

VILLAGE OF ORLAND PARK

*14700 S. Ravinia Avenue
Orland Park, IL 60462
www.orlandpark.org*



Meeting Minutes

Monday, September 22, 2025

6:00 PM

SPECIAL MEETING

Village Hall

Board of Trustees

*Village President James V. Dodge, Jr.
Village Clerk Mary Ryan Norwell
Trustees, William R. Healy, Cynthia Nelson Katsenes, Michael R. Milani,
Dina Lawrence, John Lawler and Joanna M. L. Leafblad*

CALL TO ORDER/ROLL CALL

The meeting was called to order at 6:00 P.M.

Deputy Village Clerk Alex Snodsmith was present in the absence of Village Clerk Norwell.

Present: 7 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad and Village President Dodge Jr.

NON-SCHEDULED CITIZENS AND VISITORS FOR AGENDA-SPECIFIC PUBLIC COMMENT

Sal Asmare addressed the Board regarding the Ordinance for Eminent Domain of 9441 159th Street - Former KVC agenda item. (refer to audio)

President Dodge and Village Manager George Koczwara responded to resident. (refer to audio)

Resident Sal Esmore made comments and had questions. (refer to audio)

Village Manager Koczwara responded to resident. (refer to audio)

Resident John Nugent addressed the Board regarding the Advisory Board Appointment agenda item. (refer to audio)

ITEMS FOR SEPARATE ACTION**2025-0756 Advisory Board Appointments**

President Dodge appoints the following individuals to the Plan Commission. The appointments listed below are the fourth in a series of appointments that will be made over upcoming meetings.

Plan Commission

-Kathy Fenton (replacing John Nugent)

-Dave Shalabi (replacing Patrick Zomparelli)

Trustee Katsenes made a motion to separate the two individuals to vote twice for the appointments. It was seconded by Trustee Healy. (refer to audio)

President Dodge asked if Trustee Katsenes wanted to make two separate motions. (refer to audio)

Trustee Katsenes stated yes. She made a motion to vote on the appointment of each individual separately instead of the same motion for both. It was seconded by Trustee Healy. All were in favor. (refer to audio)

*Since Legistar can only have one vote per file number, a new file was created for the vote to be taken appointing Dave Shalabi. (2025-0802)

Trustee Milani made comments. (refer to audio)

Trustee Healy made comments. (refer to audio)

Trustee Katsenes made comments. (refer to audio)

I move to consent the appointment by President Dodge of Kathy Fenton to the Plan Commission.

A motion was made by Trustee M. L. Leafblad, seconded by Trustee Lawrence, that this matter be APPROVED. The motion carried by the following vote:

Aye: 5 - Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad, and Village President Dodge Jr.

Nay: 2 - Trustee Healy, and Trustee Nelson Katsenes

2025-0802 Advisory Board Appointments

President Dodge appoints the following individual to the Plan Commission. The appointment listed below are the fourth in a series of appointments that will be made over upcoming meetings.

Plan Commission

-Dave Shalabi (replacing Patrick Zomparelli)

Trustee Leafblad made comments. (refer to audio)

Attorney Kevin Sterk of Ancel and Glink made a comment. (refer to audio)

Trustee Katsenes had a question. (refer to audio)

Attorney Sterk and President Dodge responded. (refer to audio)

I move to consent the appointment by President Dodge of Dave Shalabi to the Plan Commission.

A motion was made by Trustee Nelson Katsenes, seconded by Trustee M. L. Leafblad, that this matter be APPROVED. The motion carried by the following vote:

Aye: 7 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad, and Village President Dodge Jr.

Nay: 0

2025-0758 Ordinance for Eminent Domain of 9441 159th Street - Former KFC Restaurant

The Village of Orland Park has been working with the property owner to acquire the former BP Gas Station site at 9441 159th Street. The property has been vacant and unused for an extended period of time.

As such, the Village has been in negotiations with the owner to purchase the property. The purchase of the property is intended to help foster economic development and redevelopment of the subject property. This will also remove the blighted condition of the property.

