



Kalamazoo
Public Library

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PUBLIC MEETING AGENDA
KALAMAZOO PUBLIC LIBRARY BOARD OF TRUSTEES
CENTRAL LIBRARY BOARD ROOM – THIRD FLOOR
315 S. Rose, Kalamazoo, MI 49007
June 27, 2016, 4:00 p.m.

Approval of Agenda

- I. RECOGNITIONS, RESOLUTIONS AND COMMUNICATIONS
- II. PERSONS REQUESTING TO ADDRESS THE BOARD
- III. REPORTS AND RECOMMENDATIONS
Recommendations
 - A. KPLSP Contract
- IV. PERSONS REQUESTING TO ADDRESS THE BOARD
- V. COMMENTS BY TRUSTEES
- VI. ADJOURNMENT

MEMO

TO: Library Trustees

FROM: Ann Rohrbaugh
Library Director

RE: **KPLSP Contract**

DATE: June 27, 2016

Recommendation:

I recommend board approval of the attached contract between Kalamazoo Public Library and the Kalamazoo Public Library Support Personnel Association (KPLSP).

Executive Summary:

On Tuesday, June 21, a tentative agreement was reached between KPL and KPLSP. The terms and changes include a two-year contract term through June 30, 2018 and the addition of a section granting operational employees time and one-half pay for hours worked when they are directed to report to work when the library has been closed.

Appendix A includes the revised salary schedules and not-to-base payments of 2.0% year one with \$250 not-to-base and 2.0% year two with \$250 not-to-base. Also in the appendix, the "Opt-Out" of medical insurance payment was increased from \$1800 per year to \$2000 per year.

Insurance options include the change of the Choices II option to substitute a Saver Rx prescription drug policy in place of the the \$10/\$20 drug co-pay currently in effect. An Appendix C was added to include a description of the apportionment calculation utilized to smooth the allocation of the medical cap.

KPL to KPLSP
June 21, 2016

ARTICLE VIII – EMPLOYMENT

Section G – Current contract language.

ARTICLE XII – WORK SCHEDULE

(New) Section H –If the Director closes KPL on a regular operating day, scheduled operational employees (with the exception of those that have been told not to report) will be paid time and one-half for all hours worked (the employee will not receive Art. XII, Section F.3. pay when being paid time and one-half under Art. XII, Section H).

ARTICLE XX – COMPENSATION

See Appendix A-1.

ARTICLE XXI – DURATION OF AGREEMENT

Two-year Agreement from July 1, 2016 through June 30, 2018.

APPENDIX A-1

SALARY SCHEDULE FOR

KALAMAZOO PUBLIC LIBRARY SUPPORT PERSONNEL

July 1, 2016 –June 30, 2017 (2% increase from 2015-16 rate)

	A	B	C	D	E	F	G	+2%
LA5	\$35,742	\$37,100	\$38,454	\$39,817	\$41,173	\$42,530	\$43,881	\$44,759
LA4	\$34,674	\$35,985	\$37,300	\$38,615	\$39,931	\$41,242	\$42,557	\$43,409
LA3	\$33,600	\$34,873	\$36,140	\$37,412	\$38,680	\$39,945	\$41,222	\$42,047
LA2	\$31,362	\$32,541	\$33,713	\$34,894	\$36,068	\$37,245	\$38,423	\$39,192
LA1	\$29,108	\$30,190	\$31,253	\$32,357	\$33,442	\$34,525	\$35,606	\$36,318

Library Assistants will receive a \$250 not-to-base payment on July 1, 2016.

July 1, 2017 – June 30, 2018 (2% increase from 2016-17 rate)

	A	B	C	D	E	F	G	+2%
LA5	\$36,457	\$37,842	\$39,223	\$40,613	\$41,997	\$43,381	\$44,759	\$45,654
LA4	\$35,367	\$36,704	\$38,046	\$39,387	\$40,730	\$42,066	\$43,409	\$44,277
LA3	\$34,272	\$35,570	\$36,862	\$38,160	\$39,454	\$40,744	\$42,047	\$42,888
LA2	\$31,989	\$33,192	\$34,387	\$35,592	\$36,790	\$37,990	\$39,192	\$39,976
LA1	\$29,690	\$30,794	\$31,878	\$33,005	\$34,111	\$35,215	\$36,318	\$37,045

Library Assistants will receive a \$250 not-to-base payment on July 1, 2017.

