



IPBC

Intergovernmental
Personnel Benefit
Cooperative

Introducing the IPBC: The Intergovernmental Personnel Benefit Cooperative

Presenters: Dave Cook, IPBC Executive Director

Kaitie Tiede, Operations Manager

Sandy Mikel, Member Services Manager

Date: August 24, 2023



Scott Anderson
IPBC Board Chair

ABOUT IPBC

IPBC is its members

The Intergovernmental Personnel Benefit Cooperative (IPBC) is a partnership of local government entities in Illinois that are committed to the philosophy of risk pooling and working together to provide cost-effective health and related benefits to our employees and their families.

OUR PURPOSE AND MISSION

Collaborating to optimize member financial stability and provide high-quality, cost-effective benefits for positive health outcomes.

IPBC AT A GLANCE

History

- Risk sharing entity established in 1979
- Grown from 8 to 162 member entities, as of January 1, 2024 and cover over 20,000 employees and retirees

Membership

- Open to Municipalities, Counties, Special Districts, and Intergovernmental Agencies
- 1-year membership term (July 1 Renewal)
- New members admitted by majority vote of Executive Board

Governance

- Members own the cooperative
- Each member appoints a delegate to the Board of Directors or Sub-Pool Board

Leadership Opportunities

- Executive Board
- Advisory Committees: Finance, Operations, Membership Development

IPBC BY THE NUMBERS

1979

INCEPTION

Created through the Illinois Intergovernmental Cooperation Act

162

MEMBER ENTITIES

As of January 1, 2023

48

INDIVIDUAL MEMBERS

Larger entities that are Members of the Board

6

SUB-POOLS

Groupings of members – generally smaller – that band together to share claims and renewal rates

