

**REGULAR MEETING OF THE BOARD OF TRUSTEES
OF THE
DOWNERS GROVE PUBLIC LIBRARY
November 26, 2003**

MINUTES

ROLL CALL

President Daniels called the meeting to order in the Library Meeting Room at 7:35 p.m. Trustees present: DiCola, Humphreys, Read, Sapyta, Daniels. Trustees absent: Vlcek. Also present Library Director Bowen

APPROVAL OF MINUTES

The Board reviewed the minutes. It was moved by Read and seconded by DiCola **THAT THE MINUTES OF THE REGULAR MEETING OF NOVEMBER 12, 2003 BE APPROVED AS WRITTEN.** Ayes: DiCola, Humphreys, Read, Daniels. Abstain: Sapyta. Nays: none. Motion carried.

Vlcek arrived at 7:42.

INVOICES

Bowen reviewed the list of invoices submitted for payment. It was moved by Sapyta and seconded by Humphreys **TO APPROVE PAYMENT OF OPERATING INVOICES FOR November 26, 2003 TOTALING \$90,524.** Ayes: DiCola, Humphreys, Read, Sapyta, Vlcek, Daniels. Abstain: none. Nays: none. Motion carried.

OPPORTUNITY FOR PUBLIC COMMENT ON AGENDA ITEMS

None.

NEW BUSINESS

Bowen reported that in checking with Village staff to verify library employees' costs in the new health insurance program he was informed that all participants must pay the same share of the insurance cost that Village staff are expected to pay. This issue had been raised when the move to the new program was discussed over the summer. The last word had been that other agencies participating in the program with the Village would be able to continue their own policies. It was under this assumption that library staff completed the recent enrollment into the new program that begins January 1, 2004. While Bowen was unhappy with this decision, it did present the opportunity to look again that impact of health insurance on the budget in the Five Year Plan that the board is currently considering. The current policy of the library is that the Library pays 100% of the cost of employee health insurance and 80% of the additional cost for family coverage. The new program requires employees to also pay share of their individual coverage. The solution discussed when the issue of differing policies on staff contribution to the insurance program was originally raised was to give staff who participate in the insurance program a salary adjustment

equal to their additional cost. Bowen proposed that the Board consider this solution for staff hired before January 1, 2004. New employees hired after that date would not receive this adjustment. He also suggested that the Board consider whether or not there should be a specific time limit on "grandfathering" employees into this benefit. He suggested a 10 years time frame, with anticipation that at least half of the 24 employees who currently participate in the insurance program would be retiring within that time period. There was considerable discussion on the increasing cost of insurance and its impact on the budget over time. While Trustees agreed that they wanted to offer the salary adjustment to current employees for the 2004/05 benefit year, they were generally not willing to guarantee it for a longer period of time, because of the uncertainty of how insurance costs will continue to grow and concern the Library might not be able to make good on such a promise without serious consequences to the rest of the budget in the future. Everyone agreed that the most appropriate course of action at this time would be to approve a salary adjustment for the new benefit year and then take time to consider the issue before work on the 2005/06 budget begins next fall. It was moved by Humphreys and seconded by Vlcek **THAT LIBRARY EMPLOYEES WHO PARTICIPATE IN THE HEALTH INSURANCE PROGRAM AND WHO WERE HIRED BEFORE JANUARY 1, 2004 RECEIVE A SALARY ADJUSTMENT EQUAL TO THE AMOUNT THAT THEY WILL BE REQUIRED TO CONTRIBUTE FOR INDIVIDUAL INSURANCE COVERAGE IN THE NEW INSURANCE PROGRAM. THIS ADJUSTMENT WILL BE FOR THE NEW BENEFIT YEAR ONLY. EMPLOYEES HIRED AFTER JANUARY 1, 2004 ARE NOT ELIGIBLE FOR THIS ADJUSTMENT.** Ayes: DiCola, Humphreys, Read, Sapyta, Vlcek, Daniels. Abstain: none. Nays: none. Motion carried.

Consideration of an Intergovernmental agreement on participation in the health insurance program between the Village and the Library was on the agenda for this meeting. Bowen reported that the Library's attorney had reviewed the agreement and recommends a change in one paragraph. Bowen had made the request to Village staff, but has not yet received a response. Discussion of the agreement will be placed on the agenda of the December 10, 2003 meeting.

OLD BUSINESS

Trustees had received a new draft of the proposed budget and five year plan, revised to reflect changes discussed at the last board meeting. The budget has been available for public examination in the government documents collection in the Reference Department. No further changes were requested in the current draft. Approval of the budget will be on the agenda of the December 10 meeting.

REPORT OF THE ADMINISTRATION

Bowen reported that he has offered the position of Assistant Library Director and the candidate has accepted the position. The official announcement will be made after she notifies him that she has given notice to her current employer.

The Suburban Library System Board has an opening for a director representing public libraries, due to a resignation. System Board members must be Trustees of a member library. The Board Packet contained information about the position, and Bowen said that he would be happy to

forward the application of any Downers Grove Public Library Trustee who is interested in being appointed to the SLS Board.

Suburban Library System will be holding focus groups to discuss issues related the pending merger of SLS with the Chicago Library System. SLS is seeking staff and trustees of member libraries to participate in the focus groups. Board President Daniels said that he would be willing to participate and Bowen will submit his name.

TRUSTEE'S REQUESTS FOR INFORMATION

None.

COMMUNICATIONS

None.

ANNOUNCEMENTS

None.

OPPORTUNITY FOR PUBLIC COMMENT

None.

ADJOURNMENT

The meeting was adjourned at 8:40 p.m.