

**NOTICE OF BOARD OF DIRECTORS MEETING
LIMRiCC
Meeting Minutes Tuesday, August 20th, 2019
Meeting Location:
RAILS
125 Tower Drive, Burr Ridge, IL 60527
630-734-5000**

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/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
(*via teleconference*); Carolyn Coulter, Director of PrairieCat Public Library/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
representatives: Maryann Mileto, Scott Remmenga and Carolyn Hulst.

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 21, 2019.
- c. Ratification of payments made May 22 through June 18, 2019 (Exhibit B.1 – B.3)
Business Services \$10,049.16, PHIP \$655,721.41 and UCGA \$ 509.01.
- d. Ratification of payments made June 19 through July 16, 2019 (Exhibit B.4 – B.5) Business
Services \$10,049.16. PHIP \$787,571.15 and UCGA \$0.
- e. Approval of the payment of bills for July 17 through August 20, 2019 (Exhibit B.6 – B.8)
Business Services \$10,049.16, PHIP \$665,800.54 and UCGA \$44,530.23.
- f. Approval of Balance Sheet and Detail of Expenditures for May, June and July 2019
(Exhibit C.1 – C.6).

Motion: A motion was made by Carolyn Coulter and seconded by Jim Kregor to approve the Consent Agenda items a-f listed above.

Roll call: All Board Members present voted to approve the Consent Agenda.

Ayes = 5

Nays = 0

Absent = 0

Secretary Carol Kidd noted that she supports the motion.

4. Action Item #1 – Approve the Board Officer Elections.

On April 31st 2019, 3 seats on the Board of Directors expired. During the May 21st Board Meeting, the Board nominated a new slate of officers. Jennie Mills as President, Kevin Davis as Vice President, Jim Kregor as Treasurer, Carol Kidd as Secretary and Carolyn Coulter as Trustee.

Motion: A motion was made by Jennie Mills and seconded by Kevin Davis to approve the Board Officer elections as presented.

Roll call: All Board Members present voted to approve the Board Election results.

Ayes = 5

Nays = 0

Absent = 0

Secretary Carol Kidd noted that she supports the motion.

5. Action Item #2 – Approve the Crime Coverage Policy thru Travelers.

LIMRiCC's Crime Policy is effective 10/1/19 – 10/1/20 and covers theft, forgery and claim expenses. Two options for renewal were presented. A one-year policy in the amount of \$1,264, the same cost as the expiring policy or a two-year prepaid renewal at \$2,401 or an option to pay in installments at \$2,508.

Motion: A motion was made by Jim Kregor and seconded by Kevin Davis to approve the Crime Coverage Policy thru Travelers with a two-year renewal at the prepaid cost of \$2,401.

Roll call: All Board Members present voted to approve Travelers for the Crime Coverage Policy with a two-year renewal for a total of \$2,401.

Ayes = 5

Nays = 0

Absent = 0

Secretary Carol Kidd noted that she supports the motion.

6. Action Item #3 – Approve the 1/1/20 benefit plan renewal and 1/1/20 premium equivalents.

Medical and Dental plans are set to renew on 1/1/20. The vision plan – VSP was granted a two-year rate guarantee. Unicare life insurance is under a rate guarantee until 2021.

Assurance did go out to market for medical to Humana and United Healthcare and after utilization review, both carriers could not be competitive and declined to quote.

BCBS is requesting a 5.1% increase to the PPO fixed and claim costs and a renewal increase of 4.6% to the HMO plan. This is a blended increase of 4.95% with no other plan changes. However, the IRS did mandate a plan change to the HDHP with the deductible increasing by \$100 for an individual and \$200 for family coverage. Additionally, the IRS increased the contributory amount to an HSA by \$50.00 for individual and \$100 for dependent coverage.

A medical claim recap from previous years reflects the 2017 PPO and HMO were both at a 97% loss ratio. In 2018 the PPO went up to 105% and HMO to an 86% loss ratio. In 2019 the combined PPO YTD loss ratio was at 101% and HMO at 119%.

