

**Board of Directors Meeting**  
**LIMRiCC**  
**Meeting Minutes Tuesday, July 25, 2023**  
at Fountaindale Public Library District  
300 Briarcliff Road, Bolingbrook, IL

1. Call to Order & Roll Call: Jennie Mills called the meeting to order at 1:06 PM.  
PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC Chair;  
Leandra Pottle, Human Resource Manager at Fountaindale Public Library  
District/LIMRiCC Vice Chair; and Sharon Swanson, Finance Manager at RAILS Library  
System/LIMRiCC Treasurer.

Via Zoom: Jill Trevino, Illinois Heartland Public Library/LIMRiCC Trustee.

Absent: Richard Kong, Director of Skokie Public Library/LIMRiCC Secretary.

2. Introduction of Visitors / Public Comments  
The following people were present for the Board Meeting. Assurance Agency/MMA  
representatives: Maryann Mileto and Ashton Harnung. Lauterbach & Amen, LLP  
representatives: Margie Tannehill and Kelly Brainerd.

Via Zoom: Emma Lewis from Assurance Agency/MMA and Kelly Brainerd from  
Lauterbach & Amen, LLP.

3. Consent Agenda  
RESOLVED, THAT THE LIMRiCC BOARD OF DIRECTORS  
APPROVE THE CONSENT AGENDA AS PRESENTED

- a. Approval of Agenda.
- b. Acceptance of the LIMRiCC Board Meeting Minutes from May 23<sup>rd</sup> and June 20<sup>th</sup>,  
2023.
- c. Ratify payment paid from May 24 – June 20<sup>th</sup>, 2023. Business Services \$11,621.00,  
PHIP \$889,712.21 and UCGA \$26,374.13.
- d. Approval of the payment of bills from June 21 – July 25, 2023.  
Business Services \$11,922.00, PHIP \$853,200.95 and UCGA \$0.
- e. Approval of Balance Sheet and Detail of Expenditures for May and June 2023.

A clerical error was noted on the check register as Dental Insurance HMO and PPO in the  
amount of \$738,232 and \$31,649, respectively. The payments should reflect medical.

Motion: A motion was made by Leandra Pottle and seconded by Sharon Swanson to approve the Consent Agenda items a-e listed above.

Roll call: All board members present voted to approve the Consent Agenda.

AYES - 4

NAYS - 0

ABSENT - 1

4. Action Item #1 – Accept the Madison Consulting UCGA Actuarial Valuation for FY23 at a cost of \$ \$6,500.

Madison Consulting provides an annual actuarial valuation for the UCGA fund. The cost is \$6,500 with no increase from the previous year. The Board recommends seeking a 3–5 year term engagement moving forward to control cost.

Motion: A motion was made by Sharon Swanson and seconded by Jill Trevino to accept Madison Consulting for UCGA Actuarial Valuation for FY23 at a cost of \$6,500.

Roll Call: All board members present voted to accept Madison Consulting for the UCGA Actuarial Valuation for FY23.

AYES - 4

NAYS - 0

ABSENT - 1

5. Action Item #2 - Accept the Wakely Consulting Group PHIP Actuarial Valuation for FY23 at a cost of \$4,500.

Wakely Consulting provides an annual report estimating the claims liability for LIMRiCC's self-funded health insurance plans. The cost is \$4,500 which is an increase of \$500 over last year. The Board recommends seeking a 3-5 year term engagement moving forward to control cost.

Motion: A motion was made by Leandra Pottle and seconded by Jill Trevino to accept Madison Consulting for the UCGA Valuation for FY23 at a cost of \$4,500.

Roll Call: All board members present voted to accept Madison Consulting for the UCGA Valuation for FY23.

AYES - 4

NAYS - 0

ABSENT - 1

Kelly Brainerd of Lauterbach & Amen, LLP left the board meeting at 1:20 PM.

6. Action Item #3 – Approve the IGA Administrative Resolution.

Changes to the IGA Administrative Resolution include the update of LIMRiCC's address, removal of any references to Executive Director, and the JSIP account. The two accounts formerly referred to as SHIP and PHIP will be recognized as the Health Insurance Plan (HIP). Additional changes are noted within the resolution.

