
**NOTICE FOR BOARD OF DIRECTORS MEETING
LIMRiCC**

Meeting Minutes Tuesday, January 19, 2021

Via Videoconference in accordance with Section 7(e) of the Open Meetings Act (5 ILCS 120/7(e)), amended by Public Act 101-0640 (Government Emergency Administration Act) as a result of the State's disaster declaration regarding the COVID-19 pandemic and the Board President's determination that an in-person meeting is not practical or prudent.

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 Agency 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 November 17, 2020.
 - c. Approval of the payment of bills for November 18 – December 15, 2020 (Exhibit B.1 – B.3) Business Services \$11,031.83, PHIP \$658,501.17 and UCGA \$60,236.14.
 - d. Approval of the payment of bills for December 16 – January 15, 2021 (Exhibit B.1 – B.2) Business Services \$13,198.33, PHIP \$833,611.01 and UCGA \$4,140.15.
 - e. Approval of Balance Sheet and Detail of Expenditures for November and December 2020 (Exhibit C.1 – C.6).

Motion: A motion was made by Carol Kidd and seconded by Jim Kregor 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 – Accept the Eder Casella FY20 Annual Audit.

The opinion of the auditors was clean and there were no management recommendations or comments. LIMRiCC's total net position in the PHIP fund increased by \$383,549. Due to a rise in unemployment claims, there was a \$91,000 reduction in net position of the UCGA fund. Due to this reduction, there will not be any member dividend paid out for FY20.

Motion: A motion was made by Jim Kregor and seconded by Carolyn Coulter to accept the Eder Casella FY20 Annual Financial Audit.

Roll call: All board members present voted to accept the Eder Casella FY20 Financial Audit.

AYES - 5

NAYS - 0

ABSENT - 0

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

The medical claims report update through December 2020 includes \$750 PPO loss ratio of 88% and Rx at 32.87% of claims paid. The \$1500 PPO loss ratio was 120% and Rx at 22.01%. The HDHP PPO loss ratio was at 103% while Rx was at 29.22% of claims paid. The combined PPO loss ratio was 103% and Rx at 30.96% of claims paid. The Specialty Rx was at 48.51% of total Rx claims paid. The HMO loss ratio was at 96% and Rx at 43.73% of claims paid. Specialty Rx was at 45.45% of total Rx claims paid. Large claims over \$50,000 were at 21 for PPO and 3 for HMO. The large claims paid total was \$2,427,522 and were 40.40% of the total paid claims YTD. The overall loss ratio was 103% (after the stop loss reimbursement) and Rx was at 30.96% of claims paid.

Per IRS issued guidance, the 1095-B for HMO members will no longer be provided by the insurance company. Members will need to request a 1095-B by calling BCBS customer service for the 2020 tax year. After 1/15/21, members can log into www.taxinfoil.com to request a 1095-B. Correspondence was sent to PHIP members advising them of the information.

Member health care enrollments in Aetna increased by 1.7% during the 2021 open enrollment period. The Employee Navigator feed to Aetna is live and 10 members were on the weekly error reports resulting from their termination. Medical cards were sent out to members by Aetna. Cards were reissued to 13 members that did not receive their card. Aetna Customer Service received 195 calls from 1/11/21 thru current for id card requests, provider inquiries, website registration assistance and benefit questions. None of these calls were issue related.

There were 14 requests made to Aetna regarding physician participation in the medical plan. 9 of those physicians did join the Aetna network.

Aetna monthly billing will be two-fold. The fixed cost billing will be released on the 1st day of the month, for the current month, with a 30-day grace period. The claims billing will be emailed by Aetna on the 1st business day of the month for the previous month and must be paid the same day to avoid penalties. The Hartford is a self-administrated bill for basic and voluntary life insurance based on total enrollment. BCBS will continue to process claims during the run-out period and claims could come in throughout the next 12 months.

Approvals for voluntary life insurance requests from The Hartford are coming through for member enrollments. LIMRiCC does not have an EDI feed set up between EE Navigator and The Hartford. Assurance is working with EE Navigator to see if they have the ability for an EDI feed with The Hartford. In order for the feed to work, members will need to make sure they are updating EE Navigator with employee benefits. Billing would be less flexible with an EDI feed if there were any errors in enrollment. Assurance will be sending quarterly reminders to PHIP members to enroll any employee eligible for benefits.

Assurance suggests a review of LIMRiCC's Intergovernmental Agreement to clarify full-time employer paid life insurance and the potential for new memberships. Assurance recommends that any new potential member submits a copy of their most recent insurance renewal and census by June 2021 so they can enroll for January 2022. It was suggested that a new member pay 2 months of premium up front so that the reserve LIMRiCC members have built is not jeopardized. The discussion of admitting new potential members was tabled for the March meeting.

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

There will not be a UCGA dividend paid out to members for FY20. Normally, when LIMRiCC's net position is in excess of 1M, LIMRiCC will refund a portion of the premiums back to members. Based on the financial audit performed by Eder Casella, LIMRiCC's net position for FY20 was \$960,000 resulting in a dividend not being paid out. Board Member, Jenny Mills requested a letter be sent to members informing them of the information. The UCGA taxable wage for 2021 increased from \$12,740 to \$12,960.

The open enrollment process for 2021 benefits that included carrier changes for medical, dental and life went smoothly. A draft January invoice was sent in December allowing each member to review their employees and elected benefits with enough time to make corrections. Correspondence from the new life insurance carrier, The Hartford, are being approved and adjustments are being made to voluntary life cost prorated to 1/1/21. The Hartford is set up as a self-bill. Information will manually be retrieved through an ad-hoc report in EE Navigator to generate the self-bill.

LIMRiCC processed their first payment to Aetna for fixed cost for medical and dental. The process for paying the claims cost includes Aetna emailing an invoice by 9:00 am to Margie Tannehill on the 1st of the month and LIMRiCC making a payment via ACH the same day. L&A is working on procedures to accommodate the one-day payment terms.

A copy of the agenda for this board meeting was sent to all LIMRiCC members via email, reminding them of the board meeting and that they are welcomed to attend. A notification to members for future meeting will be sent in the same way.

Jim Kregor is planning to retire in December 2021. LIMRiCC will put out a Call for Candidates 2 months prior to Jim's retirement and have a new board member appointed by December. Board member terms end as follows: Kevin Davis 2022, Jenny Mills, Carol Kidd and Carolyn Coulter in 2023.

7. Business

No new business.

8. Closed Session (if required).

No closed session.

9. The next Board Meeting and location is scheduled for Tuesday, March 16, at 1:00 PM via videoconference.

10. Adjournment

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

The meeting ended at 1:45 PM.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved



Carol Kidd, Secretary

3-15-2021
Date