The owner of the property and the Village have been unable to come to terms on the purchase of the property. As a result, it is recommended the Village pursue eminent domain.

Trustee Katsenes made comments. (refer to audio)

Trustee Lawler had questions and made comments. (refer to audio)

Village Manager George Koczwara responded to Trustee Lawler. (refer to audio)

Trustee Healy had questions and made comments. (refer to audio)

Trustee Milani made comments and moved to table the item. (refer to audio)

Trustee Lawrence had a question. (refer to audio)

President Dodge responded to Trustee Lawrence and made comments. (refer to audio)

I move to adopt an Ordinance entitled: AN ORDINANCE AUTHORIZING ACQUISITION OF PROPERTY BY EMINENT DOMAIN AT 9441 159TH STREET.

A motion was made by Trustee Milani, seconded by Trustee Lawler, that this matter be TABLED. The motion carried by the following vote:

Aye: 4 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, and Trustee Lawler

Nay: 3 - Trustee Lawrence, Trustee M. L. Leafblad, and Village President Dodge Jr.

2025-0757 Ordinance for Eminent Domain of 9401 159th Street - Former BP Gas Station

The Village of Orland Park has been working with the property owner to acquire the former BP Gas Station site at 9401 159th Street. The property has been vacant and unused for an extended period of time.

As such, the Village has been in negotiations with the owner to purchase the property. The purchase of the property is intended to help foster economic development and redevelopment of the subject property. This will also remove the blighted condition of the property.

The owner of the property and the Village have been unable to come to terms on the purchase of the property. As a result, it is recommended the Village pursue eminent domain.

Trustee Milani had questions. (refer to audio)

President Dodge responded. (refer to audio)

Trustee Katsenes made a motion to table the item. (refer to audio)

I move to adopt an Ordinance entitled: AN ORDINANCE AUTHORIZING ACQUISITION OF PROPERTY BY EMINENT DOMAIN AT 9401 159TH STREET.

A motion was made by Trustee Nelson Katsenes, seconded by Trustee Milani, that this matter be TABLED. The motion carried by the following vote:

Aye: 4 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, and Trustee Lawler

Nay: 3 - Trustee Lawrence, Trustee M. L. Leafblad, and Village President Dodge Jr.

2025-0760 License, Access and Indemnity Agreement - Downtown Orland Park Parcel H

Under the current redevelopment agreement (RDA) with E and R Development Corporation (Edwards Realty Company), the developer is permitted to construct a stand-alone restaurant and associated facilities on Parcel H. The RDA allows construction on Parcel H only after the Village passes title to Parcel H to the developer. Both the developer and the Village are not currently prepared to close on the passage of title to Parcel H. However, the developer wishes to enter onto Parcel H, at its sole cost, expense and risk, to conduct various construction activities pursuant to the RDA.

Both the developer and Village desire to enter into this agreement to allow the developer to expeditiously begin the construction that the developer is obligated to perform pursuant to the RDA and the developer's agreements with Weber Grill.

Once construction has begun both parties will work to complete the tasks necessary to close on Parcel H pursuant to the RDA.

Trustee Milani had questions. (refer to audio)

Village Manager George Koczwara responded to Trustee Milani. (refer to audio)

Trustee Healy had questions. (refer to audio)

Village Manager Koczwara responded to Trustee Healy. (refer to audio)

Trustee Katsenes made a comment. (refer to audio)

Trustee Leafblad had a question. (refer to audio)

Village Manager Koczwara responded to Trustee Leafblad. (refer to audio)

I move to approve and authorize the execution of a License, Access and Indemnity Agreement with E and R Development Corporation;

AND

Authorize the Village Manager to execute the agreement, subject to Village Attorney review.

A motion was made by Trustee M. L. Leafblad, seconded by Trustee Lawler, that this matter be APPROVED. The motion carried by the following vote:

Aye: 7 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad, and Village President Dodge Jr.