The Board noted 2 updates necessary to the resolution. (1) a grammatical error in Section 17 that has the word *expensive* instead of *expenses* and (2) to include at the very end of the resolution an *adopted by* area for the member library to note their library name and date.

The updated IGA document, resolution and ballot will be sent to LIMRiCC membership on 8/16 with an effective date of 11/15. Copies will be sent via DocuSign to the board president for signature and in pdf format. A 2/3 vote will be necessary to pass the resolution.

Motion: A motion was made by Sharon Swanson and seconded by Leandra Pottle to approve the IGA Administrative Resolution with the 2 updates noted above.

Roll call: All board members present voted to accept the IGA Administrative Resolution with the 2 noted updates.

AYES - 4  
NAYS - 0  
ABSENT -1

7. Action Item #4 - Approve the IGA Substantive Resolution.

Updates to the IGA Substantive Resolution include new member requirements, mandatory meetings, terminating member and late fee for PHIP payments. The two accounts formerly referred to as SHIP and PHIP will fall under one account referred to the Health Insurance Plan (HIP).

The Board had 3 corrections to the resolution. (1) A late fee for a library member that has not paid their PHIP invoice after 60 days after the issued date will incur a 5% late fee of all of their outstanding invoices, (2) a grammatical error in Section 11 that refers to "retain a refund" should read "obtain a refund"; and (3) to include at the very end of the resolution an adopted by area for the member library to note their library name and date.

The revised IGA document, resolution and ballot will be sent to all of LIMRiCC membership on 8/16 with an effective date of 11/15. Copies will be sent via DocuSign to the board president for signature and in pdf format. A 2/3 vote will be necessary to pass the resolution.

Motion: A motion was made by Sharon Swanson and seconded by Jill Trevino to approve the IGA Substantive Resolution with the 3 changes noted above.

Roll call: All board members present voted to accept the IGA Substantive Resolution with the 3 noted changes.

AYES - 4

NAYS - 0

ABSENT - 1

8. Action Item #5 – Approve the 2024 Healthcare Renewals.

Aetna Medical and Dental and VSP Vision were up for renewal. The life insurance and AD&D through The Hartford were extended for an additional 3 years due to the new voluntary benefits offered by The Hartford on 7/1/23.

VSP Vision offered an extension for an additional 2 years. BCBS offers EyeMed Vision and was competitive with a 15% decrease. Each of the two carriers use a different network and a move to BCBS would cause 28% claims disruption.

Aetna Dental renewal offered a blended increase of 7.19% or about \$29,000 over the current annual cost. The DHMO is at a 3% increase while DPPO is self-funded at an increase of 7.45%. Aetna is offering a 3-month administrative fee credit of \$5,000. BCBS Dental offered a 4.86% blended increase that came in just under \$20,000 annually over current. BCBS is offering a 3-month administrative fee credit of \$8,000. A BCBS network analysis reflects a claims disruption of 40.9%.

The Aetna Medical renewal came in at 11.2% over current cost and just under \$900,000 annually over the current projected costs. Aetna offers an option to renew with an increase to the individual stop loss pooling level from the current \$160,000 to \$200,000. This could reduce the projected increase to 10.4%.

Aetna is providing a 3-month administrative fee holiday that equates to approximately \$55,000 in savings. Aetna is also offering a \$25,000 wellness credit and technology credit of \$50,000 for the years 2024, 2025 and 2026. The technology credit will go towards the administration of Employee Navigator that Assurance supports. The cost of Employee Navigator when first implemented approximately 6 years ago was \$3,000. With LIMRiCC's increase in growth and complexity, the technology cost for 2024 open enrollment will be \$20,000. Going forward, the cost for a new library acquisition will be \$500 and any file feeds for the 2024 plan year which would include moving to another carrier would be outsourced and charged at \$85.00 per hour.

