



Morton College

Public Special Board Meeting

Thursday, May 9, 2024, 10:00 AM

PROPOSED ACTION: That the Board approve the Morton College benefits package for eligible employees for FY25 as submitted.

RATIONALE:

To provide health insurance for full-time employees in FY25. Rates provided by Alliant and selected by the Cost Containment Committee.

COST ANALYSIS: See attached rate sheets

ATTACHMENT: SEE ATTACHMENTS

MORTON COLLEGE
Medical Financial Analysis - Renewal
July 1, 2024 Renewal Date

Carrier:	EMPLOYEE BASE PLAN	BCBS of IL (7/1/2023 - Current)	BCBS of IL (7/1/2024 - Renewal)	BCBS of IL (7/1/2024 - Revised Renewal) Includes \$25k Wellness Credit	BCBS of IL (7/1/2024 - Revised Renewal) Includes \$25k Wellness Credit BCBS Bundling Discount Applied
PPO Plan		PPO	PPO	PPO	PPO
PPO Coinsurance:	90% / 70%	90% / 70%	90% / 70%	90% / 70%	90% / 70%
Deductible:					
Network: (single/family)	\$300 / \$900	\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000
Non-Network:		\$1,250 / \$3,750	\$1,250 / \$3,750	\$1,250 / \$3,750	\$1,250 / \$3,750
Coinsurance Maximum:					
Network:	\$500 / \$1,500	\$500 / \$1,500	\$500 / \$1,500	\$500 / \$1,500	\$500 / \$1,500
Non-Network:		\$1,500 / \$4,500	\$1,500 / \$4,500	\$1,500 / \$4,500	\$1,500 / \$4,500
Out-of-Pocket Maximum: (including deductible)					
Network:	\$800 / \$2,400	\$1,500 / \$4,500	\$1,500 / \$4,500	\$1,500 / \$4,500	\$1,500 / \$4,500
Non-Network:		\$2,750 / \$8,250	\$2,750 / \$8,250	\$2,750 / \$8,250	\$2,750 / \$8,250
PPO Office Visit Copay: (PCP/Specialist/Wellness)		\$20 / \$40 / \$0	\$20 / \$40 / \$0	\$20 / \$40 / \$0	\$20 / \$40 / \$0
Telehealth:		\$20	\$20	\$20	\$20
Copays Apply to Out of Pocket:		Yes (Office Visit & ER)	Yes (Office Visit & ER)	Yes (Office Visit & ER)	Yes (Office Visit & ER)
Emergency Room Copay:		90%	90%	90%	90%
Inpatient Hospital:		Ded., 90% / \$250 copay, Ded, 70%	Ded., 90% / \$250 copay, Ded, 70%	Ded., 90% / \$250 copay, Ded, 70%	Ded., 90% / \$250 copay, Ded, 70%
Outpatient Surgery:		Ded., 90% / 70%	Ded., 90% / 70%	Ded., 90% / 70%	Ded., 90% / 70%
Retail Prescription Drug Copay:		\$10 / \$20 / \$30 / \$30	\$10 / \$20 / \$30 / \$30	\$10 / \$20 / \$30 / \$30	\$10 / \$20 / \$30 / \$30
Mail Order Prescription Drug Copay:		\$20 / \$40 / \$60 / N/A	\$20 / \$40 / \$60 / N/A	\$20 / \$40 / \$60 / N/A	\$20 / \$40 / \$60 / N/A
Rx Out-of-Pocket Maximum: (single/family)		\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000
HMO Plan		BA HMO	BA HMO	BA HMO	BA HMO
Network:		BA HMO	BA HMO	BA HMO	BA HMO
Insured Must Select PCP?		Yes	Yes	Yes	Yes
Insured Must receive a referral for specialty care?		Yes	Yes	Yes	Yes
Coinsurance Percentage:		100%	100%	100%	100%
Out-of-Pocket Maximum: (single/family)		\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000
Office Visit Copay: (PCP/Specialist/Wellness)		\$20 / \$20 / \$0	\$20 / \$20 / \$0	\$20 / \$20 / \$0	\$20 / \$20 / \$0
Telehealth:		N/A	N/A	N/A	N/A
Copays Apply to OOP Max:		Yes (Office Visit & ER)	Yes (Office Visit & ER)	Yes (Office Visit & ER)	Yes (Office Visit & ER)
Emergency Room Copay:		\$75	\$75	\$75	\$75
Inpatient Hospital Copay:		\$0	\$0	\$0	\$0
Retail Prescription Drug Copay:		\$10 / \$20 / \$35 / \$35	\$10 / \$20 / \$35 / \$35	\$10 / \$20 / \$35 / \$35	\$10 / \$20 / \$35 / \$35
Mail Order Prescription Drug Copay:		\$20 / \$40 / \$70 / N/A	\$20 / \$40 / \$70 / N/A	\$20 / \$40 / \$70 / N/A	\$20 / \$40 / \$70 / N/A
Rx Out-of-Pocket Maximum: (single/family)		\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000	\$1,000 / \$3,000
