

October 9, 1974

Minutes of the regular meeting of the Board of Directors of the Skokie Public Library held October 9, 1974, at 7:30 p.m., in the Library.

Members present: Walter Flintrup, Richard Lindberg, Shirley Merritt, Richard Telingator, John Wozniak and Rabbi Karl Weiner, Miss Mary Radmacher, Chief Librarian.

Also present: Charles Hug, attorney, and Blue Cross/Blue Shield representatives Messrs. Eng and Sousa.

Minutes of the meeting held September 12, 1974 were approved as received on motion by Mr. Flintrup, seconded by Mrs. Merritt. Motion carried.

Rabbi Weiner asked that the first order of business for the evening be a report from Mr. Eng and Mr. Sousa of Blue Cross/Blue Shield on inclusion of the Library with the Village of Skokie health insurance coverage. They reported that many months ago they were asked to study this possibility and many questions were asked. The project is to merge the Library group of 30 people into a group of 300 - 400 people. The Library is poorly enrolled since 60 percent of the personnel is considered normal enrollment. Also, the percentage of family enrollment is too low and on an experience rating it evolves to what is used must be paid for. Another problem is how to upgrade the Library employees to a level equal to the Village. The Village of Skokie asked for Blue Cross/Blue Shield to assess this.

Several points were brought out a meeting with the Village, mainly that the Library has a low percentage of personnel enrolled and is behind industry in the amount the Library contributes for each enrolled employee.

Miss Radmacher mentioned that if the Library should merge with the Village the Library employees would have increased benefits but there should be consideration by our Board regarding the Library's role toward the contribution. What portion does the Board want to contribute? The Village is paying over 80 percent of the fees for Village employees and the Library is paying one-half of the premium

for a single coverage.

Mr. Sousa distributed a document of the proposed merger, showing the existing rates for Skokie Public Library, explaining the reason for the high rates is the low enrollment on the part of the Library and the few family plans as compared with the single (10 family and 20 single). The Village by comparison carries an enrollment where 60 percent of the group are married and 40 percent single. The first action would be for the Library to upgrade its present program to the level of the benefits the Village now has. This would be a total monthly increase of \$199.50 and should be done in order to merge both groups. A copy of Mr. Sousa's proposal is attached. The upgrading of the Library should become effective as soon as possible and the merger with the Village could become effective at the expiration of the current Village contract which will be May 1, 1975.

The Village strongly suggested that the Library Board consider moving the employees up to the same level of the Village which would include life insurance. The Village is carrying \$10,000 per individual. This would increase the single fee \$3.00 per month. Life insurance cannot be optional per member but must be overall.

Mr. Flintrup asked how contingent would the term life be on making the change in the health insurance. He asked if it would be possible to hold off on a decision about the life insurance until after the merger May 1st. Answer was that it would be assumed the Library would want to take things by degrees and commitment would not be demanded of them. Mr. Sousa explained the first consideration is to upgrade employees' coverage, but the merger could be handled without life insurance. His understanding is the Village is to meet with the Library and work it out. The Village would like to do this by November 1st, and Mr. Sousa's impression was the Village did not feel there would be any great change and the Library group would balance out very well within that group.

Mr. Flintrup said that the real crux is increasing the benefits so dramatically. It may be the consideration of this Board is enough commitment for now - just notification that the Board has changed the coverage dramatically and are considering going to additional underwriting on fees. The Library would lose if it waits too long and the rates for the Library group alone will increase extremely. All the Board can decide at this time is to upgrade the benefits and negotiate with the Village for a formalized agreement to merge in seven months. He stated a commitment must be made this evening to upgrade and merge, and ask the Village to look at the situation in seven months time. The following motion was made by Mr. Flintrup which was seconded by Dr. Wozniak.

Motion: That the Skokie Public Library increase the current benefits and merge with the Village of Skokie on Blue Cross/Blue Shield health insurance as stated in the proposed merger document as prepared by Blue Cross/Blue Shield.

In discussion it was stated the rate for the next seven months for the employees will remain the same and the Board will come to a policy decision at the next fiscal year whether the Board wants to include life insurance. The upgrading will be subsidized by the Library for the next seven months. The cost remains constant to the employee until May 1.

Rabbi Weiner called for voting on the motion which was as follows: Mr. Flintrup, yes; Shirley Merritt, yes; Richard Lindberg, yes; Richard Telington, yes; John Wozniak, yes; and Rabbi Weiner, yes. Motion carried.

Rabbi Weiner asked Mr. Flintrup to inform Mr. Matzer of the Board's action and Miss Radmacher volunteered to inform Mr. Eng and Mr. Sousa.

The Library will continue to be billed separately by Blue Cross/Blue Shield.

Mr. Eng and Mr. Sousa retired from the meeting.

Rabbi Weiner directed the Board's attention to the listed order of the Agenda and the following motion was made by Dr. Wozniak, seconded by Mr. Lindberg which, on roll call vote, carried unanimously.

Motion: That the financial statements for the General Operating Fund, Reserve Fund for the Purchase of Sites and Buildings, Library Construction Fund and North Suburban Library System Coordinated Acquisitions Program be accepted; and the list of bills for the General Operating Fund in the amounts of \$25.56, \$15,130.98 and \$98.90; and Library Construction Fund in the amount of \$45.00 be approved for payment.

Circulation Report for September, 1974 and Reports on Reciprocal Borrowing Programs were accepted and ordered placed on file.

Copies of the Library Use Statistics were distributed to the members.

Personnel appointments and resignations were discussed.

