



**CITY OF NOVI LIBRARY BOARD  
MINUTES, SPECIAL MEETING  
November 1, 2011**

**1. Call to Order and Roll Call**

**Library Board**

Larry Kilgore, President  
Mark Sturing, Secretary  
David Margolis, Treasurer  
Willy Mena, Board Member  
Ramesh Verma, Board Member

**Absent and Excused**

Laura Casey, Vice President (7:04 p.m. arrival)  
Larry Czekaj, Board Member

**Library Staff**

Julie Farkas, Director  
Marcia Dominick, Administrative Assistant

The meeting was held at the Novi Public Library, Board Room, 45255 W. Ten Mile Road, Novi, Michigan 48375 and was called to order by Larry Kilgore, President, at 7:00 p.m.

**2. Human Resources – Healthcare 2012**

One item is on the agenda to consider - a motion that was put on the table for a special meeting at the October 19, 2011 Regular Library Board meeting. The motion on the table is as follows:

A motion was made to move that this Board adopt a health plan for the Library employees that offers the same three plans that is offered by the City of Novi that basically is known as the 80/20 Health Care Plan.

1<sup>st</sup> – Mark Sturing  
2<sup>nd</sup> – Laura Casey

A motion was made to consider removing the prior motion from the table for consideration.

1<sup>st</sup> – Willy Mena  
2<sup>nd</sup> – Ramesh Verma

The motion was passed unanimously.

A motion is on the table to consider adoption of the 80/20 Health Care option.

The health care costs on the table are for the calendar year 2012 and will affect two fiscal years.

There are three (3) options being proposed:

- Community Blue 4 PPO
- Health Alliance Plan HMO
- Priority Health HMO

A member commented that the City negotiated for the mentioned healthcare options and it would not be beneficial for the Library to go out on their own and get their own healthcare insurance. The group is too small to get any type of break on the healthcare plans. It is beneficial for the eligible Library staff to continue to be added with the City's plans.

The roll of the Library Board is to create a valued proposition on the benefits that we are providing, but to only look at the economic side of things, then we could look at self-funding, but the Board isn't prepared for this option.

The City wanted to keep a Blue Cross/Blue Shield plan for those staff who are comfortable with this insurance, so we are providing Community Blue 4, which is at a higher deductible.

There is an increase in the costs for the insurance carriers:

- Community Blue increased by 6%
- Health Alliance Plan increased by 8%
- Priority Health increased by 8%

The Library Board is in favor of following the City's adoption of the healthcare plans with the 80/20 plan.

The Board is aware of the increased workload of the staff and that this will be a negative impact on their paychecks.

A motion was made to consider the adoption of the 80/20 Health Care option.

The motion was passed unanimously.

Julie informed the Board that the Novi Public Library's Annual Report is located on the Library's website and is in print form at the Information Desks at the Library. Julie will present it to City Council at their November 14, 2011 Council meeting.

The 2011 State Librarian's Excellence Award for superior customer service was awarded to the Novi Public Library. The award came with a monetary portion in the amount of \$2,000.

A motion was made to provide a portion of the award be earmarked for the staff for apparel or something else.

1<sup>st</sup> – David Margolis  
2<sup>nd</sup> – Ramesh Verma

Julie will take a poll of the staff to see what they would like.

A friendly amendment to the motion was made to provide the entire amount to the staff.

1<sup>st</sup> – Ramesh Verma  
2<sup>nd</sup> – Laura M. Casey

The motion was passed unanimously.

Donations are still being received for the display cabinet from the Crawford event.

### **3. Adjourn**

A motion was made to adjourn the meeting at 7:27 p.m.

1<sup>st</sup> – Willy Mena  
2<sup>nd</sup> – Mark Sturing

The motion was passed unanimously.



November 16, 2011

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Mark Sturing, Secretary

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Date

