

Guernsey County District Public Library Board of Trustees Regular
June 6 2023, Special meeting minutes
Kathy Warhola

Roll Call was taken. Trustees present: Carla Smith, Cathy Koscoe, Jo Sexton, Sheila Ellenberger, Debi Cunningham, and Kathy Warhola. Stephanie Laube was absent. Library employees present were Jennifer Jacobs, Ada Myers, Lori Mitchell and Michael Limer. One guest present.

Public participation: none

Bargaining Unit President Lori Mitchell presented information regarding the increased rate for insurance and asked that the board consider increasing the amount that the library would increase the contribution to each employee's insurance premium. (see attached handout that was distributed)

Executive Session entered at 1:16 pm: A motion was given to go into executive session to discuss compensation of public employees. Motion to go into executive session was by Jo Sexton, seconded by Kathy Warhola. Trustees present were Carla Smith, Cathy Koscoe, Jo Sexton, Sheila Ellenberger, Debi Cunningham, and Kathy Warhola

The Executive session was exited at 1:20 pm.

Motion was made by Carla Smith and seconded by Debi Cunningham
"Library contribution to insurance coverage for Library employees will be 95% of the new premium amount effective July 1st for one year". Motion passed unanimously.

Executive session was entered at 1:27 pm. Motion to go into executive session to discuss employment of an employee was made by Kathy Warhola and seconded by Cathy Koscoe.. Executive session exited at 1:54 pm with no motions.

Business too late for agenda

Executive session was entered at 1:57 to discuss personnel issues. Motion was made by Cathy Koscoe, seconded by Kathy Warhola. Executive session was exited at 2:35 with no motions.

Motion to adjourn: Cathy Koscoe made the motion to adjourn.

INSURANCE COMPENSATION INCREASE FOR STAFF

Board President Dr. Ellenberger and Members of the Board,

Thank you so much for allowing me to speak on behalf of the Library Staff. My name is Lori Mitchell (31 yrs of service, current Finley Room Dept Head and Union President). It is my hope that the Board would consider increasing employee insurance compensation due to unforeseen premium increases.

I. When it comes to our insurance compensation please note the following:

- Contract 2012 -2014, section 21.01: In 2012, Board contribution would be 90%. By 2013 the Board would pay a maximum of \$1016 of the monthly premium.
- Insurance has not been a part of the negotiations since then (11 years).
- During the 2023 – 2026 salary negotiations, Attorney Bennett kept bringing up insurance compensation (which was not part of the negotiations) as to why our salary proposals were denied.
- Since 2018 (5 years) our insurance premiums have only increased (on average) 6.34%. So an increase this year of 21 – 24% was very shocking and unexpected.

II. Board's Insurance Compensation Percentage: Current and New

The following calculations show current and new Board compensation percentages:

A. Anthem CORE Insurance:

- Current percent of Board coverage: $\$1016/\$1059.29 = .959 \times 100 = 95.9\%$
- Board percentage for 2023-2024 yr.: $\$1016/\$1323.88 = .767 \times 100 = 76.7\%$

Board contribution will decrease by 19.2%.

Insurance will increase by 24.98%. *for staff*

- 19.2% decrease

B. Anthem BUY-UP Insurance:

- Current percent of Board coverage: $\$1016/\$1079.67 = .941 \times 100 = 94.1\%$
- Board percentage for 2023-2024 yr.: $\$1016/\$1315.06 = .772 \times 100 = 77.2\%$

Board contribution will decrease by 16.9%.

Insurance will increase by 21.80%. *for staff*

III. AETNA Insurance:

Aetna was considered but rejected due to the following information:

- High Risk – Only trying to buy our business.
- Premiums normally increase greatly the 2nd year.
- Worried about pre-approval (already approved with Anthem) and doctor choices.
- Anthem could deny taking us back or become non-competitive.

In conclusion, thank you once again for your time and your consideration in helping the Staff.