



Village of Maple Park

302 Willow Street ♦ P.O. Box 220 ♦ Maple Park, Illinois 60151

Village Hall: 815-827-3309

Website: <http://www.villageofmaplepark.org>

**BOARD OF TRUSTEES
COMMITTEE OF THE WHOLE AGENDA
TUESDAY, JULY 19, 2022
MAPLE PARK CIVIC CENTER
302 WILLOW STREET, MAPLE PARK**

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL/QUORUM ESTABLISHED

- 4. PUBLIC COMMENTS** – *Any resident wishing to address the Board may do so according to the guidelines set forth in the “Rules for Public Comments at Public Meetings” handout. Please complete a speaker request form and submit it to the Village Clerk. You may also send an e-mail to villageclerk@villageofmaplepark.com in advance of the meeting. The Village Clerk will read such comments during the Public Comment portion of the meeting.*

5. OTHER BUSINESS

- A.** Discussion on The Maples Development and the Water Tower

6. INFRASTRUCTURE ITEMS

- A.** Status of Televising Program

7. PERSONNEL ITEMS

- A.** Discussion on the Results of the Employee Benefits Study

8. FINANCE ITEMS

- A.** Discussion on Electronic Changeable Copy (Digital) Signs and Text Amendment

9. VILLAGE ADMINISTRATOR REPORT

10. VILLAGE PRESIDENT REPORT

11. ADJOURNMENT



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MEMORANDUM

TO: Village President and Board of Trustees

FROM: Village Administrator Dawn Wucki-Rossbach 

DATE: July 15, 2021

SUBJECT: **THE MAPLES DEVELOPMENT AND THE VILLAGE'S ELEVATED WATER STORAGE TANK**

BACKGROUND

The Village has received the revised The Maples Planned Unit Development (PUD) Concept Plan. The plan includes 27,007 s.f. or 0.62 acres for the proposed 150,000 gallon elevated water storage tank; access to the tank is located off the access drive at the rear of the property off of County Line Road. Placing the Village's water tank at this location at this elevation at this location is important to improving the fire flows needed to protect properties in the Village if they were engulfed in flames and the Fire Protection District came to put the fire out.

The proposed plan includes the addition of a third apartment building, all three (3) apartment buildings will not exceed two (2) stories in height and creates a mixed use building where commercial entities are located on the first floor and one-bedroom apartments are located on the second floor. The proposed plan calculates that a total of 180 PE is necessary to provide the wastewater treatment plant capacity for this development. Currently, per the June 2022 wastewater treatment capacity information, the Village has an estimated 554 PE available. If this development were to proceed, the Village would have 374 PE available for future wastewater treatment capacity needs.

It is anticipated that the Developer will be submitting an application for a Special Use Permit in the form of a Planned Unit Development (PUD.) A PUD allows for a unified development and does not require that every phase of the development proceed through for a review. For example, if there is a food vendor and they would like to have a drive-through facility, per the PUD there are three (3) drive-throughs, that would require proceeding through a Special Use Permit process. Approving the PUD would permit the drive-throughs without the additional Special Use Permit process because the layout has already been reviewed and approved. In the 2015 Comprehensive Plan a PUD is recommended for developments that are greater than three (3) acres in size. This development is 11.167 acres in size.

Staff's last understanding was that the Concept Plan was to be modified to reflect the change in location of the gas station, that the traffic lane flowing through the development should be at the rear of the property to allow access from both sides of the buildings and that the Village would require the ability to have full access (the ability to turn right or left) onto County Line Road. The plan reflects the recommended changes. It also includes the Village's 12" water main running just outside the County Line Road right-of-way boundary as required by Kane County Department of Transportation.

The Village is at the point where the Developer needs to know if they will move to the next stage of the development review process and so the Village can begin to work with the Developer on revisions to the Development Agreement and acquisition of the proposed elevated water storage tank property. If yes, Staff will work with the Developer or the Developer's representative to obtain the PUD Application and the appropriate engineering and off-site engineering plans, etc. Staff has strongly suggested to the Developer that a TIF Application accompany the documentation submitted with this next phase of the development review process so that the Village's TIF Advisor can review and recommend how TIF increment dollars can be utilized for this development and begin drafting a TIF Agreement.

Per the Committee's last discussion, a short survey regarding the proposed Concept Plan be developed. A draft of the survey is attached. If the Committee wishes the survey to be conducted, a link to the survey will be placed on the Village's website along with its Facebook page. Survey responses will be due one (1) week from posting. Results will be tabulated and the Village Board informed of the results.

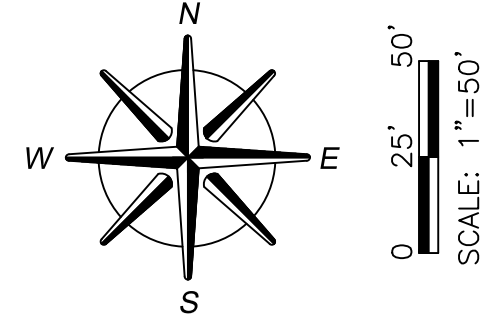
RECOMMENDATION

That the Committee review the Concept Plan and determine if the changes made are sufficient to move the development to the next stage of the development review process, in this case it will most likely be a Special Use Permit application for a Planned Unit Development. If the Committee agrees with the concept, then Staff will work with the Developer and/or their representative obtain the Special Use Application for the Planned Unit Development application and required documentation.

The Committee will be advised of the survey results, the Board can discuss the results at the August 2, 2022, if they are available. The Planning and Zoning Commission (PZC) would need the information a minimum at least 10 days in advance of the next PZC Meeting. In this case, the next PZC Meeting, based on member availability, is Wednesday, August 10, 2022, which requires that the documentation be in prior to August 1 in order to allow review time by Staff, including the Village Engineer and the Village Attorney.

Attachments

The Maples Planned Unit Development Dated 07/14/22
Draft Maple Park Development Questionnaire



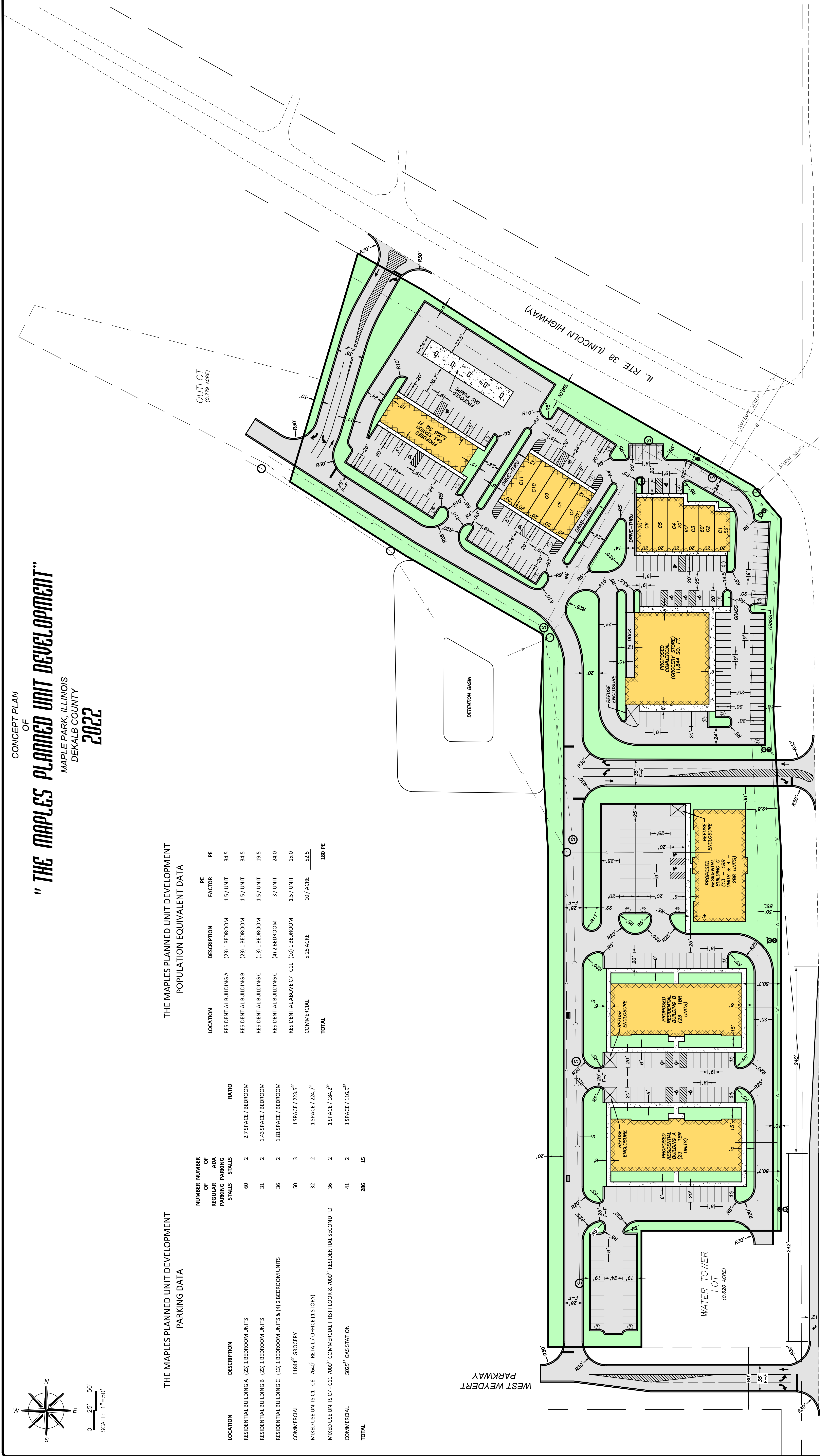
CONCEPT PLAN
OF
"THE MAPLES PLANNED UNIT DEVELOPMENT"
MAPLE PARK, ILLINOIS
DEKALB COUNTY
2022

THE MAPLES PLANNED UNIT DEVELOPMENT
PARKING DATA

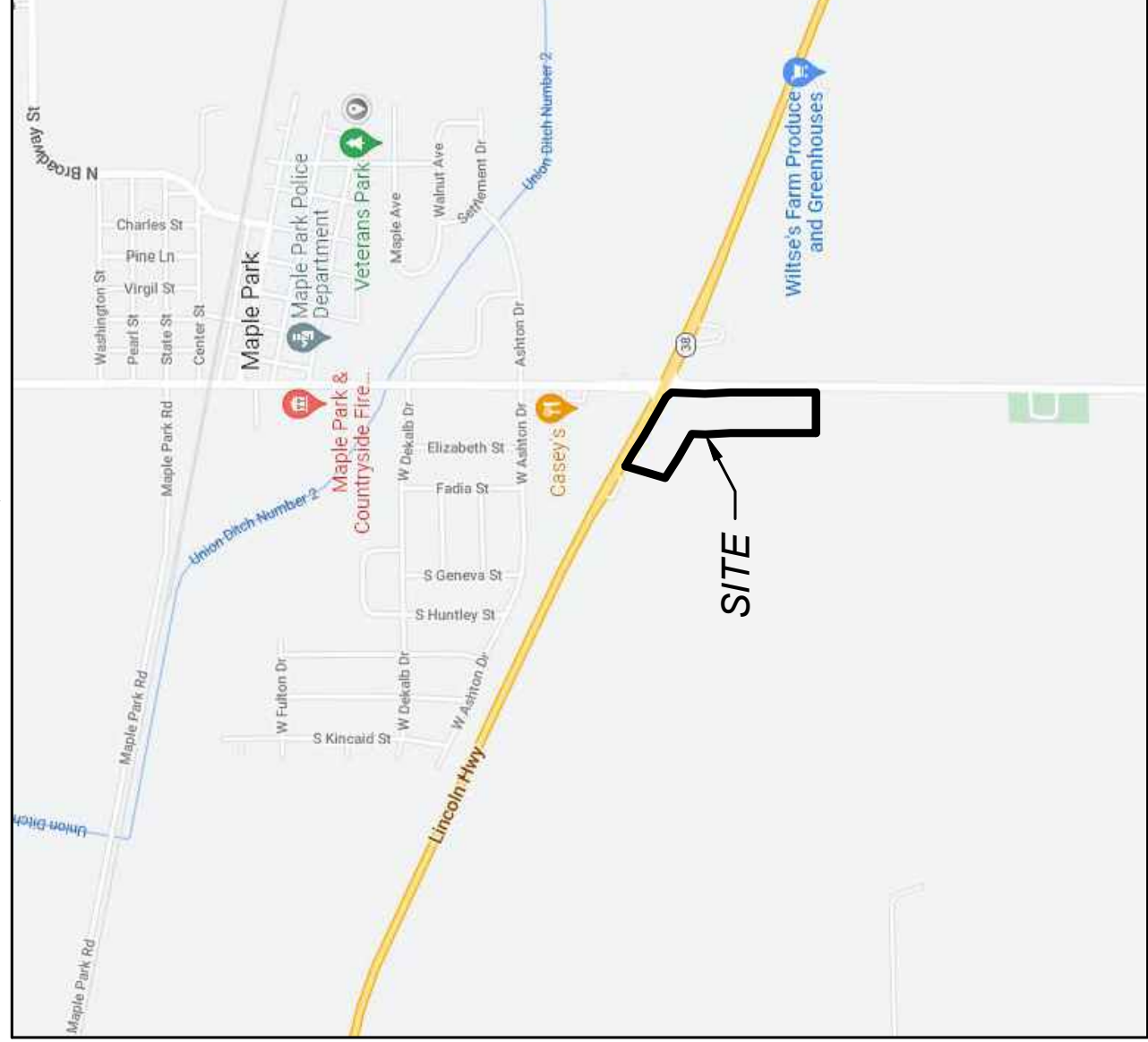
LOCATION	DESCRIPTION	NUMBER OF REGULAR PARKING STALLS	NUMBER OF ADA PARKING STALLS	RATIO
RESIDENTIAL BUILDING A	(23) 1 BEDROOM UNITS	60	2	2.7 SPACE / BEDROOM
RESIDENTIAL BUILDING B	(23) 1 BEDROOM UNITS	31	2	1.43 SPACE / BEDROOM
RESIDENTIAL BUILDING C	(13) 1 BEDROOM UNITS & (4) 2 BEDROOM UNITS	36	2	1.81 SPACE / BEDROOM
COMMERCIAL	1184 ^{sq} GROCERY	50	3	1 SPACE / 223.5 ^{sq}
MIXED USE UNITS C1 - C6	7640 ^{sq} RETAIL / OFFICE (1 STORY)	32	2	1 SPACE / 224.7 ^{sq}
MIXED USE UNITS C7 - C11	7000 ^{sq} COMMERCIAL FIRST FLOOR & 7000 ^{sq} RESIDENTIAL SECOND FLOOR	36	2	1 SPACE / 184.2 ^{sq}
COMMERCIAL	5025 ^{sq} GAS STATION	41	2	1 SPACE / 116.9 ^{sq}
TOTAL		286	15	

