

**Board of Directors Meeting
LIMRiCC**

Meeting Minutes Tuesday, March 21, 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 1:00 PM.
PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC President; Leandra Pottle, Human Resource Manager at Fountaindale Public Library District/LIMRiCC Vice President; Sharon Swanson, Finance Manager at RAILS Library System/LIMRiCC Treasurer and Richard Kong, Director of Skokie Public Library/LIMRiCC Trustee.

Via Zoom: Carolyn Coulter, Director of PrairieCat /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: Shannon Healy and Margie Tannehill.

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 January 17th, 2023.
- c. Ratify payment paid from January 18th – February 21st, 2023. Business Services \$10,821.00, PHIP \$752,152.67 and UCGA \$ 22,288.50
- d. Approval of the payment of bills from February 22nd – March 21st, 2023. Business Services \$10,821.00, PHIP \$810,578.75 and UCGA \$0.00.
- e. Approval of Balance Sheet and Detail of Expenditures for January and February 2023.

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 - 5
NAYS - 0
ABSENT - 0

4. Action Item #1 – Approval of Lauterbach & Amen, LLP engagement letter for 2023 services.

The engagement letter from Lauterbach & Amen contains the services provided to LIMRiCC. There is no increase in cost for 2023. The benefits coordinator position remains at an annual cost of \$95,232, accounting services at \$2,885 per month and annual audit at \$2,885. A 3% increase is noted for 2024.

Motion: A motion was made by Richard Kong and seconded by Sharon Swanson to approve the engagement letter presented by Lauterbach & Amen for 2023 services for benefits coordinator at an annual cost of \$95,232, monthly accounting \$2,885 per month, and a one-time annual audit cost of \$2,885.

Roll call: All board members present voted to accept the Lauterbach & Amen engagement letter presented for 2023 services including a benefits coordinator, monthly accounting, and annual audit.

AYES - 5
NAYS - 0
ABSENT - 0

5. Action Item #2 Approval of member 2023 UCGA rates.

The annual UCGA rates are determined by a look back period of 3 years for individual member and pool experience. At the end of 2022, 16 member libraries had a deficit balance of \$130,930. The claims decreased by \$102,000 from 2021 to 2022. Taxable payroll increased by \$1.6M from 2021 to 2022. The base rate was .31% last year and decreased to .10% for 2022. The base rate = claims/taxable payroll. As in years past, a small multiplier was added to libraries. An increase for libraries with a deficit balance of \$1 – \$10,000 had an increase of .1%, a deficit balance of \$10,001 – \$30,000 had .25% and \$30,001 and higher had an increase of .35%. Overall, 94 out of 103 member libraries had a decrease in rates for 2023. The taxable wage base increased in 2023 from \$12,960 to \$13,271.

Motion: A motion was made by Sharon Swanson and seconded by Leandra Pottle to approve the 2023 UCGA rates.

Roll call: All board members present voted to accept the 2023 member UCGA rates.

AYES - 5
NAYS - 0
ABSENT - 0

6. Action Item #3 – Approval of the voluntary benefit plans (Accidental, Critical Illness and Hospital Indemnity).

A review of voluntary benefits that includes Accidental, Critical Illness and Hospital Indemnity offered by two separate carriers: The Hartford and Standard were reviewed. The Hartford removed their minimum participation requirements for LIMRiCC. Standard is slightly lower in cost; however, The Hartford offers a richer plan. The Hartford agrees to guarantee their basic life insurance rates through 1/1/27 if they are chosen as the provider. While Standard will decrease the cost of basic life insurance for an annual savings of \$7,776 and is offering LIMRiCC a technology set up credit.

Voluntary benefits will be presented to membership at the spring meeting with an effective date of 7/1/23. Thereafter, the renewal date will be January 1st in line with other benefits offered by LIMRiCC.

The Board agreed to move forward with The Hartford. The Board appreciates the enhanced benefits, competitive cost, and the established working relationship LIMRiCC already has with The Hartford. By accepting the plan through The Hartford, the current basic & voluntary life rates are guaranteed for an additional 3 years.

Motion: A motion was made by Carolyn Coulter and seconded by Richard Kong to accept the voluntary benefit plans offered by The Hartford that include Accidental, Critical Illness and Hospital Indemnity.

Roll Call: All board members present voted to accept the voluntary benefit plans offered through The Hartford.

AYES - 5
NAYS - 0
ABSENT - 0

7. Action Item #4 – Approval of the 2023 Virtual Wellness Fair as presented.

Assurance will present a Virtual Wellness Fair for our PHIP members to begin on April 3rd for one week. The fair will be pre-recorded so that members can watch at their convenience. As an incentive, gift cards will be raffled during the first week of the fair. The wellness fair recordings will be available for 1 year. Topics will include a healthy cooking demonstration, mental health, preventative care and wellness programs. The cost is \$4,150.