B. Step Movement

- (1) All employees on schedule and not at the top of the schedule will advance one (1) step on July 1 each year for the duration of this Agreement provided they did not reach the top of the schedule in the previous year. In addition, new hires must have been in their current position for at least six (6) months before they will become eligible to advance a step on the schedule.

- C. The “Total Compensation Formula” (set forth in Appendix A-1 of the 7/1/14 – 6/30/16 KPL-KPLSP collective bargaining agreement, detailed below), has been suspended through June 30, 2018 ~~2016~~.

COMPENSATION ADJUSTMENT

Salary adjustments for all contract years will be calculated utilizing the following total compensation formula:

The percentage increase in the taxable value to the Library District outlined on the L4028 worksheet minus the following:

1. Increase (decrease) in the MPSERS Contribution Rate. The increase (decrease) in the MERS Contribution Rate will also be factored in as appropriate.
2. Increase (decrease) in the MESSA-PAK Rate.
3. Increase (decrease) in FICA.
4. Cost of salary step increases.

In no case, shall members of the bargaining unit suffer a decrease (based on the previous year’s levels) in salary and/or benefits as a result of the formula calculation. The salary increase to members of the bargaining unit (after all calculations are complete) shall be subject to a 5% maximum increase (cap). Except, no cap shall be applied to the calculations for July 1, 2009.

The percentage increase to the salary schedule in Appendix A shall be computed and mutually agreed upon by June 15 of each year. The salary adjustment shall commence on July 1 or each year. In the event that one or more of the percentage increases (decreases) is not known as of June 15, there shall be no changes to the salary schedule (or cash payments) until the rates are known, at which time a retroactive pay adjustment (if necessary) shall be made and the salary schedule updated to reflect the change.

APPENDIX A-2

INSURANCE BENEFITS

1. Health Insurance

Effective July 1, 2016, and for the life of this Agreement, employees will be provided the option of a MESSA Choices II (with “Saver Rx”) health insurance plan or a MESSA ABC I plan. Although the actual Plan documents describe the Plans’ complete coverages, the Choices II Plan’s design includes a \$500/\$1000 deductible, and the ABC I Plan’s design includes a \$1300/\$2600 deductible.

The Board has opted for the life of this Agreement to utilize the “hard caps” set forth in Public Act 152 (the apportionment calculation is set forth in Appendix A-5). The Library will pay up to the maximum amount permitted by the “hard caps” for all eligible employees and will, each year, adjust the “hard cap” maximum in accordance with adjustments set by the state treasurer. All enrolled employees who work thirty (30) or more hours per week will contribute (via a pre-tax payroll deduction) the requisite amounts for each month of coverage toward their selected Plan’s monthly premium cost. The Board will also provide Delta Dental – 80% coverage, MESSA VSP3 vision coverage, Long Term Disability (LTD) coverage, with a 60 90 day waiting period, \$5000.00 life insurance and \$5000.00 AD&D insurance through the MESSA PAK.

Part-time employees scheduled to work less than 30 hours per week and hired after January 1, 1991 shall receive prorated premium contributions for insurances based upon the number of hours worked per week. 40 hours = 100% for the purpose of calculating the proration.

~~As/if permitted by law, the Library will continue its practice of allowing an employee to cover his/her significant other (under terms of carrier) under the insurances listed above. The parties agree to meet and negotiate prior to any change in this practice.~~

Upon proof of alternate health insurance coverage any eligible employee may “opt-out” and stop receiving health insurance through the Library. Employees “opting out” will be paid ~~\$1800.00~~ \$2000.00 per health insurance year (the amount will be pro-rated for any partial year).

2. Life Insurance

The Library will continue to pay the premiums for \$15,000.00 life insurance coverage.

3. **Severance Pay**

For all bargaining unit members hired on or before June 30, 2012: The Library shall pay to the employee or his/her beneficiary, at the time of retirement or death, a sum equal to two (2) days' pay at current rate for each year of service.

For all bargaining unit members hired on or after July 1, 2012: Bargaining unit members who retire will (upon retirement) receive one (1) day's pay (at the employee's base pay rate) for each complete year of service to the Library, up to twenty (20) years of service.

The employee shall have served the Library five (5) years to be eligible for this benefit. Fractional-time employees shall receive a prorated proportion of this benefit.

APPENDIX A-3

RETIREMENT BENEFITS

Current contract language.

APPENDIX A-4

LONGEVITY

Current contract language

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