



LIBRARY INSURANCE MANAGEMENT AND RISK CONTROL COMBINATION (LIMRiCC)
PO Box 1016, Orland Park, IL 60462 Phone: (708) 790-2807

JOINT BOARD OF DIRECTORS' MEETING of LIMRiCC & WIN
Assurance Agency, 1750 East Golf Rd, Schaumburg, IL 60173 (847-463-7186)
Thursday, February 14, 2013 Time 9:30 a.m.

Minutes

Call to Order, Roll Call

Kozak called the meeting to order at 9:40 a.m. The roll was called and the following Board members were present to establish a quorum:

Anne Kozak, Susan McNeil-Marshall, and Beth Dostert

Kathy Parker and Christine Fine were absent

Others Present: April Krzeczowski, Interim Director

Introduction of Visitors / Public Comments

Visitors are asked to introduce themselves at this time and present any issues they wish to discuss. Visitors wishing to address specific agenda items will be granted two to five minutes at the discretion of the President, not to exceed a total of twenty minutes.

Susan Beal, Julie Cerqua, Andy Lentine, Louise Nee, Detlev Pansch, Stephanie Sarnoff and Roberta Thomas from the WIN Board were recognized.

Barbara Griffith from Wilmette Public Library, Megan Creel from Ela Area Public Library, Marsha Cordt and Kathy Schuessler from Schaumburg Township District Library were recognized.

Liz Smith, Maryann Mileto, and Noreen Blair from Assurance Agency were recognized.

Consent Agenda

Dostert moved, seconded by McNeil-Marshall that it be:

RESOLVED, THAT THE LIMRiCC AND WIN BOARD OF DIRECTORS
APPROVE THE CONSENT AGENDA AS AMENDED

- a. Approval of Agenda

Roll was called with the following results: 3 yes, 0 no and 2 absent. Motion carried.

Discussion #1

Assurance Agency presents future merger options for LIMRiCC's PHIP pool and WIN

Assurance conducted their presentation (included in the minutes) to both the LIMRiCC and WIN Boards.

Assurance stated that they have asked Blue Cross Blue Shield to run the figures on both LIMRiCC and WIN to help determine the possibility of a merger.

Assurance is going to contact Blue Cross Blue Shield on the possibility of extending LIMRiCC's and WIN's current rates to 01/01/2014 to allow both pools to transition to a calendar year.

Discussion #2

Administration of WIN

The WIN Board briefly reviewed the transition process they went through going from North Suburban Library System to Innovative Experts to Assurance for their administration.

New Business

There was no new business.

Next Board Meeting and Location

LIMRiCC Board Meeting: Tuesday March 19, 2013 - 8:30 a.m. at Woodridge Public Library

Adjournment

McNeil-Marshall moved, seconded by Kozak to adjourn the meeting at 10:36 a.m.

Minutes prepared by April Krzeczowski

Beth Dostert



LIMRiCC – WIN Combined Co-Op Discussion

February 14, 2013

Agenda

- » Assurance Team Introduction
- » Plan Design
- » Timing of Possible Merger
- » Funding Options
- » Administration
- » Intergovernmental Agreements

Plan Design

» Medical

» WIN

- Vendor BCBS
- Three PPO Plans

» LIMRiCC

- Vendor BCBS
- Two PPO Plans
- One HMO Plan

» Additional Benefit Offerings

» WIN

- One Dental Plan – BCBS
- Life Insurance \$50,000 Flat – Lincoln
- Short/Long Term Disability - Lincoln
- Vision Benefit – Included in Medical Plan – BCBS
- Flexible Spending Account – EBC
- Wellness Screenings

» LIMRiCC

- Two Dental Plans – Delta Dental of IL
- Life Insurance \$20,000 Flat - Unicare
- Voluntary Life Insurance - Unicare
- Vision Plan – VSP
- Buy up EAP Options - CompPsych

Low Deductible PPO Comparison



Medical	BlueCross BlueShield AM Best Rating: A			
	LIMRiCC \$250 PPO		WIN \$200 PPO	
	In Network	Out Network	In Network	Out Network
Provider Network	BCBS PPO		BCBS PPO	
Individual Deductible	\$250	\$250	\$200	\$400
Family Deductible	\$750	\$750	\$600	\$1,200
Coinsurance	80%	60%	90%	70%
Individual Out of Pocket	\$1,000	\$3,000	\$800	\$1,600
Family Out of Pocket	\$3,000	\$7,500	\$2,400	\$4,800
Inpatient - Hospital / Physician	Ded then 80%	Ded then 60%	Ded then 90%	Ded then 70%
Inpatient Hospital Deductible	\$150	\$300	\$0	\$0
Physicians Services	\$20 Copay	Ded then 60%	\$15 Copay	Ded then 70%
Specialist Copay	\$30 Copay	Ded then 60%	\$15 Copay	Ded then 70%
Retail Rx Benefit	\$10/40/60	Copay then 75%	\$10/20/40	Copay then 75%
# Days Supply	34 Days		34 Days	
Mail-Order Rx Benefit	\$20/80/120	N/A	\$20/40/80	N/A
# Days Supply	90 Days	N/A	90 Days	N/A

