

Pueblo City-County Library District
Health Insurance Benefits
Renewal 7/1/2013

| | CURRENT - Health Plan July 2012 - June 2013 | | | | | Renewal: Health Plan PLAN YEAR: July 2013-December 2014 | | | | |
|--|--|----------|---------|----------|--|--|----------|---------|----------|--|
| | HMO Plan and Rates | | | | | HMO Plan and Rates | | | | |
| | EE | Couple | EE+Kids | Family | | EE | Couple | EE+Kids | Family | |
| Kaiser Medical Insurance | 491.52 | 948.63 | 791.34 | 1,268.11 | | 510.25 | 984.77 | 821.50 | 1,316.44 | |
| Administrative fees | 19.00 | 19.00 | 19.00 | 19.00 | | 19.00 | 19.00 | 19.00 | 19.00 | |
| Total medical insurance | 510.52 | 967.63 | 810.34 | 1,287.11 | | 529.25 | 1,003.77 | 840.50 | 1,335.44 | |
| MetLife/Delta Dental | 30.63 | 62.86 | 69.90 | 102.11 | | 27.26 | 51.12 | 61.46 | 97.81 | |
| VSP Vision | 8.31 | 13.30 | 13.57 | 21.88 | | 8.31 | 13.30 | 13.57 | 21.88 | |
| Life and AD&D | | | | | | | | | | |
| Average Cost per employee | 6.20 | 1.84 | | | | 6.20 | 1.84 | - | - | |
| Total Health Plan Mo. Premiums | 555.66 | 1,045.63 | 893.81 | 1,411.10 | | 571.02 | 1,070.03 | 915.53 | 1,455.13 | |
| Total Mo. Health Plan/EE Cost | 109.89 | 240.92 | 204.89 | 342.31 | | 112.96 | 244.58 | 208.53 | 352.37 | |
| Total deductions per pay period | 50.72 | 111.19 | 94.56 | 157.99 | | 52.14 | 112.88 | 96.25 | 162.63 | |
| % change to employees | | | | | | 2.80% | 1.52% | 1.78% | 2.94% | |
| Employer share/monthly | 445.77 | 804.71 | 688.92 | 1,068.79 | | 458.06 | 825.45 | 707.00 | 1,102.76 | |
| # of employees covered (48) | 26 | 15 | 6 | 7 | | 26 | 15 | 6 | 7 | |
| Total PCCLD monthly exp. | 11,590 | 12,071 | 4,134 | 7,482 | | 11,909 | 12,382 | 4,242 | 7,719 | |
| % change to employer | | | | | | 2.8% | 2.6% | 2.6% | 3.2% | |

423,324

1 year plan:

435,024

% increase:

2.76%

18 mon plan:

\$ 652,536

36,301

Add additional employees: ACA, replacement positions, etc: 5 employees @ 12 months
(This is based on 3 employee-only enrollees, and 2 employee + spouse enrollees)

Health Access will be discontinued @ 12/31/12. Replace w/supplemental for 12 employees @ 12 months

9,360

\$ 698,197

APPOINTMENT OF LIBRARY TRUSTEES

The appointment of Trustees for the Board of PCCLD is governed by statute, which provides:

(c) ... In a library district established by more than one governmental unit, the legislative body of each participating governmental unit shall appoint two of its members to a committee that shall appoint the initial board of trustees. Thereafter, any such legislative body or bodies may either continue such a committee or delegate to the board of trustees of the library district the authority to recommend new trustees. Trustee appointments shall be ratified by a two-thirds majority of the legislative body; except that the failure of a legislative body to act within sixty days upon a recommendation shall be considered a ratification of such appointment.

Colo. Rev. Stat. Ann. § 24-90-108 (West)

In Pueblo County, the appointment process has consisted of each body appointing two members to a committee to screen applicants and recommend Board Members to their respective bodies. There is no IGA and it appears that they have simply followed the statute.

The only documents I have been able to obtain concern resolutions adopted by the County and the City Council in 2003. In that year, each of them appointed two members to a committee to select trustees to replace essentially all of the trustees on the board at that time. They have not adopted resolutions since, but have simply continued the practice.

The statute allows the legislative bodies to delegate to the Board of Trustees the nomination of candidates which are then ratified by the respective governments.

It appears that Pueblo County at least, would be willing to delegate the selection process to the Board of Trustees. However, they would like a process that would be inclusive and thorough. Any candidates nominated would still have to be approved by both the County Commissioners and the City Council, but, pursuant to statute, if they did not act on the request within 60 days, the candidates would be ratified.

Changing the process would require an Intergovernmental Agreement signed by Board of County Commissioners, City Council and the PCCLD Board of Trustees. Prior to approaching the City Council and County Commissioners, I believe that the Board of Trustees should develop a process that it could propose to them with respect to the selection. This should include Advertising of Vacancies, Interviews, and Selection. The process should consider whether the screening would be by the Board of Trustees or, whether it would include a larger group, including members of the public. The process would include, the Board of Trustees making a recommendation to the City Council and Board of County Commissioners.

Pueblo City-County Library District

2013 Budget & Annual Plan

**PUEBLO CITY-COUNTY
LIBRARY**
Ideas • Imagination • Information

100 E. Abriendo Ave.
Pueblo, CO 81004
(719) 562-5600
www.pueblolibrary.org

