

BOARD OF DIRECTORS
Meeting Minutes Tuesday, August 15, 2017

Meeting Location:
Des Plaines Public Library
1501 Ellinwood Street, Des Plaines, IL 60016
847-827-5551

1) Call to Order & Roll Call

Jim Kregor called the meeting to order at 1:12 p.m.

PRESENT: Jim Kregor, Finance Director of RAILS Library System/LIMRiCC Treasurer; Pierre Gregoire, Library Director of Frankfort Public Library/LIMRiCC Vice President; Carol Kidd, Human Resource Manager of Des Plaines Public Library/LIMRiCC Secretary.

ABSENT: Kevin Davis, Administrator of the Messenger Public Library/LIMRiCC President; Jennie Mills, Director of Shorewood-Troy Public Library/LIMRiCC Trustee.

2) Introduction of Visitors / Public Comments

The following people were present for the Board Meeting: From the accounting firm of Lauterbach & Amen, LLP: Ernesta Ignotaite and Margie Tannehill. Assurance representative: Scott Remmenga, Maryann Mileto and Noreen Blair.

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 18, 2017.
- c. Approval of the payment of bills for July 18 through August 15, 2017 for LIMRiCC Business Services in the amount of \$9,741.29 (Exhibit B.1).
- d. Approval of the payment of bills for July 18, 2017 through August 15, 2017 for the PHIP in the amount of \$513,885.11 (Exhibit B.2).
- e. Approval of the payment of Bills for July 18 through August 15, 2017 for the UCGA in the amount of \$28,036.74 (Exhibit B.3).
- f. Approval of Balance Sheet and Detail of Expenditures for July 2017 (Exhibit C.1 – C.6).

Motion: A motion was made by Pierre Gregoire and seconded by Carol Kidd to approve the Consent Agenda items a – f listed above.

Roll call: All Board Members present voted to approve the Consent Agenda. Items noted above.

Ayes = 3
Nays = 0
Absent = 2

4) Action Item #1 – The review and approval of PHIP Benefits Renewal effective 1/1/18.

LIMRiCC's 2018 benefits renewal was discussed and options were reviewed. All current carriers will remain the same for calendar year 2018: BCBS-medical, Delta-dental, VSP-vision and Unicare-life insurance.

BCBS is requesting a renewal with a 4% increase for the projected PPO cost or \$182,000 annually. The projected cost equals the expected claim and fixed cost. The HMO renewal is requesting a decrease or projected plan cost of \$32,000. The combined total is 2.3% or 6.5 million. The board agreed to keep the current medical benefits in place with no increase to the 2018 rates. However, a change was made to the deductible for the PPO 1033 plan. The current deductible of \$500.00 was increased to \$750.00. The reason for the increase was to gently begin moving employees in the direction of the PPO 1034 plan. The PPO average membership increased by 17.5% and membership decreased by 29.4% with HMO.

Delta Dental increased the administration rate by 2.4%. The current premium is enough to cover the projected cost. The cost for PPO Dental will remain the same and was enhanced to include implant coverage. The addition of the implant coverage was based on the demographics of the group. The Board agreed this was a favorable enrichment. On the high end, the PPO dental rate increased by \$2.00 per month for family coverage. The DHMO plan will increase by 6%; however, the plan does not offer coverage for implants.

BCBS submitted an option for dental insurance. The administration cost would be \$5.17. The dental plan would not include implant coverage. Currently we are paying \$5.10 with Delta Dental. The Board agreed to remain with Delta Dental for 2018.

The VSP Vision plan had an increase of 1.7% with a guaranteed renewal of 1/1/20. This is the first time LIMRiCC is renewing with VSP in four years.

Unicare Basic Life Insurance has a guaranteed rate of 1/1/19; resulting in zero increase in rates. Scott noted that in his update of Employee Navigator, there are over 100 employees who are full time status who are not enrolled in basic life insurance for various reasons. The current Unicare policy reads, "...the employee must be enrolled in Basic Life." The word "must" puts LIMRiCC at risk for not being in compliance with the policy. The recommendation is to amend the contract to read "may enroll" so that LIMRiCC is in compliance.

The Benefit Value Advisor (BVA) was introduced in 2017. Employees did shop the plan however no one used the plan. The current cost is \$2.50 per employee/per month. LIMRiCC's total cost in 2017 for the BVA service was \$15,000. It was recommended that this plan not be renewed.

