

NOTICE FOR BOARD OF DIRECTORS MEETING
LIMRiCC

Meeting Minutes Tuesday, November 17, 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 1:00 PM.
PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC President;
Kevin Davis, Administrator of the Messenger Public Library/LIMRiCC 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. Assurance, a Marsh &
McLennan Agency LLC
representatives: Maryann Mileto, Scott Remmenga and Ashton Wagner. Lauterbach &
Amen, LLP representatives: Wes Levy, 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 September 16, 2020.
 - c. Approval of the payment of bills for September 16 – October 19, 2020 (Exhibit B.1 –
B.3) Business Services \$11,039.93, PHIP \$754,115.24 and UCGA \$6,000.00.
 - d. Approval of the payment of bills for October 20, 2020 – November 17, 2020 (Exhibit
B.1 – B.2) Business Services \$21,823.33, PHIP \$868,607.49.
 - e. Approval of Balance Sheet and Detail of Expenditures for September and October 2020
(Exhibit C.1 – C.6).

Motion: A motion was made by Jim Kregor and seconded by Carol Kidd 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 – Approve the Board Meeting schedule for calendar year 2021.

The board meeting schedule for 2021 is similar to recent years with 6 meeting dates: January 19, March 16, May 18, August 17, September 21 and November 16. A Spring Meeting is planned for May 18 at 2:00 PM following the regular board meeting.

Motion: A motion was made by Carol Kidd and seconded by Kevin Davis to approve the Board Meeting schedule for calendar year 2021 with the addition of the Spring Meeting on May 18.

Roll call: All board members present voted to approve the 2021 Board Meeting schedule and Spring Meeting.

AYES - 5

NAYS - 0

ABSENT -0

5. Action Item #2 – Approve Providence Technology Statement of Work No.1 – EDI Services.

The services provided by Providence Technology includes the downloads from Employee Navigator to LIMRiCC's medical, dental and vision carriers, performance tests to ensure accuracy and auditing information. The fee is \$850 and covers the period of 10.1.20 – 12.31.20.

Motion: A motion was made by Carolyn Coulter and seconded by Jim Kregor to approve Providence Technology Statement of Work No. 1 for EDI Services in the amount of \$850.

Roll call: All board members present voted to approve the payment of \$850 to Providence Technology for Statement of Work No. 1 for EDI Services.

AYES - 5

NAYS - 0

ABSENT -0

6. Action Item #3 – Approve the Errors & Omissions Policy from AXIS.

Annual renewal of Errors & Omissions Policy also known as Professional Liability providing protection to the Board from claims of negligence or failing to perform personal duties. The term is 11/27/20 – 11/27/21. The annual cost is \$8,175 plus an additional cost of \$350 to Assurance as the broker for a total cost of \$8,525.

Motion: A motion was made by Carol Kidd and seconded by Jim Kregor to approve the Errors & Omissions Policy in the amount of \$8,525.

Roll call: All board members present voted to approve the Errors & Omissions Policy from AXIS in the amount of \$8,525.

AYES - 5

NAYS - 0

ABSENT -0

7. Action Item #4 – Approve Madison Consulting Group UCGA Actuarial Analysis.

Data was provided to Madison Consulting for FY2020 for the unemployment pool. In turn Madison Consulting provided a summary report to LIMRiCC, filed with the IDES and provided a copy to LIMRiCC's auditors. The liability for FY2020 is \$196,000. That is an increase from last year of \$6,400.

Motion: A motion was made by Jim Kregor and seconded by Kevin Davis to approve the UCGA Actuarial Analysis performed by Madison Consulting Group.

Roll call: All board members present voted to approve the UCGA Actuarial Analysis performed by Madison Consulting Group for FY2020.

AYES - 5

NAYS - 0

ABSENT -0

8. Action Item #5 – Approve Wakely PHIP Actuarial Analysis.

The PHIP actuarial analysis is the examination of claims incurred but not yet paid as of June 30th. This year Wakely's analysis reflected \$370,000 in potential liability. Broken down it was \$235,000 in medical claims, \$72,000 in Rx and a suggested 20% provision. The previous year was \$361,000. The actuarial analysis gets filed with the IDES and gets filed in LIMRiCC's financial statements as a liability. The estimated surplus noted in the analysis is \$4.126M. Actual surplus as of 11/17/20 is \$4.3M.