HSA Plan		MPEQ120723	MPEQ120723	MPEQ120723	MPEQ120723
Network:		PPO	PPO	PPO	PPO
Coinsurance:		100% / 80%	100% / 80%	100% / 80%	100% / 80%
Deductible:		Embedded	Embedded	Embedded	Embedded
Network: (single/family)		\$3,000 / \$6,000	\$3,200 / \$6,400	\$3,200 / \$6,400	\$3,200 / \$6,400
Non-Network:		\$5,200 / \$10,400	\$5,200 / \$10,400	\$5,200 / \$10,400	\$5,200 / \$10,400
Out-of-Pocket Maximum: (including deductible)					
Network:		\$3,000 / \$6,000	\$3,200 / \$6,400	\$3,200 / \$6,400	\$3,200 / \$6,400
Non-Network:		\$10,400 / \$20,800	\$10,400 / \$20,800	\$10,400 / \$20,800	\$10,400 / \$20,800
PPO Office Visit Copay: (PCP/Specialist)		Ded., 100% / 80%	Ded., 100% / 80%	Ded., 100% / 80%	Ded., 100% / 80%
Office Visit Copay: (Wellness)		100%	100%	100%	100%
Telehealth:		Ded., 100%	Ded., 100%	Ded., 100%	Ded., 100%
Emergency Room Copay:		Ded., 100%	Ded., 100%	Ded., 100%	Ded., 100%
Inpatient Hospital:		Ded., 100% / \$300 copay, Ded., 80%	Ded., 100% / \$300 copay, Ded., 80%	Ded., 100% / \$300 copay, Ded., 80%	Ded., 100% / \$300 copay, Ded., 80%
Outpatient Surgery:		Ded., 100% / 80%	Ded., 100% / 80%	Ded., 100% / 80%	Ded., 100% / 80%
Retail Prescription Drug Copay:		Ded., 100%	Ded., 100%	Ded., 100%	Ded., 100%
Mail Order Prescription Drug Copay:		Ded., 100%	Ded., 100%	Ded., 100%	Ded., 100%
Rx Out-of-Pocket Maximum: (single/family)		Combined with Medical	Combined with Medical	Combined with Medical	Combined with Medical
PPO Premium	Enrollment				
Employee	46	877.84	1,220.20 (+39.0%)	1,121.88 (+27.8%)	1,091.03 (+24.3%)
Employee + Spouse	10	1,698.38	2,360.75 (+39.0%)	2,170.53 (+27.8%)	2,110.84 (+24.3%)
Employee + Child(ren)	8	1,629.85	2,265.49 (+39.0%)	2,082.95 (+27.8%)	2,025.67 (+24.3%)
Family	13	2,521.65	3,505.09 (+39.0%)	3,222.67 (+27.8%)	3,134.05 (+24.3%)
Est. Annual PPO Premium	77	\$1,238,216.28	\$1,721,121.48 (+39.0%)	\$1,582,441.08 (+27.8%)	\$1,538,925.48 (+24.3%)
BA HMO Premium					
Employee	44	673.52	936.19 (+39.0%)	860.76 (+27.8%)	837.09 (+24.3%)
Employee + Spouse	13	1,330.56	1,849.48 (+39.0%)	1,700.46 (+27.8%)	1,653.70 (+24.3%)
Employee + Child(ren)	9	1,276.87	1,774.85 (+39.0%)	1,631.84 (+27.8%)	1,586.96 (+24.3%)
Family	15	1,975.54	2,746.00 (+39.0%)	2,524.74 (+27.8%)	2,455.31 (+24.3%)
Est. Annual HMO Premium	81	\$1,056,685.08	\$1,468,791.00 (+39.0%)	\$1,350,444.96 (+27.8%)	\$1,313,308.20 (+24.3%)
HSA Premium					
Employee	1	839.20	1,166.49 (+39.0%)	1,072.50 (+27.8%)	1,043.00 (+24.3%)
Employee + Spouse	0	1,466.58	2,038.55 (+39.0%)	1,874.29 (+27.8%)	1,822.75 (+24.3%)
Employee + Child(ren)	0	1,407.41	1,956.30 (+39.0%)	1,796.67 (+27.8%)	1,749.21 (+24.3%)
Family	0	2,057.02	2,914.86 (+39.0%)	2,679.99 (+27.8%)	2,606.29 (+24.3%)
Est. Annual HSA Premium	1	\$10,070.40	\$13,997.88 (+39.0%)	\$12,870.00 (+27.8%)	\$12,516.00 (+24.3%)
Total Est. Annual Premium	159	\$2,304,971.76	\$3,203,910.36	\$2,945,756.04	\$2,864,749.68
Total Est. Annual Premium Increase/Decrease Over Current Year			\$898,938.60	\$640,784.28	\$559,777.92
Total Est. Annual Percentage Increase/Decrease Over Current Year			39.0%	27.8%	24.3%
HRA Claims:	\$59,600.00	\$9,407.69	\$9,407.69	\$9,407.69	\$9,407.69
One Time BCBS Wellness Credit				-\$25,000.00	-\$25,000.00
Total Est. Annual Cost	159	\$2,314,379.45	\$3,213,318.05	\$2,930,163.73	\$2,849,157.37
Alliant Negotiated Savings				-\$283,154.32	
BCBS Bundled Savings					-\$81,006.36
Total Est. Annual Cost Increase/Decrease Over Current Year			\$898,938.60	\$615,784.28	\$534,777.92
Total Est. Annual Percentage Increase/Decrease Over Current Year			38.8%	26.6%	23.1%

