

**Allen County Public Library
Board of Library Trustees
Finance and Personnel Committee
Minutes of 9/21/22 meeting**

Members Present: Ben Eisbart, Kent Castleman, Jim Williams, Sharon Tucker, Marty Seifert

ACPL Staff Present: Susan Baier, David Sedestrom, LaRae Bane, Kim Bolan, Curt Witcher, Beth Boatright, Aja Michael-Keller

Mr. Eisbart called the meeting to order at 3 p.m.

Frank Johnson from EPIC presented on employee benefits and how they are currently being used. Six individuals enrolled in the narrow network plan for 2022. 25 individuals used the telemedicine benefit so far this year. Some of our plan participants have expressed customer service concerns about the dental and vision plans.

Mr. Johnson discussed options for cost containment regarding prescriptions. 46 percent of total claims (1.7 million so far this year) is prescription costs. The cost is rising due to inflation, increased use, and specialty drugs. The pharmacy benefit management company Drexli is a possible cost savings option for 2023.

The ACPL self-funded medical plan is trending to come in \$300,000 under the previous year's numbers.

Ancillary plans are expected to renew with no increase in cost. There will be a projected 4.5 percent increase in the re-insurance.

Bruce Johanson from JER HR Group presented via Zoom the results from the salary study and market data review. These findings will be sent to the trustees for further review.

LaRae Bane shared data regarding exiting employees and their job status, length of service, and their reason for leaving. She also shared data concerning the number of new hires in 2022.

Susan Baier said that the Board would vote upon the 2023 holiday schedule at the October 2022 regular meeting, and shared staff feedback regarding the 2022 holiday schedule. She also informed the Board that due to a recent resignation, an adjustment to the Authorized Staffing Table would be presented for approval at the October regular meeting.

Another Finance and Personnel committee meeting will be scheduled in October to review the 2023 salary and compensation proposal.

The meeting was adjourned at 4:27 p.m.



~~Gloria Shamanoff, Secretary~~

Sharon TUCKER