100

ENTITIES IN SUB-POOLS

Members that have chosen to group together in one of the six sub-pools

14

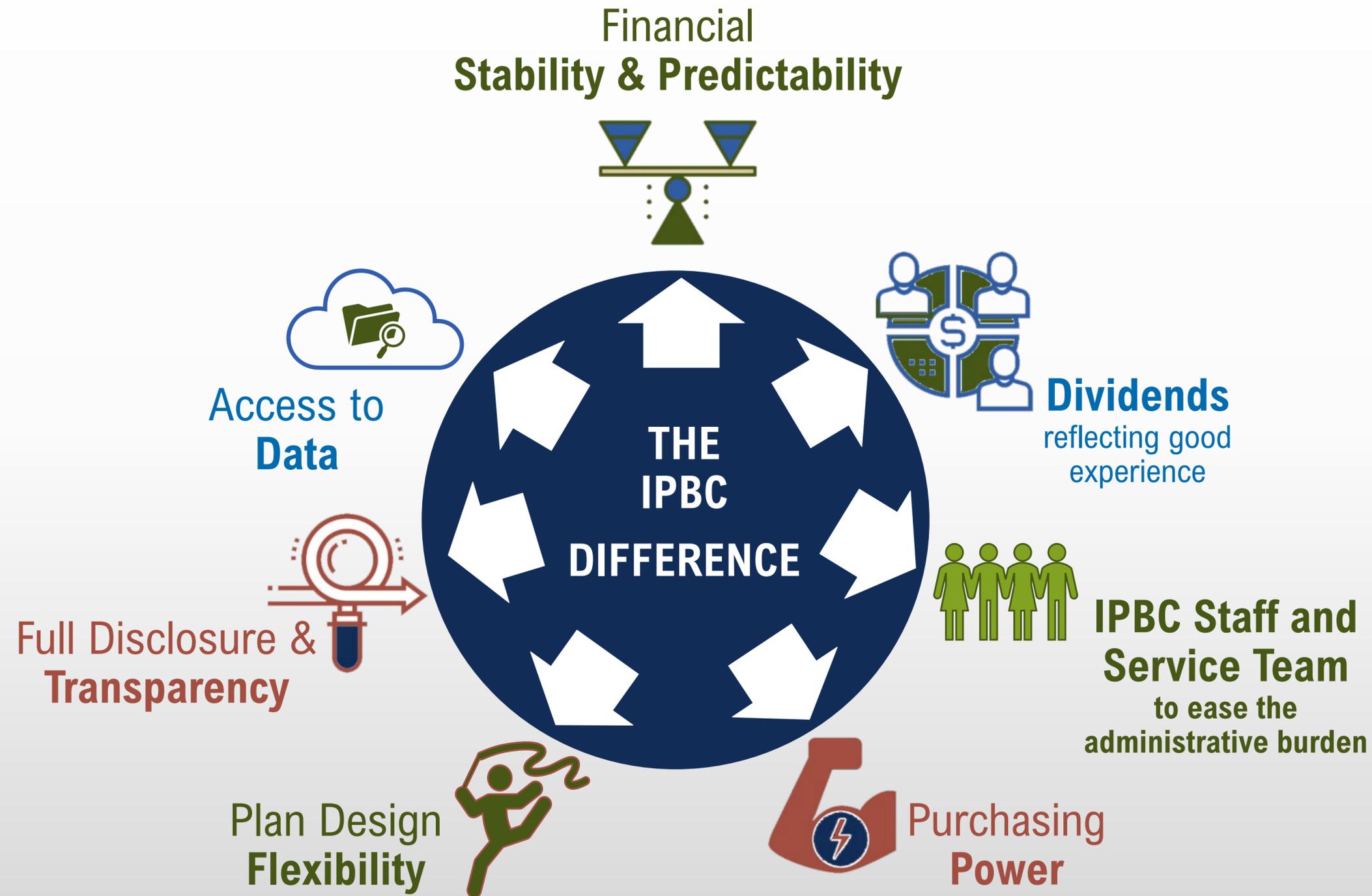
LISTED ENTITIES

Entities associated with an individual member

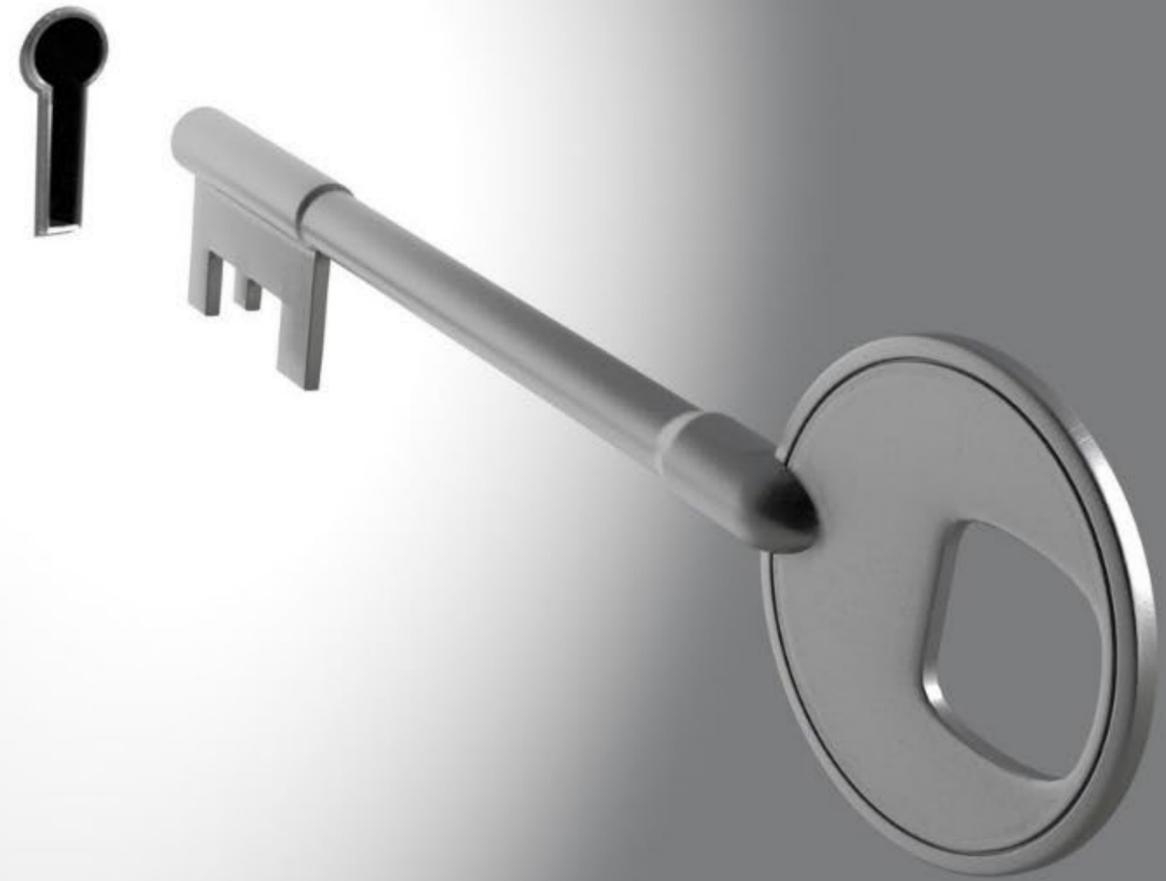


What makes
the IPBC
different from
other
health benefit
providers?

The IPBC's Advantages



**IPBC'S FUNDING
ARRANGEMENT:
The Key to
Stability**



High Risk: Self Insured

Predictable Risk

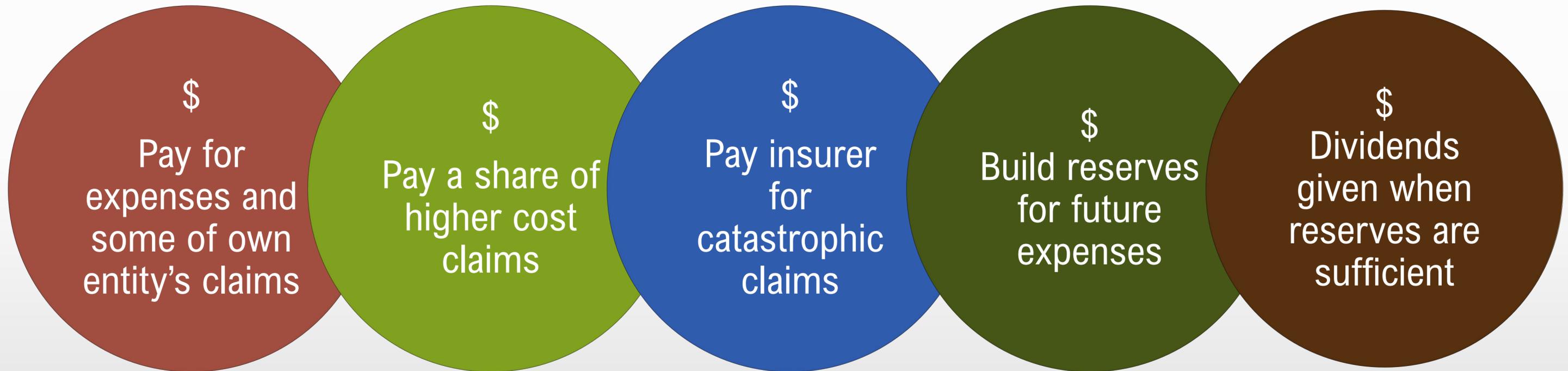


Low Risk: Fully Insured



THE IPBC RISK MODEL

Shared risk, shared reward



THE IPBC PPO RISK MODEL: HOW IT WORKS

Claims < \$50,000

- Paid in full by the member or Tier Members

Claims \$50,000 - \$1,000,000

- Allocated among all members based on their number of employees

Claims > \$1,000,000

- Covered by insurance
- Members share insurance cost

THE IPBC RISK MODEL: WHY IT WORKS

PREDICTABLE

- Employers pay fixed monthly rates – aka “Premiums” - for coverage each year
- Actuarial estimates of the employer’s and the Cooperative’s claims are used in making rates
- Monthly reports allow spotting of positive or negative trends
- Impact of experience on rate changes is capped at +/- 5% for PPO and +/- 5% for HMO from IPBC average

