



THE FOREST VIEW

THE CITY OF LAKE FOREST

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Dear Employees:

Spring has finally arrived! With spring comes new beginnings and fresh starts. Our new budget year has started and efforts are already underway on new construction projects in 2013. It is amazing how everyone's demeanor changes with sunshine and 70+ degree weather.

The upcoming summer will be another busy one with various community activities, renovation projects and a major golf event at Conway Farms. The Route 60 median improvements are in full swing and scheduled to be completed soon.



The Employee Benefit Committee is also working hard to learn what the Affordable Care Act will mean to all of us. There is more about that in this newsletter. As things roll out, be sure to share your thoughts with the Committee members.

For some of us who've been working here for a long time, we sometimes take for granted the beauty and wonderful opportunities afforded those who work and live in Lake Forest. Make sure to pause and take in the ambiance of the community – and appreciate many of those things that you directly contributed to. Enjoy it while you can because winter will be back before we know it.

Birthdays...

Jian Tan	Library	5/17
Kate Parker	Library	5/19
Choosri Goebel	Library	5/20
Ling Lee	Library	5/24
Eric Montellano	Fire	5/28
Scott Robertson	Fire	5/29
Chuck Myers	P&R - Admin.	5/29
Ron Gramer	PW - Fleet	5/31
Marcos Levy	Library	6/1
Wendy Davis	Library	6/2
Mike Goy	Police	6/1
Mark Senger	Police	6/2
Jim Koblas	PW - Engineering	6/4
Jason Busdeker	P&R - Rec	6/4
Joe Gabanski	Finance/IT	6/5
Bob Ells	PW - Engineering	6/8
Andy Barnes	Fire	6/8
Ben Grum	Police	6/8
Steve Grost	Fire	6/9
Susan Banks	OCM	6/9
Eric Farr	Fire	6/13
Bob Raymond	PW - Streets/San	6/15
Elizabeth Holleb	Finance/IT	6/16
Salomon Martinez	PW - Streets/San	6/16
Bill Borzick	PW - Bldg Maint	6/17
Tim Gehring	Police	6/17
Diane Hall	Finance/IT	6/18
Adam Milczarek	Police	6/18
Otis Linder	PW - Streets/San	6/19
Eric Podowski	Fire	6/20
Ken Wagner	PW - Streets/San	6/22
Don Wickersheim	Library	6/24
Mike Lange	Police	6/24
Brian Huffhines	P&R - Parks	6/25
Penny Robbins	P&R - Rec	6/25
Megan Neuman	ComDev	6/26
Andy Shiu	Police	6/27
Fred Hoeft	PW - W/S Utilities	6/28
Mark Long	Police	6/28
Rich Volpe	PW - W/S Utilities	6/29
Marilynn Bruns	CROYA	6/29
John Varner	PW - W/S Utilities	6/30
Dennis Smith	Police	6/30
Tommy Minarik	PW - Fleet	7/1
Matt Penar	Fire	7/2
Pete Siebert	Fire	7/5

Carolynn Callaby	ComDev	7/6
Chris Roberts	Fire	7/7
Kim Yessian	P&R - Rec	7/8
Joe Tomasello	PW - Streets/San	7/15
Jeff Wierema	PW - W/S Utilities	7/18

Employee News



Rigo Coria is now a full time employee in the Parks and Recreation Department – Forestry Section. Rigo has been a seasonal worker in Forestry for many years.

He is also a BIG White Sox fan!!!!

Kimberly McCann is the new Administrative Assistant at City Hall. She previously work at the Village of Round Lake Beach.



Kim has a 19-year-old daughter, Brittney. In her free time she enjoys working out, walking the dog and being with family.



Ralph Davila has joined the City in Engineering. He was previously with the Village of Deerfield. Ralph is married to Diana and has 3 children, with another on the way.

Ralph loves to cook and grill and claims to be very good at it!

Growing Families

Mike and **Becky Pocasangre** (Public Works) - Laila Alicia, April 7, 2013.

News You Can Use

Dickinson Hall invites all City employees to participate in all programs or services at the MEMBER/ RESIDENT rate. Any program during the working day must not interfere with your job responsibilities, however, if you are able to attend, you are welcome. Evening events may create greater opportunities. For additional information, please contact Marla Schachtel at X.4679.

Jason Busdecker (Rec) has entered a video contest to be given the chance to compete at the Ironman World Championships in Kona, Hawaii, in October 2013. The contest is called Kona Inspired, and it asks people to submit a 90-second video of how their story relates the Ironman Mantra of "Anything is Possible". Jason made a video of how his dad struggled from a disease called Progressive Supranuclear Palsy. In addition to the opportunity to compete at the Ironman World Championships, his story could also be featured on the national TV broadcast of the Ironman race, which would bring an enormous amount of public awareness to the disease and the CurePSP Foundation. In a nutshell the disease is similar to Parkinson's, but there is no cure or effective treatment. Like the name states, it is progressive.

