

**NOTICE OF SPECIAL BOARD OF DIRECTORS MEETING
LIMRiCC
Meeting Minutes Tuesday, August 25, 2020
via Videoconference in accordance with Section 6 of Governor Pritzker's Executive
Order 2020-07 (COVID-19 Executive Order No. 5)**

1. Call to Order & Roll Call Jennie Mills called the meeting to order at 1:02 PM

PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC President; Kevin Davis, Administrator of the Messenger Public Library/Vice President; Jim Kregor, Director of Finance and Human Resources of RAILS Library System/LIMRiCC Treasurer; Carol Kidd, Human Resource Manager of Des Plaines Public Library/LIMRiCC Secretary; Carolyn Coulter, Director of PrairieCat /LIMRiCC Trustee.

2. Introduction of Visitors / Public Comments

The following people were present for the Board Meeting: From the accounting firm of Lauterbach & Amen, LLP: Wes Levy and Margie Tannehill. Assurance Agency representative: Maryann Mileto, Scott Remmenga, Ashton Wagner and Carolyn Hulst.

Action Item #1 – Approval of 01/01/2021 Benefits Renewal.

Assurance Agency followed up with Aetna in regards to the \$250 penalty fee for ambulance/ER/Urgent care services that are considered non-emergent care. The \$250 penalty was removed from urgent care but remains on ambulance and emergency room services.

BCBS revised their initial renewal for 2021. Keeping current benefits would be a net blended increase of 10.43%. BCBS is offering an increased Rx rebate at \$2.00 pepm on HMO and PPO, decreasing the claim cost by 2% on PPO plans and increasing a 1-time credit to \$200,000. If LIMRiCC terminates the coverage prior to 1.1.2024, the credit must be repaid.

BCBS revised the renewal individual stop loss and administration for a total of \$20,000. The final revised premium rate would increase the HMO by 4% and PPO plans at 14%.

The 2021 projected and maximum cost with no plan changes with an increase of 4% to HMO and 14% to PPO would result in revised net premium rate at \$8.2M. The projected plan cost is \$7.9M and the increase over expected is \$245,559. The maximum plan cost would be \$9.8M. The net impact to reserves would be \$1.6M.

The Blue Choice Option (BCO) replacing the current \$750 plan as an alternative would have the final revised blended net increase at 8.76%. The BCO projected and maximum cost with an increase of 4% to HMO, 11% to BCO and 13% to PPO would have the revised net premium rate at \$8.1M. The projected plan cost is 7.8M and the increase over expected is \$280,680. The maximum plan cost would be \$9.5M. The net impact to reserves would be \$1.4M.

Aetna premium rates have an increase at 5%. The revised net premium rates are \$7.7M. The projected plan cost is \$7.1M and the increase over expected is \$509,691. The maximum plan cost would be \$8.8M. The net impact to reserves would be \$1.1M. It was mentioned that Aetna does not cover naprapathy services. Positives for moving to Aetna: HMO does offer TeleMed, CVS Mini Clinics to all members and opening up the pool to new members.

A discussion regarding opening up the pool to new member libraries included sending a questionnaire to interested libraries about their employee's general health and requesting their two most recent renewals. Assurance suggests that LIMRiCC increase rates for 1-2 years for new members to protect reserves and pay 2 months premium in advance.

The Board voted unanimously 5-0 to switch benefits effective 01.01.2021 to Aetna for medical, Aetna for dental and The Hartford for life insurance with an increased benefit of \$30,000. LIMRiCC will remain with VSP for vision coverage.

Jenny Mills, Board President, will be sending correspondence to all member library directors to advise them of the change in carriers in advance of the 9.15.2020 Fall Meeting.

A timeline with steps for open enrollment following the 9.15 Fall Meeting would include a 4-week period for members to have their board meetings and get approval. 1.1.2021 will be a full open enrollment due to changing carriers and membership cards changing.

Motion: A motion was made by Carol Kidd and seconded by Carolyn Coulter to approve the 01.01.2021 Benefits Renewal with Aetna.

Roll call: All board members present voted to approve the 01.01.2021 Benefits Renewal with Aetna.

AYES - 5
NAYS - 0
ABSENT -0

Motion made by Jim Kregor and seconded by Carolyn Coulter to approve the dental benefits with Aetna remaining at the current 2020 rates for DHMO and PPO.

Roll call: All board members present voted to approve dental benefits with Aetna at the current 2020 rates for DHMO and PPO.

AYES - 5
NAYS - 0
ABSENT -0

3. Closed Session (if required).

No closed session.

4. Next Board Meeting and location is scheduled for Tuesday, September 15, 2021 at 1:00 PM via video conference.

5. Adjournment

A motion was made by Carol Kidd to adjourn the meeting at 1:55 PM and seconded by Kevin Davis.


The meeting ended at 1:55 PM.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved



Carol Kidd, Secretary



Date