Notes:
 Enrollment based on 2024 BCBS renewal.
 All plans include Wellbeing Management.

-2.75% Ancillary Bundle Discount for keeping BCBS Dental, Vision, Life, LTD, STD, and Acc/CI in force has been applied

HRA Notes:
 *HRA utilization is based on annualized claims paid 1/1/2023-3/14/2024 (\$7,444.64 + \$4,706.96 / 15.5 Months * 12 Months).
 HRA maximum liability is \$700 for EE only; \$1,400 for EE + 1; and \$2,100 for EE + 2 or more on an aggregate basis.



MORTON COLLEGE
Medical Contribution Analysis - Plan Alternatives
July 1, 2024 Renewal Date

Enrollment	Current Premiums & Contributions				Revised Renewal Premiums & Contributions					
	BCBS Monthly Premium	EE Monthly \$ of Premium	EE % of Premium	Morton Monthly Cost	BCBS Monthly Premium	EE Monthly \$ of Premium	EE % of Premium	EE Monthly \$ Change	Morton Monthly Cost	
No Plan Changes Adjust EE+SP and EE+CH to 17.5%										
PPO Plan - Faculty & SEIU Represented EE's, Custodial & Service, and Police/Campus Security										
Employee	13	877.84	105.34	12.0%	772.50	1,091.03	130.92	12.0%	25.58	960.11
Employee + Spouse	3	1,698.38	203.81	12.0%	1,494.58	2,110.84	369.40	17.5%	165.59	1,741.44
Employee + Child(ren)	6	1,629.85	195.58	12.0%	1,434.27	2,025.67	354.49	17.5%	158.91	1,671.18
Family	4	2,521.65	815.91	32.4%	1,705.74	3,134.05	1,014.06	32.4%	198.15	2,119.99
Est. Annual Cost	26	436,473.05	77,015.72		359,457.33	542,473.56	107,920.59		434,552.97	
PPO Plan - Staff (Classified and Excluded)										
Employee	26	877.84	122.90	14.0%	754.94	1,091.03	152.74	14.0%	29.85	938.29
Employee + Spouse	6	1,698.38	237.77	14.0%	1,460.61	2,110.84	369.40	17.5%	131.62	1,741.44
Employee + Child(ren)	2	1,629.85	228.18	14.0%	1,401.67	2,025.67	354.49	17.5%	126.31	1,671.18
Family	3	2,521.65	793.85	31.5%	1,727.80	3,134.05	986.65	31.5%	192.79	2,147.40
Est. Annual Cost	37	526,064.69	89,518.69		436,546.00	653,823.72	118,279.86		535,543.86	
PPO Plan - Administrators										
Employee	6	877.84	105.34	12.0%	772.50	1,091.03	130.92	12.0%	25.58	960.11
Employee + Spouse	1	1,698.38	203.81	12.0%	1,494.58	2,110.84	369.40	17.5%	165.59	1,741.44
Employee + Child(ren)	0	1,629.85	195.58	12.0%	1,434.27	2,025.67	354.49	17.5%	158.91	1,671.18
Family	3	2,521.65	793.85	31.5%	1,727.80	3,134.05	986.65	31.5%	192.79	2,147.40
Est. Annual Cost	10	174,364.39	38,608.95		135,755.43	216,710.04	49,378.53		167,331.51	
BA HMO Plan - Faculty & SEIU Represented EE's, Custodial & Service, and Police/Campus Security										
Employee	16	673.52	53.88	8.0%	619.64	837.09	66.97	8.0%	13.09	770.12
Employee + Spouse	4	1,330.56	106.44	8.0%	1,224.11	1,653.70	289.40	17.5%	182.95	1,364.30
Employee + Child(ren)	1	1,276.87	102.15	8.0%	1,174.72	1,586.96	277.72	17.5%	175.57	1,309.24
