

March 2, 1983

Minutes of the special meeting of the Board of Trustees of the Skokie Public Library, held Wednesday, March 2, 1983.

CALL TO ORDER

The meeting was called to order at 6:30 p.m. by Mrs. Diana Hunter, President.

Members present: Mrs. Diana Hunter, President; Dr. John Wozniak, Vice President; Mrs. Shirley Merritt, Secretary; Mrs. Eva Weiner; Mrs. Norma Zatz; and Miss Mary Radmacher, Chief Librarian.

Members absent: Dr. Herman Bloch and Mr. Walter Flintrup.

SYNOPSIS OF MAJOR FRINGE BENEFITS OFFERED BY SIX LIBRARIES

The synopsis of major fringe benefits offered by Skokie, Arlington Heights, Evanston, Schaumburg, Waukegan and Wilmette Public Libraries was carefully examined by the trustees, in each of the following categories: vacation; sick leave; health and life insurance; pension; others (maternity leave, tuition, transportation, etc.). Each category was scrutinized individually and recommendations were made by the Board of Trustees.

In addition to the chart of comparative benefits, Miss Radmacher presented recommendations for additional benefits for the Skokie Public Library compiled after consultation with Department Heads.

VACATION

The trustees approved recommendation that part-time salaried staff be given 50% of full-time employee's vacation allowance after one year.

SICK LEAVE

The trustees agree to the concept of proposal #1 under recommended Sick Leave Benefits to give benefits to part-time salaried employees, and recommend either 5 days or 6 days per year, to be decided by the trustees

at the regular meeting.

Proposal #2 under Sick Leave Benefits for payment of accrued sick leave to employees upon termination was not accepted.

HEALTH INSURANCE

The trustees did not accept the proposal to increase the Library's contribution to the Health Insurance to 60% per year. They recommend keeping it at 50%. There was discussion regarding lack of equity in health and life insurance payments since 50% of either the single or the family plan is paid by the Library.

LIFE INSURANCE

The trustees recommend that the Library pay the other 50% on the life insurance of \$5,000 for the full-time staff.

The trustees approved the recommendation that full-time employees not under the Library's health insurance plan be included in the life insurance plan.

PENSION

There is no change in the pension plan.

MATERNITY

The trustees recommend that maternity leave be allowed by using earned sick leave.

TUITION

The trustees recommend establishing a policy for tuition compensation for full and part-time employees which may pay 50% of the tuition, with the approval of the Chief Librarian, providing finances are available.

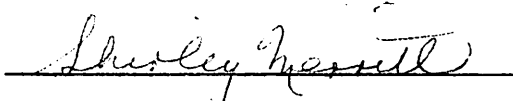
OTHER RECOMMENDATIONS

The trustees recommend:

1. That "catastrophic illness" and/or disability insurance be looked into.
2. Make available group health and life insurance for an employee upon retirement which would be totally paid for by the individual.
3. Look into "package plan benefits" offered by the Glencoe School District. This offers the employee the option of taking the benefits he/she wants within the framework of what is offered and the dollar amounts involved.

ADJOURNMENT

The meeting adjourned at 9:00 p.m.


Shirley Merritt - Secretary