
Board of Directors Meeting
LIMRiCC
Meeting Minutes Tuesday, November 21, 2023
at Fountaindale Public Library District
300 Briarcliff Road, Bolingbrook, IL

1. Call to Order & Roll Call: Jennie Mills called the meeting to order at 1:01 PM.
PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC Chair;
Leandra Pottle, Human Resource Manager at Fountaindale Public Library
District/LIMRiCC Vice Chair; and Richard Kong, Director of Skokie Public
Library/LIMRiCC Secretary.

Absent: Sharon Swanson, Finance Manager at RAILS Library System/LIMRiCC
Treasurer and Jill Trevino, Illinois Heartland Public Library/LIMRiCC Trustee.

2. Introduction of Visitors / Public Comments
The following people were present for the Board Meeting. Assurance Agency/MMA
representatives: Ashton Harnung and Danny Omiecinski. Lauterbach & Amen, LLP
representative Margie Tannehill.

Via Zoom: from Lauterbach & Amen, LLP Kelly Brainerd.

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 August 15, 2023.
- c. Ratify payment paid from August 16 – September 21, 2023.
Business Services \$11,122.00, PHIP \$957,324.22 and UCGA \$26,376.67
- d. Ratify payment paid from September 22 through October 17, 2023
Business Services \$12,132.50, PHIP \$727,791.47 and UCGA \$7,849.26.
- e. Approval of the payment of bills from October 18 – November 21, 2023.
Business Services \$10,821.00, PHIP \$863,720.65 and UCGA \$0.

Approval of Balance Sheet and Detail of Expenditures for August, September, and
October 2023.

Motion: A motion was made by Leandra Pottle and seconded by Richard Kong 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 - 0

4. Action Item #1 – Accept the ballot results from the Administrative Resolution adopted on July 26th, 2023.

LIMRiCC has a total of 137 members. 95 votes were received in reply to the administrative ballot with 95 yes votes to accept the resolution.

Motion: A motion was made by Richard Kong and seconded by Leandra Pottle to accept the ballot count for the Administrative Resolution totaling 95 yes votes.

Roll Call: All board members present voted to accept the ballot count for the Administrative Resolution adopted on July 26, 2023.

AYES - 3
NAYS - 0
ABSENT - 0

5. Action Item #2 – Accept the ballot results from the Substantive Resolution adopted on July 26th, 2023.

LIMRiCC has a total of 137 members. 96 votes were received in reply to the substantive ballot with 95 yes votes to accept the resolution.

Motion: A motion was made by Leandra Pottle and seconded by Richard Kong to accept the ballot count for the Substantive Resolution totaling 95 yes votes.

Roll Call: All board members present voted to accept the ballot count for the Substantive Resolution adopted on July 26, 2023.

AYES - 3
NAYS - 0
ABSENT - 0

6. Action Item #3 – Accept the renewal for Cyber Insurance.

Cyber Security insurance was up for renewal on 9/28/23. The renewed plan will cover up and through 9/28/24 with the CRC Group. The cost is \$5,866 plus a \$500 broker fee. This is an increase of \$697 over last year. This insurance covers a financial loss that may occur due to a cyberattack or data breach.

Motion: A motion was made by Richard Kong and seconded by Leandra Pottle to accept the Cyber Security insurance at a cost of \$6,366 with CRC Group.

Roll Call: All board members present voted to accept the Cyber Security renewal through CRC Group for a total cost of \$6,366.

AYES - 3

NAYS - 0

ABSENT - 0

7. Action Item #4 – Accept the renewal for E&O/Professional Liability Insurance.

E&O/Professional Liability insurance will renew on 11/27/23. The cost for renewal is \$10,719 which is a 14% increase over last year. The insurance protects board members from claims made due to mistakes or professional negligence.

Motion: A motion was made by Leandra Pottle and seconded by Richard Kong to accept the renewal for the E&O Professional Liability insurance at a cost of \$10,719.

Roll Call: All board members present voted to accept the E&O/Professional Liability insurance at a cost of \$10,719.

AYES - 3

NAYS - 0

ABSENT - 0

8. Action Item #4 – Accept the 2024 Board Meeting Calendar Dates.

The 2024 board meeting calendar includes 7 meeting dates scheduled for the 3rd Tuesday of the month at 1:00 pm at the Fountaindale Public Library. One additional meeting date was added on 8/1/24 for the presentation of benefit renewals for 2025. Assurance will go out to market for LIMRiCC's renewals in 2025.

Motion: A motion was made by Richard Kong and seconded by Leandra Pottle to accept the amended 2024 board meeting calendar.

Roll Call: All board members present voted to accept the amended 2024 board meeting calendar.

AYES - 3

NAYS - 0

ABSENT - 0

9. Action Item #5 - Approval to add Utilization Management for diabetes and weight loss medications.

LIMRiCC's net pharmacy cost has increased 26% over the period of Oct–Sept of 2022 to Oct-Sept 2023. Specialty drugs net cost has increased over 40% per month. The 3rd most used drug within LIMRiCC is a diabetic drug. GLP-1 are diabetes drugs that have been approved for weight loss. 8 of 81 member users have no indication of diabetes. Because LIMRiCC does not have a utilization management in place for the use of diabetic drugs, a member can stay on the drug indefinitely, without having diabetes, at the cost of \$1,500 per month for a drug such as Ozempic.

