



FAYETTEVILLE PUBLIC LIBRARY

MEMO

To: Fayetteville Public Library Board of Trustees
From: David Johnson, Executive Director
Date: Monday, August 30, 2021
Re: 2022 Benefits

Background:

Gallagher Benefits Services, Inc., the Library's insurance broker, presented information related to the renewal of the Library's health insurance plans. The City of Fayetteville City Council approved the continuation of The City's current medical benefit plans with Arkansas Blue Cross Blue Shield with a 6% premium increase in a special session on Tuesday, August 24, 2021. FPL's benefit plans are a part of the City's benefit plans to ensure the most competitive benefit offerings for FPL staff.

Employee and FPL cost-share proposal is brought forward at this time to ensure the annual open enrollment may proceed according to schedule.

Discussion:

FPL currently offers two different medical plans to eligible staff members – a PPO Plan and a High Deductible Health Plan (HDHP). Both the PPO Plan and the High Deductible Health Plan (HDHP) will have a 6% premium increase in 2022. FPL is proposing to split the cost increase 50/50 between the employee and FPL.

High Deductible Health Plan

At FPL in the current 2021 plan year, eligible employees contribute \$59.38 toward the \$352.98 premium for single coverage for the HDHP plan. This premium is increasing by 6% to \$374.16 for the 2022 plan year. It is recommended that the premium increase be split 50/50 by the employee and FPL for the 2022 plan year.

High Deductible Health Plan (HDHP)								
Rate Tier	# EE Plan	Total Monthly Premium 2021	Total Monthly Premium 2022	Increased Cost Over 2021	Monthly Employee Contribution 2021	Monthly Employee Contribution 2022	Monthly Employer Contribution 2021	Monthly Employer Contribution 2022
Employee Only	32	\$352.98	\$374.16	\$21.18	\$59.38	\$69.97	\$293.60	\$304.19
Employee + Spouse	1	\$761.28	\$806.96	\$45.68	\$134.41	\$157.25	\$626.87	\$649.71
Employee + Child(ren)	2	\$576.68	\$611.28	\$34.60	\$101.81	\$119.11	\$474.87	\$492.17
Employee + Family	7	\$1,069.04	\$1,133.18	\$64.14	\$188.74	\$220.81	\$880.30	\$912.37

PPO Plan

At FPL in the current 2021 plan year, eligible employees contribute \$189.00 toward the \$678.44 premium for single coverage for the PPO Plan. This premium is increasing by 6% to \$719.14 for the 2022 plan year. It is recommended that the premium increase be split 50/50 by the employee and FPL for the 2022 plan year.

PPO Plan								
Rate Tier	# EE Plan	Total Monthly Premium 2021	Total Monthly Premium 2022	Increased Premium Cost Over 2021	Monthly Employee Contribution 2021	Monthly Employee Contribution 2022	Monthly Employer Contribution 2021	Monthly Employer Contribution 2022
Employee Only	5	\$678.44	\$719.14	\$40.70	\$189.00	\$209.35	\$489.44	\$509.79
Employee + Spouse	1	\$1,479.32	\$1,568.08	\$88.76	\$582.88	\$627.26	\$896.44	\$940.82
Employee + Child(ren)	1	\$1,221.16	\$1,294.42	\$73.26	\$481.15	\$517.78	\$740.01	\$776.64
Employee + Family	2	\$2,013.42	\$2,134.22	\$120.80	\$793.32	\$853.72	\$1,220.10	\$1,280.50

Recommendation:

It is recommended The Board of Trustees approve the employee benefits cost-share proposal as outlined above.



FAYETTEVILLE PUBLIC LIBRARY

MEMO

To: Fayetteville Public Library Board of Trustees
From: David Johnson, Executive Director
Date: Monday, August 30, 2021
Re: Increase FTE Count

Background:

As we plan for the expansion and into the future beyond the second half of 2021, we want to ensure that we are set up for success across the organization. FPL has no greater asset than our staff in helping us to achieve our mission for Fayetteville and the NW Arkansas community. The suggested organizational staffing changes below will allow us to better serve and provide more amenities to our patrons.

The 2021 Budget currently approves FPL to employ 82.10 FTEs (full-time equivalent staff). As we plan to bring more amenities of the expansion online for our community, we will need additional staff – specifically for the FPL Kitchen/Deli/Food Service and Center for Innovation components.

Discussion:

At this time, we are requesting to increase our FTE count by 4 from 82.10 FTEs to 86.10 FTEs.

This increase will allow us to hire Food Service Workers to work in the FPL Kitchen/Deli/Food Service component of the expansion. The monies to fund these positions are a part of our approved 2021 Budget.

This FTE increase will also allow us to hire 1 full-time Fabrication & Robotics Lab Coordinator to work in the Center for Innovation component of the expansion. The monies to fund this position will be funded by a grant.

Recommendation:

Approve the FTE increase outlined above.



MEMO

TO: Fayetteville Public Library Board of Trustees
FROM: David Johnson, Executive Director
DATE: September 10, 2021
RE: Resolution authorizing David Johnson or designee to sign administrative agreements for new bank accounts established for the operation of the deli and event-related activities

Background:

FPL is seeking to have an additional dedicated bank(s) or bank accounts to keep the food service and events revenue and operational expenditures easily identifiable and segregated. Library staff is seeking approval to establish bank accounts to be used for the sole purpose of paying these specific expenses. Having a dedicated checking account for deposit of revenue and payment of these related ventures will provide a clear distinction in the deli, events operating, and capital expenditures.

Recommendation:

Staff requests the Board of Trustees to approve the resolution.



Resolution of Fayetteville Public Library to Sign Administrative Agreements for the Operation of Food Service, Events, and Event-Related Activities

WHEREAS, the trustees of the Fayetteville Public Library determine it is in the best interest of the Library to designate certain trustees to administer the financial affairs of the Library,

NOW, THEREFORE BE IT RESOLVED that:

The Library Board of Trustees authorizes the Fayetteville Public Library designees to sign administrative agreements for new bank accounts established for the operation of food services, events, and event-related activities at any of the below banks:

- First Security Bank in Fayetteville, Arkansas;
- Bank of Fayetteville (Farmers and Merchants Bank) in Fayetteville, Arkansas;
- Arvest Bank in Fayetteville, Arkansas

Administrative Designee	Signature
David Johnson	
Tamika Ball	

Rob Qualls, President

Date

Sallie Overbey, Secretary

Date



Fayetteville Public Library Foundation

Board members proposed for a second term are:

- Grant Davis
- Melody Timinsky

Proposed new members:

- Joel Thorton – Director for Research and Instruction Services and Associate Professor of Library Science, University of Arkansas; CPA
- Cassandra Green – Librarian, Woodland Junior High
- Kerri McMahon – Photographer, Kerri McMahon Photo
- Katie Milligan – Program Manager, Innovation and Entrepreneurship, Heartland Forward
- Matthew Wolfe - Director – National Fleets, Doggett, Inc.
- Martha Anderson – Head, Digital Services Department, University of Arkansas Libraries

Proposed slate of officers:

- Melody Timinsky – President
- Grant Davis – Vice President
- Mailena Urso – Secretary
- Joel Thorton - Treasurer