Below is a link to Jason's video. The initial voting runs through May 31. 50% of the vote is based off the amount of public voting and the other 50% is based on judges' voting. Jason would appreciate it if you would watch and vote for his video. You can vote multiple times from computers, phones, iPads/tablets so Vote Early and Vote Often!

http://konainspired.thismoment.com?x=us-en_kona_742

The Library's View

New Faces

The Adult Services Department welcomes two new employees this month:

Becky King is our new part-time Reference Librarian. Becky recently received her Masters degree in Library Science from Dominican University. She lives in Green Oaks with her husband and four children. Becky also works part-time at Cook Memorial Library in Libertyville. In her free time she enjoys movies, drama and of course, reading.



Becky King



Janet Wigodner

Janet Wigodner, the other new face at the Library, has begun subbing at the Reference Desk. Her favorite pastimes include gardening and reading. Janet, her husband, and two daughters live in the Ravinia neighborhood of Highland Park. Janet also works at the Waukegan Public Library as the Assistant Literacy Coordinator.

Benefits Update

RealizeRetirement Video Receives Award

"Katie's Story," an inspirational video on ICMA-RC's RealizeRetirementSM website, received a first place Pension and Investments ("P&I") Eddy Award. The video is geared toward Generation Y ("Gen Y") and early-career public sector employees with the goal of encouraging them to plan for retirement and utilize ICMA-RC's innovative education resources. Judges lauded the video as one of the few campaigns targeted to Gen Y. They noted that it was a nice change from the traditional images of older generations affiliated with retirement planning. To watch Katie's Story, visit www.icmarc.org/yourfuture.

The Affordable Care Act...

The Patient Protection and Affordable Care Act was passed in 2010. The new law makes substantial changes to health insurance and self-funded plans like The City of Lake Forest. Most of the new requirements are effective in 2014, although our plan has already made some required changes, such as allowing dependents to remain on the plan to age 26.

The law does increase the cost of the plan, which also increases costs to employees and retirees. The City can make adjustments to the benefit design to offset some cost increases, however, the law requires careful planning to balance changes and cost impact.

There are three main areas that impact employer health insurance and individual insurance coverage:

1. **Unless a “grandfathered” plan**, the law requires employer health plans to provide minimum coverage and, in some cases, requires insurance plans to provide certain types of services such as Preventive Care at no cost (meaning no co-pay, deductible or coinsurance) to an employee or dependent. Grandfathered plans do not have to provide certain coverage or benefits as outlined in the Affordable Care Act. Grandfathered plans cannot make significant changes in coverage beyond certain limits or they will lose their grandfathered status. **The City’s Employee Choice and Traditional Plans are grandfathered plans.**
2. In 2014, all individuals must be covered under some form of qualified health insurance coverage through an employer or through an insurance plan offered in their state or the individual will have to pay a special tax. All employers with more than 50 employees must offer coverage to fulltime staff that meets minimum guidelines or the employer must pay a special tax.

In 2018, employer plans are also subject to a new “Cadillac Plan” tax. A health plan that costs more than a certain limit will be subject to a 40% excise tax on the premium in excess of the limit.

Committee Members...

- Anthony Anaszewicz Susan Banks Donna Dunn Michelle Friedrich Ben Grum Diane Hall
- Bob Henderson DeSha Kalmar Michelle Kousins Mary Jo Kutyna Bob Serkowski Sally Swarthout
- Carla Ward Bob Wilkins

It is estimated that the Traditional plan could trigger the high cost plan tax, which would result in higher costs for this plan.

3. The law requires all health insurance carriers doing business in a State to offer health insurance plans through regional “Exchanges”, which are essentially web-based marketplaces for insurance.

The Employee Benefit Committee...

The Employee Benefit Committee has met several times to learn about the law and understand how it impacts our plans and costs. Many of the future benefit design changes included in the law are likely to increase costs, but because the City is self-insured and grandfathered, we are not required to automatically adopt all of the changes.

The Committee’s goal is to help develop recommendations for the City Manager that:

- Recommend changes to the City’s health benefits design that will provide a package of health benefit plans or plan which is attractive to both existing employees and new hires;
- Help to maximize cost effectiveness of the plans by recommending changes while considering the cost to the City, employees and retirees.

The City has not made design changes since 2004, so the Committee recommendation may include changes, such as adding a lower cost plan design. The Committee has begun to consider changes, as well as features of our plans that work well, and ideas that can be implemented to improve our package overall.

As part of the Committee process, we will seek input from employees regarding the possible change strategies and would like to present some preliminary ideas for discussion and feedback. Committee representatives will be talking with you about options very soon; please feel free to openly share your thoughts.