

LORAIN PUBLIC LIBRARY SYSTEM
Lorain, Ohio

Minutes

Lorain Public Library System
Thursday, April 6, 2017
6:00 p.m. North Ridgeville Branch, 35700 Bainbridge Road, North Ridgeville, OH
Special Business Meeting

President Tomas called the meeting to order at 6:00 p.m.

Roll Call

Present: Mr. Dore, Ms. Hatch, Ms. Novak, Ms. Tomas, Mr. Virden

Special Business to Discuss Personnel Matters

#2017-043 Approval to Enter into Executive Session to Discuss Personnel Matters.

Ms. Novak moved, Mr. Virden seconded at 6:01p.m. to approve adjourning to Executive Session to discuss the ratification of the Collective Bargaining Agreement and non-bargaining unit salaries and benefits.

yeas, unanimous

Reconvened: 8:00 p.m.

#2017-044 Approval of Personnel Appointments

Ms. Hatch moved, Ms. Novak seconded to approve the following personnel appointments:

- Carol Russo, Administrative Clerk at the Main Library, part-time, effective April 1, 2017, at an hourly rate of \$16.077 per hour, grade EF.
- Elaine Betting, Public Services Coordinator – Youth Services and Outreach, full-time, effective April 1, 2017, at an hourly rate of \$30.617 per hour, grade EL.
- Joel Riedy, Computer Network Specialist, full-time, effective April 1, 2017, at an hourly rate of \$21.091 per hour, grade UH, Step 10.
- Diane Rivera, Library Specialist, full-time, effective April 1, 2017, at an hourly rate of \$17.923 per hour, grade UG1, Step 8.

yeas, unanimous

Special Business Continued:

#2017-045 Approval of Appropriation Increases Needed with the New Collective Bargaining Agreement & Bargaining-Unit Exempt Staff

Ms. Novak moved, Mr. Virden seconded to approve the following Appropriation Budget increases in the amount of One Hundred and Nineteen Thousand, Six Hundred and Ninety-Eight Dollars (\$119,698), for the cost of salaries and benefits with the adoption of the new Collective Bargaining Agreement and changes in non-bargaining unit salaries:

101	General Fund	\$ 35,000.00
110	North Ridgeville Levy Fund	19,367.00
112	Avon Levy Fund	8,073.00
120	Columbia Levy Fund	5,530.00
122	Domonkas Levy Fund	6,960.00
130	Lorain Levy Fund	44,768.00

yeas, unanimous

#2017-046 Approval of Tentative Collective Bargaining Agreement

Ms. Hatch moved, Ms. Novak seconded to approve the tentative Collective Bargaining Agreement between Lorain Public Library and District 1199 Service Employees International Union dated April 1, 2017 through March 31, 2020, with the new salary scale retro-active to April 1, 2017.

yeas, unanimous

#2017-047 Revise Wage, Leave & Benefit Policy for Non-bargaining Unit Staff

Mr. Dore moved, Ms. Novak seconded to revise the Wage, Leave and Benefit Policy for Non-bargaining Unit Staff as follows:

Cover – Change effective date ~~August 21, 2014~~ to April 6, 2017

Page 3 – ~~Adopted by the~~ The Lorain Public Library System Board of Trustees
April ~~21, 2014~~ 6, 2017

~~A. Medical Insurance~~

~~1. The Library will make available a health care program for which full-time employees, and part-time employees who are authorized in writing and regularly assigned (on a mandatory basis) to work at least thirty (30) hours per week, may apply. The Library will not offer part-time employees extra hours solely for the purpose of making them eligible for health care coverage. An employee working at least thirty (30) hours per week, but less than 38, is eligible for single coverage only.~~

Special Business Continued (Resolution 2017-047):

~~2. From July 1, 2012 forward, the Library will offer all exempt employees eligible under Section 1 above insurance coverage through a plan of its choosing.~~

~~3. Employees participating in the plan will contribute toward the payment of premiums on the following basis, twenty percent (20%) of the premium for employee only coverage and twenty five percent (25%) of the premium for all other coverages.~~

~~(a) Employee health contribution payments shall be made through biweekly payroll deductions, and shall not exceed two pays per month.~~

~~(b) Full Time employees eligible for health care coverage who elect at the annual enrollment period to waive health care coverage shall receive an annual payment of \$500 during the last month of that health plan fiscal year. The election must be made in writing to the Administration Office no later than forty five (45) days before the health plan fiscal year begins, or such other time as the Library may require. For example, if the health plan year begins on July 1, 2011, election to waive coverage must be made by May 15, 2011, and the annual payment will be made during June 2012. New hires will not be eligible to elect a waiver bonus until the first annual enrollment period designated by the carrier after the date of employment of such new hires. The waiver shall be payable by direct deposit.~~

A. INSURANCE

1. The Library will make available a health care program with employee only, employee/spouse, employee/children, and family coverage options, for which full-time employees may apply. The Library will make available a health care program with an employee only coverage option for which part-time employees who the Library is statutorily required to make available health care coverage may apply. Part-time employees who become eligible for health care coverage will remain eligible for coverage for only so long as the Library is statutorily required to make available health care coverage to them.