Nay: 0

2025-0755 Employee Health Insurance Renewal FY2026

2026 Benefit Renewal Proposals (based on expected costs)

	MMA (VOP covers first \$100,000 per claim)	*MMA (VOP Covers first 125,000 per claim)	**IPBC (VOP covers first \$50,000 per claim)
Net% Increase:	13.56%	10.75%	7.1%
Total Medical:	\$6,881,895	\$6,737,777	\$6,406,063
Total Ancillary:	\$482,466	\$482,466	\$453,562
Combined Total:	\$7,364,361	\$7,220,243	\$6,859,625

*Marsh McClennan Agency recommends increasing the initial cost that the Village is responsible for from \$100,000 to \$125,000 with no change to current employee benefits with an overall net increase equal to 10.75% over 2025.

**Intergovernmental Personnel Benefit Cooperative PPO plan is self-insured up to \$2 million and then commercial stop loss is purchased for any claims over \$2 million. The HMO plan is one group pool that is self-insured up to \$500,000 and then commercial stop loss is purchased for any overage. IPBC offers no change to current employee medical plans; Dental changes from BC to Delta Dental; Vision changes from BCBS to VSP; Life changes from Dearborn to Securian; Disability Admin to be determined at a later date for overall net increase equal to 7.1% over 2025.

History

For the pending fiscal year 2026 employee health insurance renewal, the Village requested quotes from The Marsh McClennan Agency (MMA) who acquired the Horton Group in August 2024, and the Intergovernmental Personnel Benefit Cooperative (IPBC). Both agencies conducted a competitive market analysis for health insurance and all benefit lines for the Village of Orland Park's (VOP) 2026 plan year.

In both cases, the results showed the Health Insurance market has high volatility due to several high-cost claimants as well as higher hospital, provider, and pharmacy costs. In addition, patient risk has also escalated. There continues to be a greater use of specialty drugs which accounts for approximately 68% of the plan's overall pharmacy spend. Humira, an autoimmune drug, is the top spend for the third benefit year in a row. In addition, GLP-1 drug use (Ozempic, Mounjaro) is also prevalent for treatment associated with diabetes. These drugs cost on average \$1k+ per month and their use is ongoing.

Due to high-cost claimants causing pressure to the whole plan and current market negatives, the VOP plan is running above the expected target this year by several percentage points resulting in a deficit in BCBS projections.

All existing benefits, carriers and plan designs were examined, and programs of choice include:

- Medical and Rx
- Dental Administration
- Vision
- Life and AD&D/Voluntary Life and AD&D
- Short Term Disability Administration
- Flexible Spending Account (FSA)
- Employee Assistance Program (EAP)
- Biometric Screenings (Wellness Initiatives)
- Health Benefit Navigation Program (Healthjoy; optional)

Marsh McClennan Renewal Details

Marsh McClennan's (MMA) preliminary medical renewal was released with an overall increase of 16.88% or \$1,027,027. After continued negotiations and market comparisons, the revised and final renewal came in at +\$824,468 or 13.56%. This assumes no change in benefit plan design, stop loss, or network. Several reasons for higher trend and increases are advances in treatments, increased utilization returning to pre-pandemic rates, increased mental health services, and new high-cost drugs.

A request for an additional stop loss alternative to lower monthly fixed cost was provided. It would increase the potential liability for the Village for claims over the current \$100k threshold up to \$125K. This reduced the increase from revised renewal to \$653,959 or 10.75%.

Based on claims through 7.31.2025, the Village would have paid \$141K in claims through July. Annual fixed stop loss savings for changing to \$125K from current \$100K are \$351,000.

MMA Rx Solutions reviewed current BCBS offering and finds the contract falls short an estimated \$80,000, which is not included in the above cost analysis.

The MMA summary of results is as follows:

I. 2026 Medical Market Analysis & Recommendations

i. Marketing for 2025 showed no improvement in cost or benefits for the Village. The Village continues to have multiple on going large cost claimants impacting marketing results. Review of a small potential cooperative did not prove beneficial for the Village given current and past claim history. Cooperative review can be done again for 1.1.2027. Aetna and UHC RFP requests are pending.