THE MAPLES PLANNED UNIT DEVELOPMENT
POPULATION EQUIVALENT DATA

LOCATION	DESCRIPTION	FACTOR	PE
RESIDENTIAL BUILDING A	(23) 1 BEDROOM	1.5 / UNIT	34.5
RESIDENTIAL BUILDING B	(23) 1 BEDROOM	1.5 / UNIT	34.5
RESIDENTIAL BUILDING C	(13) 1 BEDROOM	1.5 / UNIT	19.5
RESIDENTIAL BUILDING C	(4) 2 BEDROOM	3 / UNIT	24.0
RESIDENTIAL ABOVE C7 - C11	(10) 1 BEDROOM	1.5 / UNIT	15.0
COMMERCIAL	5.25 ACRE	10 / ACRE	52.5
TOTAL			180 PE



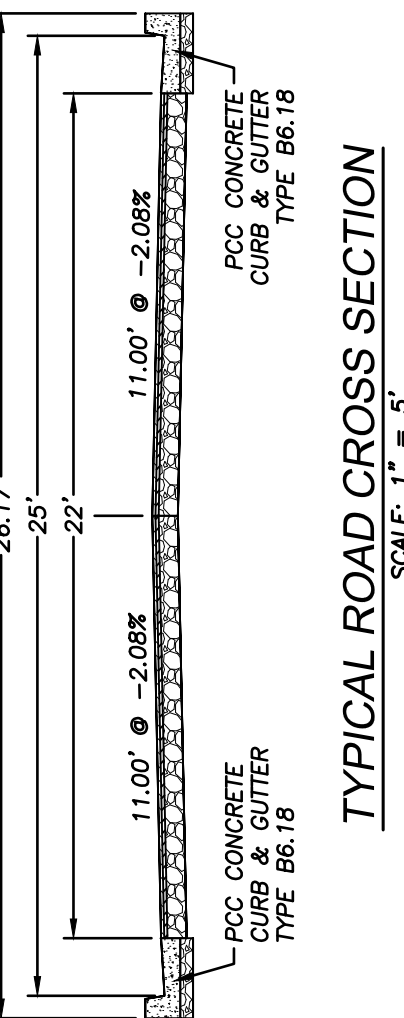
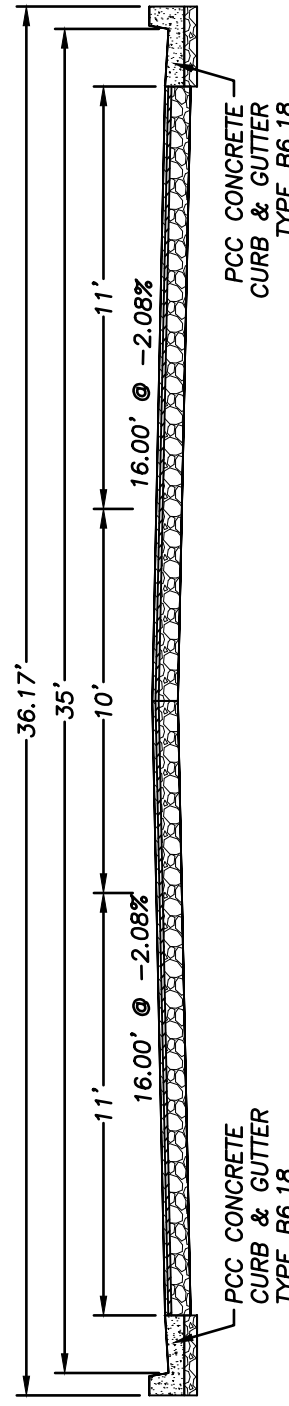
LOCATION MAP
MAPLE PARK, ILLINOIS



INFORMATION BY OTHERS:
THIS CONCEPT PLAN WAS PREPARED BASED UPON
ENGINEERING, LAND SURVEYING, AND UTILITY
INFORMATION PROVIDED BY OTHERS.
WENDLER ENGINEERING SERVICES, INC. MAKES NO
GUARANTEES OR WARRANTY, EXPRESSED OR
IMPLIED, FOR ERRORS CAUSED BY WORK OR
INFORMATION PROVIDED BY OTHERS.

OWNER:
DR. STEVEN GLASSOW
MAPLE PARK DEVELOPMENT, LLC

LOT AREAS:	SQ. FT.	ACRE
WATER TOWER LOT	27,000	0.620
THE MAPLES P.U.D.	425,476	9.768
OUTLOT	33,914	0.778
TOTAL	486,390	11.167



CONCEPT
PLAN

JOB NUMBER
2210289

DATE
07/14/2022

SHEET NO.
1 of 1

REVISIONS

DESIGNED BY:
DWG
CHECKED BY:
CONCEPT-2210289
BOOK NO.:

wendler
civil - structural - surveying
wender engineering services, inc.
ph: 815.288.2261
www.wendlergs.com
Illinois Professional Design Firm No. 164-000848

CONCEPT PLAN
OF
THE MAPLES PLANNED UNIT DEVELOPMENT
FOR
MAPLE PARK DEVELOPMENT, LLC

VILLAGE OF MAPLE PARK DEVELOPMENT QUESTIONNAIRE

The Village of Maple Park Village Board is interested in your opinion on a proposed development. The Village is working with the Developer of the commercial property because the Village is looking to construct the new 150,000-gallon elevated water storage tank on one-half acre of land approximately 982 feet from the intersection of Route 38 and County Line Road.

A Little Bit of History.....

In 2006, the Village of Maple Park annexed the property located at the southwest corner of Route 38 and County Line Road. Listed below is the original site annexation data for the property.

Land Use	Acres	# of Units
Single-Family Lots – 10,000 s.f. min.	110.6	286
Single-Family Lots – 12,000 s.f. min.	41.0	97
Duplex – 80' X 134'	16.6	80
Commercial Property	15.4	-
Park Site	4.0	-
Detention Ponds	31.0	-
TOTAL	218.6	463

The commercial and residential developments were to be constructed by different companies. The commercial portion of the development is referred to as, "The Maples." The property is zoned B-2 General Commercial District and is governed by a separate Development Agreement. The property is contained within the Village's Tax Increment Finance District. The Village plans to utilize the \$2.25 million dollar bond issue to pay for the elevated water storage tank. The Village Board would like to receive input from the residents of Maple Park on the development of 15.4 acres of land.

What's Proposed

The Developer has proposed a "Concept Plan" for the property that fronts Route 38 and County Line Road. The Concept Plan is proposing the following types of uses on the property:

Plan Identification	Description	# of Units/Size
	Proposed 150,000 Gallon Village Elevated Water Storage Tank	27,007.2 s.f.
Residential A	Multi-Family Apartment – One (1) 1-Bedroom Unit Buildings	23
Residential B	Multi-Family Apartment – One (1) 1-Bedroom Unit Buildings	23
Residential C	Multi-Family Apartment Buildings – One (1) Building with 13 1-Bedroom Units and four (4) 2 Bedroom Units	17
C 1-6	Mixed Use – Retail/Office	5,025 s.f.
C 7 - 11	Mixed Use – Commercial First Floor with Residential on Second Floor - 10 One-Bedroom Units	7,000 s.f. 7,000 s.f.
	Grocery Store	11,844 s.f.
	Gas Station	5,025 s.f.

Village code requires the installation of landscaping throughout the property and also requires that stormwater detention be provided. Please see the Concept Plan and apartment building rendering, based on the proposed plan, please answer the following questions:

1. Do you favor the ability to be able to rent an apartment in the Village of Maple Park?

Strongly favor
Somewhat favor
No opinion
Somewhat oppose
Strongly oppose

2. Do you favor mixed-use development with both residential and commercial uses in the same building?

Strongly favor
Somewhat favor
No opinion
Somewhat oppose
Strongly oppose

3. What uses would you patronize in the development along Route 38 and County Line Road? Please mark all that apply.

Neighborhood based conveniences
Food and drug stores
Restaurants
Gas station
Multi-Family Apartments – One and two-bedroom units
Mixed use – Retail and office units
Mixed use – Commercial and residential units

4. Which statements describes your relationship to the Village of Maple Park? Please mark all that apply.

I live in the Village
I rent a residence here
I work in the Village
I own a business in the Village
I rent commercial property here
I shop or dine here regularly

5. If you live in Maple Park, how many years have you lived here? _____



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MEMORANDUM

TO: Village President Suzanne Fahnestock
Personnel Liaison Clifford Speare

FROM: Village Administrator Dawn Wucki-Rossbach 

DATE: July 5, 2022

SUBJECT: EMPLOYEE BENEFITS STUDY RESULTS AND RECOMMENDATIONS

BACKGROUND

In July 2021, the Village submitted a Capstone Project Proposal to the Northern Illinois University (NIU), Department of Public Administration (MPA). The project was an Employee Benefits Study. The Project Overview stated that the Village had limited resources, but would like to offer full benefits to its employees. Benefits included medical, dental, vision, life insurance, and health savings accounts. It also included cell phones versus a stipend, education/training, take home vehicles and annual performance merit pay and that looking ahead, the Village will need to increase its benefits to retain existing employees and attract new employees. The Village wished to compare its current benefits to the surrounding communities; it would also like to compare the cost of its existing benefits and examine the various options available to provide full benefits and the cost of obtaining those benefits whether it be through an insurance broker and soliciting the insurance market or by participating in an insurance benefits pool. It also examined what the cost would be should the Public Works Director/Building Inspector retire and the need to hire a separate Building Inspector would be needed. By completing this analysis, the Village should be able to understand where it stands in comparison to the surrounding communities and the costs involved in providing its current and full benefits to its current and future employees.

The Village's project was selected by the Capstone Team of Mr. Eliezer Rivera and Mr. Elijah Bebora. Mr. Rivera and Mr. Bebora conducted surveys, analyzed data and provided a cost-benefit analysis of continuing current benefits "as-is" versus providing full benefits to current and future employees. The Team also recommended changes to the Employee Handbook and recommended policy changes that may be needed to reflect the proposed changes in benefits.

The following communities were used as a comparison: the Cities of Batavia, Geneva and St. Charles and the Village's of Campton Hills, Cortland, Hinckley, Kirkland, Lily Lake, South Elgin, Sugar Grove and Pingree Grove.

The finished project resulted in, "An Analysis of Existing Benefits to Proposed to the Village of Maple Park" that was presented at the NIU MPA Oral Capstone Presentations on November 22, 2021. Mr. Rivera and Mr. Bebora successfully pass their Oral Capstone Presentation and received their MPA in December 2021. As part of the project, research with cited references were included in the analysis.

The Team made the following recommendations:

1. The Village should consider offering medical, dental, vision, life insurance and health savings to its full-time employees, at a 70% employer contribution rate for HMO Basic insurance through the Intergovernmental Personnel Benefits Cooperative (IBPC.)
2. On the cost of replacing the Public Works Director/Building Inspector when he retires and the Village no longer had this hybrid position and positions were separated into two (2). If the retirement did occur, beginning with Fiscal Year 2024 – 2025, the Village should consider adding the Building Inspector position full-time at a salary of \$81,841 per year plus benefits based on the market value of the position, with benefits. The annual cost may increase based on the type of benefits provided.
3. That the annual number of holidays, overtime, holiday pay, bereavement, and car allowance policy remain the same.
4. That the annual number of sick days be increased from six (6) days to 10 days to be on par with comparable communities.
5. That the number of vacation days be increased from five (5) days to 14 days in Year 1 of employment in order to be on par with comparable communities.

Staff concurs with recommendation item numbers three through five and offers the following:

1. Item 3 – No change in cost to the Village
2. Item 4 – The cost of four (4) sick days for all full-time employees is \$6,117.50, plus the loss of productivity for the days not worked. See Cost of Four Sick Days Chart.
3. Item 5 – The cost of five (5) vacation days for all full-time employees is \$7,646.87, plus the loss of productivity for the days not worked. See cost of Five Vacation Days Chart.
4. Total cost of additional sick and vacation days is \$13,764.87.

Staff did express to the Team the following on recommendation item numbers one and two:

1. Item 1 - Appreciated that the Team selected the most economical coverage – HMO through IPBC; however,
 - a. HMO is usually not the coverage of choice for most employees
 - b. The cost per month for employees will be cost prohibitive. For example, HMO single plus child coverage would be \$439.00 per month or \$5,258.00 per year. For a salary of \$42,607 that is 12.34% of annual income, this should be considered by the Village Board.
2. Item 2 - Internal equity must be considered in comparison to salaries and benefits provided to the Chief of Police and Village Administrator and Public Works Director, when and if it becomes a separate position. The Village must compare the flexibility and total cost of a full-time employee or contract the work out, whether that be on a per inspection or plan review basis.
3. Item 5 - That the Village include language to allow the first-year employee to take five (5) days vacation after six months of employment if approved by their supervisor and the time off would not interfere with Village operations.

RECOMMENDATION

That the “Analysis” be reviewed and the recommendations considered:

1. That the annual number of holidays, overtime, holiday pay, bereavement, and car allowance policy should remain the same.
2. That the annual number of sick days be increased from six (6) days to 10 days to be on par with comparable communities.
4. That the number of vacation days be increased from five (5) days to 14 days in Year 1 of employment in order to be on par with comparable communities. That the Village include language to allow the first-year employee to take five (5) days vacation after six months of employment if approved by their supervisor and that the time off would not interfere with Village operations be added to the Employee Handbook.

5. That the Board consider the type of insurance coverage it will provide, the employee contribution and when/if they wish to begin to plan and budget for the expense of providing insurance coverage.

If the Board agrees with the recommendations, then Staff will prepare the changes to the Employee Handbook, making the change effective when the Board approves the updated handbook on August 2, 2022.

COST OF FOUR SICK DAYS						
Position	Hourly Rate	Cost of Sick Day	Four Days	FICA (7.65%)	4% Retirement	Total
Police Chief	29.00	232.00	928.00	70.99	37.12	1,036.11
Public Works Director/Building Inspector	39.39	315.14	1,260.57	96.43	50.42	1,407.43
Public Works Assistance	20.48	163.87	655.50	50.15	26.22	731.86
Village Accountant/Treasurer	27.00	216.00	864.00	66.10	34.56	964.66
Village Clerk	21.00	168.00	672.00	51.41	26.88	750.29
Village Administrator	34.48	275.83	1,103.34	84.41	44.13	1,231.87
TOTAL						6,122.22

COST OF FIVE VACATION DAYS						
Position	Hourly Rate	Cost of Day	Five Days	FICA (7.65%)	4% Retirement	Total
Police Chief	29.00	232.00	1,160.00	88.74	46.40	1,295.14
Public Works Director/Building Inspector	39.39	315.14	1,575.71	120.54	63.03	1,759.28
Public Works Assistance	20.48	163.87	819.37	62.68	32.77	914.83
Village Accountant/Treasurer	27.00	216.00	1,080.00	82.62	43.20	1,205.82
Village Clerk	21.00	168.00	840.00	64.26	33.60	937.86
Village Administrator	34.35	274.78	1,373.89	105.10	54.96	1,533.94
TOTAL						7,646.87

TOTAL 13,769.09

Attachment
An Analysis of Existing Benefits to Propose to the Village of Maple Park

An Analysis of Existing Benefits to Propose to The Village of Maple Park

ELIJAH BEBORA AND ELIEZER RIVERA

PSPA 699 – PUBLIC SERVICE CAPSTONE PROJECT |
October 31, 2021

Executive Summary

Problem Statement

The Village of Maple Park has a small number of full-time and part-time employees. To remain competitive in the labor market, the Village must increase its employee benefits. Due to resource limitations and a small staff, the Village has had trouble finding actuarial information and insurance company pools that offer an acceptable level of coverage at a reasonable cost. The Village is seeking options to provide a more comprehensive benefits package to its employees. A more comprehensive benefits package will increase employee retention and attract new talent in preparation for the anticipated residential and economic growth in the Village.