One employee used the MD Live-Telemedicine plan. The cost is .45 per employee/per month. The board agreed that this is a good program but needs to be communicated more effectively throughout the libraries to increase participation. The plan will continue in 2018 with no cost in service fees for PPO participants and \$44.00 for HDHP/HSA members. This program is not available to HMO members.

Roll call: The Board Members approved to renew with the same carriers: BCBS-medical, Delta-dental, VSP-vision and Unicare-life insurance for calendar year 2018. The Board agreed to increase the deductible to \$750.00 for the BCBS PPO 1033. There will be no increase in BCBS medical premiums to the members. The Delta dental plan will be enhanced by adding dental implants for PPO participants with an increase of 1.4%. There is an increase of 6% to the DHMO plan, with no implants. LIMRiCC will continue to offer MD Live with no co-payments. There is a service fee of \$44.00 per visit for HDHP participants and \$0 cost to the remaining PPO plans. The BVA program will be eliminated based on low participation and cost. The Board also approved to amend the Unicare language to no longer have mandatory enrollment in Basic Life for full-time employees.

Ayes = 3
Nays = 0
Absent = 2

5) Discussion Item 1 – The Fall Meeting Date and Location.

The Fall Meeting is tentatively scheduled for Tuesday, 10/3/17 at 10:30 a.m. at the RAILS location. Jim Kregor will confirm availability of the space necessary to host the meeting. A save the date email will be sent to all members once the date and time are confirmed.

For the members that cannot attend the meeting in person, a pdf of the presentation will be sent to them the day prior to the scheduled meeting date.

6) Discussion Item #2 – Assurance: Financial and other updates.

The PPO \$500 YTD loss ratio is at 109%. The PPO \$1500 is at 84% YTD and the HDHP/HSA is at 58% YTD. The combined running total for PPO is at 88%. There are 5 large claims under the PPO plans. The HMO loss ratio is at 82% YTD. The 2017 Summary Plan Description (SPD) has been finalized and will be posted to the website.

Employee Navigator training for library administrators is scheduled for 8/21. The go live date is set for 9/1. Each HR administrator at member libraries will be sent login information along with training manuals the last week of August. The tables reflecting plan coverage within Employee Navigator has been updated for each library to reflect the benefits they offer. These tables were updated based on responses from the January survey. Any questions regarding EE Navigator should be directed to Margie. Carolyn Hults, in IT, will be the contact at Assurance. Carolyn will be present at the Fall Meeting. Open Enrollment is tentatively set for November 20th – December 1st, 2017.

7) Discussion Item #3 –Lauterbach & Amen: Updates.

The Lauterbach & Amen office will be moving its office and notification will be sent to all the member libraries.

Two member libraries remain delinquent in submitting their 1st Quarter UCGA paperwork: Harvey and University Park. There are 19 members outstanding for the 2nd Quarter UCGA paperwork and payment.

Sandwich Public Library District expressed an interest in joining LIMRiCC for health care benefits. The library has a staff of four employees that would qualify to enroll. However, the library is currently not part of a pool and therefore is unable to join LIMRiCC due to BCBS's policy. The ancillary coverage, which the library is eligible to participate in, was sent to Amanda Bennett, Director at Sandwich Public Library, for review.

The signed engagement letters were sent out to the auditor and actuaries. Lauterbach & Amen is in the process of scheduling the audit.

Jim Kregor signed the outstanding IL Funds paperwork necessary to move forward with moving LIMRiCC's funds.

8) New Business

No new business.

9) Closed Session (if required).

10) Next Board Meeting and location is scheduled for Tuesday, September 19, 2017, at 1:00 p.m. at the Des Plaines Public Library located at 1501 Ellinwood Avenue, Des Plaines, IL 60016.

11) Adjournment

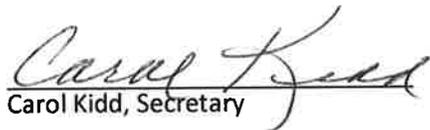
A motion was made by Carol Kidd and seconded by Pierre Gregoire to adjourn the meeting at 2:46 p.m.

Ayes = 3
Nays = 0
Absent = 2

The meeting adjourned at 2:46 p.m.

Minutes prepared by Margie Tannehill, Benefits Manager.

Approved


Carol Kidd, Secretary

9-19-2017
Date