-Network	\$5,000.00
Family Out-of-Network	\$10,000.00

**AN AGREEMENT AMONG  
BI-STATE REGIONAL COMMISSION AND  
THE GOVERNMENTS OF EAST MOLINE, MILAN, MOLINE, ROCK ISLAND, SILVIS,  
AND ROCK ISLAND COUNTY, ILLINOIS  
FOR CONTRACTUAL SERVICES RELATED TO THE PREPARATION AND MONITORING  
OF A CONTRACT FOR ENTERPRISE ZONE APPLICATION ASSISTANCE**

This agreement, is entered into by the Bi-State Regional Commission and the governments of East Moline, Milan, Moline, Rock Island, Silvis, and Rock Island County, Illinois for contractual services related to the holding and administration of a contract for Enterprise Zone Application technical support.

**WHEREAS**, the parties hereto are desirous and capable of entering into an agreement for procurement of services specified herein.

**THEREFORE, THE PARTIES HERETO** agree to the following terms and conditions:

- A. Bi-State Regional Commission staff shall enter into a contract with a firm for the provision of Enterprise Zone Application technical assistance to prepare and monitor said application for the governments of East Moline, Milan, Moline, Rock Island, Silvis, and Rock Island County, Illinois.
- B. Funding for said contract will be provided entirely by the governments of East Moline, Milan, Moline, Rock Island, Silvis and Rock Island County, Illinois. These funds shall be received separate from any membership dues or other contracts between said governments and Bi-State Regional Commission and shall be non-federal dollars.
- C. Bi-State Regional Commission will collect, hold, and account for these funds separately.
- D. In no instance shall Bi-State Regional Commission make payment for said contract using any federal or state grant dollars, its membership dues or other funds not specified under this contract. Said contract shall be funded exclusively in the following matter through invoicing the listed governments to cover monthly fees of the selected firm.
  1. City East Moline, IL – \$12,880
  2. Village of Milan, IL - \$3,074
  3. City of Moline, IL – \$25,749
  4. City of Rock Island – \$23,082
  5. City of Silvis - \$4,519
  6. Rock Island County, IL \$10,969
- E. To the full extent permitted by law the governments shall indemnify, defend and hold harmless Bi-State Regional Commission, its staff, officers and agents from and against any and all claims, damages, losses and expenses, legal or otherwise, incurred by Bi-State Regional Commission in the defense of any claims or suit brought as a result of this agreement.
- F. If any section, provision, or part of this agreement shall be found to be invalid or unconstitutional, such judgment shall not affect the validity of the agreement as a whole or any section, provision, or part thereof not found to be invalid or unconstitutional.

G. his agreement may be amended or terminated by mutual written consent of the participants to this agreement and upon meeting obligations of any contracted services made under this agreement.

The undersigned agree with the terms of the agreement as written above:

City of East Moline, Illinois

By: \_\_\_\_\_  
Mayor

Date \_\_\_\_\_

Village of Milan, Illinois

By: \_\_\_\_\_  
President

Date \_\_\_\_\_

City of Moline, Illinois

By: \_\_\_\_\_  
Mayor

Date \_\_\_\_\_

City of Rock Island, Illinois

By: \_\_\_\_\_  
Mayor

Date \_\_\_\_\_

City of Silvis, Illinois

By: \_\_\_\_\_  
Mayor

Date \_\_\_\_\_

Rock Island County, Illinois

By: \_\_\_\_\_  
Chairman

Date \_\_\_\_\_

Bi-State Regional Commission

By: \_\_\_\_\_  
Chair

Date \_\_\_\_\_