Analysis

The Village asked for their employee benefits to be compared to surrounding communities. Therefore, the team used the following thirteen jurisdictions for comparison: the City of Batavia, Village of Campton Hills, Village of Cortland, Village of Elburn, the City of Geneva, City of Genoa, Village of Hinckley, Village of Kirkland, Village of Lily Lake, the City of Saint Charles, Village of South Elgin, Village of Sugar Grove, and Village of Pingree Grove.

The Village requested a cost analysis of medical, dental, vision, life insurance, and health savings accounts through insurance brokers or participation in an insurance pool. It also requested the team to examine employee certification compensation offered by comparable communities, as well as the maintenance costs and liability risks associated with take-home vehicles, and whether the Village should provide Village paid cellular telephones to eligible employees or a monthly stipend. Lastly, the Village requested that the team examine which changes are appropriate to define hours worked in the Employee Handbook, calculating overtime compensation and merit pay versus the annual cost of living.

The analysis is broken down into three sections. Section 1 explains the medical, dental, vision, life insurance, and health savings accounts through insurance brokers or participation in an insurance pool. Section 2 discusses the addition of a Building Inspector position to the full-time staff. Section 3 discusses the benefits offered by the comparable communities. Several areas were analyzed; the maintenance costs and liability risks associated with take-home vehicles and the issuance of cellular telephones through the Village versus a monthly stipend. Lastly, a proposal of the appropriate changes to the Employee Handbook regarding calculating overtime compensation and merit versus the annual cost of living.

Section 1 analyzed the different plans proposed by the three insurance companies. The quotes include several insurance options for PPO and HMO coverage for medical, dental, vision, life insurance, and health savings. We outlined three potential Village contribution percentages, 90%, 80%, and 70%. The 90% contribution was not analyzed since we believe it would be fiscally responsible for beginning at such a high contribution. The Village can consider increasing that contribution later. We focused our analysis using the 80% and 70% contributions. Since too many options were presented to choose from, the data was broken down into four sections. Highest insurance cost, at a Village contribution of 80%. Lowest insurance cost, at a Village contribution of 80%. Highest insurance cost, at a Village contribution of 70%. Lowest insurance cost, at a Village contribution of 70%. The information provided reflects five years of data, beginning with Fiscal Year 2022-23. The team used the Village's Fiscal Year 2022-23 Capital budget to obtain the information. The total capital revenue and expenditures were used for fiscal years 2022-23 through 2026-27. The total benefits cost was added

to the perspective year to determine the increased amount of the Village's capital expenditures for each year. A renewal of .104 percent increase was added to each year, beginning with Fiscal Year 2023-24. Section 2 analyzed the cost of adding a Building Inspector position as a full-time staff member.

We discovered that the average salary for that position within our area is minimally \$73,000.00. Additionally, we added the associated expenses to full-time employees, i.e., state unemployment tax, social security, pension expenses, and a 2% salary increase. The additional employee position was added to the perspective year to determine the increased amount of the Village's capital expenditures Fiscal Years 2024-25 thru 2026-27. Section 3 analyzed what each comparable community offers its employees for vacation, personal, sick, and bereavement time off. Furthermore, the project team analyzed how many comparable communities offer take-home vehicles and allowances, municipal phone stipends, annual salary increases, overtime, and holiday pay.

Maple Park offers its full-time employees five days of vacation after the first year of employment, ten days for two years of employment, and 15 days for five years plus of employment, with a maximum accrual of 20 days. Comparable communities offer an average of 14 days after one year of employment and 21 days after five years. The average number of paid holidays the comparable communities offer is ten paid holidays annually, with Maple Park offering 12 days annually. Maple Park offers its employees six sick days annually, with the average sick days for comparables being ten and a half days annually. Personal days offered averaged three days for comparable communities, with Maple Park offering none annually. Comparable communities and Maple Park both offer three annual bereavement days. All handbooks stated that non-salary employees receive an overtime and holiday pay rate of time and a half, with Maple Park offering the same overtime rate. Performance/merit pay between the comparable communities shows two communities having an annual merit increase of up to 2%. One community offers longevity pay increases. The remaining comparable communities have their annual merit increase for personnel determined by their respective Boards. Four communities offer municipally issued cell phones. Two offer eligible employees the option of providing a municipal cell phone or receiving a monthly cell phone stipend. One community offers only a cellular telephone stipend. Two municipalities offer vehicle allowances, and two offer both take-home vehicles and allowances. Five comparable communities offer educational reimbursements to their full-time employees after 12 months of employment to further employee professional development.

Recommendations

The project team proposes several recommendations. First, the Village should consider offering medical, dental, vision, life insurance, and health savings to its full-time employees, beginning with Fiscal Year 2023-24. At the lowest rate and a 70% contribution, the Intergovernmental Personnel Benefit Cooperative should be the Village's plan since this option has the lowest impact on the Village's Capital Budget expenditures. Second, beginning with Fiscal Year 2024-25, the Village should consider adding the Building Inspector full-time position at an average salary of \$73,000.00 per year, plus benefits. The team recommends that the Village wait at least one year after implementing the medical benefits to allow them an opportunity to assess the increases and deal with any unforeseen expenditures. Third, the annual number of holidays, overtime, holiday pay, bereavement, and car allowance policy should stay due to its competitiveness with compared communities. The project team recommends increasing the number of annual sick days from six to ten days to be on par with comparable communities' number of sick days. After one year of employment, vacation time should be considered to

increase from six days to the comparable community average of fourteen days. Lastly, the project team recommends offering an education stipend for full-time employees in the Village to further their professional skills.

Problem Statement

The Village of Maple Park has a small number of full-time and part-time employees. To remain competitive in the labor market, the Village must increase its employee benefits. Due to resource limitations and a small staff, the Village has had trouble finding actuarial information and insurance company pools that offer an acceptable level of coverage at a reasonable cost. The Village is seeking options to provide a more comprehensive benefits package to its employees. A more comprehensive benefits package will increase employee retention and attract new talent in preparation for the anticipated residential and economic growth in the Village.

Scope of the Problem

Recruiting and retaining state and local government workers is the most difficult in decades (Smith 2021). Human resource professionals compete against the private sector, accelerating retirement rates and a shortage of applicants for public safety, engineering, and information technology jobs (Smith 2021).

The Center for State and Local Government Excellence (SLGE) forecasted business patterns using the United States Bureau of Labor Statistics (BLS) data for the next decade. SLGE considered interest in skill sets, changes in benefit contributions, and other fundamental progress factors. According to the report, local government employment is expected to increase by 7.4 percent (Excellence 2018).

Since around 2009, the number of state and local government entities that recognize critical challenges has risen. The number of difficult-to-fill positions has nearly doubled. For instance, agencies having difficulty hiring skilled trades have increased from 1% in 2009 to 21% in 2018. Human resources and other government departments are establishing a more robust channel for hard-to-fill positions and are restructuring recruitment practices to address these labor market

concerns. Additionally, shifting employee expectations by increasing flexibility and enhancing benefits such as maternity leave and paid time off benefit organizations (Excellence 2018).

As of March 2010, state and local governments employed more than 15% of 129 million nonfarm workers in the United States. According to the BLS's current employment statistics program, state governments used over 5.3 million workers with educational employment accounting for approximately 48% of total employment (Statistics, Program Perspectives 2011). One factor that affects the retaining and hiring of employees are the benefits offered. State and local government employees enjoyed broad access to various benefits at their workplace, including retirement and medical care benefits, available to a vast majority of employees, 89 percent and 87 percent, respectively (Statistics, Employee Benefits in the United States News Release 2021).

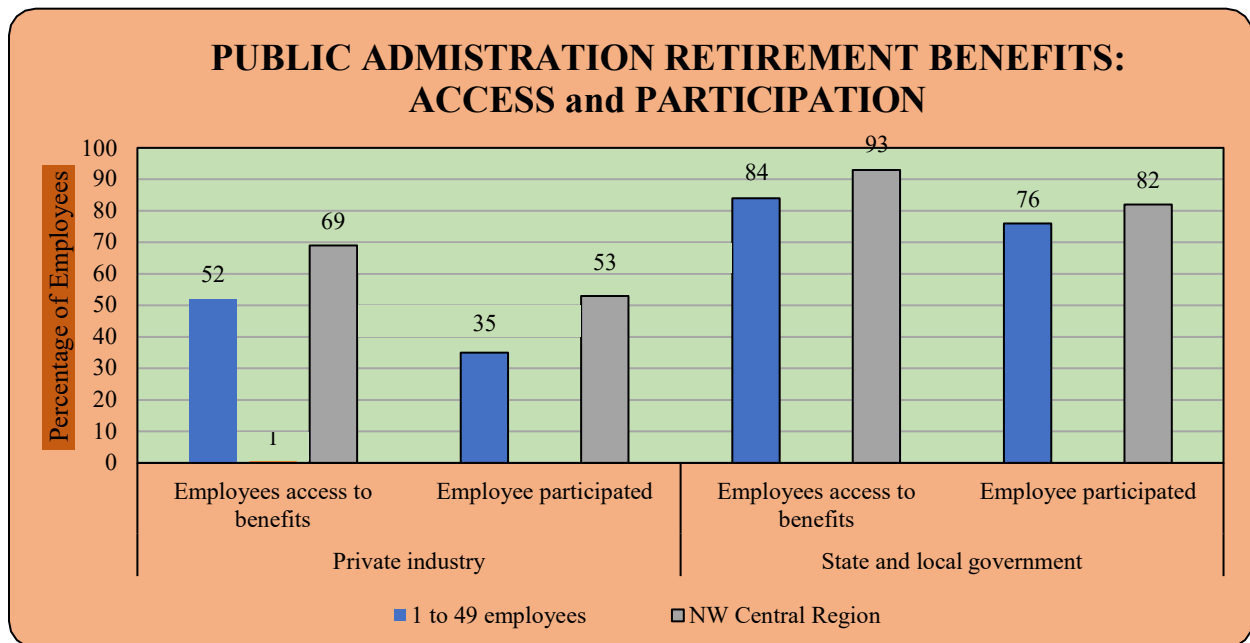
The most significant factor determining benefit availability in State and local government was full-time vs. part-time status. Access to practically all benefits was significantly greater for full-time employees than for part-time employees – up to four times for some perks (Statistics, Program Perspectives 2011).

Workers in State and municipal governments received various benefits; for example, approximately two-thirds of all workers were eligible for work-related educational support (Statistics, Program Perspectives 2011). Almost three-quarters of all employees had access to employee assistance programs. Approximately six out of ten workers had access to health care reimbursement accounts, and about half had access to dependent care reimbursement accounts and wellness programs.

Additionally, fifty-three percent of local government employees and eighty-six percent of state government employees were eligible for paid vacation days. Seventy-two percent of workers in the lowest twenty-five percent of salary categories and ninety-five percent of workers in the

highest twenty-five percent of wage categories had access to medical coverage. Moreover, Ninety-two percent of workers had access to retirement benefits, with an eighty-nine percent participation rate, and Seventy-five percent of workers were members of defined benefit plans. In comparison, eighteen percent were defined contribution plans.

Table 1: Public Administration Retirement Benefits: Access and Participation (Statistics, Employee Benefits in the United States News Release 2021)



Approximately seventy-five percent of workers participated in defined benefit plans, and eighteen percent participated in defined contribution plans (see Table 2 and Table 3). Long-term disability insurance was accessible to thirty-nine percent of workers and utilized at a rate of ninety-seven percent (see Table 4).

Table 2: Medical Plans: Share of Premiums Paid by the Employer and Employee for Single Coverage (Statistics, Employee Benefits in the United States News Release 2021)

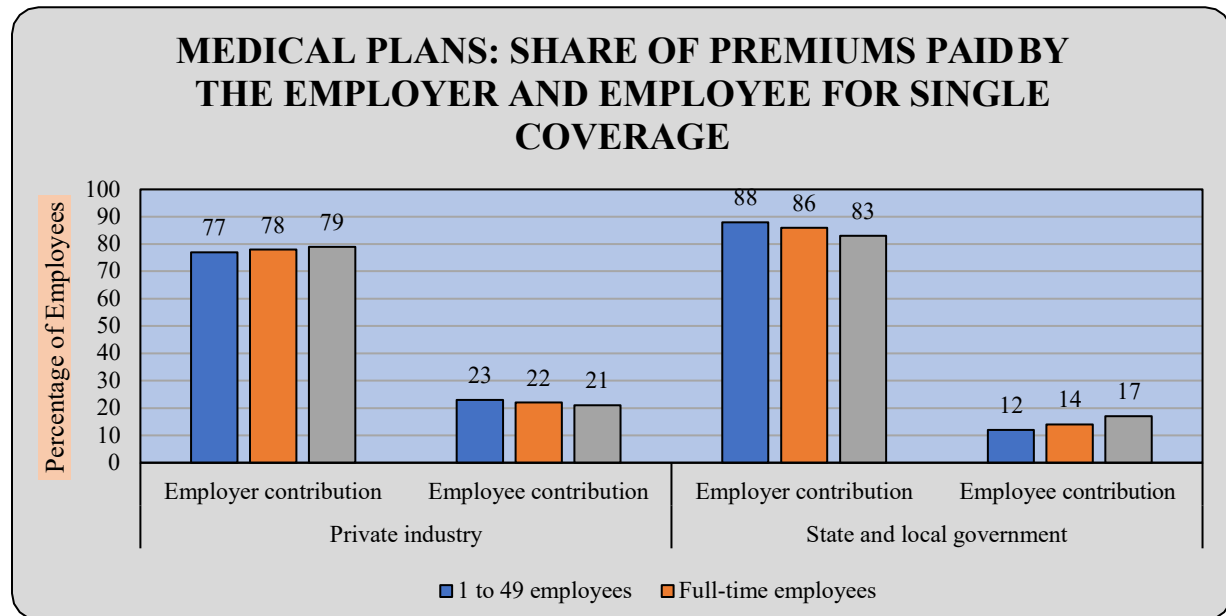


Table 3: Medical Plans: Share of Premiums Paid By the Employer and Employee for Family Coverage (Statistics, Employee Benefits in the United States News Release 2021)