Assurance recommends implementing Smart Logic Utilization Management for diabetes and weight loss drugs. The process would screen a member's claims history and services and whether they have any diabetes claims over the last 2 years. If yes, those scripts would be filled and the member would be grandfathered in. However, if there is no history or indication of diabetes, the pharmacy will contact the provider for authorization to confirm they have diabetes.

For those members needing weight loss management prescriptions, a member would need a script from their provider stating that it is for weight management or weight loss and will need to prove they have tried other programs such as nutrition plans. Once approved and to continue the weight loss prescription, the member would be subject to check-ins with their provider every 3-6 months to make sure they are losing weight.

Because LIMRiCC is self-funded, implementing such a utilization management program is an option with Aetna. On the other hand, BCBS has adopted utilization management across the board. Aetna will need 60 days to implement the program. If approved, LIMRiCC would be looking at a February 1st start date. Any impacted members will receive a letter from Aetna. By implementing utilization management, LIMRiCC can maintain reasonable premiums and sustain the LIMRiCC health insurance program for its members.

Motion: A motion was made by Leandra Pottle and seconded by Richard Kong to add utilization management for diabetes and weight loss medications.

Roll Call: All board members present voted to add utilization management for diabetes and weight loss medications.

AYES - 3
NAYS - 0
ABSENT - 0

10. Discussion Item #1 - Review draft Wakely UCGA Actuarial Valuation.

The estimate of the outstanding claim liability for the health plan as of June 30, 2023 is \$701,383 which is an increase from 2022 at \$624,618. This is for informational purposes and is required for LIMRiCC's annual financial audit.

11. Discussion Item #2 – Review the draft Madison Consulting Actuarial Analysis.

The UCGA estimated claims after 6/30/23 are \$157,320. Last year's estimate was \$184,826. This is for informational purposes and is required for LIMRiCC's annual financial audit.

12. Discussion Item #3 - Assurance: Financial and other updates.

The loss ratio of claims paid through October 2023 was 111% and 32.1% for Rx. There were 27 large claims over \$50,000 with 9 claimants over the pooling level. The large claims payment was \$3,187,069 and is 47.82% of the total paid claims YTD. Total costs

YTD (fixed costs + claims – stop loss reimbursements) = \$8,097,313 while medical premiums collected YTD in 2023 was \$7,167,052.

EE Navigator and customization report updates went well this year on the technical side but not so well on the member side. There were many changes and updates. One option to consider in the future would be to update the benefit plans that libraries offer in EE Navigator but to have the cost reflected as \$0 and each library can discuss the cost with their employees.

Assurance would like to host an education webinar for HR and Library Directors in January to discuss cost-saving opportunities. Topics include implementing a HDHP, along with an FSA/HSA/HRA, moving from one plan to another and industry wide increases in healthcare.

The new RSV vaccine is available in retail pharmacies. RSV vaccines are automatically added to the non-seasonal (preventative) vaccine benefit.

The IRS released the 2024 ACA Affordability Safe Harbor dropping to 8.39% down from 9.12% in 2023. Safe Harbor contributions for individual coverage for the lowest cost plan offered should not exceed 8.39% of your lowest paid employee's income.

The Guidance for Machine Readable Files (MRFs) requires 3 separate files: in-network, out of network and prescription drug. Rx MRF was previously unnecessary but recently it was made a requirement. Aetna will update the link. There is no action necessary on our member's part.

Consolidated Appropriations Act: Gag Clause Prohibition Compliance Attestation (GCPCA) prohibits gag clauses in contracts between providers and health plans and requires certain plans and insurers to submit an attestation of compliance on an annual basis. Reporting is required by December 31 of each year. LIMRiCC has complied.

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

A request for proposal (RFP) was sent out to 9 accounting/auditing firms for LIMRiCC's annual audit. This is after learning that Eder Casella/Eccezion will no longer engage with insurance pools.

New Members for 2024 include_Oglesby Public Library and Sugar Grove. River Grove Public Library declined to join PHIP in 2024.

Alsip Public Library moved their termination date back 1 month from 9/30 to 10/31/23.

New Applying Libraries include_Six Mile Regional Library District – Tina Hubert. They have a 7/1 benefit year and are applying as of 10/16/23 to join LIMRiCC.

The ILA Conference in Springfield was less attended than in previous years. Visitors at LIMRiCC's booth included 10 current PHIP members and 12 UCGA members. LIMRiCC is registered for next year's conference.

As a result of the ILA Conference, we did have a few libraries express an interest in joining. Dunlap PL – Laura Keyes, Director to join PHIP 1/1/25. Decatur PL and Tri-Township expressed an interest in UCGA. Limestone is considering UCGA in 2024.

A LIMRiCC postcard promoting HIP and UCGA services is being created. The postcard will be sent out in January to all Illinois libraries.

14. New Business

15. No Closed Session.

16. The next regular board meeting is scheduled for Tuesday, January 16, 2024, at 1:00 PM at the Fountaindale Public Library.

17. Adjournment

A motion was made by Richard Kong and seconded by Leandra Pottle to adjourn the meeting.

The meeting ended at 1:58 PM.

Minutes prepared by Margie Tannehill, Benefits Coordinator.

Approved



1/16/24

Richard Kong, Secretary

Date