

**Minerva Public Library Finance Committee Meeting
May 7, 2014**

Call to order: The meeting was called to order at 1:05 pm in the library Board Room.

Present: Trustees Roger Bartley; Louanne Kiko; Dick Rutledge. Library Director Tom Dillie; Fiscal Officer Mary Jane Smith.

Changes to the Library's Health Insurance

Because the Ohio Plan, the library's current insurance provider is dropping health insurance coverage at the end of this month, the library needs to choose another means of providing coverage for eligible employees. Director Dillie and Fiscal Officer Smith researched purchasing insurance as a small business through the Affordable Care Act exchanges, and through the Stark County Schools Council of Governments insurance consortium (SCOG). They shared their findings with the committee.

There are a number of medical, dental, and vision plans available to the library through the ACA. Each would an increase in monthly premiums, some with slight increases, others much more substantial. Coverage is similar to that offered by the library now. Rates are set by age of employee and wether the employee smokes. SCOG offers one medical, one dental, and one vision plan with single and family coverage. Single coverage is within \$10 of current library premiums while family is actually cheaper. Dental and Vision are much more expensive.

All full-time employees may take the health insurance and all seven currently do. There was discussion about whether that level of coverage could continue for future employees and whether the library could find some other way of assisting staff with insurance besides the current subsidy. SCOG premiums has increased annually between 4.5% and 5% a year recently, with another 5% increase due July 1. The library would not be able to withdraw from SCOG without giving substantial notice 12-18 months.

There was agreement that the library would be better served by becoming part of a large insurance group for medical insurance rather than buying insurance on its own. However, dental and vision are much cheaper through the ACA exchange than through SCOG, and the library can buy those policies on their own. Although the net increase to the staff portion of the total premium is only \$77, because SCOG structures its various types of medical coverage differently one staff member would see a substantial increase in the premium. Director Dillie suggested that the library use the remaining premium holidays for this year to fund instead

the cost of the insurance increase for the next 12 months. After discussion, it was agreed that it was more fair to the other employees who premiums increased only a marginal amount to keep one premium holiday month, and cover the increase in premiums from June to December, 2014. Staff members then would have seven months to review their options and determine what to do before having to pay the premium increase themselves.

Director Dillie will attend a presentation on SCOG sometime in the next couple of weeks. Fiscal Officer Smith will contact the library's insurance advisor about signing up for dental and vision insurance through the ACA, and staff will have a chance to meet with insurance representatives from Medical Mutual and Altcare to sign up for coverage with SCOG.

The Finance Committee will recommend to the full Board at the May 28 meeting that the library join the SCOG for medical insurance. Purchase vision and dental insurance independently. Maintain the current monthly subsidy of \$500 for single coverage and \$900 for more than single coverage while funding the increase in the staff portion of the cost of the new premiums between June and December, 2014. This supplement to the subsidy will be paid for by repealing the December insurance premium holiday.

Adjourn: the meeting adjourned at 1:55 pm.