

Board of Directors Meeting
LIMRiCC
Meeting Minutes Tuesday, January 18, 2022
at Fountaindale Public Library District
300 Briarcliff Road, Bolingbrook, IL

1. Call to Order & Roll Call: Jennie Mills called the meeting to order at 1:00 PM.
PRESENT: Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC President;
Leandra Pottle, Human Resource Manager-Fountaindale Public Library District/LIMRiCC
Vice President.

Via Zoom: Sharon Swanson, Finance Manager of RAILS Library System/LIMRiCC
Treasurer and Carolyn Coulter, Director of PrairieCat /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. Assurance Agency
representatives: Maryann Mileto and Ashton Wagner. Lauterbach & Amen, LLP
representatives: 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 16th and
November 23rd, 2021.
- c. Ratify payment paid from November 17th through December 21st, 2021
Business Services \$44.00, PHIP \$759,174.47 and UCGA \$29,565.50.
- d. Approval of the payment of bills from December 22nd – January 18th, 2022.
Business Services \$3,064.00, PHIP \$759,174.47 and UCGA \$29,565.50-
- e. Approval of Balance Sheet and Detail of Expenditures for November and December
2021.

Motion: A motion was made by Carolyn Coulter and seconded by Sharon Swanson to approve the Consent Agenda items a-e listed above.

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

AYES - 4
NAYS - 0
ABSENT - 1

4. Action Item #1 – Approve the correction to the Consent Agenda dated 11/16/21.

The totals reflected in the Consent Agenda for the payment of bills from October 19th – November 16th was incorrect. The correct totals were as follows: Business Service \$7,026.16, PHIP \$646,65.24 and UCGA \$1,083.75. The check register distributed at the board meeting did reflect the correct amounts.

Motion: A motion was made by Leandra Pottle and seconded by Carolyn Coulter to approve the correction to the Consent Agenda dated 11/16/21.

Roll call: All board members present voted to approve the correction to the Consent Agenda dated 11/16/21.

AYES - 4
NAYS – 0
ABSENT - 1

5. Action Item #2 – Acceptance of River Grove Public Library cancellation within the PHIP membership.

Yuli Melnyk, Library Director, of River Grove Public Library, notified LIMRiCC on 11/22/21 via email that their board has voted to go with a new insurance provider beginning January 1st, 2022. An acknowledgement of receipt was sent on 11/22/21 by Margie Tannehill with information that the library would be billed for a 90-day run out period from 1/1/22 - 3/31/22 per IGA rules.

Motion: A motion was made by Sharon Swanson and seconded by Leandra Pottle to accept the cancellation from the River Grove Public Library from the PHIP membership effective 12/31/21.

Roll call: All board members present voted to approve the acceptance of River Grove Public Library's cancellation within PHIP.

AYES - 4
NAYS - 0
ABSENT – 1

6. Action Item #3 – Acceptance of the Eder Casella Annual Financial FY21 Audit.

It was noted that there was a significant cost in overlap between BCBS and Aetna. The overlap was due to the run-out period with LIMRiCC's previous carrier, BCBS, in which claims would be paid after the termination of the plan. The run-out period ended on January 1, 2022.

Motion: A motion was made by Carolyn Coulter and seconded by Leandra Pottle to accept the Eder Casella Annual Financial FY21 Audit.

Roll call: All board members present voted to accept the FY21 Financial audit from Eder Casella.

AYES - 4
NAYS - 0
ABSENT - 1

7. Discussion Item #1/Possible Action Item – New Member PHIP premium charges

LIMRiCC had 5 new libraries join PHIP on 1/1/22. On 5/18/21, a board policy for new members was developed. The policy included an application process and a non-reimbursable two-month premium to go into LIMRiCC's reserves. The amount would be based on the number of lives the library had enrolled. Margie Tannehill was contacted by the director of a new member library indicating that since the policy was not part of the IGA, the Board could not enforce the 2-month premium. The Board agreed to waive the 2-month premium for the 5 new member libraries. The Board will review the IGA and suggest updates to include the new policy.

The Board agreed to hold a Special Meeting on Tuesday, 2/8/22 via teleconference to address updates to the IGA. The recommended changes will be sent to the Board by 2/1 after review by Assurance and Margie Tannehill. Final changes will need to be approved by LIMRiCC's attorney.

Looking ahead at the Spring Meeting, Assurance will discuss new member applications and the termination of membership.