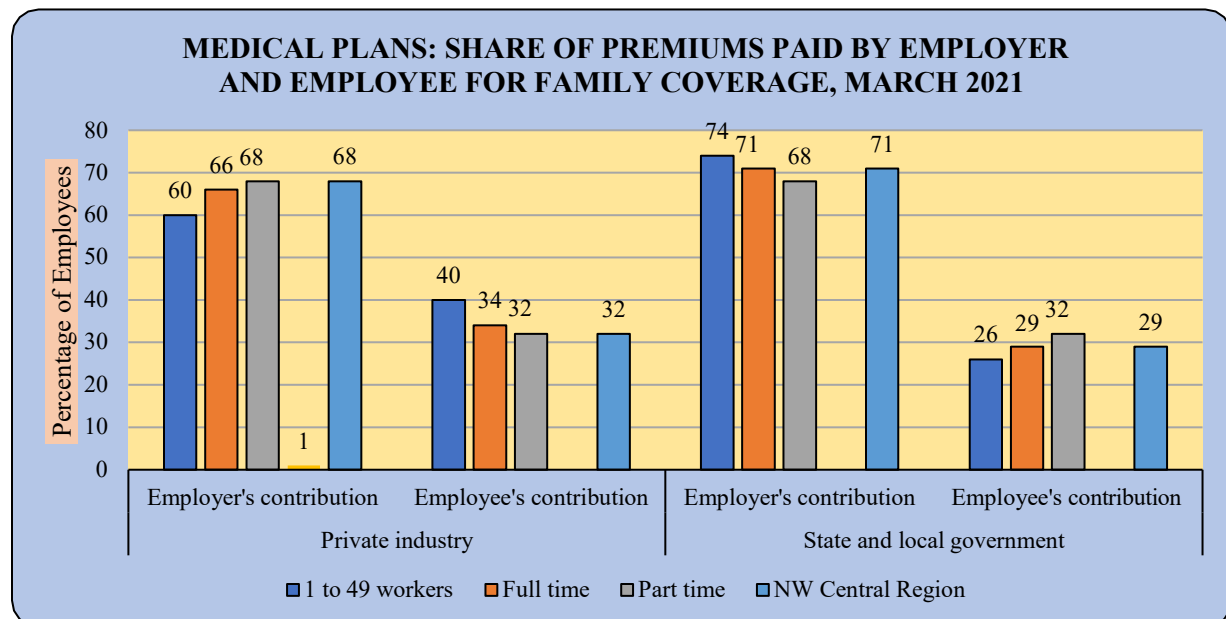
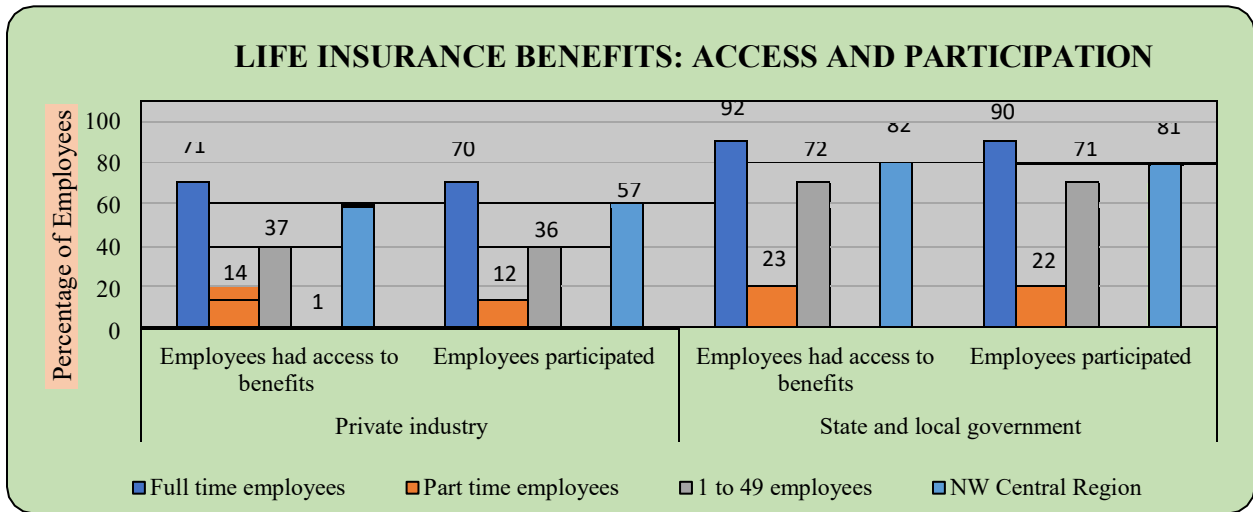
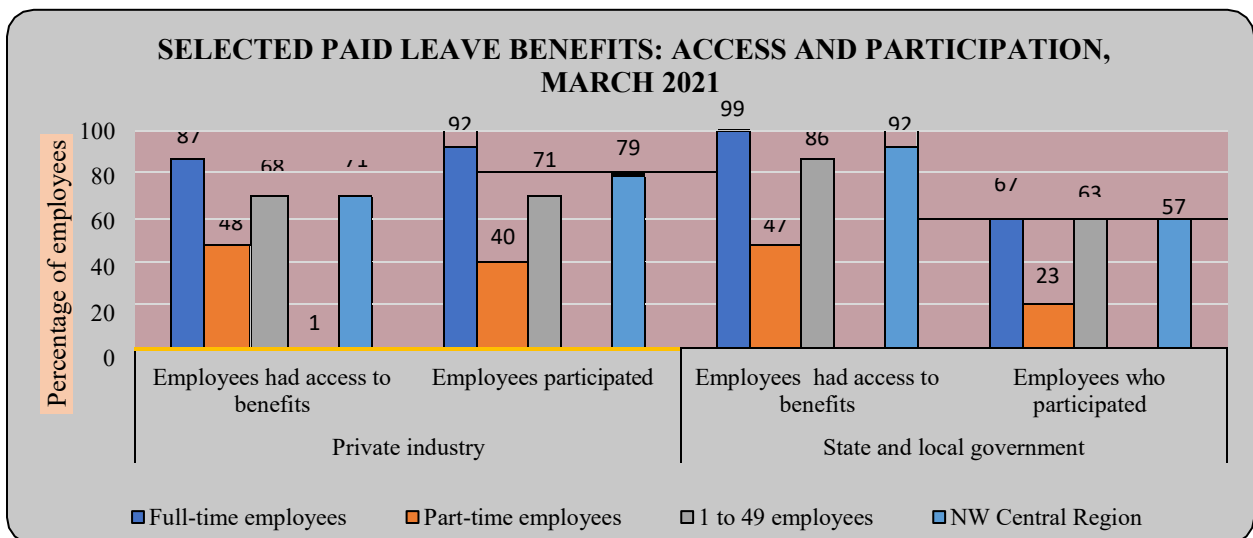


Table 4: Life Insurance Benefits: Access and Participation (Statistics, Employee Benefits in the United States News Release 2021)



On average, ninety-two percent of state and local governments had access to thirteen paid vacation days per year after one year of service and twenty-two days after twenty years (see Table 5).

Table 5: Selected Paid Leave Benefits: Access and Participation (Statistics, Employee Benefits in the United States News Release 2021)



Eighty-nine percent of state and local government employees had health insurance, with an eighty-eight percent take-up rate. Paid sick leave was available to ninety-two percent of state and local

government workers. In comparison, eighty-nine percent of state and local government workers had access to health care benefits, with a take-up rate of eighty-eight percent.

Despite high levels of stress, state and local personnel place a high premium on serving the public and their communities and are typically satisfied with their jobs (Security 2019). Benefits are a critical component of the employment for state and local government employees. While state and local government employees have varying opinions on the competitiveness of their wages and benefits, the clear majority feel the pension contributes to their compensation's competitiveness.

Benefits are seen positively across state and local government occupations as a recruitment and retention tool. State and local government employees predominantly choose pensions, with the essential characteristics being guaranteed retirement income and monthly checks. While most public employees believe they will be financially secure in retirement, most state and local government employees are concerned about retirement benefit cuts and government officials underfunding pension schemes.

Reducing state and local government employee perks may drive employees to the public sector. State and local government employees say that pension elimination poses hazards. Millennials working in state and local government usually agree with Baby Boomers and Gen Xers regarding their employment, public service, compensation, and benefits (Security 2019).

Data collection

The Village requested a comparison of its employee benefits against comparable surrounding communities. The project team used a survey (see Appendix A) to obtain the necessary information to compare the jurisdiction's benefits to those of the Village.

Thirteen jurisdictions were contacted: the City of Batavia, the Village of Campton Hills, the Village of Cortland, the Village of Elburn, the City of Geneva, the City of Genoa, the Village of Hinckley, the Village of Kirkland, the Village of Lily Lake, the City of Saint Charles, the Village of South Elgin, the Village of Sugar Grove, and the Village of Pingree Grove.

According to the data collected, every jurisdiction except for the Village of Lily Lake, which did not employ any full-time employees, offered health insurance to its full-time employees. It should be noted that the Village of Maple Park does not offer health insurance to any of its employees; instead, it offers a \$7k annual stipend. Furthermore, not every jurisdiction except for the City of Batavia offers health insurance to its part-time employees.

The data showed that only three municipalities, the City of Batavia, the Village of Lily Lake, and the City of Saint Charles, were self-insured, and only three were part of an employee benefits pool: the City of Batavia, the Village of Campton Hills, and the City of Geneva. Ten jurisdictions offered health insurance coverage through Blue Cross/Blue Shield of Illinois; the Cities of Batavia, Geneva, Genoa, and Saint Charles and the Villages of Elburn, Hinckley, Kirkland, South Elgin, Sugar Grove, and Pingree Grove. The Village of Campton Hills offered coverage through United Healthcare, and the Village of Cortland offered coverage through Humana Healthcare.

Twelve of the thirteen jurisdictions offered dental insurance, with Delta Dental of Illinois and Blue Cross/Blue Shield of Illinois as the top two providers. Nine jurisdictions offered vision insurance, with Humana Healthcare and Blue Cross/Blue Shield of Illinois as the top two plans offered. Eleven jurisdictions offered life insurance through several providers like Allstate, Blue Cross/Blue Shield of Illinois, and Principal Life Insurance. Refer to Tables 6 and 6A for a further breakdown of the data.

Three brokers were contacted for medical, dental, vision, health savings account, and life insurance quotes Ryan S. Braden Insurance Agency, Better Business Planning (Joseph A. Liberty), and the Intergovernmental Personnel Benefit Cooperative.

Ryan S. Braden Insurance Agency, a privately owned insurance company that focuses on homeowner, car, health, and long-term care insurance, provided us a quote for medical, dental, health savings accounts, and life insurance (Tables 7 thru 10).

Braden proposed many medical plans; however, only the most cost-effective PPO and HMO medical and dental plans are presented in Table 7. Additionally, the Village's cost, dependent on the Village's contribution, is also depicted on the table. After the Village's contribution and the employee's cost per paycheck, the employee's cost is also presented. Mr. Braden's quote for the monthly cost of a Health Savings Account (HSA) is depicted in Table 9. Lastly, Mr. Braden provided a quote for life insurance (see Table 10).

Liberty of Better Business Planning provided a quote for medical, health savings accounts, and life insurance plans depicted in Tables 11 thru 13. Mr. Liberty also proposed many medical plans; however, only the most cost-effective PPO and HMO medical plans are presented in Table 11. Mr. Liberty was asked to provide the cost of dental insurance plans; however, he could not provide them in time. The Village's cost, dependent on the Village's contribution, is also depicted in Table 11. The employee's cost after the Village's contribution and cost per paycheck is also depicted on the table. Mr. Liberty also provided a quote for the monthly cost of a Health Savings Account (HSA) (see Table 12) and life insurance (see Table 13).

The Intergovernmental Personnel Benefit Cooperative provided a quote for medical and dental plans, depicted in Tables 14 thru 18. The Intergovernmental Personnel Benefit Cooperative proposed four types of medical plans; PPO and HMO Enhanced and PPO and HMO Basic (see

Tables 14 thru 17). Table 18 outlines the costs of the dental plan. Tables 14 thru 18 also depict the cost of the plans and the Village's cost, which again is dependent on the Village's contribution. Additionally, they outline the employee's cost after the Village's contribution and the employee's cost per paycheck.

Analysis

The Village requested a cost analysis of medical, dental, vision, life insurance, and health savings accounts through insurance brokers or participation in an insurance pool. It also requested the team to examine employee certification compensation offered by comparable communities, as well as the maintenance costs and liability risks associated with take-home vehicles, and whether the Village should provide Village paid cellular telephones to eligible employees or a monthly stipend. Lastly, the Village requested that the team examine which changes are appropriate to define hours worked in the Employee Handbook, calculating overtime compensation and merit pay versus the annual cost of living.

The analysis is broken down into three sections. Section 1 explains the medical, dental, vision, life insurance, and health savings accounts through insurance brokers or participation in an insurance pool. Section 2 discusses the addition of a Building Inspector position to the full-time staff. Section 3 discusses the benefits offered by the comparable communities. Several areas were analyzed; the maintenance costs and liability risks associated with take-home vehicles and the issuance of cellular telephones through the Village versus a monthly stipend. Lastly, appropriate changes to the Employee Handbook regarding calculating overtime compensation and merit versus the annual cost of living were proposed.

Section 1 analyzed the different plans proposed by the three insurance companies. The quotes include several insurance options for PPO and HMO coverage for medical, dental, vision,

life insurance, and health savings. Three potential Village contribution percentages, 90%, 80%, and 70%, were outlined. The 90% contribution was not analyzed since we believe it would be fiscally responsible for beginning a high contribution. The Village can consider increasing that contribution later. We focused our analysis using the 80% and 70% contributions.

Since too many options were presented to choose from, the data was broken down into four sections. Highest insurance cost, at a Village contribution of 80%. Lowest insurance cost, at a Village contribution of 80%. Highest insurance cost, at a Village contribution of 70%. Lowest insurance cost, at a Village contribution of 70%. The information provided reflects five years of data, beginning with Fiscal Year 2022-23. The team used the Village's Fiscal Year 2022-23 Capital budget to obtain the information. The total capital revenue and expenditures were used for fiscal years 2022-23 through 2026-27. The total benefits cost was added to the perspective year to determine the increased amount of the Village's capital expenditures for each year. A renewal of .104 percent increase was added to each year, beginning with Fiscal Year 2023-24.

Section 2

Section 2 analyzed the cost of adding a Building Inspector position as a full-time staff member. We discovered that the average salary for that position within our area is minimally \$73,000.00. Additionally, we added the associated expenses to full-time employees, i.e., state unemployment tax, social security, pension expenses, and a 2% salary increase. The additional employee position was added to the perspective year to determine the increased amount of the Village's capital expenditures Fiscal Years 2024-25 thru 2026-27.

Section 3

Section 3 analyzed what each comparable community offers its employees for vacation, personal, sick, and bereavement time off. Furthermore, the project team analyzed how many

comparable communities offer take-home vehicles and allowances, municipal phone stipends, annual salary increases, overtime, and holiday pay.

Maple Park offers its full-time employees five days of vacation after the first year of employment, ten days for two years of employment, and 15 days for five years plus of employment, with a maximum accrual of 20 days. Comparable communities offer an average of 14 days after one year of employment and 21 days after five years. The average number of paid holidays the comparable communities offer is ten paid holidays annually, with Maple Park offering 12 days annually. Maple Park offers its employees six sick days annually, with the average sick days for comparables being ten and a half days annually. Personal days offered averaged three days for comparable communities, with Maple Park offering none annually. Comparable communities and Maple Park both offer three annual bereavement days (see Tables 19 and 20).

All handbooks stated that non-salary employees receive an overtime and holiday pay rate of time and a half, with Maple Park offering the same overtime rate. Performance/merit pay between the comparable communities shows two communities having an annual merit increase of up to 2%. One community offers longevity pay increases. The remaining comparable communities have annual merit increases for personnel determined by their respective Boards. Four communities offer municipally issued cell phones. Two offer eligible employees the option of providing a municipal cell phone or receiving a monthly cell phone stipend. One community offers only a cell phone stipend. Two municipalities offer vehicle allowances, and two offer both take-home vehicles and allowances. Five comparable communities offer educational reimbursements to their full-time employees after 12 months of employment to further employee professional development (see Tables 21 and 22).