Family	8	1,975.54	575.28	29.1%	1,400.26	2,455.31	714.99	29.1%	139.71	1,740.32
Est. Annual Cost	29	398,157.29	71,907.32		326,249.97	494,852.16	98,720.51		396,131.65	
BA HMO Plan - Staff (Classified and Excluded)										
Employee	23	673.52	74.09	11.0%	599.44	837.09	92.08	11.0%	17.99	745.01
Employee + Spouse	6	1,330.56	146.36	11.0%	1,184.19	1,653.70	289.40	17.5%	143.04	1,364.30
Employee + Child(ren)	4	1,276.87	140.46	11.0%	1,136.42	1,586.96	277.72	17.5%	137.26	1,309.24
Family	7	1,975.54	524.52	26.6%	1,451.02	2,455.31	651.90	26.6%	127.38	1,803.41
Est. Annual Cost	40	508,927.65	81,787.75		427,139.90	632,523.36	114,341.01		518,182.35	
BA HMO Plan - Administrators										
Employee	5	673.52	53.88	8.0%	619.64	837.09	66.97	8.0%	13.09	770.12
Employee + Spouse	1	1,330.56	106.44	8.0%	1,224.11	1,653.70	289.40	17.5%	182.95	1,364.30
Employee + Child(ren)	3	1,276.87	102.15	8.0%	1,174.72	1,586.96	277.72	17.5%	175.57	1,309.24
Family	0	1,975.54	524.52	26.6%	1,451.02	2,455.31	651.90	26.6%	127.38	1,803.41
Est. Annual Cost	9	102,345.55	8,187.64		94,157.91	127,200.36	17,488.65		109,711.71	
HSA Plan - Faculty & SEIU Represented EE's, Custodial & Service, and Police/Campus Security										
Employee	0	839.20	100.70	12.0%	738.50	1,043.00	125.16	12.0%	24.46	917.84
Employee + Spouse	0	1,466.58	175.99	12.0%	1,290.59	1,822.75	318.98	17.5%	142.99	1,503.77
Employee + Child(ren)	0	1,407.41	168.89	12.0%	1,238.52	1,749.21	306.11	17.5%	137.22	1,443.10
Family	0	2,097.02	775.90	37.0%	1,321.12	2,606.29	964.33	37.0%	188.43	1,641.96
Est. Annual Cost	0	0.00	0.00		0.00	0.00	0.00		0.00	
HSA Plan - Staff (Classified and Excluded)										
Employee	0	839.20	117.49	14.0%	721.71	1,043.00	146.02	14.0%	28.53	896.98
Employee + Spouse	0	1,466.58	205.32	14.0%	1,261.26	1,822.75	318.98	17.5%	113.66	1,503.77
Employee + Child(ren)	0	1,407.41	197.04	14.0%	1,210.37	1,749.21	306.11	17.5%	109.07	1,443.10
Family	0	2,097.02	754.93	36.0%	1,342.09	2,606.29	938.26	36.0%	183.34	1,668.03
Est. Annual Cost	0	0.00	0.00		0.00	0.00	0.00		0.00	
HSA Plan - Administrators										
Employee	1	839.20	100.70	12.0%	738.50	1,043.00	125.16	12.0%	24.46	917.84
Employee + Spouse	0	1,466.58	175.99	12.0%	1,290.59	1,822.75	318.98	17.5%	142.99	1,503.77
Employee + Child(ren)	0	1,407.41	168.89	12.0%	1,238.52	1,749.21	306.11	17.5%	137.22	1,443.10
Family	0	2,097.02	754.93	36.0%	1,342.09	2,606.29	938.26	36.0%	183.34	1,668.03
Est. Annual Cost	1	10,070.39	1,208.45		8,861.95	12,516.00	1,501.92		11,014.08	
Total Est. Annual Cost	152	\$2,156,403.02	\$368,234.53	17.1%	\$1,788,168.49	\$2,680,099.20	\$507,631.08	18.9%	\$2,172,468.12	
Total Est. Annual Change (\$)						\$523,696.18	\$139,396.54		\$384,299.63	
Total Est. Annual Change (%)						24.3%				

