

**NOTICE OF BOARD OF DIRECTORS MEETING
LIMRiCC
Meeting Minutes Tuesday, August 21, 2018
Meeting Location:
RAILS
125 Tower Drive, Burr Ridge, IL 60527
630-734-5000**

1. Call to Order & Roll Call

Kevin Davis called the meeting to order at 1:01 p.m.

PRESENT: Kevin Davis, Administrator of the Messenger Public Library/LIMRiCC President, Pierre Gregoire, Library Director of Frankfort Public Library/LIMRiCC Vice President; Jim Kregor, Director of Finance and Human Resources of RAILS Library System/LIMRiCC Treasurer; Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC Trustee.

Absent: Carol Kidd, Human Resource Manager of Des Plaines Public Library/LIMRiCC Secretary.

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, Ernesta Ignotaite and Margie Tannehill. Assurance Agency representatives: Scott Remmenga and Maryann Mileto. Visitors included Charity Gallardo, Executive Director from LaGrange Public Library.

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 July 17, 2018.
- c. Approval of the payment of bills for July 18 through August 21, 2018 for LIMRiCC Business Services in the amount of \$9,855.00 (Exhibit B.1).
- d. Approval of the payment of bills for July 18 through August 21, 2018 for the PHIP in the amount of \$601,504.53 (Exhibit B.2).
- e. Approve the payment of bills for July 18 through August 21, 2018 for the UCGA in the amount of \$51,295.40 (Exhibit B.3).
- f. Approval of Balance Sheet and Detail of Expenditures for July 2018 (Exhibit C.1 – C.6).

There is no increase in cost for the proposed 2019 Delta Dental plan. Claim costs have come down approximately 16%. Adding orthodontia coverage would increase PPO claim cost by 2%. BCBS did provide a competitive quote for a dental plan with an increase in cost of 24% in the HMO plan. Switching dental carriers from Delta to BCBS would disrupt the service for LIMRiCC's members. Assurance recommends that LIMRiCC remain with Delta Dental and hold the rates, adding orthodontia services.

Unicare has provided a 0% increase with a 2-year rate guarantee for life insurance. LIMRiCC has had one rate increase with Unicare since 2006. A proposal was requested from Standard, Dearborn, National and UNUM. Standard was competitive in their price with a 3-year rate guarantee and an EAP. Standard offers a guaranteed issue of \$150,000 of voluntary insurance for new hires. Moving to Standard would save LIMRiCC approximately \$7,500. The Board's concern is that after the 3-year rate guarantee, Standard would substantially increase their rates. Assurance recommends that LIMRiCC remain with Unicare.

Usage of MD Live and virtual visits increased from 1 person to 8 people this past year. BCBS will hold the current cost of \$.45 PEPM. The annual cost for PPO members is \$2,959 with an estimated savings of \$388. It is recommended by Assurance that LIMRiCC keeps the program and encourages it among its members.

168 members participated in a recent Employee Benefits Satisfaction Survey. The survey did not reflect any dissatisfaction with LIMRiCC's carriers. Notable comments from members included: 1) having a medical HMO option, 2) lower premium rates for families, and 3) lower deductibles. These comments are specific to what each individual library chooses to offer their employees and outside of any Board decisions. 32% of respondents would be willing to pay higher premiums for richer dental coverage. Employee satisfaction with LIMRiCC's current plans are as follows: BCBS at 85%, Delta Dental at 60% and VSP at 56% satisfaction.

Motion: A motion was made by Jennie Mills and seconded by Pierre Gregoire to increase the PPO rates by 2% and hold the BCBS HMO rates. Delta Dental will continue to provide insurance and offer orthodontia coverage to PPO members. Unicare will continue to provide life insurance and introduce their EAP in addition to ComPsych's EAP already in place. MD Live services will be retained.

Roll call: All Board Members present voted to increase the PPO rates by 2% and hold the BCBS HMO rates. Delta Dental will continue to provide insurance and offer orthodontia coverage to PPO members. Unicare will continue to provide life insurance and introduce their EAP in addition to ComPsych's EAP. MD Live services will be retained.

Ayes = 4
Nays = 0
Absent = 1

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

The \$750 PPO is at 100% loss ratio while the \$1500 PPO is at 93%. The HDHP is at 88%. The combined PPO plans are at a 95% loss ratio. HMO is running better at 86%. There are

6 large PPO claims totaling \$385,583. The overall loss ratio is 93% and Rx at 30.22% of claims paid.

The Employee Navigator BCBS carrier feed continues to be tested. The issue at hand are employees transferring from one library to another and how to recognize the transfer.

The timeline for open enrollment is as follows:

- a) Present member libraries with 2019 open enrollment information at the Fall Meeting.
- b) Member libraries present LIMRiCC's open enrollment information to their library Board members thru 10/26. Also, any member libraries requesting customization changes in EE Navigator should be made to Assurance by 10/26.
- c) Open Enrollment will take effect 11/5 – 11/16/18.
- d) Information and changes to enrollment fed to carriers by 12/7/18.

Assurance's annual commission and fees for 2019 is \$213,760. Assurance services include: EAP, COBRA administration, Summary of Plan Description, Attorney fees for ACA reporting, printing & shipping open enrollment materials, Employee Navigator online enrollment system and carrier feeds, and the Resource Management Center.

7. Discussion Item #2 - Lauterbach & Amen: Updates

LIMRiCC received a \$1,200 refund from the 2017 Member Rewards Plan. The plan was not renewed in 2018. The refund was deposited in the PHIP account.

The 1st and 2nd Quarter UCGA update include: Harvey Public Library continues to be delinquent for the 1st and 2nd quarter. There are 8 libraries delinquent for the 2nd quarter UCGA. They will continue to be monitored and a late fee will be implemented.

An IDES claim was incorrectly charged to the City of Calumet City for an employee of the Calumet City Public Library. Margie Tannehill is working with the library to resolve the error.

The monthly board meeting will be held at 9:00 followed by the Fall Meeting at 10:00 on 9/18/18 at RAILS. Live streaming and video conferencing for members that are unable to attend in person will be provided. Topics for discussion include Benefits & Cost for 2019, a review of Employee Navigator, Benefits eligibility requirements and Procedures for escalating an issue with any of LIMRiCC's carriers.

8. Business

No new business.

9. Closed Session (if required).

10. Next Board Meeting and location is scheduled for Tuesday, September 18, 2018 at 9:00 a.m. at RAILS located at 125 Tower Drive, Burr Ridge, IL 60527.

11. Adjournment

A motion was made by Pierre Gregoire to adjourn the meeting at 2:00 p.m. and seconded by Jennie Mills

The meeting adjourned at 2:00 p.m.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved


Carol Kidd, Secretary


Date