



**TO:** Plymouth District Library Board      **DATE:** April 11, 2022  
**RE:** Employee Healthcare Benefit      **FROM:** Shauna Anderson,  
Renewal      Director

Our healthcare benefits and life/disability insurance require approval to renew. Due to staffing issues with our insurance administrator, we received our quotes with a shorter lead time to pursue additional vendors.

In our current setup, which provides full healthcare to retirees meeting the requirements set forth by the library's VEBA trust, the only option that we have is the current Blue Care Network Healthy Living HMO. Over the years, fewer and fewer companies have elected to even bid on our plan. The number of retirees on the library's census puts us in a difficult position, relieving us of other alternatives.

We will be able to maintain the same staff contribution rates to align with the requirements of PA 152, which cap the library's total contribution to employee healthcare at \$217,290.48 in 2022. The new premiums will put us at \$193,047.24, before employee contributions, in 2022. I budgeted a total of \$220,000 to cover medical, dental, and vision benefits this fiscal year. The current monthly employee contribution rates are listed below:

Single - \$65  
Spouse - \$127  
Family - \$190

At this time, I suggest renewing with the increase of 10.59% for the Blue Care Healthy Living HMO plan, as outlined in the quote attached to this memo. I also suggest approving the Mutual of Omaha Life and Disability Insurance quote with no increases to the current rates.

Resolved by Trustee \_\_\_\_\_, seconded by Trustee \_\_\_\_\_, to renew the Blue Care Healthy Living HMO plan, as outlined in the quote attached to this memo, with the increase of 10.59% and approve the Mutual of Omaha Life and Disability Insurance quote with no increases to the current rates.

Roll Call:

AYES:

NAYS:

ABSTAIN:

ABSENT:

RESOLUTION



**TO:** Plymouth District Library Board

**DATE:** April 11, 2022

**RE:** MERS Pension Closing

**FROM:** Shauna Anderson,  
Director

At the January board meeting, we officially moved to a new retirement system for all new hires and allowed current full time employees the chance to migrate to the library's 457 matching program. At this time, we need to finalize the closing of our pension account with MERS, so that we can get updated figures on contribution needs to support those enrolled in the plan going forward.

I anticipate that we will still require significant investment on the part of the library to make headway on our pension liability, however this step puts the library in a stronger financial position.

Resolved by Trustee \_\_\_\_\_, seconded by Trustee \_\_\_\_\_, to approve finalizing the closing of the library's pension account with MERS

Roll Call:

AYES:

NAYS:

ABSTAIN:

ABSENT:

RESOLUTION:



**TO:** Plymouth District Library Board  
**RE:** Adult Services Department  
Spotlight, Presentation

**DATE:** April 11, 2022  
**FROM:** Shauna Anderson,  
Director

I have asked Adult Service Coordinator, Holly Hibner, to join us today to share a presentation on the current projects that her department is undertaking. We recently promoted two adult librarians from part-time to full-time status, and the opportunity has added capacity to her team. Holly will add insight on the impact of these changes and the direction provided by the new strategic plan.