8. Discussion Item #1 - Assurance: Financial and other updates.

The medical claims reported are through December 2021. The \$750 PPO loss ratio was at 88% while Rx was at 45% of claims paid. \$1500 PPO loss ratio was at 106% and Rx at 24% of claims. HDHP/HAS PPO loss ratio at 119% and Rx at 25% of claims paid. The HMO loss ratio was at 128% and Rx at 35% of claims paid. There are 25 large claims over \$50,000. 6 of the claims are over pooling level. The total in large claims paid is \$2,842,219 and are 42% of total paid claims YTD. The overall loss ratio is at 108% and Rx is at 29% of claims paid.

The BCBS runout claims through December 2021 were \$652,014. Unlike BCBS who gave a credit towards the administration fee for what they thought the Rx rebates would be, Aetna gives a true Rx rebate. Ms. Wagener from Assurance relayed what the BCBS rebates would have looked like as opposed to what Aetna has paid LIMRiCC for the first 2 quarters in 2021. In Q1 BCBS would have given \$100,000 in discounts while Aetna gave \$105,000 in true rebates. In Q2 BCBS discounts would have been just under \$100,000 while Aetna paid \$120,000 in rebates. LIMRiCC is recognizing a savings given the Aetna Rx rebates. Note that the total claims amount reflected in Assurance's monthly medical claims update is prior to the rebate being applied.

Open enrollment did not have a large movement in plans. Looking ahead at the 2022 plan year, Assurance recommends an Employee Satisfaction Survey. The survey would be distributed in March and results presented at the Spring Meeting.

Aetna has provided LIMRiCC with a \$50K credit for any 2021 wellness initiatives. One program implemented last year was to encourage employees and their spouses to have a health risk assessment and biometric screening. Those who completed the screening would receive a \$50 gift card. With the remaining money, Assurance recommended hosting a Virtual Wellness Fair (VWF). The fair would include a variety of events such as mental health, financial health, yoga classes, cooking class and others to choose from. The VWF would be customized specifically for LIMRiCC. Assurance will present their recommendations at the Special Board Meeting on 2/8.

Ms. Mileto from Assurance opened a discussion about a service that can verify that the dependents listed on an employee's health care plan are in fact true dependents. If a dependent is not a true dependent, that could lead to an increase in claims. The process would entail the company contacting employees that have dependents and request the employee to provide documentation such as a marriage license, birth or adoption certificate. If a dependent was found ineligible, they would be removed from the plan. The Board was interested in receiving a quote for services.

Assurance will go out to market for LIMRiCC's 2023 health insurance plans.

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

LIMRiCC members will not receive a FY22 UCGA dividend payout this year due to the fund being below the \$1M threshold. This is largely due to an increase in layoffs within the membership.

A call for 2 candidates will go out on 1/18 – 2/18. Both seats are 4-year terms through 3/31/26. Electronic voting will begin 2/21 – 3/18. The new board members will commence on 4/1/22.

Additionally, a call will be put out for 1 appointee for a retiring board member. The call will go out on 1/18 – 2/18. The new appointee will commence at the next scheduled board meeting on 3/22/22. The term will cease on 3/31/23.

Post cards advertising LIMRiCC's open pool for PHIP were mailed to all Illinois libraries in December. The cost for postcards was \$200.00 and the cost for postage was \$371.20 for a total of 640 postcards mailed.

Two libraries have expressed interest in joining PHIP.

- Glen Carbon Centennial Library – Christy Gerrish, Director. The library has 4 full time ee's enrolled in medical with a 4/1 benefit year.
- Chatham Area Public Library – Amy Byers will complete the census and medical questionnaire.

Calumet City Public Library closed temporarily in October. Some of the terminated employees contacted Margie Tannehill with a concern that their insurance coverage was terminated back to October in a letter sent to them dated in December. Margie did have difficulty getting confirmation from the library of 7 employees that should have been terminated within our Employee Navigator system. Benefits were eventually terminated.

2022 Member UCGA rates will be issued for approval at the 3/22 Board Meeting.

Stacy Wittman, Director from Eisenhower, wanted the Board to be aware of an issue she had in getting an essential prescription filled with Aetna. Aetna did resolve the issue and Stacy wanted to express her appreciation to Aetna and the Board.

10. New Business

11. No Closed Session.

12. The next regular board meeting is scheduled for Tuesday, 3/22/22 at 1:46 PM.

13. Adjournment

A motion was made by Sharon Swanson to adjourn the meeting and seconded by Carolyn Coulter.

The meeting ended at 1:46 PM.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved



Jennie Mills, President

3-22-22

Date