Impacts

Political

Local governments continue to confront significant difficulty filling a diverse range of roles, with the most difficult-to-fill positions in policing, engineering, information technology, and emergency dispatch. The problem of keeping a solid-state and local workforce is not going away anytime soon.

Councils provide both community-wide services and services tailored to the specific needs of people and communities. While councils have well-defined statutory tasks, they operate on a much broader agenda, which frequently leads to better outcomes for other government entities. In many instances, councils act as conveners, bringing together numerous organizations to meet the needs of specific persons or areas to accomplish a shared purpose. Other public service providers benefit financially from council services and activities by reducing demand for specific services and providing more cost-effective alternatives for others. The financial impact of council operations and services on the broader economy must be evaluated throughout the public spending planning process, mainly when funding decisions are made (Eisenstein, 2018).

Societal

Improving employee health and personnel benefits to attract professional talent will impact societal trends in the Village. The data indicate that the Village has a significant population of young families. Currently, 45.3% of the Village population is under 35, with the median age of the Village being 38 years old (Community Data Snapshot 2021). Furthermore, 50% of households have three or more people residing in them (Community Data Snapshot 2021).

Therefore, the Village needs to ensure that it has the staff expertise and organizational capacity to provide services that will warrant the retention and increase the number of young

families that reside in the Village. Services including parks and recreational infrastructure, daycare services, and family-friendly residential units will be pivotal to that demographic population growth. Therefore, recruiting, hiring, and retaining professional talent with the technical knowledge to develop and expand services will be essential.

Environmental

The Village of Maple Park contains infrastructure for several industries. Single-family homes currently occupy 87.2 acres or 27.3% of the village boundaries (Community Data Snapshot 2021, 10). The commercial sector occupies 2.1% of the land, the industrial sector occupies 0.4%, and the agricultural sector occupies 44.1% (Community Data Snapshot, 10). Furthermore, 1% of the land is considered open space, and 5.1% of the land is vacant (Community Data Snapshot 2021, 10).

The data shows that the Village constitutes primarily agricultural and residential sectors that occupy the most acres of land. Therefore, there may be resident resistance to the Village's attempt to overhaul benefits and staffing levels to attract skilled staff with the technical expertise to formulate strategies that would diversify industry to expand the tax base in the Village.

It should be noted that the Village has been working on adding additional housing to the community, which would help alleviate the costs associated with the increase of benefits. However, the pandemic has directly impacted the Village of Maple Park in that scheduled housing development has had to stop. The Village anticipated adding two additional subdivisions in 2020 and 2021; however, due to the increase of material cost and shortage of employees in the construction industry, the subdivisions were not constructed.

Overall the pandemic has reduced state and local revenues since there has been a decline in income tax revenues due to employment losses of low-wage workers who pay fewer income

taxes than higher-wage workers. Moreover, sales and other taxes and fees decreased significantly because consumption has fallen sharply and people are staying home—meaning that revenues from taxes and fees on hotels, tolls, airports, and motor fuel have plummeted.

It is projected that state and local government revenues will decline \$155 billion in 2020, \$167 billion in 2021, and \$145 billion in 2022—about 5.5 percent, 5.7 percent, and 4.7 percent, respectively—excluding the declines in fees to hospitals and higher education (Sheiner 2020). Including those fees to hospitals and higher education would bring these totals to \$188 billion, \$189 billion, and \$167 billion.

While federal funding to state and local governments has exceeded forecast revenue losses, the aid is a one-time deal state, and local governments will most likely confront budget shortages for many years. Furthermore, because state and local governments are at the forefront of the pandemic response in their communities, they will almost certainly need to increase their usual spending to provide critical public health services and assist communities in adapting to social distancing guidelines.

State and local income tax receipts are expected to drop 7.5 percent in 2021 and 7.7 percent in 2022, resulting in \$22 billion, \$37 billion, and \$40 billion in revenue, respectively (Sheiner 2020). Furthermore, sales taxes have been negatively impacted. Sales tax revenues fluctuate proportionally with the consumption of taxable items since the sales tax is dependent on the dollar value of sales. Sales taxes are set to drop by \$45 billion this year and \$46 billion in 2022, respectively (Sheiner 2020). Some lost expenditure may be made up when the effects of social separation fade, significantly if savings from persons staying at home have increased.

Economic

Suppose the Board approves the expansion of health insurance and personnel benefits of Trustees. The Village may need to consider finding new revenue sources or increasing current tax levies to cover additional costs. Currently, the primary financial mechanism that the Village depends on for revenue is property taxes. For the fiscal year 2022, \$232,312 of \$663,447 or 35% of revenue will come from property taxes (Fiscal Year 2022 Budget). Further raising property taxes to fund increased employee health insurance and personnel costs creates the risk of further placing a fiscal burden on property taxpayers. Risks of increasing property taxes include residents and businesses moving out of the municipality, causing a decline in economic growth and Village property values (Bland and Overton 2019, 59-60).

The Village can reduce the fiscal dependence on property taxes by expanding the municipalities revenue base. A mechanism the Village may impose is a property tax cap or homestead exemption for specific resident demographics, such as lower-income and senior citizens. A property tax cap limits the amount of property tax an owner is responsible for when imposed increases (Bland and Overton 2019, 74).

Implementing property caps and homestead exemptions for specific resident demographics over others may result in inequity issues. A homestead exemption exempts a specific dollar amount of a property's assessed value (Bland and Overton 2019, 74). Imposing tax exemptions on one demographic over other demographics places a more financial burden on residents who are not eligible for those tax benefits than non-exempt residents (Bland and Overton 2019, 75).

The Village can utilize a second mechanism to alleviate the residential property tax burden by aggressively advertising the municipality Tax Increment Finance District or TIF. The Village's TIF district aims to attract retail and commercial business development to increase the property

tax base of the Municipality (TIF District Policy 2020). Furthermore, the Village also intends to develop the TIF district to attract tourism, increasing municipal sales tax and employment opportunities for the community (TIF District Policy 2020). The Village also anticipates that development in the TIF areas will improve and upgrade infrastructure such as drainage, sidewalks, bike paths, curbs, and water distribution networks (TIF District Policy 2020).

Alternatives

Considering the significant impact the additional benefits and full-time position will have on the Village's budget, the Village may consider the following alternatives:

Alternative I – The Village only offers medical benefits and no additional benefits like dental, vision, or health savings accounts. The cost to offer only medical benefits to the current staff is \$3,956 per employee or \$15,824 per year for the current four-employee staff. Considering that the Village is forecasting a net profit of \$281,607 (see Table 23) for Fiscal Year 2023-24, this can be a reasonable approach.

Alternative II – The Village adds life insurance and health savings account options to the medical benefits for Fiscal Year 2024-25. The additional benefits per year will be approximately \$2,300 per employee or \$9,200 per year for the current four-employee staff. The total cost to add a complete medical benefits packet for the current four-employee staff is approximately \$25,024 per year. Considering that the Village is forecasting a net profit of \$323,315 (see Table 23) for that fiscal year, this additional cost should be manageable.

Alternative III - The Village adds medical, dental, vision, health savings account, and life insurance options for Fiscal Years 2023-24 and 2024-25. In addition to the medical benefits, the Building Inspector position is added beginning Fiscal Year 2024-25. The additional cost to add a

full-time Building Inspector position is approximately \$73,000+ per year. The addition of the Building Inspector position plus the medical benefits package is estimated to cost the Village approximately \$98,024 per year. These costs will have a significant financial impact on the Village's budget; however, if the Village net profits its forecasted amounts, it will sustain the costs (see Table 48). It should be noted that the estimated medical benefits cost used in these alternatives was the lowest cost with the lowest Village contribution.

Recommendations

The project team proposes several recommendations. First, the Village should consider offering medical, dental, vision, life insurance, and health savings to its full-time employees beginning Fiscal Year 2023-24. At the lowest rate and a 70% contribution, the Intergovernmental Personnel Benefit Cooperative should be the Village's choice since this option had the lowest impact on the Village's Capital Budget expenditures. Although this report provides the brokers' information used to obtain the information, the Village must select a broker that understands their goals and objectives. Without the help of a knowledgeable broker, selecting the correct insurance packages and then communicating their worth to the staff can be a difficult task. Moreover, the Village needs to choose a partner who can assist them in achieving excellent results all year long, not just during the initial installation.

Second, beginning Fiscal Year 2024-25, the Village should consider adding the Building Inspector full-time position at an average salary of \$73,000+ per year plus benefits. The team recommends that the Village wait at least one year after implementing the medical benefits to allow them an opportunity to assess the increases and deal with any unforeseen expenditures. Furthermore, the team recommends that the Village choose Alternative III since spacing the cost over the next four to five years will help alleviate the expenditures increases to the Capital budget.

After analyzing the comparables, the project team proposes several recommendations. First, the annual number of holidays, overtime, holiday pay, and bereavement should be considered to stay as-is due to being compatible with similar communities. Second, the project team recommends increasing the number of annual sick days from six days to ten days to be on par with the number of sick days offered by compatible communities. Vacations days after a year of employment should be considered to increase from six days to the comparable communities' average of fourteen days.

The project team recommends offering an education stipend for full-time employees in the Village to further their professional skills. The project team recommends not changing the current car allowance policy since it is compatible with the other communities. The Village Manager should also consider adding a uniform and boot allowance for Police Officers and their full and part-time Public Works Department employees.

Lastly, it is recommended for the Village administration to take the time to listen to its staff right from the start. It is understood that some conversations may be challenging, which may lead to defensive reactions; however, to achieve the final goal, all forms of input must be considered. Furthermore, the leadership team should develop a plan for how they will address any areas of concern.

Challenges

The project team faced the challenge of collecting preliminary data at the beginning of the Capstone. As an organization, the Village of Maple Park is relatively small. The municipality does not have a dedicated Human Resources Department or a health insurance benefits package. Additionally, since the Village did not have an insurance broker, it became challenging to find

insurance brokers willing to work with small organizations like the Village. Most brokers explained that putting together medical quotes takes a significant amount of time, and if it was not guaranteed that the Village would be choosing them, it was not cost-effective.

The project team overcame the challenge of collecting insurance broker information by sending employee benefits surveys to comparable communities. The team then used the survey data to contact insurance brokers used by other communities. The team was able to find three brokers willing to work with us; however, it was difficult to receive information promptly. For example, BBS could not send us dental insurance information because they did not have the time to complete the report. However, the broker had more than two months to complete the report. Ryan Braden had emergency surgery while he worked on our report, which delayed his response. In addition to the challenges mentioned, due to conflicting schedules and travel distances between our team members, the process's sharing of documentation and synchronization was challenging at times.

Timeline

The project team followed the timeline below throughout the capstone project.

September 7, 2021	Initial meeting with Maple Park City Administrator. Weekly updates will be provided to the City Administrator.
September 12, 2021	Project Plan Memo submitted (Entire group)
September 13, 2021	Surveys sent to all comparable cities (Eliezer)
September 20, 2021	Communicate with insurance and benefits brokers (Elijah and Eliezer)
October 1, 2021	Survey's return deadline

October 15, 2021	First report draft
October 31, 2021	Report completed
November 28, 2021	Presentation

Conclusion

The successful implementation of any plan depends on three key elements: choosing the appropriate strategy, having the correct organizational structure, and garnering the necessary resources (Leigh 2017). Although the planning process can be complex, the plan should be kept simple. Therefore, the Village should assemble a team of key stakeholders in which each member has a distinct role within the organization, the Board of Trustees, Village Commissioners, and residents. Lastly, the plan should concentrate on areas selected based on the Strength, Weaknesses, Opportunities, and Threats (SWOT) Analysis that should be conducted.

Goals and objectives should then be drawn and should discuss potential collaborations and timeframe. Consideration should be given to developing a strategy that would involve multiple town hall meetings in which the Village Manager educates the public on why there it is important to increase the Village's benefits package. Additionally, it is necessary for the Village to explain to its residents that there is a possibility that property taxes would need to be slightly increased to cover some of the additional cost. The benefits of increasing and retaining the full-time staff, like providing more and efficient services, should be presented. Lastly, an overall long-term vision needs to be provided to the public on the potential economic and residential growth that may occur which will require additional professional talent who have the skills to provide transformational changes to the community.

Local government recruitment has never been simple, and it is more concerning the number of vacancies that will exist as the aging workforce retires over the next five to ten years. The challenge is that Millennials are more concerned with flexible hours, more control over their time, and a tech-friendly work environment. The implementation of creative recruiting techniques will be critical for the Village of Maple Park. We commend the Village's administration for being proactive and taking the steps necessary to expand and retain its workforce. In closing, with careful planning, the Village of Maple Park should mitigate its challenges if good open lines of communication and partnerships exist.

SURVEY

Number of Full-Time Employees: _____

Number of Part-Time Employees: _____

Current FY Budget (All funds): \$ _____ FY Budget: 2021-22 _____

Health Insurance benefits are received by: Full-Time Employees Yes No

Part-Time Employees Yes No

Is the Village self-insured: Yes No

Does the municipality belong to an employee benefits pool: Yes No

If yes, please identify pool: _____

If the municipality uses a broker to contract for health insurance, life, vision, and dental insurance, please identify broker (Name, address, and phone number): _____

If the municipality has an agreement for:

1. Health insurance, please list provider: _____

2. Dental insurance, please list provider: _____

3. Vision insurance, please list provider: _____

4. Life insurance, please list provider: _____

Do any of the unions provide health insurance to municipal employees: Yes No

If yes, please identify which union and who provides insurance (BCBS/TPA): _____

Does your municipality provide take home municipal vehicles and vehicle allowance?

Does your municipality provide municipal cellular telephones or allowance?

Can you please provide us with a copy of your employee handbook?