TRANSPARENT

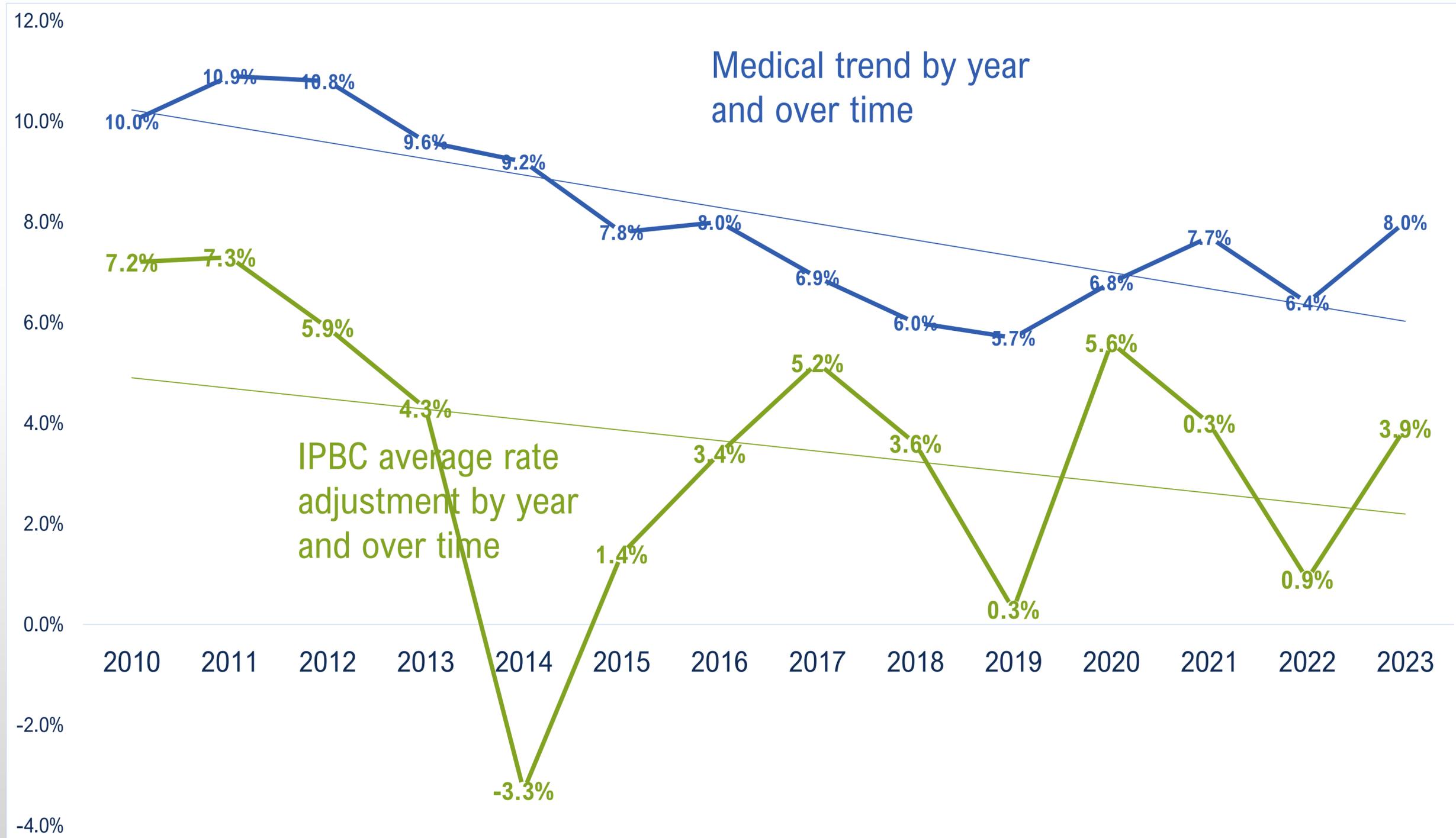
- Information about each member’s claims, allocated expenses, and reserves is provided
- All financial information is disclosed to the membership

EFFECTIVE

- The IPBC model has produced stable rates and positive returns for Cooperative members
- IPBC performance has consistently been below medical trend for BlueCross BlueShield’s and UHC’s book of business

