

NORTH BAY COOPERATIVE LIBRARY SYSTEM
2471 FLORES STREET, SAN MATEO, CA 94403
650-349-5538

RESOLUTION # 533

It is resolved by the Board of Directors of the North Bay Cooperative Library System to annually determine if it will provide retiree health insurance for the upcoming calendar year when it adopts its annual fiscal year budget.

And it is further resolved that if the Board of Directors determines that it will provide retiree health insurance for a given calendar year it will decide at the time the annual budget is adopted how much the System will pay toward the monthly premium and how much the retirees will pay toward their monthly premium for the upcoming calendar year.

The foregoing resolution was introduced by Director Sarah Houghton and seconded by Director Bonnie Kate, and adopted by (a unanimous vote OR and "aye" vote) of the following directors: Steven Arozena, Jennifer Baker, Sarah Houghton, Bonnie Katz, Linda Kenton, Christopher Leach, Diane Smikahl and John Thill (representing Napa County Library Director).

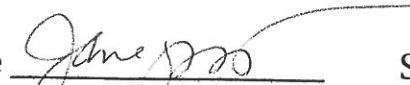
No votes: 0

WHEREUPON the Chairperson declared the foregoing resolution adopted and SO ORDERED.


Date: 10-2-2014

Attested:

Signature


Jane Light, Secretary

Signature



Linda Kenton, Chair
NBCLS Board of Directors

NORTH BAY COOPERATIVE LIBRARY SYSTEM

To: NBCLS Board of Directors
From: Jane Light
Subject: Retiree Health Insurance
Date: September 16, 2014

Background:

NBCLS currently provides retiree health insurance for two former employees that retired directly from NBCLS employment: One aged 92 who has been retired for 30 years and who receives health insurance at the single person rate of \$581 monthly (and is also reimbursed for her monthly Medicare premium of approximately \$100) and a former executive, aged 67 who receives health insurance for herself and spouse at a current monthly rate of \$1,356 of which she pays \$179 and also has been receiving reimbursement for her monthly Medicare premium. A third retiree reimburses the \$17.20 monthly cost of vision insurance. Net cost to NBCLS in FY2013/14 was \$20,148 for retiree health insurance.

Health insurance rates for 2015 will be \$530 per month for Single (Medicare) and \$1,381 monthly for Two Party, (1 with Medicare). These System costs are being paid for from the NBCLS fund balance, which was \$233,332 on July 1, 2014.

The health insurance is provided through an MOU between NBCLS and Golden State Risk Management Authority, an organization that provides services to small public entities. GSRMA administers a program of the California State Association of Counties Excess Insurance Authority (EIA) called EIAHealth Program.

NBCLS was required to pay a minimum of 50% of the total premiums during the first three years of participation, or until July 2013. NBCLS may now discontinue coverage or change the contribution amount that the System will pay; GSRMA staff indicated that agencies are expected to pay for each covered retiree a minimum of the Single rate for the applicable plan.

NBCLS can withdraw from the program (a step further than discontinuing coverage) by notifying both GSRMA and the EIAHealth Program of its intent to withdraw at least 180 days prior to its actual coverage renewal date, which is July 1.

**2471 FLORES STREET, SAN MATEO, CA 94403
650-349-5538**