Notes:
 Enrollment based on March 2024 census
 Total estimated annual costs are before HRA costs and any credits from carriers are applied

MORTON COLLEGE
Dental Financial Analysis - Renewal
July 1, 2024 Renewal Date

* Dental: The rates for the DPPO went down this year and DHMO rates stayed the same.

Carrier: BCBS of IL BCBS of IL
(7/1/2023 - Current) (7/1/2024 - Renewal)

PPO Plan

PPO Coinsurance: (Preventive / Basic / Major)		
Network:	100 / 80 / 50 / 0	100 / 80 / 50 / 0
Non-Network:	100 / 80 / 50 / 0	100 / 80 / 50 / 0
Out-of-Network Reimbursement:	UCR - 90th Percentile	UCR - 90th Percentile
PPO Deductible: (Single/Family)		
Network:	\$50 / \$150	\$50 / \$150
Non-Network:	\$50 / \$150	\$50 / \$150
PPO Calendar Year Maximum:		
Network:	\$1,500	\$1,500
Non-Network:	\$1,500	\$1,500
PPO Ortho Maximum:	Not Covered	Not Covered
Endodontics:	Major - 50%	Major - 50%
Periodontics:		
Non-Surgical:	Major - 50%	Major - 50%
Surgical:	Basic - 80%	Basic - 80%
Posterior Composites:	Basic - 80%	Basic - 80%
Implants:	Major - 50%	Major - 50%
Carry Over Feature	Not Included	Not Included

DHMO Plan

	DHMO 710	DHMO 710
DHMO Office Visit Copay:	\$0	\$0
DHMO Calendar Year Maximum:	None	None
DHMO Orthodontic Copay:	\$3,600 Child/\$3,600 Adult	\$3,600 Child/\$3,600 Adult

PPO Premium

Employee	81	46.59	45.43	(-02.5%)
Employee + 1	29	89.03	86.80	(-02.5%)
Family	42	130.81	127.54	(-02.5%)
Est. Annual PPO Premium	152	\$142,197.83	\$138,644.52	(-02.5%)

DHMO Premium

Employee	12	18.54	18.54	(N/C)
Employee + 1	3	33.53	33.53	(N/C)
Family	2	54.23	54.23	(N/C)
Est. Annual DHMO Premium	17	\$5,178.36	\$5,178.36	(N/C)

Total Est. Annual Premium	169	\$147,376.19	\$143,822.88	
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Total Est. Annual Premium Increase/Decrease Over Current Year -\$3,553.31

Total Est. Annual Percentage Increase/Decrease Over Current Year -2.4%

Rate Guarantee: 1 Year 1 Year

Notes:

Enrollment based on March 2024 invoice.
Blue Indicates Benefit Enhancement
Red Indicates Benefit Reduction

*Additional -1% off Medical premiums
if Dental stays in force with BCBS*



Ancillary Products No Renewal Rate Changes Through End of Fiscal Year 2025

Coverage	Rate Guarantee Through FY2025
Vision	Rate Guarantee through end of FY2025
Basic Life/AD&D	Rate Guarantee through end of FY2025
Voluntary Life/AD&D	Rate Guarantee through end of FY2025, part- time staff eligible (part-time: 20+ hours per week)
Voluntary LTD	Rate Guarantee through end of FY2025
Voluntary STD	Rate Guarantee through end of FY2025
Voluntary Critical Illness	Rate Guarantee through end of FY2025 part- time staff eligible (part-time: 20+ hours per week)
Voluntary Hospital Indemnity	Rate Guarantee through end of FY2025 part- time staff eligible (part-time: 20+ hours per week)

Vision Coverage for FY25									
Coverage	Monthly Premiums			Employee Contributions (Monthly)			MC Cost		
	FY23	FY24	FY25	FY23	FY24	FY25	FY23	FY24	FY25
Employee	6.42	6.42	6.42	0	0	0	6.42	6.42	6.42
EE + Spouse	12.2	12.2	12.2	3.05	3.05	3.05	9.15	9.15	9.15
EE + Child(ren)	12.84	12.84	12.84	3.21	3.21	3.21	9.63	9.63	9.63
Family	18.87	18.87	18.87	4.72	4.72	4.72	14.15	14.15	14.15