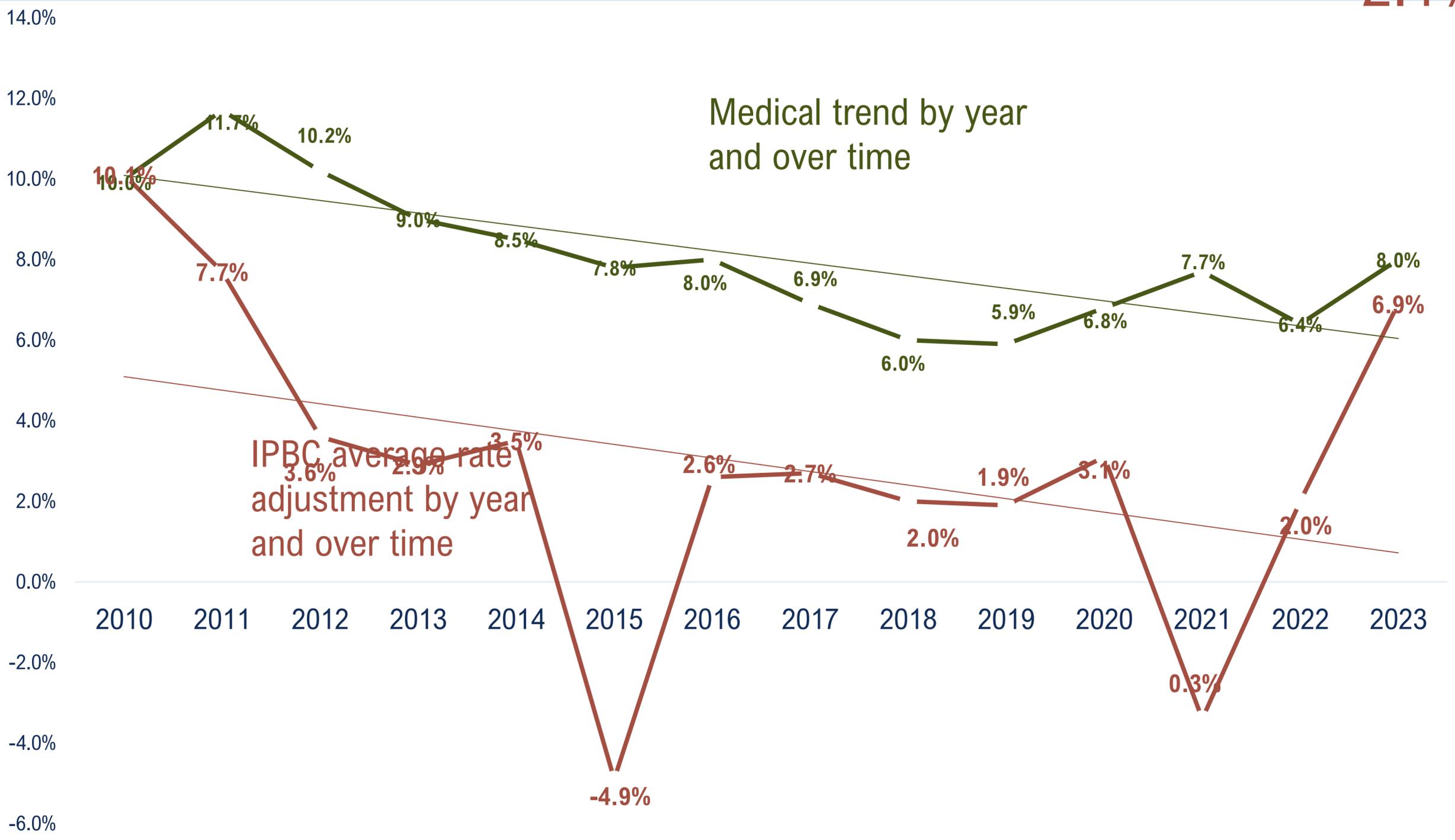
IPBC PPO RENEWAL HISTORY

PPO 5-Year Average:
3.0%

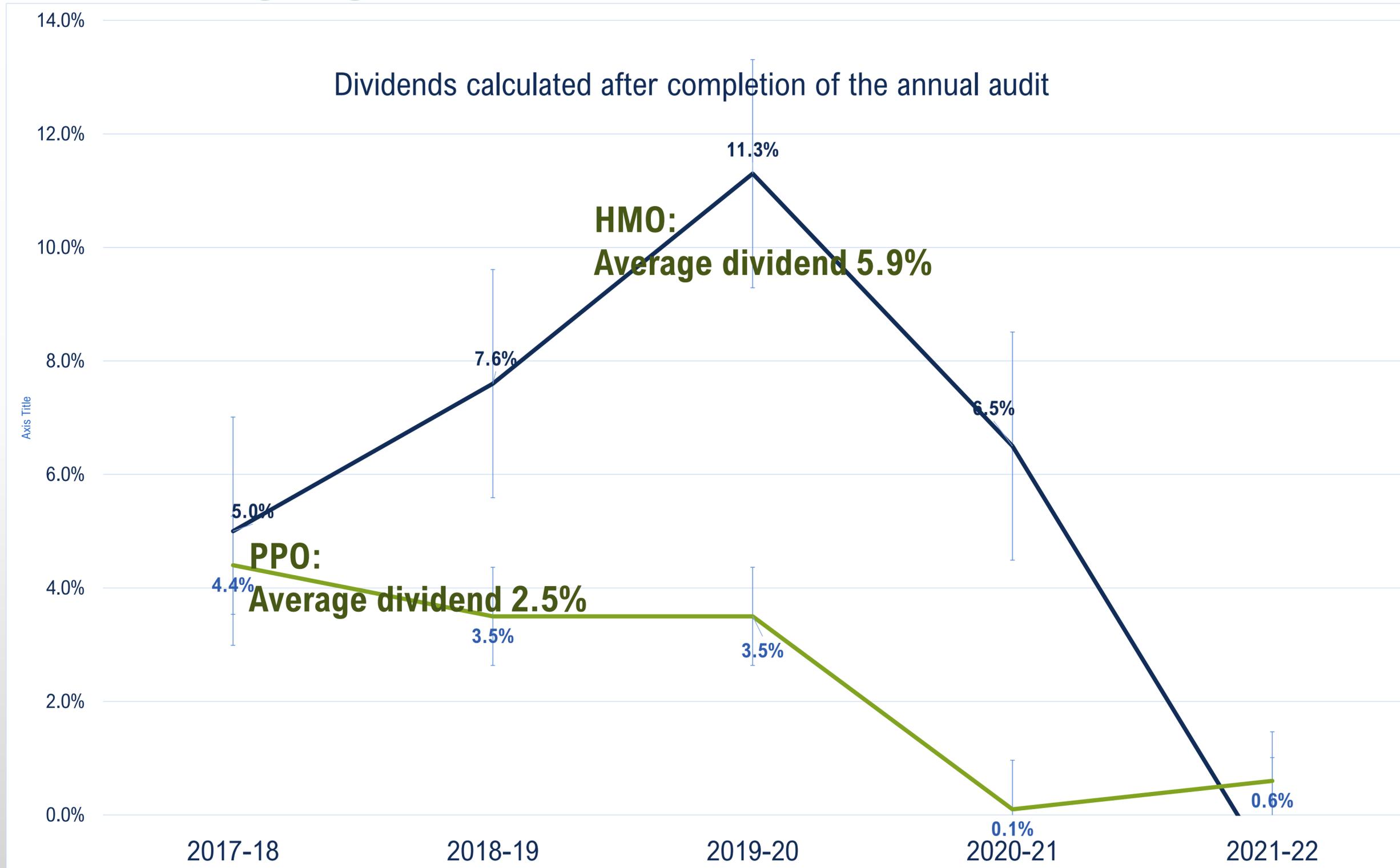


IPBC HMO RENEWAL HISTORY

HMO 5-Year Average:
2.1%



DIVIDEND HISTORY



IPBC IS A LONG-TERM INVESTEMENT

Estimated Five-Year Savings on Medical Plan

	City of Anytown	IPBC	Estimated Savings	Estimated Dividends
5 Year Trend	6.00%	3.00%	3.00%	2.50%
2023 Medical Annual Premiums	\$2,186,000	\$2,186,000		
2024 Estimated Annual Premium	\$2,317,160	\$2,251,580	\$65,580	\$56,290
2025 Estimated Annual Premium	\$2,456,190	\$2,319,127	\$137,063	\$57,978