COMMUNITY COMPARABLE BENEFITS INFORMATION**TABLE 6: Community Comparables**

Municipality	Full-Time Employees	Part-Time Employees	Current FY Budget	Health Insurance to Full Time Employees	Health Insurance to Part-Time Employees	Municipality Self Insured	Pool employee benefits	Broker's Name
City of Batavia	164	70	\$472,625	Yes	Yes	Yes	Yes	Gallagher Benefit Services
Village Campton Hills	8	17	\$5,724,356	Yes	No	No	Yes	Gallagher Benefit Services
Village of Cortland	17	13	\$3,906,395	Yes	No	No	No	CBIZ
Village of Elburn	23	13	\$9,550,000	Yes	No	No	No	David Frolicstein
City of Geneva	141	49	\$102,896,190	Yes	No	No	Yes	Lundstrom Ins.
City of Genoa	19	20	\$9,183,240	Yes	No	No	No	HUB International
Village of Hinckley	6	6	\$4,376,200	Yes	No	No	No	BMC Ins.
Village of Kirkland	7	8	\$1,014,825	Yes	No	No	No	Ryan Braden Insurance Agency
Village of Lily Lake	0	2	\$1,027,680	N/A	No	Yes	No	N/A
Village of Pingree Grove	23	11	\$10,211,097.00	Yes	No	No	No	Not Stated
Village of South Elgin	86	27	\$40,759,788	Yes	No	No	No	Better Business Planning
City of St. Charles	241	53	\$197,601,832	Yes	No	Yes	No	Gallagher Benefit Services
Village of Sugar Grove	30	18	\$13,983,914	Yes	No	No	No	Better Business Planning
Village of Maple Park	4	10 - 20	\$1,826,159	\$7k annual stipend	No	No	No	N/A

TABLE 6A: Community Comparables Continued

Municipality	Health Insurance Provider	Dental Insurance Provider	Vision Insurance Provider	Life Insurance Provider	Union Provides Health Insurance
City of Batavia	BC/BS IL	Delta Dental of Illinois	VSP	Allstate	No
Village of Campton Hills	United Healthcare	Delta Dental of Illinois	N/A	Standard Life Insurance	No
Village of Cortland	Humana Healthcare	Sunlife	Humana	Principal & NCPERS	No
Village of Elburn	BC/BS IL	BC/BS Dental of Illinois	N/A	N/A?	No
City of Geneva	BC/BS IL	Delta Dental & BCBSIL Dental HMO	VSP	Standard Insurance	No
City of Genoa	BC/BS IL	Principle Life Insurance	BC/BS IL/Eye Med	Principal Life Ins	No
Village of Hinckley	BC/BS IL	BC/BS IL	BC/BS IL	Blue Cross Blue Shield IL	No
Village of Kirkland	BC/BS IL	BC/BS Dental HMO	Humana	Life America United One	No
Village of Lily Lake	N/A	N/A	N/A	N/A	No
City of St. Charles	BC/BS IL	Delta Dental of Illinois	VSP	Cigna (New York Life)	No
Village of South Elgin	BC/BS IL	Metlife	Eyemed	Metlife	No
Village of Sugar Grove	BC/BS IL	Guardian Dental	N/A	Dearborn National	No
Village of Pingree Grove	BC/BS IL	Delta Dental of Illinois	Delta Dental	Principal Life Ins	No
Village of Maple Park	N/A	N/A	N/A	N/A	No

RYAN BRADEN'S MEDICAL BENEFITS QUOTES

Table 7: Ryan Braden's Medical Insurance Quote

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
		90%	80%	70%	90%	80%	70%	90%	80%	70%
PPO Single	\$4,396	\$3,956	\$3,517	\$3,077	\$440	\$879	\$1,319	\$220	\$440	\$659
PPO +Spouse	\$5,781	\$5,203	\$4,625	\$4,047	\$578	\$1,156	\$1,734	\$289	\$578	\$867
PPO + Children	\$4,749	\$4,274	\$3,799	\$3,324	\$475	\$950	\$1,425	\$237	\$475	\$712
PPO Family	\$6,134	\$5,521	\$4,907	\$4,294	\$613	\$1,227	\$1,840	\$307	\$613	\$920
HMO Single	\$3,712	\$3,341	\$2,970	\$2,599	\$371	\$742	\$1,114	\$186	\$371	\$557
HMO +Spouse	\$4,882	\$4,394	\$3,905	\$3,417	\$488	\$976	\$1,465	\$244	\$488	\$732
HMO +Children	\$4,010	\$3,609	\$3,208	\$2,807	\$401	\$802	\$1,203	\$201	\$401	\$602
HMO Family	\$5,180	\$4,662	\$4,144	\$3,626	\$518	\$1,036	\$1,554	\$259	\$518	\$777

Table 8: Ryan Braden's Dental Insurance Quote

2021-2022 Dental Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
		90%	80%	70%	90%	80%	70%	90%	80%	70%
Dental +Spouse	\$104	\$94	\$83	\$73	\$10	\$21	\$31	\$5	\$10	\$16
Dental +Child	\$128	\$115	\$102	\$89	\$13	\$26	\$38	\$6	\$13	\$19
Dental Family	\$206	\$185	\$165	\$144	\$21	\$41	\$62	\$10	\$21	\$31

Table 9: Ryan Braden's HSA Quote

HSA PLANS											
AGE	TOTAL MONTHLY HEALTH COST	AGE	TOTAL MONTHLY HEALTH COST	AGE	TOTAL MONTHLY HEALTH COST	AGE	TOTAL MONTHLY HEALTH COST	AGE	TOTAL MONTHLY HEALTH COST	AGE	TOTAL MONTHLY HEALTH COST
<15	\$287	23	\$375	32	\$444	41	\$488	50	\$670	59	\$977
15	\$313	24	\$375	33	\$449	42	\$497	51	\$700	60	\$ 1,018
16	\$322	25	\$377	34	\$455	43	\$509	52	\$732	61	\$ 1,054
17	\$332	26	\$384	35	\$458	44	\$524	53	\$765	62	\$ 1,078
18	\$343	27	\$393	36	\$461	45	\$542	54	\$801	63	\$ 1,107
19	\$353	28	\$408	37	\$464	46	\$563	55	\$837	64+	\$ 1,125
20	\$364	29	\$420	38	\$467	47	\$586	56	\$875		
21	\$375	30	\$426	39	\$473	48	\$613	57	\$914		
22	\$375	31	\$435	40	\$479	49	\$640	58	\$956		

Table 10: Ryan Braden's Group Term Life Insurance and Standard Cost Summary

GROUP TERM LIFE/AD&D AND STD COST SUMMARY						
		LIFE AND AD&D		STD		
NAME	AGE	VOLUME	PREMIUM	VOLUME	PREMIUM	TOTAL COST
1Fn 1Ln	65	\$19,500.00	\$73.71	\$200.00	\$18.60	\$92.31
2Fn 2Ln	63	\$30,000.00	\$61.50	\$200.00	\$18.40	\$79.90
3Fn 3Ln	37	\$30,000.00	\$6.60	\$200.00	\$9.40	\$16.00
4Fn 4Ln	56	\$30,000.00	\$44.10	\$200.00	\$14.80	\$58.90
TOTALS:		\$109,500.00	\$185.91	\$800.00	\$61.20	\$247.11

BETTER BUSINESS PLANNING'S MEDICAL BENEFITS QUOTES**Table 11: Better Business Planning's Medical Insurance Quote**

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
		90%	80%	70%	90%	80%	70%	90%	80%	70%
PPO Single	\$5,046.93	\$4,542.24	\$4,037.54	\$3,532.85	\$504.69	\$1,009.39	\$1,514.08	\$252.35	\$504.69	\$757.04
PPO +Spouse	\$8,781.64	\$7,903.48	\$7,025.31	\$6,147.15	\$878.16	\$1,756.33	\$2,634.49	\$439.08	\$878.16	\$1,317.25
PPO + Children	\$2,812.05	\$2,530.85	\$2,249.64	\$1,968.44	\$281.21	\$562.41	\$843.62	\$140.60	\$281.21	\$421.81
PPO Family	\$10,357.00	\$9,321.30	\$8,285.60	\$7,249.90	\$1,035.70	\$2,071.40	\$3,107.10	\$517.85	\$1,035.70	\$1,553.55
HMO Single	\$3,418.34	\$3,076.51	\$2,734.67	\$2,392.84	\$341.83	\$683.67	\$1,025.50	\$170.92	\$341.83	\$512.75
HMO +Spouse	\$3,793.90	\$3,414.51	\$3,035.12	\$2,655.73	\$379.39	\$758.78	\$1,138.17	\$189.70	\$379.39	\$569.09
HMO +Children	\$1,460.85	\$1,314.77	\$1,168.68	\$1,022.60	\$146.09	\$292.17	\$438.26	\$73.04	\$146.09	\$219.13
HMO Family	\$7,015.00	\$6,313.50	\$5,612.00	\$4,910.50	\$701.50	\$1,403.00	\$2,104.50	\$350.75	\$701.50	\$ 1,052.25

Table 12: Better Business Planning's Health Savings Account Quote

BBS Health Savings Account	
EMPLOYEES AND FAMILY MEMBERS AGES	TOTAL MONTHLY HEALTH COST
<15	\$ 247.65
20	\$ 314.01
37	\$ 400.77
56	\$ 755.25
56	\$ 755.25
63	\$ 955.64
63	\$ 955.64
65	\$ 971.16
65	\$ 971.16

Table 13: Better Business Planning's Group Term Life Insurance and Standard Cost Summary

GROUP TERM LIFE/AD&D AND STD COST SUMMARY						
		LIFE AND AD&D		STD		
NAME	AGE	VOLUME	PREMIUM	VOLUME	PREMIUM	TOTAL COST
1Fn 1Ln	65	\$19,500.00	\$73.71	\$200.00	\$18.60	\$92.31
2Fn 2Ln	63	\$30,000.00	\$61.50	\$200.00	\$18.40	\$79.90
3Fn 3Ln	37	\$30,000.00	\$6.60	\$200.00	\$9.40	\$16.00
4Fn 4Ln	56	\$30,000.00	\$44.10	\$200.00	\$14.80	\$58.90
TOTALS:		\$109,500.00	\$185.91	\$800.00	\$61.20	\$247.11

Appendix E

INTERGOVERNMENTAL PERSONNEL BENEFIT COOPERATIVE'S MEDICAL BENEFITS QUOTES

Table 14: Intergovernmental Personnel Benefit Cooperative's PPO Enhanced Medical Insurance Cost Summary

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
PPO Enhanced		90%	80%	70%	90%	80%	70%	90%	80%	70%
Single	\$820.45	\$738.41	\$656.36	\$574.32	\$82.05	\$164.09	\$246.14	\$41.02	\$82.05	\$123.07
Single + Sp.	\$1,464.60	\$1,318.14	\$1,171.68	\$1,025.22	\$146.46	\$292.92	\$439.38	\$73.23	\$146.46	\$219.69
Single + Ch.	\$1,463.85	\$1,317.47	\$1,171.08	\$1,024.70	\$146.39	\$292.77	\$439.16	\$73.19	\$146.39	\$219.58
Family	\$2,108.00	\$1,897.20	\$1,686.40	\$1,475.60	\$210.80	\$421.60	\$632.40	\$105.40	\$210.80	\$316.20
Single Retiree < 65	\$820.45	\$738.41	\$656.36	\$574.32	\$82.05	\$164.09	\$246.14	\$41.02	\$82.05	\$123.07
Retiree < 65 + Sp. < 65	\$1,464.60	\$1,318.14	\$1,171.68	\$1,025.22	\$146.46	\$292.92	\$439.38	\$73.23	\$146.46	\$219.69
Retiree < 65 + Ch. < 65	\$1,463.85	\$1,317.47	\$1,171.08	\$1,024.70	\$146.39	\$292.77	\$439.16	\$73.19	\$146.39	\$219.58
Retiree < 65 + Family	\$2,108.00	\$1,897.20	\$1,686.40	\$1,475.60	\$210.80	\$421.60	\$632.40	\$105.40	\$210.80	\$316.20
Medicare Single	\$706.39	\$635.75	\$565.11	\$494.47	\$70.64	\$141.28	\$211.92	\$35.32	\$70.64	\$105.96
Medicare Single + 1 Dep. Medicare	\$1,162.71	\$1,046.44	\$930.17	\$813.90	\$116.27	\$232.54	\$348.81	\$58.14	\$116.27	\$174.41
Medicare Single + 1 Non-Medicare	\$1,276.83	\$1,149.15	\$1,021.46	\$893.78	\$127.68	\$255.37	\$383.05	\$63.84	\$127.68	\$191.52

Table 15: Intergovernmental Personnel Benefit Cooperative's PPO Basic Medical Insurance Cost Summary

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
PPO Basic		90%	80%	70%	90%	80%	70%	90%	80%	70%
Single	\$714.98	\$643.48	\$571.98	\$500.49	\$71.50	\$143.00	\$214.49	\$35.75	\$71.50	\$107.25
Single + Sp.	\$1,240.03	\$1,116.03	\$992.02	\$868.02	\$124.00	\$248.01	\$372.01	\$62.00	\$124.00	\$186.00
Single + Ch.	\$1,239.43	\$1,115.49	\$991.54	\$867.60	\$123.94	\$247.89	\$371.83	\$61.97	\$123.94	\$185.91
Family	\$1,764.47	\$1,588.02	\$1,411.58	\$1,235.13	\$176.45	\$352.89	\$529.34	\$88.22	\$176.45	\$264.67
Single Retiree < 65	\$714.98	\$643.48	\$571.98	\$500.49	\$71.50	\$143.00	\$214.49	\$35.75	\$71.50	\$107.25
Retiree < 65 + Sp. < 65	\$1,240.03	\$1,116.03	\$992.02	\$868.02	\$124.00	\$248.01	\$372.01	\$62.00	\$124.00	\$186.00
Retiree < 65 + Ch. < 65	\$1,239.43	\$1,115.49	\$991.54	\$867.60	\$123.94	\$247.89	\$371.83	\$61.97	\$123.94	\$185.91
Retiree < 65 + Family	\$1,764.47	\$1,588.02	\$1,411.58	\$1,235.13	\$176.45	\$352.89	\$529.34	\$88.22	\$176.45	\$264.67
Medicare Single	\$622.00	\$559.80	\$497.60	\$435.40	\$62.20	\$124.40	\$186.60	\$31.10	\$62.20	\$93.30
Medicare Single + 1 Dep. Medicare	\$993.97	\$894.57	\$795.18	\$695.78	\$99.40	\$198.79	\$298.19	\$49.70	\$99.40	\$149.10
Medicare Single + 1 Non-Medicare	\$1,086.99	\$978.29	\$869.59	\$760.89	\$108.70	\$217.40	\$326.10	\$54.35	\$108.70	\$163.05

Table 16: Intergovernmental Personnel Benefit Cooperative's HMO Enhanced Medical Insurance Cost Summary

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
HMO Enhanced		90%	80%	70%	90%	80%	70%	90%	80%	70%
HMO Single	\$731.28	\$658.15	\$ 585.02	\$511.90	\$73.13	\$146.26	\$219.38	\$36.56	\$73.13	\$109.69
HMO +Spouse	\$1,024.69	\$922.22	\$819.75	\$717.28	\$102.47	\$204.94	\$307.41	\$51.23	\$102.47	\$153.70
HMO +Children	\$1,024.08	\$921.67	\$819.26	\$716.86	\$102.41	\$204.82	\$307.22	\$51.20	\$102.41	\$153.61
HMO Family	\$1,817.47	\$1,635.72	\$1,453.98	\$1,272.23	\$181.75	\$363.49	\$545.24	\$90.87	\$181.75	\$272.62
Single Retiree < 65	\$731.28	\$658.15	\$585.02	\$511.90	\$73.13	\$146.26	\$219.38	\$36.56	\$73.13	\$109.69
Retiree < 65 + Sp. < 65	\$1,274.69	\$1,147.22	\$1,019.75	\$892.28	\$127.47	\$254.94	\$382.41	\$63.73	\$127.47	\$191.20
Retiree < 65 + Ch. < 65	\$1,274.08	\$1,146.67	\$1,019.26	\$891.86	\$127.41	\$254.82	\$382.22	\$63.70	\$127.41	\$191.11
Retiree < 65 + Family	\$1,817.47	\$1,635.72	\$1,453.98	\$1,272.23	\$181.75	\$363.49	\$545.24	\$90.87	\$181.75	\$272.62
Medicare Single	\$635.02	\$571.52	\$508.02	\$444.51	\$63.50	\$127.00	\$190.51	\$31.75	\$63.50	\$95.25
Medicare Single + 1 Dep. Medicare	\$1,020.04	\$918.04	\$816.03	\$714.03	\$102.00	\$204.01	\$306.01	\$51.00	\$102.00	\$153.01
Medicare Single + 1 Non-Medicare	\$1,116.29	\$1,004.66	\$893.03	\$781.40	\$111.63	\$223.26	\$334.89	\$55.81	\$111.63	\$167.44