Basic Life/AD&D Coverage for FY25			
Coverage per \$1,000 of coverage	FY23	FY24	FY25
Life	0.17	0.17	0.17
AD&D	0.02	0.02	0.02

Voluntary Life/AD&D			
Employee & Spouse Life Rate per \$1,000	FY23	FY24	FY25
Age 18 - 24	0.06	0.06	0.06
Age 25 - 29	0.06	0.06	0.06
Age 30 - 34	0.08	0.08	0.08
Age 35 - 39	0.09	0.09	0.09
Age 40 - 44	0.12	0.12	0.12
Age 45 - 49	0.18	0.18	0.18
Age 50 - 54	0.29	0.29	0.29
Age 55 - 59	0.47	0.47	0.47
Age 60 - 64	0.75	0.75	0.75
Age 65 - 69	1.27	1.27	1.27
Age 70 +	2.37	2.37	2.37
Child(ren) Life Rate	\$0.22 per \$1,000	\$0.22 per \$1,000	\$0.22 per \$1,000

AD&D Rate per \$1,000 of benefit			
Coverage	FY23	FY24	FY25
Employee	0.015	0.015	0.015
Family	0.015	0.015	0.015
Child	0.015	0.015	0.015

Voluntary Long Term Disability			
Rate per \$100 of covered Payroll FY23	FY23	FY24	FY25
Age 18 - 24	0.12	0.12	0.12
Age 25 - 29	0.16	0.16	0.16
Age 30 - 34	0.167	0.167	0.167
Age 35 - 39	0.198	0.198	0.198

Age 40 - 44	0.244	0.244	0.244
Age 45 - 49	0.404	0.404	0.404
Age 50 - 54	0.671	0.671	0.671
Age 55 - 59	0.732	0.732	0.732
Age 60 - 64	0.77	0.77	0.77
Age 65 - 69	0.77	0.77	0.77
Age 70 +	0.656	0.656	0.656

Voluntary Short Term Disability		
Rate per \$10 of benefit	FY24	FY25
Below 20	0.510	0.510
Age 20 - 24	0.511	0.511
Age 25-29	0.540	0.540
Age 30 - 34	0.477	0.477
Age 35 - 39	0.431	0.431
Age 40 - 44	0.392	0.392
Age 45 - 49	0.401	0.401
Age 50 - 54	0.476	0.476
Age 55 - 59	0.609	0.609
Age 60 - 64	0.746	0.746
Age 65 - 69	0.763	0.763
Age 70 +	0.862	0.862

Voluntary Accident Coverage for FY25	
Coverage	Monthly Rate
Employee	11.92
EE + Spouse	19.73
EE + Child(ren)	23.01
Family	36.08

Voluntary Critical Illness FY25	
Rate per for \$10,000 benefit - EE only	Attained Age 10 year age brackets
<25	3.44
Age 25-29	3.44
Age 30 - 34	5.88
Age 35 - 39	5.88
Age 40 - 44	11.67
Age 45 - 49	11.67
Age 50 - 54	25.29
Age 55 - 59	25.29
Age 60 - 64	42.73
Age 65 - 69	67.59
Age 70 - 74	67.59
Age 75 +	67.59

Voluntary Hospital Indemnity Coverage for FY25	
Coverage	Monthly Rate
Employee	20.33
EE + Spouse	40.89
EE + Child(ren)	33.44
Family	54.00

DATE: 5-2-24

PROPOSED ACTION: For the board to approve Arc One Electric to install (4) EV car chargers.

RATIONALE: To meet the needs of electrical cars that need to be charged by Faculty, Students and Staff on campus.

COST ANALYSIS: \$33,700.00 Grant Funded .