2. The Library will offer all non-bargaining unit employees eligible under Section 1 above insurance coverage through a plan of its choosing. The Library will consider the recommendations of the Healthcare Committee.

3. Employees participating in the plan will contribute toward the payment of premiums on the following basis, twenty percent (20%) of the premium for employee only coverage and twenty-five percent (25%) of the premium for all other coverages, not to exceed the following caps:

	<u><i>Through 06/30/2017</i></u>	<u><i>07/01/2017 – 06/30/2018</i></u>	<u><i>07/01/2018 – 06/30/2019</i></u>	<u><i>07/01/2019 – 03/31/2020</i></u>
<u><i>Employee only</i></u>	<u><i>\$241/mo.</i></u>	<u><i>\$241/mo.</i></u>	<u><i>\$289/mo.</i></u>	<u><i>\$347/mo.</i></u>
<u><i>Employee/spouse</i></u>	<u><i>\$662/mo.</i></u>	<u><i>\$662/mo.</i></u>	<u><i>\$794/mo.</i></u>	<u><i>\$953/mo.</i></u>
<u><i>Employee/children</i></u>	<u><i>\$509/mo.</i></u>	<u><i>\$509/mo.</i></u>	<u><i>\$611/mo.</i></u>	<u><i>\$733/mo.</i></u>
<u><i>Family</i></u>	<u><i>\$930/mo.</i></u>	<u><i>\$930/mo.</i></u>	<u><i>\$1,116/mo.</i></u>	<u><i>\$1,339/mo.</i></u>

a. The monthly coverage contribution for a full-time employee whose most recent date of hire is before April 1, 2014, will not exceed the percentages of the employee's gross amount of monthly compensation by fifteen percent (15%) from April 1, 2017 through March 31, 2020. For this purpose, gross amount of monthly compensation will mean the employee's current hourly rate multiplied by 1,976 hours and divided by twelve (12).

Special Business Continued (Resolution 2017-047):

b. Part-time employees eligible under Section 1 above electing employee only health care coverage will contribute toward the payment of premiums on the same basis as described above, as permitted by law. In addition, eligible part-time employees may elect employee/spouse, employee/children, or family coverage, but they will be charged the difference between the full premiums for the option they select and the Library's employee only coverage option plus their contribution for the Library's employee only coverage. For example, if the Library's employee only coverage option has a full premium of \$1,000 per month and the Library's family coverage option has a full premium of \$3,000 per month, an eligible part-time employee selecting the Library's family coverage option would pay the difference between the Library's family and employee only coverage options, or \$2,000 per month, plus 20% of the Library's employee only option, or \$200 per month, for a total contribution of \$2,200 per month.

c. Employee health contribution payments shall be made through biweekly payroll deductions, and shall not exceed two pays per month.

d. Full-time employees eligible for health care coverage who elect at the annual enrollment period to waive health care coverage shall receive an annual payment of \$500 during the last month of that health plan fiscal year. The election must be made in writing to the Administration Office no later than forty-five (45) days before the health plan fiscal year begins, or such other time as the Library may require. For example, if the health plan year begins on July 1, 2017, election to waive coverage must be made by May 15, 2017, and the annual payment will be made during June 2018. New hires will not be eligible to elect a waiver bonus until the first annual enrollment period designated by the carrier after the date of employment of such new hires. The Library will process health care waivers as a separate pay.

e. Nothing in this Section shall be construed to relinquish, restrict, or otherwise limit the Library's rights, entitlements, and obligations under the federal Patient Protection and Affordable Care Act, or any other federal or state law.

yeas, unanimous

Next Meeting

Library Services & Personnel Committee
Date & Time: TBD
Place: TBD

Regular Business Meeting of the Library Board
Thursday, April 20, 2017 at 5 p.m.
Domonkas Branch Library in Sheffield Lake

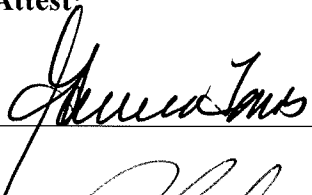
Board of Trustees – Special Business Meeting
April 6, 2017

0044-2017

Adjournment

Time: 8:03

Attest:


_____, President


_____, Secretary