2026 Estimated Annual Premium	\$2,603,561	\$2,388,701	\$214,860	\$59,718
2027 Estimated Annual Premium	\$2,759,775	\$2,460,362	\$299,413	\$61,509
2028 Estimated Annual Premium	\$2,925,362	\$2,534,173	\$391,189	\$63,354
Total Estimated Five-Year Premiums	<u>\$13,062,048</u>	<u>\$11,953,943</u>	<u>\$1,108,105</u>	<u>\$298,849</u>
Total Estimated Medical Plan Savings and Dividends				<u>\$1,406,954</u>

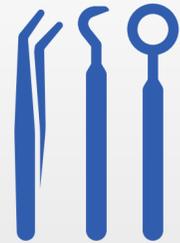
Note: Based on 100 Member Life Group



IPBC's BENEFIT OPTIONS

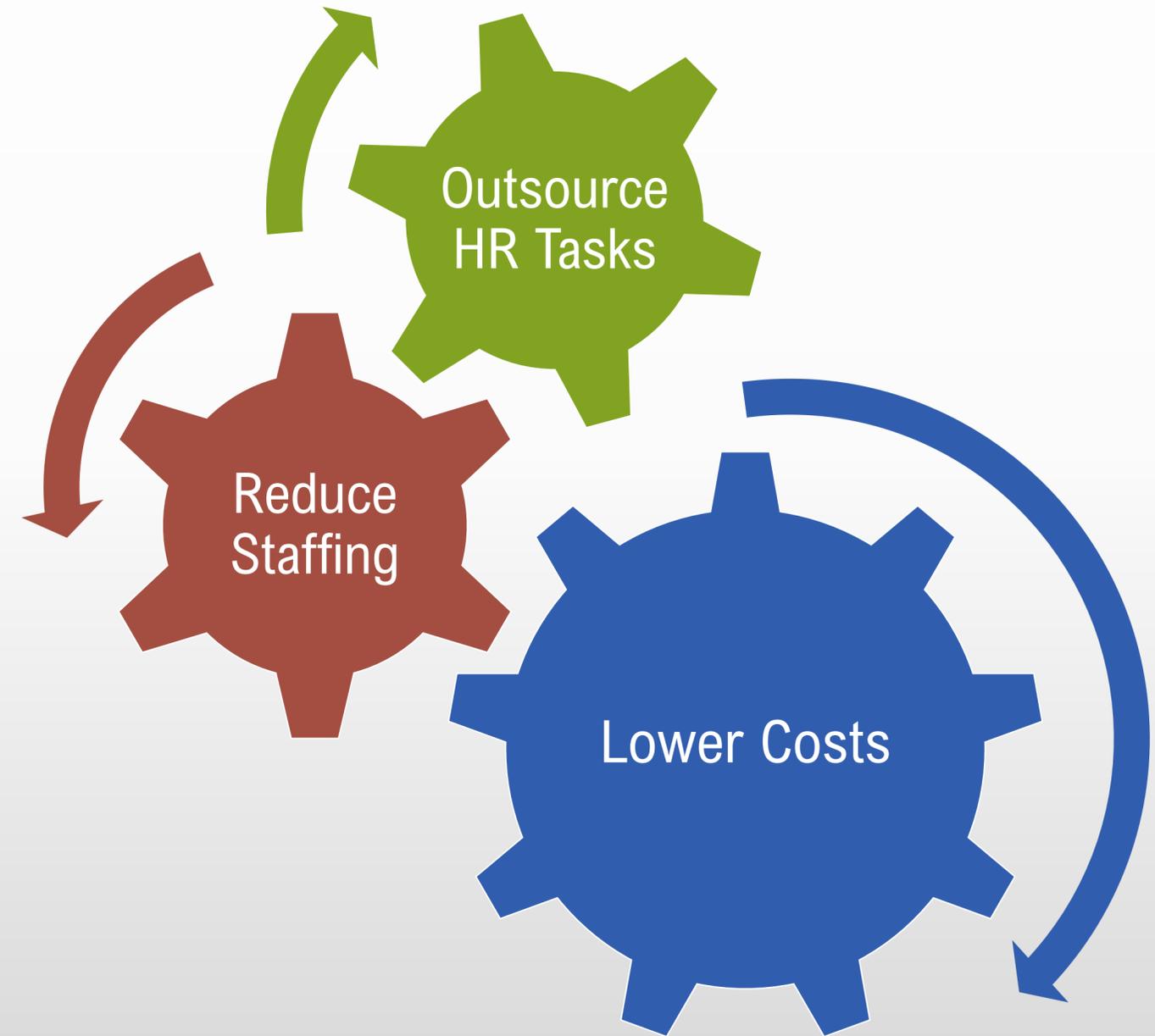
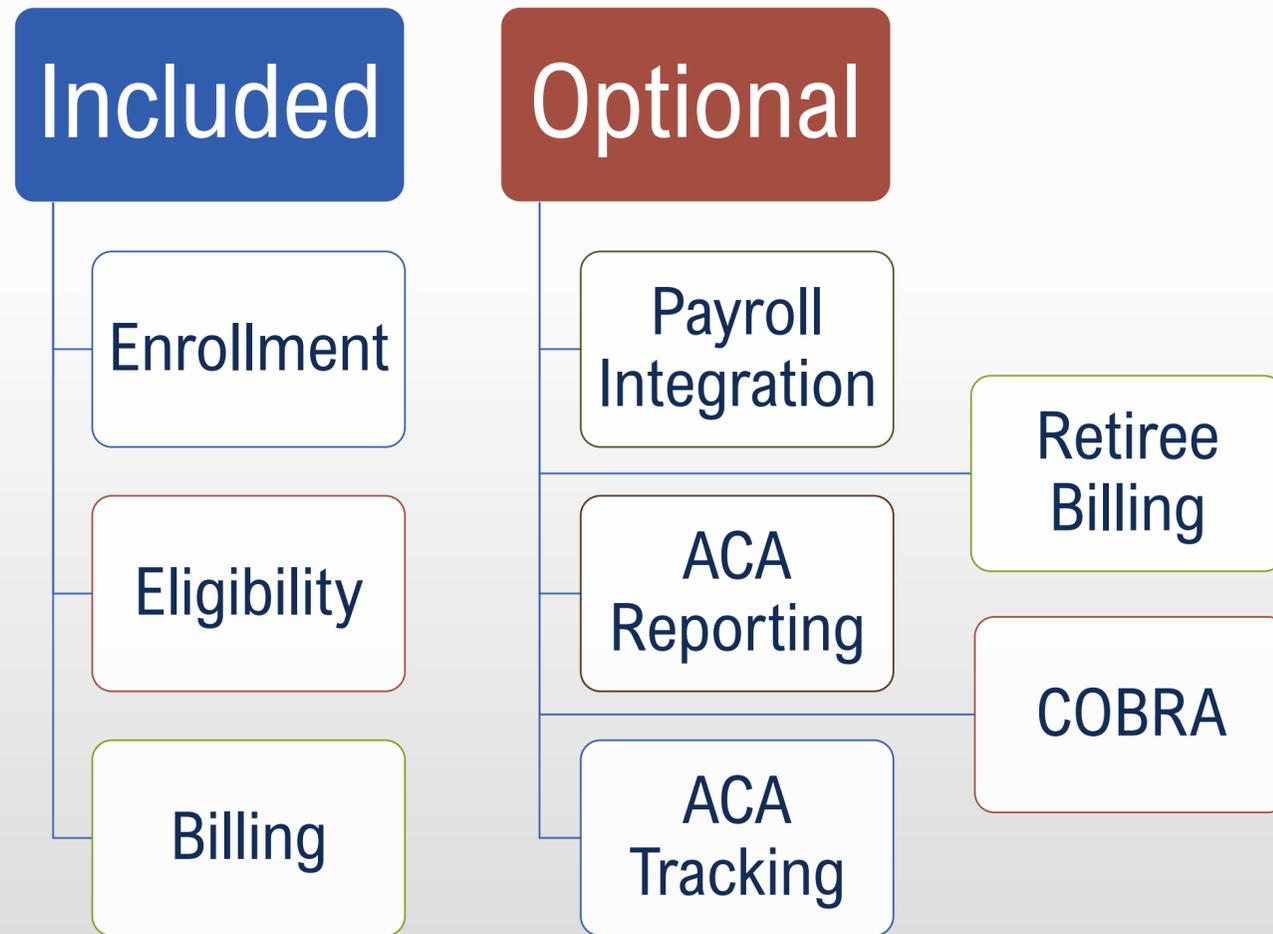


