

Cleveland Public Library

Special Board Meeting

August 23, 2012

**RESOLUTION FOR HEALTH CARE AND OTHER TERMS OF EMPLOYMENT FOR
NONBARGAINING UNIT EMPLOYEES**

WHEREAS, Current economic conditions have reduced funding to the Library from both the Public Library Fund (state funding) and Property Tax revenues (local funding); and

WHEREAS, It has been determined that it is necessary to change health care plans from Kaiser Permanente to Medical Mutual; and

WHEREAS, The Kaiser HMO and POS health insurance plans will be replaced by two Medical Mutual PPO plans effective October 1, 2012 with full time employee contribution rates of 7% for single and 23% for family; and

WHEREAS, Effective January 1, 2013, rates will increase to 13% for single coverage and 30% for family coverage; however, through participation in a wellness incentive program in 2013 the full time employee contribution rates can be reduced to 7% for single and 23% for family ; and

WHEREAS, Effective January 1, 2014 , the wellness incentive program provides a range of full time employee contribution rates from 18% to 3% for single and 35% to 18% for family, depending on the level of attainment of one to four biometric targets; and

WHEREAS, Vision coverage will be made separately available to full time and part time regular non-page employees through EyeMed Vision Care effective on October 1, 2012. All employee contribution rates will be 50% for all levels of coverage; and

WHEREAS, The Delta Dental Plan of Ohio will be made separately available to all full time and part time regular non-page employees effective on October 1, 2012. All employee contribution rates will be 10% for single or family level of coverage; and

WHEREAS, There will be no step increases or across the board raises in 2013, and;

WHEREAS, There will be no unpaid furlough days in 2013. And, full time employees who are employed as of January 6, 2013 will receive a \$300 bonus; part time regular non-page employees who are employed as of January 6, 2013 will receive a \$150 bonus on the second pay date in January 2013; substitutes who are employed as of January 6, 2013 will receive a \$75 bonus on the second pay date in January 2013; and pages who are employed as of January 6, 2013 will receive a \$50 bonus on the second pay date in January 2013; now therefore be it

RESOLVED, The Executive Director, CEO or his designee(s) are authorized to implement the changes set forth in this Resolution and to negotiate and execute such contracts and agreements as needed with Medical Mutual, EyeMed Vision Care, Delta Dental of Ohio and a Wellness Incentive Program Provider.