

PUBLIC/LEGAL NOTICE

A Special Board Meeting of the Lisle Library District Board of Trustees will be held on September 7, 2016 at 7:00 pm in the Meeting Room of the Lisle Library District, 777 Front Street, Lisle, Illinois.

Any person who has a disability requiring accommodations to participate in this meeting should contact the Lisle Library during regular business hours within 48 hours before the meeting. Requests for a qualified interpreter require three working days advance notice.

LISLE LIBRARY DISTRICT
SPECIAL BOARD MEETING AGENDA

September 7, 2016 - 7:00 p.m.

1. Roll call
2. Opportunity for visitors to speak
3. Health Savings Account (HSA) – Action item
Discussion of whether to offer Health Savings Account insurance option.
4. Personnel Insurance Policy – Action item
Discussion of changes to Employee Policy, Section X., Item G. Insurance.
5. Adjourn

Employee Handbook Policy 850
Section X

G. Insurance

The Library will pay the cost of group dental and life insurance as described in this policy for full-time employees who are not otherwise covered under an existing policy.

The Library will pay the full cost of a group HMO insurance plan as described in this policy for full-time employees who are not otherwise covered under an existing policy.

The Library from time to time may also offer other health insurance plans. However, in no case shall the Library's contribution to these plans exceed an amount equal to the currently offered HMO plan.

For the purposes of this section, benefit eligibility shall be defined by the Library insurance carrier(s). Any benefit eligible employee (that is any employee hired for 20 hours per week or more) wishing family coverage in any group plan offered may have the option of joining at his/her own expense. However, the Library will contribute \$50 per month per employee toward the cost of such coverage.

G. Insurance

The Library will pay the cost of group dental and life insurance as described in this policy for full-time employees who are not otherwise covered under an existing policy.

For the purposes of this section and for Affordable Care Act compliance, full-time employee is any employee hired for 30 hours per week or more.

~~The Library will pay the full cost of a group HMO insurance plan as described in this policy for full-time employees who are not otherwise covered under an existing policy.~~

The Library will offer medical insurance plans that are available via a group consortium.

Each year, at open enrollment, the Library will calculate the mean premium dollar amount using the available plans. This amount will serve as the Library's maximum financial contribution for full-time employees for the year.

Employees may choose any available plan. Should the employee choose a plan with a premium that exceeds the set mean amount, the employee is responsible for any additional amount over the Library's contribution.

If an HSA plan is one of the available plans, the Library will 'seed' each employee's plan for \$1500 the first year. Subsequently, the Library will deposit amounts to be determined to HSA accounts every six months.

~~The Library from time to time may also offer other health insurance plans. However, in no case shall the Library's contribution to these plans exceed an amount equal to the currently offered HMO plan.~~

For the purposes of this section, benefit eligibility shall be defined by the Library insurance carrier(s). Any benefit eligible employee (that is any employee hired for 20 hours per week or more) wishing family coverage **for themselves and/or family** in any group plan offered may have the option of joining at his/her own expense. However, the Library will contribute \$50 per month per employee toward the cost of such coverage.

According to provisions of the Consolidated Budget Reconciliation Act of 1985 (COBRA), employees and dependents may choose to continue coverage under the Library's health and dental care plans at their own expense after they terminate employment or are no longer eligible for coverage.