

July 11, 2007

Minutes of the closed meeting of the Board of Trustees of the Skokie Public Library held in the Skokie Public Library Board Room, Wednesday, July 11, 2007.

### CALL TO ORDER

John Graham, President, called the meeting to order at 8:10 p.m.

Members present: John Graham, President; Diana Hunter, Vice President/President Emerita; Dayle Zelenka, Secretary; Susan Greer; Zelda Rich; Eva Weiner; and John M. Wozniak; and Carolyn A. Anthony, Director.

### RETIREMENT INCENTIVES

Mrs. Anthony said that the Library has six staff members who are 66-76 and still participating in the Library's group health insurance program. The cost of the premiums at the present time ranges from \$4,644. to \$8,352. (single). The actual cost to the Library this year since we pay 90% of bronze (one employee) of \$4,179.60, 80% of silver (two employees) at \$5,721.60, 68.5% of gold (two employees) at \$5,721.60 and 70% of Employee Plus Spouse coverage (one employee) at \$11,046.00 for a total cost of \$38,112.00 this year. These employees are eligible for IMRF pensions and for Medicare and could elect IMRF supplemental medical coverage, if desired, for a cost of \$1,656.-\$4,000. per year, depending on their age and the supplement choice selected. Five of the six employees are at Top of Scale in terms of salary.

It would be in the Library's interest to encourage these employees to retire. Another employee who is 68 and at Top of Scale does not participate in the Library's health insurance program with NSLS.

Mrs. Anthony is proposing that the Library make an offer, to encourage more timely retirement, of payment of one year's worth of NSLS insurance (100% of single coverage) up to a maximum of \$10,000. or three years of IMRF supplemental coverage (same maximum) or a retirement incentive bonus of \$5,000. to any employee who has worked 15 years or more with SPL and retires within four months after their 65<sup>th</sup> birthday or, if already over 65, within four months of the date of this offer.

Mrs. Anthony has run this by legal counsel and has been told that there is no problem with the Library's making such an offer, as long as it is uniform for any qualifying employee. The offer could be made ongoing or as a one-time offer, as long as the Library has "no plans at this time" to offer it again.

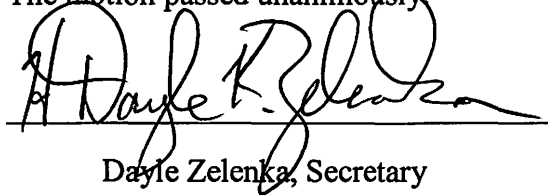
Discussion followed. The question arose as to why staff over 65 are on the NSLS health insurance plan when they are eligible for Medicare. Could the Library make it a requirement? Library legal counsel Rachel Lutner says there is no simple answer. Ms. Lutner would need to investigate further to give an accurate answer. All trustees agreed they would be supportive of a plan to encourage more timely retirement. The issue will be placed on the August agenda.

#### ADJOURNMENT

At 8:39 p.m. a motion was made by Mrs. Hunter, seconded by Dr. Wozniak:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES  
ADJOURN FROM CLOSED SESSION AND RETURN TO OPEN  
SESSION.

The motion passed unanimously



Dayle Zelenka, Secretary

Opened December 14, 2022