ATTACHMENT: See attached quotes



Arc 1 Electric Inc.
 7707 W. 98th St.
 Hickory Hills, IL. 60457
 Ph: 708-599-1010
 Fax: 708-599-1616

Estimate

Date	Estimate #
6/21/2023	2023-52

Name / Address
Mr. Joseph Florio Morton College 3801 S. Central Ave. Cicero, IL 60804

Due Date	Project
7/21/2023	

Description	Total
Morton College Battery Chargers D Drive 1. Furnish and install 100A breaker into existing gear 2. Furnish and install 75 Kva 480-240 transformer with disconnect 3. Furnish and install 200A 240V panel board with (6) 50A breakers 4. Furnish and install conduit and wiring to feed 200A 1phase panel 5. Directional bore (1) 1-1/2" conduits under D drive 6. Furnish and install (2) concrete pads 7. Furnish and install wiring to provide (4) 50A 240V 1 phase circuits 8. Install (4) owner furnished car chargers on (2) owner supplied stands 9. Terminate and test We are pleased to provide a proposal for the above mentioned project , and our cost for the electrical work as shown in the amount of	33,700.00
Total	\$33,700.00

Signature _____

PRECISION ELECTRICAL SERVICES

1703 N. 23RD AVE
 MELROSE PARK, IL 60160
 CELL: #708.516.5115

ESTIMATE

Date	Estimate #
3/28/2024	7979

precisionelec@yahoo.com

Name / Address
MORTON COLLEGE 3801 S CENTRAL AVE, CICERO, IL 60804

Project

Item	Description	Total
Job Summary	<p>Building F: Install conduit from existing panel to east side of building next to garage door. Pipe and wire 1-100amp 480 volt circuit from panel to disconnect. Install 1-480 volt 100amp breaker on existing panel. Supply and install 1-75kva step down transformer. Supply and install 1-200amp panel and 4-60amp breakers. Trim out all equipment.</p> <p>Underground bore from east side of building to noted location in parking area for ev chargers. Pull 4-60amp circuits for customer supplied ev chargers. Install customer supplied mounting poles and chargers. Cover grass with existing soil. Backfill open asphalt area with cold patch.</p>	40,600.00
TOTAL		\$40,600.00

BEE LINER LEAN SERVICES

8401S. Thomas Avenue, A2

Bridgeview, IL 60455

Tel: (708) 262-1761

www.Bee-Lean-Services.com

Integrating and Executing Lean & Clean into Construction, Building and Plant Operations and Maintenance Services



Joseph Florio | Director Of Campus Operations *Via Email: [Joseph Florio <joseph.florio@morton.edu>](mailto:joseph.florio@morton.edu)*
Morton College - 801 S Central Ave, Cicero, IL 60804

Re. Harper College Building F- Electric Vehicle Charging Station

Date: 03/21/2024

Dear Mr. Florio-

Please consider this as a formal proposal for the Installation of two (02) outdoor **Electrical Vehicle Charger**. Contractor will perform all labor in good workmanship; provide all materials, tools and equipment as needed for the project. The following is the itemized project description;

SCOPE OF WORK – The work will consist as follow;

- Find the best electrical route under Building F ceiling from the existing 480V switchboard to the East wall above the Big Garage door.
- Install a new transformer on the Inside Building F East wall.
- Run electrical conduits from the 480V switchboard to the new transformer.
- Install two (02) Electrical Panels on the East Wall.
- Run electrical conduits from the new transformer to the new panels.
- Run two PVC schedule 40 conduit under the existing asphalt parking lot to across to the new location using underground boring method.
- Run electrical conduits inside the PVC conduits to the new pedestals.
- Install two (02) EV Chargers to be provided by Morton College.
- Disconnect test.

Our total quote for this project is.....

Forty Nine Thousand Nine hundred Dollars and Zero Cents (\$49,900.00)

EXCLUSIONS

- City Permit fee (in needed).
- Landscaping.
- Dumpster fee.

I hope this is documented in a format you will find useful. If you have any questions, or if I can be of any further assistance, please contact me at robert@bee-lean-services.com or at 312-532-1610.

Sincerely,

Mourad Chekhar

Mourad CHEKHAR
General Manager



Morton College Job Description

Job Title: Assistant Athletic Director & Compliance Officer

Range: Administrator

Grant-Funded: N/A

**Reports to and
Evaluated by:** Athletic Director

**Required
Qualifications:** Bachelor's degree in Communications, sports management, -and
Master's in Sport Administration or related discipline ~~from four-
year college or university~~; two years of related experience and/or
training. Must be able to work flexible hours including evenings
and weekends as needed. Must have 5-10-years of college
coaching experience.
Strong working knowledge of NJCAA rules and the ability to
interpret, apply and enforce them.

Must be able to demonstrate the Morton College core values of
compassion, fairness, respect, responsibility, tolerance and truth.

**Desirable
Qualifications:** Master's degree in Sport Administration or related discipline. Two
years of experience in athletic leadership. College Athletics
experience preferred. Exceptional communication skills. Honesty,
flexibility, punctuality, and logical reasoning ability. Ability to
interact well with students, faculty and staff. -Bilingual in Spanish
and English, both written and oral. Certified in First Aid and
CPR/AED.