There was a slight increase in the registered users for MD Live this year. There were 32 registrants in 2018 and 56 in 2019. 17 individuals actually used the program. Assurance Agency recommends that LIMRiCC keeps the MD Live program at \$.45 per person for PPO participants.

Dental was not marketed this year due to potential disruption in service to participants. It was determined that Delta Dental was the best option. Delta is requesting a 6% increase to the HMO plan. The PPO claim cost decreased 0.2% and administrative fees are increasing by 1.6%. There is no increase in premiums to the Delta PPO plan. Delta Dental is offering a two-year renewal. The PPO plan will remain the same with no increase to premiums and the HMO plan will have a 10% increase with a two-year renewal.

In summary, the Board agreed to a 5% increase in premiums for both BCBS PPO and HMO maintaining a 6% reserve. Delta Dental will have a 10% increase in the HMO plan while PPO will have no increase. The Board agrees to the Delta Dental two-year renewal plan. There are no changes in premiums to VSP or Unicare as they are under a rate guarantee.

Motion: A motion was made by Kevin Davis and seconded by Jim Kregor to approve the 1/1/20 benefit plan renewal and premium equivalents as noted above.

Roll call: All Board Members present voted to approve the 1/1/20 benefit plan renewal and premium equivalents.

Ayes = 5

Nays = 0

Absent = 0

Secretary Carol Kidd noted that she supports the motion.

7. Discussion Item #1 – Annual Fall Member Meeting

A save the date and registration email has been sent to all members inviting them to the Fall Meeting on 9/17/19. Agenda items to include 2020 benefits renewal and premiums, MD Live overview, and a review of EE Navigator and recent updates. A ComPsych representative will present the EAP. LIMRiCC will have a raffle for two separate 1-hour ComPsych training hours. It was suggested that the winners of the ComPsych raffle invite their networking groups or region to attend their EAP presentation. LIMRiCC logo cookies for the Fall Meeting will be provided by a Lauterbach & Amen employee. Assurance volunteered to pay the \$200 cost for the cookies.

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

The claims reflected are through July 2019. The 750 PPO was high at 110% and Rx at 27.34% of claims paid. The 1500 PPO loss ratio was at 102% with Rx at 30.22%. The HDHP PPO is at 98% and Rx at 27.85% of claims paid. All PPO's combined are running high at 103%. The HMO is running very high with a loss ratio of 115% and Rx at 56.37%. There are 9 large PPO medical claims and 1 large claim with HMO.

The open enrollment timeline will be as follows: On 9/17 benefits and premiums for 2020 will be presented at the Fall Meeting to members. Members will need to customize their plans by 10/25. Beginning 10/28 – 11/6 Assurance will update the EE Navigator tables. 11/6 – 11/8 there will be internal testing of the open enrollment system. Open enrollment opens for members from 11/11-11/22 with a passive enrollment.

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

A request was made for a refund of \$524.00 for June medical premiums from the spouse of a Huntley Public Library whose spouse, an ee of Huntley Public Library, passed away on 6/13. BCBS does have the 15th rule – meaning if an employee begins after the 15th they are not charged for that month's premiums and conversely if the employee leaves the plan, such as in this instance due to death, prior to the 15th, they are not responsible for the month's premium. The Board was in agreement to refund the \$524.00 to Huntley Public Library.

There are 12 outstanding members for 2nd Quarter 2019 UCGA. These members have been contacted several times via email and are aware of LIMRiCC's deadline and late fee penalty.

10. Business

No new business.

11. Closed Session (if required).

No closed session.

12. Next Board Meeting and location is scheduled for Tuesday, September 17th, 9:00 AM followed by the Fall Meeting at 10:00 AM at RAILS located at 125 Tower Drive, Burr Ridge, IL 60527.

13. Adjournment

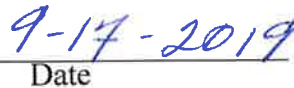
A motion was made by Carolyn Coulter to adjourn the meeting at 1:54 PM and seconded by Jim Kregor.

The meeting adjourned at 1:54 PM.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved


Carol Kidd, Secretary


Date