Copies of a letter received from Sister Lauretta McCusker of Rosary College Graduate School of Library Science were distributed. The letter advised that a scholarship fund was being established in honor of Dorothy Cromein, a librarian and teacher at the College, recently deceased. Voluntary funds for the scholarship were being solicited. In discussion Mr. Hug said being a public library no contribution should be made by the Library but this did not restrict individuals from contributing.

A copy of the Seventh Annual Report from the North Suburban Library System was given to each member.

Regarding the piano situation, at the September 12, 1974 meeting a report was made on Mr. Lindberg's investigation of the possibility of a grant from the Dr. Scholl Foundation for a piano. Mr. Flintrup reported he had contacted the Chicago Instrument Company. They do have a trust fund and could participate, partially or fully, regarding which way they want to go. He will get the necessary papers for application for a grant. Their year starts in February at which time they consider new requests and make the awards during the year.

Miss Radmacher reporting on the building program said the lawn sprinkler is an item that must be taken care of. Oughten the original contractor is out of

business. Thomas Brophy took over the business under the name of North Shore Lawn Sprinkling Systems. When Mr. Carl Hoglund had only verbal recommendations for procedure with the lawn sprinkler system to make it operable, he, in conjunction with the attorney, wrote the letter to which Mr. Brophy agreed and, in turn, sent to the Library asking its acceptance. Work on the lawn sprinkling partially system has been necessitated because of the Village's installation of water mains on Oakton Street. When the ground was dug up dirt got into our lawn sprinkling system. The Library could go back to the Village, but the job needs to be done. The cost would be \$410.00 and the architects recommend accepting Brophy's bid and going ahead with the work. Motion by Dr. Wozniak, seconded by Mr. Lindberg which, on roll call vote, carried unanimously.

Motion: That the Skokie Public Library enter into the contract for the sprinkler work subject to further discussion with the Village.

Mr. Hug will write a letter asking the Village to take care of this. He suggested delaying a few days to give him sufficient time to try to work something out with the Village.

Rabbi Weiner reported receiving a letter from Mr. Hammond wherein he mentioned being contacted by Mrs. Kathryn Gesterfield of the State Library regarding the balance of the amount due this Library on the Library Services and Construction Act. She inquired why substantiating bills had not been submitted for her office to authorize payment of this balance. The reason for this being that the building has not been accepted as completed due to arbitration.

Mr. Hug said according to Mr. Di Leonardi's calendar there will be a preliminary hearing next week.

Miss Radmacher distributed copies of materials given to Dr. Ronald Miller who is conducting a Personnel Audit.

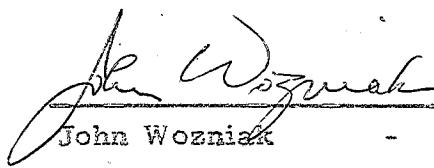
There was discussion concerning District Library Law and advantages of conversion from a Village to a District Library.

Copies of the proposed program for the Illinois Library Association Annual

Conference in Springfield October 22-25, 1974 were distributed. Miss Radmacher will attend and asked Board members to inform her if they wished to attend.

Copies of five press releases, October Calendar of Events, Great Books Newsletter for October, 1974, three booklists and a schedule of the Documentary Film Series were given to the members.

Meeting was adjourned at 10:00 p.m. on motion by Mr. Lindberg.



John Wozniak

Secretary

10/9/74

PROPOSED MERGER

Skokie Public Library - Group No. #37368
 Village of Skokie - Group No. #41205

PRESENT RATE STRUCTURE

	<u>#37368 (as of 3/20/74)</u>		<u>#41205 (as of 5/1/74)</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
Blue Cross	\$25.52	\$67.38	\$10.66	\$36.76
Blue Shield	\$ 2.00	\$ 6.10	\$ 4.12	\$18.08
Major Medical	<u>\$ 3.80</u>	<u>\$ 7.74</u>	<u>\$.70</u>	<u>\$ 2.32</u>
Total	\$31.32	\$81.22	\$15.48	\$57.16
	<u>No. of Members</u> - 30		<u>No. of Members</u> - 466	
	Single - 20		Single - 97	
	Family - 10		Family - 369	

If the library would upgrade their present program, the following Blue Cross-Blue Shield rates would prevail:

Single - \$34.77 Family - \$94.30

Total monthly increase would be as follows:

$$\begin{array}{r}
 \$3.45 \\
 \times 20 \\
 \hline
 \$69.00
 \end{array}
 \quad
 \begin{array}{r}
 \$13.08 \\
 \times 10 \\
 \hline
 \$130.80
 \end{array}
 \quad
 =
 \quad
 \underline{\$199.50}$$

* If the library is merged into the Village of Skokie, the following rates would prevail for both groups:

Single - \$18.57 Family - \$58.03

The cost of this merger per month would be: \$620.76

(97 x \$3.09 = \$299.73 \$3.69 x .87 = \$321.03)

This cost to be borne by the library for a seven month duration.

The merger of the library with the Village group would effect the following monthly savings to the library:

	<u>Single</u>	<u>Family</u>
Present Rates	\$31.32	\$81.22
Merged Rates	<u>18.57</u>	<u>58.03</u>
	<u>12.75</u>	<u>23.19</u>
	<u>x 20</u>	<u>x 10</u>
	<u>\$255.00</u>	<u>\$231.90</u>
		= <u>\$486.90</u>

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Therefore, the net monthly cost of the merger to the library would be as follows:

Proposed Cost	\$620.76
Savings due to reduced rates	<u>\$486.90</u>
Net Monthly Cost	\$133.86

As indicated previously, the monthly cost to the library to obtain the same program which is in effect for the Village of Skokie would be \$199.50.