Table 17: Intergovernmental Personnel Benefit Cooperative's HMO Basic Medical Insurance Cost Summary

2021-2022 Health Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
HMO Basic		90%	80%	70%	90%	80%	70%	90%	80%	70%
Single	\$698.00	\$628.20	\$558.40	\$488.60	\$69.80	\$139.60	\$209.40	\$34.90	\$69.80	\$104.70
Single + Sp.	\$1,205.74	\$1,085.17	\$964.59	\$844.02	\$120.57	\$241.15	\$361.72	\$60.29	\$120.57	\$180.86
Single + Ch.	\$1,205.15	\$1,084.64	\$964.12	\$843.61	\$120.52	\$241.03	\$361.55	\$60.26	\$120.52	\$180.77
Family	\$1,711.98	\$1,540.78	\$1,369.58	\$1,198.39	\$171.20	\$342.40	\$513.59	\$85.60	\$171.20	\$256.80
Single Retiree < 65	\$698.88	\$28.99	\$559.10	\$489.22	\$69.89	\$139.78	\$209.66	\$34.94	\$69.89	\$104.83
Retiree < 65 + Sp. < 65	\$1,205.74	\$1,085.17	\$964.59	\$844.02	\$120.57	\$241.15	\$361.72	\$60.29	\$120.57	\$180.86
Retiree < 65 + Ch. < 65	\$1,205.15	\$1,084.64	\$964.12	\$843.61	\$120.52	\$241.03	\$361.55	\$60.26	\$120.52	\$180.77
Retiree < 65 + Family	\$1,711.98	\$1,540.78	\$1,369.58	\$1,198.39	\$171.20	\$342.40	\$513.59	\$85.60	\$171.20	\$256.80
Medicare Single	\$609.11	\$548.20	\$487.29	\$426.38	\$60.91	\$121.82	\$182.73	\$30.46	\$60.91	\$91.37
Medicare Single + 1 Dep. Medicare	\$968.22	\$871.40	\$774.58	\$677.75	\$96.82	\$193.64	\$290.47	\$48.41	\$96.82	\$145.23
Medicare Single + 1 Non-Medicare	\$1,057.98	\$952.18	\$846.38	\$740.59	\$105.80	\$211.60	\$317.39	\$52.90	\$105.80	\$158.70

Table 18: Intergovernmental Personnel Benefit Cooperative's Dental Insurance Cost Summary

2021-2022 Dental Insurance and Employee Deductions										
PLAN	PREMIUM	CITY PORTION			EMPLOYEE PORTION			PER PAYCHECK		
		90%	80%	70%	90%	80%	70%	90%	80%	70%
Single	\$40.13	\$36.12	\$32.10	\$28.09	\$4.01	\$8.03	\$12.04	\$2.01	\$4.01	\$14.05
Single + Sp.	\$70.33	\$63.30	\$56.26	\$49.23	\$7.03	\$14.07	\$21.10	\$3.52	\$7.03	\$24.62
Single + Ch.	\$77.32	\$69.59	\$61.86	\$54.12	\$7.73	\$15.46	\$23.20	\$3.87	\$7.73	\$27.06
Family	\$111.02	\$99.92	\$88.82	\$77.71	\$11.10	\$22.20	\$33.31	\$5.55	\$11.10	\$38.86
Single Retiree <65	\$40.13	\$36.12	\$32.10	\$28.09	\$4.01	\$8.03	\$12.04	\$2.01	\$4.01	\$14.05
Retiree < 65 + Sp. <65	\$70.33	\$63.30	\$56.26	\$49.23	\$7.03	\$14.07	\$21.10	\$3.52	\$7.03	\$24.62
Retiree <65 + Ch. <65	\$77.32	\$69.59	\$61.86	\$54.12	\$7.73	\$15.46	\$23.20	\$3.87	\$7.73	\$27.06
Retiree <65 + Family	\$111.02	\$99.92	\$88.82	\$77.71	\$11.10	\$22.20	\$33.31	\$5.55	\$11.10	\$38.86

Appendix F

Table 19: Annual Recognized Holidays, Holiday Pay Rate and Vacation Time

Municipality	Recognized Annual Holidays for Full Time Staff	Holiday Pay Rate	Vacation Time
Maple Park	12 holidays	Time and a half.	1 yr. - 5 days, 2yrs - 10 days, 5 yrs. - 15 days, 10 yrs. = 20 days
City of Batavia	11 paid holidays	Time and a half.	1 yr. -2 wks., 5 years - 3 wks., 12 yrs. - 4 wks., 20 yrs. - 5 wks.
The Village of Campton Hills	11 days for Police.	Police receive 12 hr. holiday accumulation for holiday worked and 8 hr. pay for non-working.	1-5 yrs. 2 wks., 6-15 yrs. 3 wks., 15+ yrs. 4 wks.
Village of Elburn	12 paid holidays for non-union staff	Time and a half	1 yr. - 10 days, 2 yrs. - 11 days, 4 yrs. - 12 days, 6 yrs. - 15 days, 8 yrs. - 16 days, 10 yrs. - 17 days
City of Geneva	11 holidays	Patrol officers paid 8 hrs. if not working, 12 hours pay if they work on a holiday. nonunion employees receive regular rate.	1 yr. - 10 days, 2 yrs. -11 days, 4 yrs. - 12 days, 6 yrs. - 15 days, 10 yrs. - 16 days.
City of Genoa	10 holidays	Double pay on holidays for non-sworn employees, sworn employees time and a half on holidays worked.	1yr - 10 days, 6yrs, 15 days, 10yrs -20 days, 20+years - 25 days.
Village of Pingree Grove	10 holidays	Regular pay rate for full time employees. Full time Employees working on a holiday receives double pay. Part timers working on a holiday receive time and a half.	0-5 yrs. – 2 wks., 6-10yrs – 3 wks., 11-19yrs – 4 wks., 20+ yrs. – 5 wks.
Village of South Elgin	8 paid holidays.	Time and a half. Police offered alternate day if working on a holiday.	0-5 yrs. - 2 wks., 5-11yrs - 3 wks., 11-20yrs - 4 wks.
City of St. Charles	8 paid holidays annually.	Double pay on holidays worked. Time and a half for part time employees.	1-4 yrs. - 10 days, 5-9 yrs. - 15 days, 10yrs - 16 days
Town of Cortland	13 holidays		1 yr.- 1 wk., 2-4 yrs. -3 wks., 5-9 yrs.- 4 wks.
Village of Sugar Grove	9 holidays	8hrs holiday pay per holiday. Time and a half for holidays worked on top of holiday pay.	6 months - 5 yrs. - 2 wks., 6-13 yrs. -3 wks., 14+ yrs. - 4 weeks.
Village of Hinckley	8 holidays	Double time plus holiday pay for holiday worked.	1-5yrs - 10 days, after 5 yrs. 1-day annual accrual.

Table 20: Annual Personal, Sick and Bereavement Accrual

Municipality	Annual Personal Time for Full Time Employees	Full Time Annual Sick Days	Full Time Annual Bereavement Days
Maple Park	N/A	6 days	3 days
City of Batavia	1 day	12 days	5 days
The Village of Campton Hills	Based on Police Contract	Based on Police Contract	N/A
Village of Elburn	3 days	12 days	14 days
City of Geneva	3 days	12 days	3 days
City of Genoa	3 days	12 days	N/A
Village of Pingree Grove	2 days	12 days	3 days
Village of South Elgin	1 day	8 days	3 days
City of St. Charles	1 day	7.5 days	6 Days
Town of Cortland	3 days	4.5 days	3 days
Village of Sugar Grove	3.5 days	10 days	Must use accrued vacation and sick time
Village of Hinckley	3 days	10 days	3 days.

Appendix G

Table 21: Reimbursements, Stipends, Take Home Vehicle and Allowances, and Annual Performance/ Merit Pay

Municipality	Reimbursement	Miscellaneous Stipends	Cell Phone Eligible Positions	Positions Eligible for a Take Home Vehicle and Allowance	Annual Performance / Merit Pay
Maple Park	N/A	\$7k annual medical stipend for full time employees.	The Village President, Administrator, and Management Cell Phones. \$25 monthly stipend for Public Works employee.	\$600 Vehicle Allowance for the Village Administrator	Up to 2% of average salary
City of Batavia	\$250 clothing and boot	N/A	Department Directors and City Administrator	Department Directors	Up to 2% for exempt employees.
The Village of Campton Hills	N/A	\$600 annual for full time officers, \$100 for part time	N/A	N/A	N/A
Village of Elburn	Education reimbursement after 12 months of employment. reimbursement % varies per credit hours.	Uniform and/or clothing allowance, travel, and business reimbursement.	The Mayor, Village Administrator, Department Heads, Deputy Chief.	Police Chief, Deputy Chief, Superintendent of Public Works, and the Village Administrator have take home vehicles.	N/A
City of Geneva	Education reimbursement. Reimbursement % varies per credit hours.	\$300-\$525 Uniform stipend for sworn police, firefighters, and public works.	N/A	N/A	Varies by budget year.
City of Genoa	Conferences and certifications	N/A	N/A	N/A	Based on recommendation from Supervisor and availability of funds.

Table 22: Reimbursements, Stipends, Take Home Vehicle and Allowances, and Annual Performance/ Merit Pay

Municipality	Reinbursement	Miscellaneous Stipends	Cell Phone Eligible Positions	Positions Eligible for a Take Home Vehicle and Allowance	Annual Performance Merit Pay
Village of Pingree Grove	Education reimbursement, 100% reimbursement for passing grades.	N/A	Management receives \$30 monthly stipend	None	Varies by Board approval of annual budget.
Village of South Elgin	Business related travel and lodging reimbursements.	\$1,000 annual education stipend for full time employees.	Village Administrator, Management and Public Works staff receive Village issued cell phones.	Village Administrator and Department Directors receive stipends. Police and Public Works exempt receive take home vehicle.	At the discretion of Village Administrator and Department Heads.
City of St. Charles	Travel, uniform, meal, and tuition reimbursement. No specified amount. \$4,000 annual tuition reimbursement.		Exempt employees \$45 a month stipend full time hourly receive \$20 monthly.	Car allowance for City Administrator and Department Heads	Step increases based on comparable community data.
Town of Cortland	Travel, conference reimbursement, uniform reimbursement.	N/A	Cell phones provided at discretion of the organization.	N/A	3% longevity pay increase every 5 yrs.
Village of Sugar Grove	Business, travel and lodging reimbursements.	N/A	Cell Phones or stipends provided to Management and Supervisors.	Chief of Police and Public Works Director are provided vehicles and the Village Administrator has a stipend.	Varies upon board approval each year.
Village of Hinckley	\$500 annual clothing allowance for Police and Public Works.	N/A	Village President, Clerk, Police Department and Public Works issued cell phones	None	At the discretion of the Village Board.

THE VILLAGE OF MAPLE PARK FIVE-YEAR FORECAST

TABLE 23: THE VILLAGE OF MAPLE PARK FIVE-YEAR FORECAST					
	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$163,952	\$165,591	\$167,247	\$168,919
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$360,216	\$363,818	\$367,456	\$371,130
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$794,322	\$748,830	\$758,099	\$767,578	\$777,267
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,826,159	\$1,393,380	\$1,284,239	\$1,295,796	\$1,307,606
Net Revenue	(\$158,787)	\$281,607	\$323,315	\$332,504	\$341,853

COST OF BUILDING INSPECTOR TO THE FULL-TIME STAFF

TABLE 24: BUILDING INSPECTOR FULL-TIME POSITION					
	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$163,952	\$165,591	\$167,247	\$168,919
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$360,216	\$363,818	\$367,456	\$371,130
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,677,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$794,322	\$810,208	\$900,156	\$918,159	\$1,010,265
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,826,159	\$1,454,758	\$1,426,296	\$1,446,377	\$1,540,604
Net Revenue	(\$148,787)	\$220,229	\$181,258	\$181,923	\$108,855

RYAN BRAYDEN'S BENEFITS QUOTES

TABLE 25: RYAN'S HIGHEST BENEFITS QUOTE AT 80%					
	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$163,952	\$165,591	\$167,247	\$168,919
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$360,216	\$363,818	\$367,456	\$371,130
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$835,835	\$794,785	\$808,971	\$823,893	\$839,608
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,867,672	\$1,439,335	\$1,335,111	\$1,352,111	\$1,369,947
Net Revenue	(\$200,300)	\$235,652	\$272,443	\$276,189	\$279,512

TABLE 26: RYAN'S LOWEST BENEFITS QUOTE AT 80%

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$822,370	\$779,879	\$792,470	\$805,627	\$819,387
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,854,207	\$1,424,429	\$1,318,610	\$1,333,845	\$1,349,726
Net Revenue	(\$186,835)	\$250,558	\$288,944	\$294,455	\$299,733

TABLE 27: RYAN'S HIGHEST BENEFITS QUOTE AT 70%

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$830,769	\$789,177	\$802,763	\$817,022	\$832,001
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,862,606	\$1,433,727	\$1,328,903	\$1,345,240	\$1,362,340
Net Revenue	(\$195,234)	\$241,260	\$278,651	\$283,060	\$287,119

TABLE 28: RYAN'S LOWEST BENEFITS QUOTE AT 70%

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$818,987	\$776,134	\$870,909	\$885,269	\$900,217
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,850,824	\$1,420,684	\$1,397,049	\$1,413,487	\$1,430,556
Net Revenue	(\$183,452)	\$254,303	\$210,505	\$214,813	\$218,903

TABLE 29: RYAN'S HIGHEST BENEFITS QUOTE AT 80% PLUS BUILDING INSPECTOR

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$835,835	\$794,785	\$891,555	\$908,124	\$925,518
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,867,672	\$1,439,335	\$1,417,695	\$1,436,342	\$1,455,857
Net Revenue	(\$200,300)	\$235,652	\$189,859	\$191,958	\$193,602

**TABLE 30: RYAN'S LOWEST BENEFITS QUOTE AT 80% PLUS
BUILDING INSPECTOR**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$822,370	\$779,879	\$875,054	\$889,857	\$905,297
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,854,207	\$1,424,429	\$1,401,194	\$1,418,075	\$1,435,636
Net Revenue	(\$186,835)	\$250,558	\$206,360	\$210,225	\$213,823

TABLE 31: RYAN'S HIGHEST BENEFITS QUOTE AT 70% PLUS BUILDING INSPECTOR

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$830,769	\$789,177	\$885,347	\$901,252	\$917,911
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,862,606	\$1,433,727	\$1,411,487	\$1,429,470	\$1,448,250
Net Revenue	(\$195,234)	\$241,260	\$196,067	\$198,830	\$201,209

**TABLE 32: RYAN'S LOWEST BENEFITS QUOTE AT 70% PLUS
BUILDING INSPECTOR**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$818,987	\$776,134	\$870,909	\$885,269	\$900,217
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,850,824	\$1,420,684	\$1,397,049	\$1,413,487	\$1,430,556
Net Revenue	(\$183,452)	\$254,303	\$210,505	\$214,813	\$218,903

