**THE FREE LIBRARY OF NEW HOPE AND SOLEBURY**

**Board of Trustees Special Meeting Minutes**

**November 4, 2013**

**PRESENT**: Jacqui Griffith, President; Susan Atkinson, Vice President; Ellen Stiefel, Treasurer; Beth Houlton, Secretary; Laurie Brick; Kathy Meier; Bill Behre; Carol Taylor; John Blady; Connie Hillman.

I. **CALL TO BUSINESS**. Jacqui at 7:12pm.

II. **HEALTH CARE DISCUSSION**. In response to discussions regarding personnel issues in an Executive Session held directly after the regular October 2013 Board Meeting, the Board convened in a Special Meeting on this date to address the continuation of health care and long-term disability insurance for the Library’s three employees.

Ellen outlined that we are now paying about $13,000 annually as an employer toward health care, with the employees paying about $1,100 per year (Connie a little more). We currently pay about $1,000 annually for long-term disability insurance for the Library’s three employees, which apparently is not typical of an employer of our size.

It is not entirely clear how much Library employees will have to pay for insurance under the Affordable Care Act (ACA), because it is salary-based and at least some of our employees will likely qualify for a government subsidy based on their salary levels. Kathy stated that she had run the numbers for someone 28 years old earning $25,000 at the Silver Level (medium level) of coverage under the ACA, but that the numbers were based on a resident of California and not Pennsylvania (just to get an idea, since that was what was available to compare when she looked). He would pay roughly $1729/year for health insurance, which included a subsidy. For a 62-year-old woman earning about $30,000, the annual premium would be about $2500, which included a subsidy. While we don’t know the exact amount the Library employees will have to pay for insurance under the ACA, there is a subsidized alternative for health care insurance under the ACA, and the fact remains in any case that the Library cannot afford to provide health care or long-term disability insurance for its employees any longer.

Our Aetna policy can be cancelled with 30 days notice, so Ellen will send a notice soon to comply with that requirement. Jacqui and Connie will meet with Eric and Patricia as early as tomorrow but certainly this week to alert them personally of these changes in an effort to give them as much time as possible to secure new health insurance before their current insurance coverage ends.

**MOTION** by Beth to discontinue Health Care and Long-term Disability Insurance for all Library employees effective January 1, 2014, SECONDED by Susan and APPROVED by all.

III. **MOTION TO ADJOURN**: MOVED by Jacqui at 7:29pm, SECONDED by Laurie and APPROVED by all.

The next meeting of the Board of Trustees will be held on November 20, 2013, at 5:30pm.

Respectfully Submitted,

Beth Houlton, Secretary

[Board members met for an Executive Session directly following the Special Board Meeting to discuss further personnel issues.]