Motion: A motion was made by Richard Kong and seconded by Leandra Pottle to approve a 2023 Virtual Wellness Fair at a cost of \$4,150.

Roll Call: All board members present voted to approve the 2023 Virtual Wellness Fair at a cost of \$4,150.

AYES - 5
NAYS - 0
ABSENT - 0

8. Action Item #5 – End of Public Health Emergency (PHE) COVID-19 benefit liberalization.

The current COVID-19 Public Health emergency will end on 5/11/23. Things such as diagnostic testing, home tests kits, and COVID-19 vaccinations that were previously at no cost will cease. Beginning 5/12/23, fully insured groups will be covered at a standard benefit level for the items noted. The COVID-19 vaccine will be covered as a preventative benefit. Because LIMRiCC is self-insured, there is the option of extending the benefit through the end of the calendar year. Assurance recommends LIMRiCC to end the benefit liberalization on 5/11/23 due to a decrease in activity amongst the membership. The Board agrees to end the liberalization on 5/11/23 with regular standard benefit levels applying thereafter.

Motion: A motion was made by Leandra Pottle and seconded by Sharon Swanson to decline the extension of the Public Health Emergency COVID-19 benefits liberalization.

Roll Call: All board members present voted to decline the extension of the Public Health Emergency COVID-19 benefits liberalization.

AYES - 5
NAYS - 0
ABSENT - 0

9. Discussion Item #1 - Benefit plan design changes.

The 750 PPO and HMO are currently running high. The 1500 PPO and HDHP are running well and are bringing down the overall loss ratio to 101%.

The renewal projection for 2024 is an estimate based on 24 months of claims utilization with an assumption of a 15% increase to individual stop loss, 10% increase to aggregate stop loss and 3% to the administrative fee. There is a conservative estimate of \$500,000 in Aetna Rx Rebates. With all the fixed costs considered, the estimated increase over current rate is 12.2%.

Ashton Harnung presented a benchmark summary using the medical plans offered by LIMRiCC and information gathered from governmental entities located in the Midwest similar to LIMRiCC's make-up. It was found that a small deductible is very common for an HMO. The PPO deductibles are in line with benchmark. Comparatively, LIMRiCC offers a richer HDHP.

There have not been any plan design changes to the medical plans offered by LIMRiCC in over 10 years. The last change consisted of increasing the \$500 deductible PPO plan to the current \$750 PPO. Suggested plan design changes may include a co-pay or deductible for the HMO plan and an increase in co-pays with the PPO plans.

On behalf of LIMRiCC, Assurance will be going out to market for medical and vision renewals for 2024. Should LIMRiCC choose to go back to BCBS, the membership would close to new members with few exceptions.

There are 3 libraries that have applied for PHIP membership for a 1/1/24 enrollment. Tremont District Library and Oglesby Public Library District both have a favorable decision. Illinois Heartland Library System is currently pending.

10. Discussion Item #2 - Assurance: Financial and other updates.

Incorporated in the discussion above.

11. Discussion Item #3 – Lauterbach & Amen: Updates.

A matter regarding a member who had declined medical insurance during the 2023 open enrollment period was discussed. The employee declined the coverage in the enrollment portal, EE Navigator, noting she was covered under another plan. The member later stated it was not her intention to drop the coverage and could she reenroll in medical. The Board agreed that unless the employee could provide documentation proving loss of coverage or had another qualifying life event, the employee would not be eligible to enroll in medical insurance mid-year.

The Disaster Proclamation will end on 5/11/23. Board members will be required to physically be present at board meetings. The exceptions are: (1) personal illness or disability, (2) employment purposes or the business of the public body or (3) a family emergency. In these instances, video conferencing is acceptable, and a board member will be allowed to vote. If a board member cannot physically attend outside of the noted reasons, he or she must abstain from voting.

The election process for 3 open board seats is underway and will continue through 3/30/23. Jennie Mills, and Richard Kong are running for re-election while Carolyn Coulter is not. LIMRiCC has received 2 letters of interest from: Chelsey DeSplinter – HR/Prairie Cat – PHIP member and Jill Trevino – HR/IL Heartland – UCGA member.

Creve Coeur in Pekin inquired about joining PHIP. The library was advised to go through the application process.

The preliminary budget will be sent via email to all board members to review with an action item to approve at the May meeting.

12. New Business

13. No Closed Session.

14. The next regular board meeting is scheduled for Tuesday, May 23, 2023, at 1:00 PM at the Fountaindale Public Library. The Spring Meeting will follow at 2:00 PM.

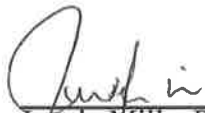
15. Adjournment

A motion was made by Richard Kong to adjourn the meeting and seconded by Leandra Pottle.

The meeting ended at 2:23 PM.

Minutes prepared by Margie Tannehill, Benefits Coordinator.

Approved



Jennie Mills, President

5-23-23
Date