BENEFIT PROGRAM ADMINISTRATORS & INSURANCE CARRIERS



Enhanced Technology

PLANSOURCE®



IPBC “POOLED” PROGRAMS



PPO
(Required if offered)

- Flexible plan design with BCBS or UHC
- Self-funded, risk sharing, pooled renewals
- 14,600+ covered employees and retirees
- HDHP compatible with an HSA
- Rx carved out to Express Scripts



HMO
(Required if offered)

- Flexible plan design with BCBS
- Cost-plus funded (operates like self-funded plan), risk sharing, pooled renewals
- 5,600+ covered employees and retirees
- Rx carved out to Express Scripts



Life Insurance
(Required if offered)

- Flexible plan design with Securian Life administered by Ochs
- Volume Pricing
- 24,000+ covered employees and retirees



Dental
(Optional)

- Flexible plan design with Delta Dental
- Pooled renewals
- 14,750+ covered employees and retirees



Vision
(optional)

- Menu of Plan Design options with VSP

IPBC VALUE-ADDED PROGRAMS

No Additional Cost

Benefit Enrollment Services (Core Only)

- All members use PlanSource to manage eligibility and billing for IPBC programs
- No additional charge for employee self-service enrollment



Wellness Program

- Members design wellness program appropriate for their organization
- Members reimbursed up to \$130 for biometric screenings and flu shots
- Earn additional incentives if targets are achieved



Employee Assistance Program (EAP)

- Purchase options available through LifeWorks: 3 session, clinically appropriate and clinically appropriate bronze wellness packages with rate offset for employees enrolled in the medical plan.
- Resources to help balance work and home life
- Counselors for mental health, grief, substance abuse, and other needs



Virtual Visits – BCBS & UHC PPO Plans

- Option for non-emergent medical needs
- 24/7 access to medical professional online or via mobile device
- Nominal charge to plan vs. an urgent care or emergency room visit

IPBC OPTIONAL PROGRAMS

VSP – Optional Vision Program

- Select from 7 menu plan options
- 2, 3, and 4-tiered rates available

Medicare Solutions Program – additional cost, per-situation basis

- Administered by Benistar & Express Scripts
- Transfer Medicare retirees to alternat plan
- Reduces administrative burden
- Vendors provide enrollment, communication and billing support

Delta Dental – Additional Offerings

- Fully Insured and self-insured options
- PPO and Premier network options

Securian Life – Additional Offerings

- Voluntary Life and AD&D

PlanSource – Additional Offerings

- Transfer eligibility to non-IPBC insurance carriers
- COBRA Administration Services and Retiree Billing
- ACA Reporting Services
- FSA Administration Services
- Private exchange technology