2. Ancillary Market Analysis & Recommendations

i. Marketing for 2025 showed no improvement for the Village.

ii. There was no change in premium rates for life, voluntary life and vision plans for 2026.

iii. There is no change in the dental administration fee for 2026 with a slight increase of .3% to the dental claim value. The 2026 total dental administrative and claim cost is \$366,644 or .26% over 2025 projected cost.

iv. BCBS continues to provide bundling discounts for the Village by retaining the vision, dental and life benefits. The discount on administrative cost and stop loss is \$26,861.

IPBC Renewal Details

The Intergovernmental Personnel Benefit Cooperative (IPBC) will be comprised of 180 members in FY26. The Village expressed interest in joining the IPBC for all benefits including medical, life, dental, and vision benefits and provided all

required demographic and census information for an accurate quote to be prepared. IPBC's presented proposal includes no changes to plan design, network, or carrier for our current medical plans. The medical insurance renewal was released with an increase of 9.0% to the PPO and HDHP Plans, and an increase of 3.1% to the HMO plan for a subtotal overall renewal increase of 7.1% to medical. There is a 90-day implementation period to enroll in the IPBC pool.

These costs are reflective of the Village being responsible for the first \$50,000 of claims and any overage becomes an IPBC wide claim. The IPBC Stop Loss breaks down as follows: the PPO plan is self-insured up to \$2 million and then commercial stop loss is purchased for any claims over \$2 million. The HMO plan is one group pool that is self-insured up to \$500,000 and then commercial stop loss is purchased for any overage.

The IPBC summary of results is as follows:

I. 2026 Medical Market Analysis & Recommendations

- i. Due to the larger member pool, negotiated rates are lower (9%/PPO and 3.1%/HMO), but our high claimant costs pose added risk similar to the stand-alone plan that we currently have.
- ii. All funds are professionally managed and invested. A required fund balance of two months is necessary after six full years of participation in the pool.

2. Ancillary Market Analysis & Recommendations

- i. The 2026 IPBC dental premium equivalent rates are at a 4.9% increase over 2025. IPBC proposes continuing the current plan design through Delta Dental on an administrative service only (ASO) basis.
- ii. The 2026 IPBC vision premium decreases by 8.4% over 2025. IPBC proposes a similar fully insured vision benefit plan through VSP at a multi-year rate lock.
- iii. The Village offers basic life and AD&D benefits through Dearborn National (now BCBS) to employees. IPBC proposes to offer the same benefits through Securian. Additional supplemental life benefits are available for purchase through IPBC.
- iv. Short-term disability was not quoted by the IPBC at this time and will need to be administered by a stand-alone third-party vendor as selected by the Village at a later date.

This agenda item is being considered by the Village Board of Trustees on September 22, 2025.

IPBC Executive Director Dave Cook presented information regarding this matter. (refer to audio)

Trustee Leafblad had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Leafblad. (refer to audio)

Trustee Lawrence had questions and made comments. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Lawrence. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Katsenes. (refer to audio)

Trustee Milani had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Milani. (refer to audio)

Trustee Lawrence had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Lawrence. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

IPBC representative Dave Cook responded to Trustee Katsenes. (refer to audio)

Trustee Healy had questions and made comments. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Healy. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Katsenes. (refer to audio)

Trustee Lawrence had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to Trustee Lawrence. (refer to audio)

President Dodge had questions. (refer to audio)

IPBC Executive Director Dave Cook responded to President Dodge. (refer to audio)

President Dodge requested a five minute recess. (refer to audio)

All Trustees agreed. (refer to audio)

President Dodge entertained a motion to recess for a five-minute break. It was moved by Trustee Katsenes and seconded by Trustee Leafblad. All were in favor. (refer to audio)

The meeting was reconvened after the five-minute break. The roll was called. Trustees Lawrence, Lawler, Leafblad, Healy, Katsenes, Milani and President Dodge were present. (refer to audio)

Marsh McClennan Agency (MMA) representatives Bobby Dufkis and Maryann Mileto presented information regarding this matter. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Marsh McClennan Agency (MMA) representative Maryann Mileto and Village Manager Koczwara responded to Trustee Katsenes. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Marsh McClennan Agency (MMA) representative Maryann Mileto responded to Trustee Katsenes. (refer to audio)