BETTER BUSINESS PLANNING'S BENEFITS QUOTES

TABLE 33: BETTER BUSINESS PLANNING'S HIGHEST BENEFITS QUOTE AT 80%					
	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$854,319	\$815,247	\$831,623	\$848,969	\$867,366
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,886,156	\$1,459,797	\$1,357,763	\$1,377,187	\$1,397,705
Net Revenue	(\$218,784)	\$215,190	\$249,791	\$251,113	\$251,754

TABLE 34: BETTER BUSINESS PLANNING'S LOWEST BENEFITS QUOTE AT 80%

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$809,855	\$766,026	\$777,134	\$788,650	\$800,594
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,841,692	\$1,410,576	\$1,303,274	\$1,316,868	\$1,330,933
Net Revenue	(\$174,320)	\$264,411	\$304,280	\$311,432	\$318,526

**TABLE 35: BETTER BUSINESS PLANNING'S HIGHEST BENEFITS
QUOTE AT 70%**

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$846,943	\$807,082	\$822,584	\$838,962	\$856,290
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,878,780	\$1,451,632	\$1,348,724	\$1,367,180	\$1,386,629
Net Revenue	(\$211,408)	\$223,355	\$258,830	\$261,120	\$262,830

TABLE 36: BETTER BUSINESS PLANNING'S LOWEST BENEFITS QUOTE AT 70%

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$808,037	\$764,013	\$774,906	\$786,184	\$797,864
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,839,874	\$1,408,563	\$1,301,046	\$1,314,402	\$1,328,203
Net Revenue	(\$172,502)	\$266,424	\$306,508	\$313,898	\$321,256

**TABLE 37: BETTER BUSINESS PLANNING'S HIGHEST BENEFITS
QUOTE AT 80% PLUS BUILDING INSPECTOR**

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$854,319	\$815,247	\$914,207	\$931,725	\$950,297
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,886,156	\$1,459,797	\$1,440,347	\$1,459,943	\$1,480,636
Net Revenue	(\$218,784)	\$215,190	\$167,207	\$168,357	\$168,823

TABLE 38: BETTER BUSINESS PLANNING'S LOWEST BENEFITS QUOTE AT 80% PLUS BUILDING INSPECTOR

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$809,855	\$766,026	\$859,718	\$871,406	\$883,525
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,841,692	\$1,410,576	\$1,385,858	\$1,399,624	\$1,413,864
Net Revenue	(\$174,320)	\$264,411	\$221,696	\$228,676	\$235,595

**TABLE 39: BETTER BUSINESS PLANNING'S HIGHEST BENEFITS
QUOTE AT 70% PLUS BUILDING INSPECTOR**

	Fiscal Year				
	2022-23	2023-24	2024-25	2025-26	2026-27
Personnel					
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$846,943	\$807,082	\$905,168	\$921,718	\$865,478
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,878,780	\$1,451,632	\$1,431,308	\$1,449,936	\$1,395,817
Net Revenue	(\$211,408)	\$223,355	\$176,246	\$178,364	\$253,642

TABLE 40: BETTER BUSINESS PLANNING'S LOWEST BENEFITS QUOTE AT 70% PLUS BUILDING INSPECTOR

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$808,037	\$764,013	\$857,490	\$868,940	\$807,052
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,839,874	\$1,408,563	\$1,383,630	\$1,397,158	\$1,337,391
Net Revenue	(\$172,502)	\$266,424	\$223,924	\$231,142	\$312,068

INTERGOVERNMENTAL PERSONNEL BENEFIT COOPERATIVE'S BENEFITS QUOTES

TABLE 41: INTERGOVERNMENTAL PERSONNEL BENEFIT COOPERATIVE'S HIGHEST BENEFITS QUOTE AT 80%					
	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$812,810	\$769,241	\$785,255	\$802,180	\$820,090
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,844,647	\$1,413,791	\$1,311,395	\$1,330,398	\$1,350,429
Net Revenue	(\$177,275)	\$261,196	\$296,159	\$297,902	\$299,030

**TABLE 42: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S LOWEST BENEFITS QUOTE AT 80%**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$802,326	\$757,667	\$769,856	\$782,558	\$795,806
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,834,163	\$1,402,217	\$1,295,996	\$1,310,776	\$1,326,145
Net Revenue	(\$166,791)	\$272,770	\$311,558	\$317,524	\$323,314

**TABLE 43: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S HIGHEST BENEFITS QUOTE AT 70%**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$809,825	\$765,946	\$780,870	\$796,594	\$813,176
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,841,662	\$1,410,496	\$1,307,010	\$1,324,812	\$1,343,515
Net Revenue	(\$174,290)	\$264,491	\$300,544	\$303,488	\$305,944

**TABLE 44: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S LOWEST BENEFITS QUOTE AT 70%**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$800,710	\$755,883	\$767,482	\$779,534	\$792,064
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,832,547	\$1,400,433	\$1,293,622	\$1,307,752	\$1,322,403
Net Revenue	(\$165,175)	\$274,554	\$313,932	\$320,548	\$327,056

TABLE 45: INTERGOVERNMENTAL PERSONNEL BENEFIT COOPERATIVE'S HIGHEST BENEFITS QUOTE AT 80% PLUS BUILDING INSPECTOR

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$812,810	\$769,241	\$867,839	\$886,411	\$829,278
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,844,647	\$1,413,791	\$1,393,979	\$1,414,629	\$1,359,617
Net Revenue	(\$177,275)	\$261,196	\$213,575	\$213,671	\$289,842

**TABLE 46: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S LOWEST BENEFITS QUOTE AT 80% PLUS BUILDING
INSPECTOR**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$802,326	\$757,667	\$852,440	\$866,789	\$804,994
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,834,163	\$1,402,217	\$1,378,580	\$1,395,007	\$1,335,333
Net Revenue	(\$166,791)	\$272,770	\$228,974	\$233,293	\$314,126

**TABLE 47: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S HIGHEST BENEFITS QUOTE AT 70% PLUS
BUILDING INSPECTOR**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$809,825	\$765,946	\$863,454	\$880,824	\$822,364
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,841,662	\$1,410,496	\$1,389,594	\$1,409,042	\$1,352,703
Net Revenue	(\$174,290)	\$264,491	\$217,960	\$219,258	\$296,756

**TABLE 48: INTERGOVERNMENTAL PERSONNEL BENEFIT
COOPERATIVE'S LOWEST BENEFITS QUOTE AT 70% PLUS
BUILDING INSPECTOR**

	Fiscal Year				
Personnel	2022-23	2023-24	2024-25	2025-26	2026-27
Full-Time	4	4	5	5	5
Part-Time	14	14	14	14	14
Village Salaries Expenses					
Full-Time Employee Salaries	\$162,329	\$165,575	\$168,887	\$172,264	\$175,710
Part-Time Employee Salaries	\$194,321	\$196,264	\$198,227	\$200,209	\$202,211
Total Salaries	\$356,650	\$361,839	\$367,114	\$372,473	\$377,921
Village Revenues					
General Fund	\$663,477	\$644,986	\$649,908	\$654,924	\$660,037
Utility Tax Fund	\$65,000	\$66,000	\$66,000	\$66,000	\$66,000
TIF District	\$223,000	\$307,018	\$313,158	\$319,421	\$325,810
Road & Bridge Fund	\$56,000	\$49,500	\$49,500	\$49,500	\$49,500
Motor Fuel Tax Fund	\$80,727	\$75,383	\$46,605	\$46,605	\$46,605
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$494,801	\$502,040	\$451,751	\$460,636	\$469,699
Water Improvement Acct.	\$45,496	\$14,780	\$15,066	\$15,357	\$15,654
Sewer Improvement Acct.	\$38,871	\$15,280	\$15,566	\$15,857	\$16,154
Total Village Revenues	\$1,667,372	\$1,674,987	\$1,607,554	\$1,628,300	\$1,649,459
Village Expenditures					
General Fund	\$800,710	\$755,883	\$850,066	\$863,765	\$801,252
Utility Fund	\$71,823	\$61,368	\$0	\$0	\$0
TIF District	\$304,166	\$221,452	\$221,598	\$221,747	\$221,899
Road & Bridge Fund	\$41,100	\$1,050	\$1,050	\$1,050	\$1,050
Motor Fuel Tax Fund	\$0	\$0	\$0	\$0	\$0
Developer Escrow Fund	\$10,000				
Water and Sewer Funds	\$449,819	\$360,680	\$303,492	\$305,421	\$307,390
Water Improvement Acct.	\$82,500	\$0	\$0	\$0	\$0
Sewer Improvement Acct.	\$72,429	\$0	\$0	\$0	\$0
Total Village Expenditures	\$1,832,547	\$1,400,433	\$1,376,206	\$1,391,983	\$1,331,591
Net Revenue	(\$165,175)	\$274,554	\$231,348	\$236,317	\$317,868

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Village of Maple Park

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Website: <http://www.villageofmaplepark.com>

MEMORANDUM

TO: Village President and Board of Trustees
Finance Liaison Jen Ward

FROM: Village Administrator Dawn Wucki-Rossbach 

DATE: July 14, 2021

SUBJECT: PROPOSED ELECTRONIC CHANGEABLE COPY (DIGITAL SIGN) SIGN AND TEXT AMENDMENT

BACKGROUND

The Village received an inquiry from the team at Rooster Ag' about making improvements to the sign that is located at the northwest corner of Route 38 and County Line Road. The existing sign is 120 square feet in size and in order to be installed at that size it required a variation to go from 100 square feet to 120 square feet. The proposal is to switch the sign from what was a time and temperature sign to an electronic changeable copy, a.k.a. a digital copy sign, that is 10' by 6'. The sign will remain at 18'8" in height and will continue to use the existing brick base. The team has proposed that the sign can be used for community event announcements such as Fun Fest or baseball league registration, as well as promoting the businesses in Maple Park, including those in the Rooster Ag' building.

Currently, the Village Code does not permit electronic changeable copy (digital copy) signs, only signs with time and temperature. In order to permit electronic changeable copy signs a text amendment would be needed. Items to consider when approving the ability to install digital signs includes: the lumens generated by the sign (not blinding), the interval between change in any static message, whether or not the sign will be animated or allow video and should possess photosensitive equipment that would automatically adjust the brightness and contrast of the sign in direct relation to the ambient outdoor light. The Village's light ordinance does not apply to this sign.

Mr. Steve Edwards and Mrs. Megan Rossler from Rooster Ag' will be present for the discussion on their proposal and electronic changeable copy signs.

RECOMMENDATION

That the Committee consider a text amendment to the sign ordinance that would permit changeable copy. If the Board would consider approving the addition of electronic changeable copy signs to the sign ordinance, Staff can work with the Village Attorney to prepare a text amendment that can be prepared for Planning and Zoning Committee review.

Attachment
Monument Sign Specifications for Rooster Ag'

MONUMENT SIGN SPECIFICATIONS



Remove existing sign, EMCs and scrap

DESCRIPTION A

CABINET : .063" Aluminum skin, bent and welded with 1.5" Aluminum angle, saddle mounted to existing support poles
Pill Cabinet— 1 1/4" retainers | (2) Circle Cabinet— 1" retainer, mounted to Pill cabinet

FACES : (4) 3/16" translucent "White" Polycarbonate; (2) Pill faces, (2) Circle faces
***Cut Sizes: Pill— 11' 10 1/4"W x 1' 10 1/8"H | Circle— 3' 2 1/2" dia

EMC's: (2) Desay Series S 10.88mm 10'-0"W x 6'-0"H (280x168) digital displays, WiFi communication, mounted to existing support poles

GRAPHICS : (2) Pill and Skin— full coverage digitally printed to match color key/graphic
(2) Circle— Digitally printed to match 1788c Red and Gerber opaque "Black" (220-12)

—All vinyl applied first surface

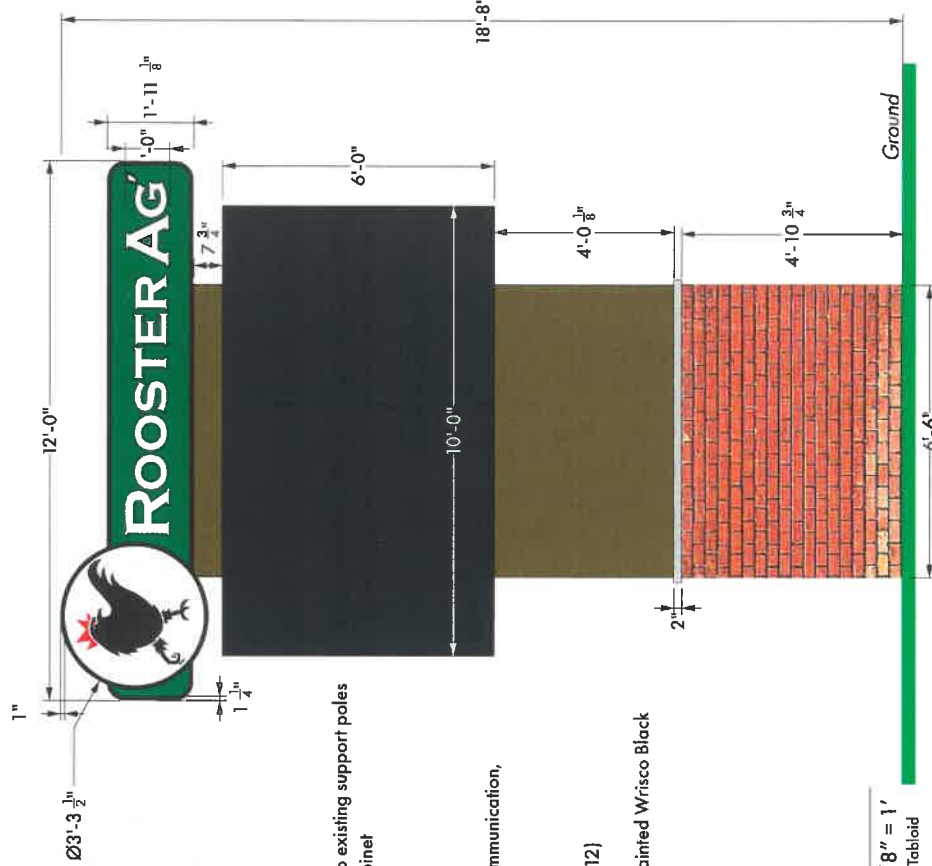
FINISHES : Cabinet interiors prepped and painted White to reflect light, Exteriors prepped and painted Wrisco Black 2" divider slab to match PMS 428 Gray

LIGHTING : Cabinets lit internally using Hanley PF3120 White LED light modules

ELECTRICAL : 120 Volt, UL Listed & Labeled, 12 Volt Hanley power supply mounted inside cabinet

SECTION A

Drawing Scale: 3/8" = 1'
As shown on a 17" x 11" Tabloid



VOLTAGE
☒ 120 Volts
☐ 277 Volts



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CLIENT : Rooster Ag

JOB LOCATION : Maple Park, IL

SALESMAN : Rick Brunton

DESIGNER : Scott

REVISION HISTORY :

Initial Drawing Release

A 4-29-22 REQUESTED BY: RB UPDATED BY: SB

General Revision

B 5-26-22 REQUESTED BY: RB UPDATED BY: SB

General Revision

C REQUESTED BY: RB UPDATED BY: SB

General Revision

D REQUESTED BY: RB UPDATED BY: SB

PRODUCTION APPROVAL :

DATE **SIGNATURE**

CLIENT SIGNATURE :

DATE

09247-03a

Revision 01

5-26-22