There are a few plan design changes to Aetna Medical in 2024 that fall in line with a benchmarking analysis recently performed by Assurance. Aetna is increasing their Rx rebate to \$675,000 shown as a reduction on the administrative fees. CVS is taking a new approach to their formularies in looking for the lowest list price for Rx at a lower rebate. LIMRiCC's Rx rebates would be reduced by \$21,000 and the pharmacy claims would decrease by approximately \$29,000.

An added program to Aetna is the Cost Saver Rx Program. This is partnered with Good Rx and includes discounts on eligible non-specialty generic drugs and is applied to a member's deductible.

The BCBS Medical proposal came in at a projected increase of 9.89% over current cost and \$825,000 annually over the current projected cost. BCBS offers a discount for bundling medical and dental that would save an additional \$25,000 off fixed cost. They are offering a 6-month administrative fee holiday and a communication credit of \$25,000 in 2024 and a wellness credit of \$25,000 in the years 2024, 2025, and 2026. BCBS is offering a one-time credit of \$100,000 in the year 2025. BCBS offers Rx rebates as a credit off the administrative fees. Runout claims cost that would be paid to Aetna if moving to BCBS would be approximately \$217,000. An overall savings of \$115,000 would be saved by moving to BCBS; however, this does not include the runout cost of \$217,000.

LIMRiCC's current plans YTD are running high at combined loss ratio of 111%. There are 13 large claims that are over \$50,000 and 3 are at the pooling level. The large claims make up 37% of LIMRiCC's claims. The total fixed cost for 2022 with claims was \$8.4M. The 2022 Aetna Rx rebates were \$545,078.25. LIMRiCC's net cost was \$7.8M. Aetna's expected cost based on enrollment was \$7.8. LIMRiCC was only \$30,000 higher making 2022 a better year than expected.

Motion: A motion was made by Leandra Pottle and seconded by Jill Trevino to accept the Aetna renewals for medical in 2024 with an increase in the individual stop loss from \$160,000 to \$200,000.

Roll Call: All board members present voted to accept the Aetna renewals for medical with an increase to the individual stop loss amount of \$200,000 in 2024.

AYES - 4  
NAYS - 0  
ABSENT - 1

Motion: A motion was made by Leandra Pottle and seconded by Sharon Swanson to increase the Aetna medical premiums by 11% in 2024.

Roll Call: All board members present agreed to an increase of 11% in Aetna medical premiums in 2024.

AYES - 4  
NAYS - 0  
ABSENT - 1

A motion was made by Jill Trevino and seconded by Sharon Swanson to accept the Aetna Dental and VSP Vision plans and cost as presented.

Roll Call: All board members present voted to approve the Aetna Dental and VSP Vision benefits as presented.

AYES - 4  
NAYS - 0  
ABSENT - 1

9. Discussion Item #1 - Assurance: Financial and other updates.

Included in Action Item #5.

10. Discussion Item #2 – Lauterbach & Amen: Updates.

Eder Casella will no longer be performing audits for insurance pools. Lauterbach and Amen is working through different options for LIMRiCC's annual audit and will keep the board updated as things progress.

The Board would like a postcard advertising the PHIP and UCGA services LIMRiCC offers to be sent to all Illinois libraries in January 2024.

At a previous board meeting there was a discussion of how a member library can approve unemployment benefits for a former employee. It was found in discussions with Equifax, that a member library can note that they do not want to contest an unfavorable decision within the Casebuilder portal. As a result, Equifax will know not to contest the benefit.

Oglesby Public Library and Sugar Grove Public Library will join PHIP in January 2024. Neither library was aware of the 2-month pay in as this was not part of the current IGA.

11. New Business

12. No Closed Session.

13. The next regular board meeting is scheduled for Tuesday, August 15 23, 2023, at 1:00 PM at the Fountaindale Public Library followed by the Fall Membership Meeting at 2:00 PM via zoom.

14. Adjournment

A motion was made by Jennie Mills to adjourn the meeting.

The meeting ended at 2:35 PM.

Minutes prepared by Margie Tannehill, Benefits Coordinator.

Approved



Jennie Mills, Chairperson

Date

8-15-2023