President Dodge had questions and made comments. (refer to audio)

Marsh McClennan Agency (MMA) representative Maryanne Mileto responded to President Dodge. (refer to audio)

Trustee Lawrence had questions. (refer to audio)

Village Manager Koczwara and Human Resources Director Regina Earley responded to Trustee Lawrence. (refer to audio)

President Dodge had questions. (refer to audio)

Marsh McClennan Agency (MMA) representatives Bobby Dufkis and Maryanne Mileto responded to President Dodge. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Director of Human Resources Earley responded to Trustee Katsenes. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Village Manager Koczwara and IPBC Executive Director Dave Cook responded to Trustee Katsenes. (refer to audio)

President Dodge had questions. (refer to audio)

Village Manager Koczwara responded to President Dodge. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Village Manager Koczwara and Village Attorney Kevin Sterk responded to Trustee Katsenes. (refer to audio)

Trustee Healy had questions. (refer to audio)

Village Manager Koczwara responded to Trustee Healy. (refer to audio)

President Dodge had questions. (refer to audio)

Village Manager Koczwara and IPBC Executive Director Dave Cook responded to President Dodge. (refer to audio)

Trustee Healy made comments. (refer to audio)

President Dodge had questions. (refer to audio)

Village Manager Koczwara responded to President Dodge. (refer to audio)

President Dodge had questions and made comments. (refer to audio)

Village Manager Koczwara responded to President Dodge. (refer to audio)

Trustee Lawler had questions. (refer to audio)

Village Manager Koczwara responded to Trustee Lawler. (refer to audio)

President Dodge had questions and made comments. (refer to audio)

Village Manager Koczwara responded to President Dodge. (refer to audio)

Trustee Katsenes had questions. (refer to audio)

Village Manager Koczwara responded to Trustee Katsenes. (refer to audio)

I recommend the Village Board approve an ordinance to move the employee insurance benefit program from a stand-alone plan to participate in the Intergovernmental Personnel Benefit Cooperative (IPBC), effective January 1,

2025. Also to recommend the approval of the employee medical annual premium in the amount of \$6,406,063, an increase of 7.1% or \$348,636, from \$6,057,427 in 2025. Lastly, to recommend the employee ancillary spend for Dental, Vision, and Life Administration in the amount of \$413,562, which is a 4.9% increase on Dental, 8.4% decrease on Vision, and 40.2% decrease on Core Life and AD&D, with the Village pursuing Disability Administration from a stand-alone carrier in the approximate amount of \$40,000, and optional Health Benefit Navigation Program in the program in the amount of \$50,000, adjusting employee contribution equivalents to increase the premium costs, effective January 1, 2026;

AND

Authorize the Village Manager to execute said agreements, subject to Village Attorney review.

A motion was made by Trustee M. L. Leafblad, seconded by Trustee Lawler, that this matter be APPROVED. The motion carried by the following vote:

Aye: 7 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad, and Village President Dodge Jr.

Nay: 0

NON-SCHEDULED CITIZENS & VISITORS FOR PUBLIC COMMENT ON ITEMS RELEVANT TO VILLAGE BUSINESS

Resident Brian Weaver had comments regarding an Ordinance for the Eminent Domain of 9401 159th Street - Former BP Gas Station item on the agenda. (refer to audio)

ADJOURNMENT: 7:58 P.M.

A motion was made by Trustee Nelson Katsenes, seconded by Trustee Milani, that this matter be ADJOURNED. The motion carried by the following vote:

Aye: 7 - Trustee Healy, Trustee Nelson Katsenes, Trustee Milani, Trustee Lawrence, Trustee Lawler, Trustee M. L. Leafblad, and Village President Dodge Jr.

Nay: 0

2025-0803 Audio Recording for September 22, 2025, Board of Trustees Special Meeting

NO ACTION

/AS

APPROVED: October 6, 2025

Respectfully Submitted,

/s/ Mary Ryan Norwell

Mary Ryan Norwell, Village Clerk

/s/ Alexandra Snodsmith

Deputy Village Clerk, Alexandra Snodsmith