Job Summary: The Assistant Athletic Director is responsible for coordinating
administrative direction and oversight for all intercollegiate and
recreational athletics staff, programs, facilities and activities.
Coordinates plans, administers, and directs intercollegiate athletic
activities. The position is primarily responsible of day-to-day
management of the department's compliance, developing and
implementing processes in education, monitoring and
enforcement, to ensure alignment with all athletic association and
institutional policies and procedures.

Essential Job Functions

~~Assists the Athletic Director with/in:~~

- Assist with sSupervisinges coaching staff and other department employees consistent with Board Policies.
- Directs Assist with preparation and dissemination of publicity to promote athletic events.
- ~~Compliance of NJCAA rules and regulations as it relates to LOI's, eligibility and Morton admission requirements.~~
- ~~Will be integral in planning for future athletic facility expansion and renewal~~
- Assumes the responsibilities of the Athletic Director in his/her their absences.
- Assist in the planning, execution and supervision of all athletic events including games, practices, tournaments, and other related school events.
- Assist with planning and coordinating student-athlete physicals on site and collect necessary documentation from student athletes (i.e., emergency contact information, insurance waivers).
- Analyzes data and evaluates performance of teams to develop vitality reports.
- Coordinates and transports athletes to off-site events.
- Serve as coach for an athletic team, responsible for the recruitment of student athletes, teach, coach, and instruct fundamental and advanced skills, and maintaining statistics.
- Title IX / 504 Responsibilities: Will Aassist the Athletic Director, who is a Title IX / 504 Deputy, with overseeing compliance in the athletic department and reporting to the College Title IX /504 Coordinator (HR Office) all issues relating to these regulations from the Department of Education, Office of Civil Rights; and assist with investigations as ~~appropriate~~appropriate.

Compliance Officer:

- Provide guidance and direction focused on helping new, continuing, and returning student athletes develop academic objectives and plans (in collaboration with the Advising Office) that fulfill the student's personal goals, fulfills NJCAA athletic eligibility.
- Maintain compliance with National Junior College Athletic Association (NJCAA) rules and regulations.
- Coordinate the certification of eligibility and monitor the academic progress of student-athletes in accordance with NJCAA.

- Communicate with student athletes, their families/guardians, coaches, administrators, and other people as necessary concerning academic and personal issues within professional guidelines, college policies and procedures and state and federal law including the Family Educational Rights and Privacy Act (FERPA).
- Monitor the progress of student-athletes who have been identified to need special academic support, or who are at risk of failing to meet academic expectations and make recommendations for support services.
- Research, compile and analyze athletic eligibility information of student athletes notifying the Director and/or designated coach or faculty member of any irregularities or possible conflicts.
- Maintain all records of student athlete's files by team and ensure they are up to date and accurate.
- Coordinate mandatory study hall for individual teams and tutoring for at-risk student-athletes.
- Coordinate and collaborate with offices across campus to schedule workshops and lectures addressing academic achievement, career development, and personal development.

Other Duties:

- Perform other duties and special projects as assigned

Work Environment:

Work is generally performed in an office setting. You will have designated desk space to complete your daily work. Some work and supervision will be on the Athletic Fields, Athletic Facility and Fitness Center.

Physical Demands:

Must be able to lift up to 50 lbs. and help with the set up and breakdown of tables, chairs, etc. for home game events.

Position Unit:

- Administration - Exempt
- Professional Staff - Exempt
- Faculty, Local 1600, A.F.T.
- Adjunct Faculty, IEA-NEA
- Classified Staff - Excluded
- Classified Staff, Local 1600, A.F.T.
- Classified Staff - Campus Safety, Local 73, SEIU, AFL-CIO
- Classified Staff - Service Employees, Local 73, SEIU, AFL-CIO
- Classified Staff - Part-Time, Local 1600, A.F.T
- Classified Staff - Part-Time, Non-Union

Employee signature below verifies that the employee has received and read the requirement, essential functions, duties of the position, and the conditions of employment for grant-funded positions.

Employee _____ **Date** _____

**MORTON COLLEGE BOARD OF
TRUSTEES REQUEST FOR BOARD
ACTION**

PROPOSED ACTION:

That the Board approve the hire of Lee Milano for Athletics Director position.

RATIONALE:

To fill the vacancy of the Athletics Director position effective June 3rd.

COST ANALYSIS:

Annual Salary \$85,000.