WEX –Additional Offerings

- Pre-tax spending accounts including FSA, Dependent Care FSA, HSA, HRA and Lifestyle Reimbursement
- COBRA Administration Services

**IPBC's
SERVICE
PARTNERS**



IPBC'S SERVICE PARTNERS

 <ul style="list-style-type: none"> • Benefit consultant to members • Provides support to members on claims & enrollment 	 <ul style="list-style-type: none"> • IPBC accountants • Draws monthly ACH from members • Prepares monthly reporting 	 <ul style="list-style-type: none"> • Broker Consultant to the IPBC • Conducts RFPs for services 	 <ul style="list-style-type: none"> • Prepares annual renewal • Prepares rates for new members 	 <ul style="list-style-type: none"> • Enrollment system provider • Prepares monthly billing statements
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Legal services to IPBC




IPBC portfolio management



Provides audit services to the IPBC

The IPBC Service Team Through RPA's Benefit Consulting Services:

- Implementation of new IPBC members' employee benefit program
- Account service to individual IPBC members
 - Open enrollment guidance and materials
 - Problem-solving with carriers
 - Review of benefit strategies and plan designs to meet employer objectives
 - Plan changes & cost implications
 - Assistance with wellness program implementation
 - Benchmarking
- Member training programs



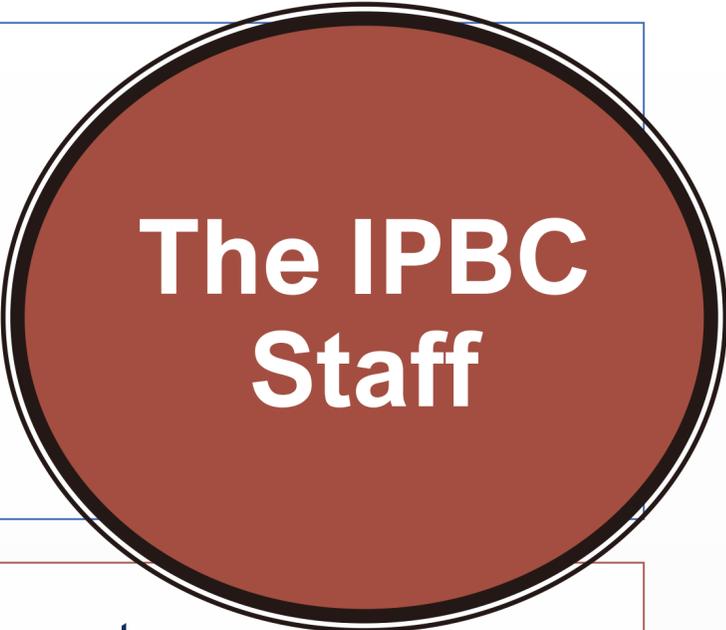
RPA Service Team

Team Member	Primary Duties
John Aston, Managing Director Tanya Edwards, Executive Program Director	Responsible for ensuring IPBC has the team and resources needed to support its goals.
Joyce Janu, Area Vice President	Overall IPBC lead. Responsible for new member vendors implementation, resource to identify clients' needs and issues, responsible for oversight of client service team.
Dan Parker – Senior Benefits Consultant Niti Patel – Senior Benefits Consultant Cindy Zichal – Senior Benefits Consultant Jennifer Lamz – Benefits Consultant Shannon McHugh – Benefits Consultant Angie Moscato – Benefits Consultant Jennifer Warp – Benefits Consultant Karen Williams – Benefits Consultant	Responsible for managing vendor relationships and implementations, assisting with compliance issues and supporting strategic initiatives of cooperative and individual members. Provide consulting to individual members with plan design offerings. Also responsible for day-to-day account service, eligibility, claim issue resolution and client advocacy.
Marina Sabol – Senior Client Representative	Responsible for day-to-day account service, eligibility, claim issue resolution and client advocacy.



Dave Cook – Executive Director

- **Governance**: By-laws, Policies, Strategic Planning
- **Marketing**: New Business, IPBC Resolutions, Listed Entity Agreements, Retention
- **Claims**: Appeals
- **Finance**: Audit, Accounts Payable, Banking, Investments
- **Reporting and Regulatory Compliance**: Federal and State Reporting
- **Contract Management**: Auditors, Accounting, Legal, Investment Advisors, Banking



The IPBC Staff

Sandy Mikel – Member Services Manager

- **Communications**: Monthly Newsletter, Member-wide Communications, Surveys, Website Management.
- **Training**: Training Program Development, Member Orientation, Consultant Training Offerings
- **Benefit Consulting**: Oversight and Supervision of Consulting Function, Plan Design Offering, Member Service Issues
- **Health Risk Management**: Wellness Programs, New Program Evaluation
- **Marketing**: Materials, New Member Implementations
- **Program Oversight**: Dependent Audit, Best Practices, New Program Evaluation

Kaitie Tiede – Operations Manager

- **Vendor Operations and Contract Management**: Carrier Relations and Oversight, Global Issues Resolution, Evaluate New/Extended Carrier Opportunities, Enrollment Accuracy and Transmission, Data Warehouse Management, Federal and State Law Compliance, Stop Loss Reporting
- **Marketing**: Rates, Renewals, Materials and Comparison Documents
- **Underwriting**: Monthly Billing Accuracy, Enrollment Billed to Actual, Benchmarking, PCORI



