

February 25, 2009

Minutes of the reconvened meeting of February 11, 2009, of the Board of Trustees of the Skokie Public Library held in the Skokie Public Library Board Room, Wednesday, February 25, 2009.

#### CALL TO ORDER

John Graham, Vice President, called the meeting to order at 7:30 p.m.

Members present: John Graham, Vice President; Dayle Zelenka, Secretary; Richard Basofin; Susan Greer (arrived at 7:32 p.m.); Zelda Rich; Dr. John M. Wozniak; and Carolyn A. Anthony, Director. Diana Hunter, President/President Emerita was present via speaker telephone.

Staff present: Beth Dostert, Manager of Human Resources; Barbara A. Kozlowski, Associate Director for Public Services.

#### BENEFIT EVALUATION

Ms. Dostert distributed information comparing the Library's current medical plan coverage through NSLS with the LIMRiCC medical plan coverage which is through the Metropolitan Library System. She also distributed information regarding the rate history for both plans, supplemental term life insurance, employee cost information, and break even data.

Ms. Dostert explained that the consideration of an alternate benefit plan is proposed because a number of staff have requested an HMO and several staff have encountered problems with claims in the current Allied Benefit Plan. In a recent survey of staff in the medical plan, 27 indicated they would choose an HMO. Some staff on the bronze plan have not sought medical care for fear of the out-of-pocket expense.

For reference, there are currently 63 employees that participate in the NSLS medical plan and 79 employees that participate in the NSLS dental plan.

Ms. Dostert recommends option 2 for price structure. The reason for her recommendation is that the HMO is the lowest cost plan and therefore, the Library is contributing a higher percentage to cover the cost. She recommends the price structure for the low deductible plan to allow cost savings for current Gold plan participants and is trying to keep the cost reasonable for the employees moving from the current silver plan to this new low deductible plan.

Skokie Public Library needs to give NSLS 120 days notice to leave the plan so Ms. Dostert is asking for the Board's review and approval in order to meet the March 1 deadline.

Mrs. Greer arrived at 7:32 p.m.

Discussion followed.

A motion was made by Dr. Wozniak, seconded by Mr. Basofin:

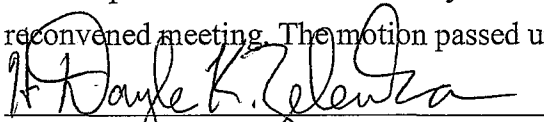
MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES  
ADOPT PARTICIPATION IN THE LIMRiCC MEDICAL PLAN,  
OPTION 2, AS PRESENTED.

The roll was called. The motion passed unanimously. Mrs. Hunter, being present via speaker phone, did not vote.

Mrs. Hunter suggested that staff get a written notice of the costs of the plan they choose and what the Library pays and what the employee pays. Staff should know how to address advocacy issues with the LIMRiCC plan. Mrs. Hunter asked for a list of libraries that participate in the LIMRiCC plan.

#### ADJOURNMENT

At 8:09 p.m. a motion was made by Mrs. Rich, seconded by Mr. Zelenka to adjourn the reconvened meeting. The motion passed unanimously.

A handwritten signature in dark ink, appearing to read "Dayle Zelenka", is written over a horizontal line.

Dayle Zelenka, Secretary