
Board of Directors Meeting
LIMRiCC

Meeting Minutes Tuesday, May 21, 2024
at Fountaindale Public Library District
300 Briarcliff Road, Bolingbrook, IL

1. Call to Order & Roll Call: Jennie Mills called the meeting to order at 1:06 PM.
PRESENT: Jennie Mills, Director at Shorewood-Troy Public Library/LIMRiCC Chair; Sharon Swanson, Finance Manager at RAILS Library System/LIMRiCC Treasurer; Nancy Korczak, Deputy Director at Fountaindale Public Library District/LIMRiCC Trustee.

Richard Kong, Director of Skokie Public Library/LIMRiCC Secretary via Zoom called in at 1:16 pm.

Absent: Jill Trevino, Illinois Heartland Public Library System/LIMRiCC Vice Chair.

Introduction of Visitors / Public Comments

The following people were present for the Board Meeting. Assurance Agency/MMA representatives: Maryann Mileto, Danny Omiecinski and via zoom Ashton Harnung and Zach Giles. Lauterbach & Amen, LLP representatives: JoEllen Wade and Margie Tannehill. Visitors via zoom: Amanda Kowalcze from Frankfort Public Library District and Laura Bartnik from Northlake Public Library.

2. 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 and Special Board Meeting Minutes from March 19, and April 16, 2024.
- c. Ratify payment paid from March 20 17 – April 16, 2024.
Total: \$154,133.58.
- d. Approval of payment of bills from April 17 – May 21, 2024.
Total: \$1,091,914.56.

Approval of Balance Sheet and Detail of Expenditures for March and April 2024.

Motion: A motion was made by Sharon Swanson and seconded by Nancy Korczak to approve the Consent Agenda items a-d listed above.

Roll call: All board members present voted to approve the Consent Agenda.

AYES - 3
NAYS - 0
ABSENT - 2

3. Action Item #1 – Approve to move to BCBS for benefits effective 1.1.25.

At a previous meeting held on April 16th, 2024 there was a full discussion of changing the health insurance from Aetna to BCBS.

Motion: A motion was made by Nancy Korczak and seconded by Sharon Swanson to approve the move to BCBS effective January 1st, 2025.

Roll call: All board members present voted to approve the move to BCBS effective January 1st, 2025.

AYES - 3

NAYS - 0

ABSENT - 2

4. Action Item #2 – Approve to implement Prudent Rx.

Prudent Rx targets specialty drugs with members paying \$0 towards their copays. There is no cost to the employee or to LIMRiCC for the program. The effective date would be 7/1/24.

Motion: A motion was made by Sharon Swanson and seconded by Nancy Korczak to approve the implementation of Prudent Rx.

Roll call: All board members present voted to approve the implementation of Prudent Rx.

AYES - 3

NAYS - 0

ABSENT - 2

5. Action Item #3 – Approve the health care billing process for members with effective dates other than the 1st of the month.

A member library has negotiated with their union to have a separate eligibility period for health care benefits other than what is customary for LIMRiCC members. Under the agreement, union members would be eligible for benefits *60 days after their date of hire*. Union members that are eligible mid-month, Aetna medical and dental will bill for the entire month if the employee begins between the 1st through the 15th of the month. After the 16th day of the month, Aetna would not charge for medical or dental and LIMRiCC would not bill the member library. VSP would follow the same 15/16 rule. The Hartford will bill for an entire month regardless of the eligibility date for basic and voluntary life. Critical Illness, Accident and Hospital Indemnity would begin the 1st day of the month following the member's eligibility date.

Motion: A motion was made by Nancy Korczak and seconded by Sharon Swanson to approve the health care billing process for members with effective dates other than the 1st of the month.

Roll call: All board members present voted to approve the billing process for members with an effective date other than the 1st of the month.

AYES - 3

NAYS - 0

ABSENT – 2

Richard Kong, Board Secretary, joined the meeting via zoom at 1:16 pm.

6. Discussion Item #1 –MarshMcLennan Agency (MMA)formerly Assurance: Financial and other updates.

Based on April 2024 claims, all the medical plans are running at over 100% loss ratio. Total combined is at 121% loss ratio. Rx is at 33.56% of claims paid. There are 12 large claimants with 1 over the pooling level. Large claims are at 34% of the total paid claims YTD.

MMA representative, Maryann Mileto, discussed the difficulties of getting member library's annual customization report in a timely manner. Said report reflect the employee's cost of benefits that is then loaded on the members EE Navigator site. A delay in receiving the reports from members results in a postponement in building the site and increases the cost to LIMRiCC.

The options for a resolution are (1) not to customize each member's site and instead display all 4 plans with the full cost. Employees will need to reach out to their respective HR person to see what plan the library offers and the cost of their benefits or (2) MMA is developing a SmartSheet to give each library so they can customize their cost. Additional details will be discussed at the fall meeting.

At the previous meeting, the Board voted to move health care to BCBS. If LIMRiCC was to remain with Aetna in 2025, the expected cost vs aggregate cost would be a 21.61% increase. Runout fees with Aetna will be \$175,000. The BCBS stop loss is at either \$160k or \$175k with an increase of 16.66% or 15.70%, respectively. Moving to a higher stop loss would save approximately \$105k. These numbers are not final and BCBS will need to review the May and June claims.

7. Discussion Item #4 – Lauterbach & Amen: Updates.

The updated IGA including the 2 resolutions passed last year, was sent back to our attorney after review and comments made by the LIMRiCC Board.

The 2023 UCGA dividend checks were mailed to members on 4/22/24. The total dividend payout was \$169,610. The number was calculated based on LIMRiCC's excess of 1M after its annual financial audit.

Useful information was sent to UCGA members on 3/21/24 that included a link to Casebuilder and webinars that will help members in understanding the process of unemployment claims and determinations.

Four libraries applied to join HIP and had a favorable review from Aetna. Carlinville Public Library has decided not to move forward as the board felt the health insurance was too expensive. Mason City Public Library District also decided not to move forward. Rochester Public Library District and Steeleville Area Public Library District are still pending on their decision.

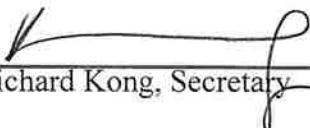
Most recently, Thornton Public Library reached out to inquire about joining HIP for a January start date.

8. New Business
9. No Closed Session.
10. The next regular board meeting is scheduled for Tuesday, August 20th at 1:00 pm at the Fountaindale Public Library followed by the Fall Meeting.
11. Adjournment

A motion was made by Sharon Swanson and seconded by Nancy Korczak to adjourn the meeting.

The meeting ended at 1:27 PM.

Approved

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Richard Kong, Secretary Date 8/20/24

Minutes prepared by Margie Tannehill, Benefits Coordinator, Lauterbach & Amen, LLP.