Motion: A motion was made by Carol Kidd and seconded by Jim Kregor to approve the PHIP Actuarial Analysis performed by Wakely.

Roll call: All board members present voted to approve the Wakely PHIP Actuarial Analysis.

AYES - 5

NAYS - 0

ABSENT -0

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

Through the month of October, the \$750 PPO loss ratio is at 88% and Rx is a total of 33.84% of claims paid. \$1500 PPO loss ratio is 116% and Rx at 29.05%. The HDHP PPO loss ratio is 99% and Rx at 31.10%. All PPO's combined are at 101% loss ratio and Rx at 30.69% of claims paid. Specialty Rx is at 49.4% of total Rx claims paid. The HMO loss ratio is at 87% and Rx at 48.19%. Specialty Rx is at 44.20% of total Rx claims paid. There

are 3 large HMO claims and 20 PPO large claims over \$50,000 with 3 of them over the stop loss threshold. The large claims total paid amount was \$1,975,920 and are 39.69% of the total paid claims YTD. The overall combined loss ratio is 100% and Rx at 32.69% of claims paid.

The open enrollment meetings for members via Zoom were completed and open enrollment is currently underway.

All paperwork for payment processing has been submitted to Aetna. The fixed cost billing will need to be paid via ACH. The monthly claim funding payment will need to be via ACH push payment. The invoice will be sent by Aetna by 9:00 AM the 1st business day of each month for current claims. Payment must be made the same day for claims so that payment is received by Aetna the following business day.

The Hartford self-bill process will be set up after open enrollment is completed by retrieving the census data from EE Navigator.

LIMRiCC has a technology credit with Aetna of \$50,000. Anything paid prior to 1/1/21 LIMRiCC will receive a reimbursement in January. Anything due after 1/1/21 will be submitted to Aetna for direct payment.

BCBS estimated the run-out administrative fees for PPO \$155,004 and HMO \$35,948. The final run-out costs calculated in January is based on November and December enrollments.

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

Open Enrollment is going well. Many questions from members regarding the new carrier, Aetna. An FAQ was sent to assist members in some of their questions. As of today, we had 395 enrollments completed, 582 not started and 37 in the process. Ashton has been a great resource in fielding questions and member concerns.

There was an update to the September UCGA total paid amount. The board packet reflected an amount of \$168,817.18 paid. Additionally, a payment was made to the IDES for Hodgkins in the amount of \$3,428.25 to avoid a penalty. The updated total for September UCGA was \$172,245.43.

A note from the Fall Meeting from a LIMRiCC member was for the Board to have quarterly Zoom meetings inviting all members. The Board recommended that the regular semi-monthly agenda for each board meeting be sent to PHIP contacts as a reminder that they are welcomed to attend the regularly scheduled board meeting.

Both St. Charles and Fremont Libraries who were considering leaving the PHIP program due to the move from BCBS to Aetna have decided to remain with LIMRiCC. LIMRiCC has not lost any members due to the change in carriers.

Fraudulent unemployment claims continue to rise for members. LIMRiCC's process is to pay the UI claim to avoid a penalty and if the State finds fraudulent activity or the charge

is reversed, LIMRiCC will receive a credit from the IDES. Libraries have questioned how this will affect their 2021 UCGA rate.

LIMRiCC has 35 libraries that have expressed an interest in joining PHIP. Ella Johnson Memorial Public Library has 18 employees and recently inquired. Inquiring libraries are being advised that LIMRiCC will be opening up the pool in 2022 and there will be an application process.

11. Business

No new business.

12. Closed Session (if required).

No closed session.

13. The next Board Meeting and location is scheduled for Tuesday, January 19th, at 1:00 PM via videoconference.

14. Adjournment

A motion was made by Carolyn Coulter to adjourn the meeting at 1:45 PM and seconded by Kevin Davis.

The meeting ended at 1:45 PM.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved


Carol Kidd, Secretary

1-15-2021
Date