Mid PPO Plan Comparison



Medical	BlueCross BlueShield AM Best Rating: A			
	LIMRiCC \$1,500 PPO		WIN \$500 PPO	
	In Network	Out Network	In Network	Out Network
Provider Network	BCBS PPO		BCBS PPO	
Individual Deductible	\$1,500	\$1,500	\$500	\$1,000
Family Deductible	\$4,500	\$3,000	\$1,500	\$3,000
Coinsurance	80%	60%	80%	60%
Individual Out of Pocket	\$1,000	\$3,000	\$2,000	\$4,000
Family Out of Pocket	\$3,000	\$7,500	\$6,000	\$12,000
Inpatient - Hospital / Physician	Ded then 80%	Ded then 60%	Ded then 80%	Ded then 60%
Inpatient Hospital Deductible	\$150	\$300	\$0	\$0
Physicians Services	\$20 Copay	Ded then 60%	\$25 Copay	Ded then 60%
Specialist Copay	\$30 Copay	Ded then 60%	\$25 Copay	Ded then 60%
Retail Rx Benefit	\$10/40/60	Copay then 75%	\$10/20/40	Copay then 75%
# Days Supply	34 Days		34 Days	
Mail-Order Rx Benefit	\$20/80/120	N/A	\$20/50/100	N/A
# Days Supply	90 Days	N/A	90 Days	N/A

HMO – Low PPO Plan Comparison



Medical	BlueCross BlueShield AM Best Rating: A			
	LIMRicc HMO		WIN \$750 PPO	
	In Network	Out Network	In Network	Out Network
Provider Network	HMO IL		BCBS PPO	
Individual Deductible	\$0	\$0	\$750	\$1,500
Family Deductible	\$0	\$0	\$1,500	\$3,000
Coinsurance	100%	0%	70%	50%
Individual Out of Pocket	\$1,500 Copay Cap		\$4,250	\$8,500
Family Out of Pocket	\$3,000 Copay Cap		\$8,500	\$17,000
Inpatient - Hospital / Physician	100%	0%	Ded then 70%	Ded then 50%
Inpatient Hospital Deductible	\$150 per admission		\$0	\$0
Physicians Services	\$20 Copay	0%	Ded then 70%	Ded then 50%
Specialist Copay	\$30 Copay	0%	Ded then 70%	Ded then 50%
Retail Rx Benefit	\$10/40/60	0%	\$10/25/50	Copay then 75%
# Days Supply	34 Days		34 Days	
Mail-Order Rx Benefit	\$20/80/120	N/A	\$20/50/100	N/A
# Days Supply	90 Days	N/A	90 Days	N/A

Timing of Possible Merger

» Earliest Possible Date 7.1.2014

» Considerations:

- Medical
 - Combined claim experience results in a claim value that does not significantly increase cost to either co-op
 - Reserve of both cooperatives
 - Funding for WIN run out if move is made to completely self insured
 - Reserve for LIMRiCC if move is made to self funding
- Ancillary Coverage – can be done at anytime – dependent upon IGA
 - Dental network comparison Delta vs BCBS
 - Keep Two Plans, One PPO – One DHMO
 - Life Insurance
 - Flat \$20 or \$50K - classed out by library
 - One life benefit amount for all
 - Voluntary Life Benefit offer to all libraries
 - Voluntary Life Insurance – offer to all libraries
 - FSA (Flexible Spending Account) – offer to all libraries
 - EAP Buy Up Services – offer to all libraries

Funding Mechanism for Plans

» Ancillary Coverage

- Life, Voluntary Life, Vision, Disability are all fully insured
 - Can be bundled at anytime for possible savings and rate guarantee extensions
 - No risk involved
- Dental self insured for both cooperatives
 - Network access should be reviewed
 - Network discounts of current vendors
 - Minimal reserve concerns compared to medical
- Medical
 - LIMRiCC – Fully Insured
 - HMO has high participation and cannot be self funded
 - Reserve to cover poor claims months
 - No run out cost if the plans are moved to self insured
 - WIN – Self Insured
 - Would need run out protection if moved to fully insured contract
 - HMO – PPO option would be on a “Cost Plus” basis
 - PPO is self funded
 - HMO remains fully insured

Administration

- » Currently and for 2013 - 2014 LIMRiCC
 - › Maintains employees to administer program
 - › Retains Assurance contract for WIN administration
 - › Outsources administration

- » Currently and for 2013 – 2014 WIN
 - › Continues administration through Assurance
 - › Hires employee to administer program

- » Cooperatives Merge
 - › Retain or hire employees for administration
 - › Outsource administration through Assurance

- » Assurance
 - › Hire employees for administration
 - › Outsource administration through current administrative personnel

Intergovernmental Agreements

» Currently WIN

- › Includes termination notice from a library 6 months prior to renewal date
- › 3 year membership
- › Agreement is for health insurance only
- › Self Insured
- › 3 year board terms

» Currently LIMRiCC

- › Includes termination notice from a library 3 months prior to renewal date
- › Agreements are for health insurance, errors and omission and/or unemployment
- › Fully Insured (except for Dental)
- › 2 year board terms

QUESTIONS?