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M E M B E R S H I P

IPBC Individual Members

48 Members and 7 Listed Entities*

Barrington 7/1/1979	Batavia 12/1/2016 Batavia Public Library* 1/1/2021	Bloomington 7/1/1984	Boone County 8/1/2017	Buffalo Grove 1/1/2012 SWANCC* 12/1/2009	Carol Stream 10/1/1983	Carpentersville 1/1/2007
Crystal Lake 5/1/2011	Deerfield 5/1/2011 Deerfield Public Library* & Deerfield Park District* 5/1/2011	DeKalb 1/1/2008	DeKalb County 1/1/2019	Des Plaines 6/1/2003	East Moline 1/1/2017	Edwardsville 1/1/2024
Elk Grove Village 5/1/2016	Evanston 12/1/2009	Franklin Park 11/1/2003	Freeport 1/1/2018	Forest Preserve District of DuPage County 1/1/2004	Glen Ellyn 1/1/2009	Glenview 7/1/1979
Hanover Park 5/1/1981	Highland Park 1/1/2008	Hoffman Estates 1/1/2005	Homewood 1/1/2005	Lake County 7/1/2022	Lake County Forest Preserve District 1/1/2022	Libertyville 5/1/2006
Lombard 1/1/2014	McHenry County 7/1/2017	Morton Grove 1/1/2007	Mount Prospect 4/1/1998	Mundelein 1/1/2022	Northbrook 5/1/2003 Northbrook Public Library* 5/1/2003	Oswego 7/1/2010 Oswego Park District* 7/1/2010
Palatine 1/1/2020	Park Ridge 5/1/2016	Pekin 1/1/2023	Rolling Meadows 7/1/1979	Schaumburg 1/1/2012	St. Charles 5/1/22 St. Charles Park District* 8/1/23	Streamwood 7/1/1979
South Holland 1/1/2019	West Chicago 10/1/1997	Wheaton 4/1/2003	Wheeling 7/1/1979	Winnetka 1/1/2018	Wood Dale 7/1/1981	

NIHII (Northern Illinois Health Insurance Initiative)

32 Members and 2 Listed Entities*

Bensenville 6/1/2011	Berkeley 1/1/2018	Community Park District of LaGrange Park 7/1/23 LaGrange Park Public Library* 7/1/23	Countryside 8/1/1983
Du-Comm 1/1/2017 Bartlett FPD 1/1/2022	FPD of Kane County 1/1/2016	Hinsdale 6/1/1997	Indian Head Park 8/1/1983
Justice 1/1/2018	LaGrange 5/1/2018	LaGrange Park 8/1/1983	Lisle 10/1/2015
Lisle Park District 1/1/2017	Lisle Woodridge FPD 7/1/2017	MPEA 7/1/2012	Montgomery 1/1/2018
Municipal Consolidated Dispatch 9/1/2017	Naperville Park District 1/1/2016	North Aurora 1/1/2018	North Riverside 10/1/2009
Oak Park Public Library 1/1/2015	Oak Park Township 1/1/2014	Oswego Township 10/1/2022	River Forest 5/1/2011
River Grove 1/1/2018	Summit 1/1/2017	Warrenville 1/1/2016	Westchester 7/1/2016
Westmont Park District 7/1/1979	West Suburban Consolidated Dispatch 1/1/2014	Winfield 7/1/2014	Woodridge Public Library 1/1/2020



NWHIP (Northwest Health Insurance Pool)

30 Members and 1 Listed Entity*

Algonquin 1/1/2014	Algonquin Lake in the Hills Fire Protection District 5/1/2016	Beach Park 7/1/2016	Campton Hills 7/1/2018	Cary 1/1/2015 Cary Fire Protection District* 1/1/2021
Gilberts 4/1/2011	Glencoe 1/1/2015	Glenview Park District 1/1/2020	Grayslake 7/1/2020	Highwood 5/1/2016
Huntley 7/1/201	Itasca 7/1/2016	Lake In The Hills 7/1/23	Lake Zurich 1/1/2017	Lindenhurst 7/1/2020
McHenry 1/1/2018	McHenry County Conservation District 1/1/2021	Northbrook Park District 1/1/2021	Northwest Central Dispatch 1/1/2017	NWSJAWA 1/1/2000
Palatine Park District 10/1/2017	Roscoe 7/1/2015	Roselle 1/1/2019	Round Lake Beach 1/1/2024	SEECOM 1/1/2011
Skokie Park District 5/1/23	Spring Grove 7/1/2017	Wauconda 7/1/2017	West Dundee 5/1/2018	Winnebago FPD 1/1/2018

QCHIP (Quad City Health Insurance Pool)

8 Members & 2 Listed Entities*

Byron Forest Preserve District 7/1/2020 Byron Township* & Byron Park District* 7/1/2020	Colona 1/1/2017	Lee County 11/1/2017
Princeton 3/1/2017	Peru 1/1/2022	Rochelle 1/1/2018
Rock Falls 1/1/2010	Washington 7/1/2017	

SCDCBP (South Central DuPage County Benefit Pool)

4 Members

Burr Ridge 3/1/1985	Clarendon Hills 9/1/1984
Darien 9/1/1984	Woodridge 9/1/1984

SIHII (Southern Illinois Health Insurance Initiative)

10 Members

Caseyville 6/1/2021	Centralia 1/1/2020	Collinsville 6/1/2004	Effingham 7/1/2016
Glen Carbon 7/1/2013	Granite City 1/1/2024	Monroe County 7/1/2017	New Baden 7/1/2013
Swansea 5/1/2011	Trenton 9/1/2014	Wood River 1/1/2017	

SWAHM (South West Agency for Health Management)

15 Members & 2 Listed Entities*

Beecher 11/1/2010 Washington Township* 9/1/2016	Channahon 1/1/2015	Coal City 1/1/2012	Crest Hill 8/1/2010
Crete 11/1/2010	Crete Township 11/1/2010	Homer Glen 1/1/2009	Homewood Public Library 7/1/2015
Lockport 7/1/2008	Mokena 7/1/1992	Monee 11/1/2010	Peotone 11/1/2010
Plainfield 7/1/1992 IMET* 7/1/2017	South Chicago Heights 5/1/2014	Steger 11/1/2010	



Dave Cook

IPBC Executive Director
(630) 878-2019
davec@ipbchealth.org



Sandy Mikel

IPBC Member Services Manager
(847) 269-6178
smikel@ipbchealth.org



Kaitie Tiede

IPBC Operations Manager
(630) 429-4522
ktiede@ipbchealth.org

Thank You