

**NILES PUBLIC LIBRARY DISTRICT
EMPLOYEE BENEFITS COMMITTEE MEETING AGENDA**

February 12, 2014

7:00 PM

Board Room

6960 Oakton Street

Niles, Illinois

ORDER OF BUSINESS

1. Call to Order
2. Pledge of Allegiance
3. Review and evaluate employee benefit package 2
4. Re-imagination project
5. Executive Session—To discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the Niles Public Library District; collective negotiating matters between the Niles Public Library District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; the selection of a person to fill a public office; the purchase or lease of real property for the use of the Niles Public Library District; the setting of a price for sale or lease of property owned by the Niles Public Library District; the sale or purchase of securities, investments, or investment contracts; security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, staff, the public, or public property; pending and/or probable litigation; discussion of minutes of closed session meetings
6. Other
7. Adjourn

YOUR TOTAL COMPENSATION STATEMENT



Sample
Sample
Sample

Dear Sample

I am very pleased to present your Total Compensation Statement for 2013. Each year the Niles Public Library District makes significant contributions toward your salary and benefits which are important components of your total compensation. This statement outlines the total income opportunity and benefits provided to you by the Niles Public Library District as well as the cost of those benefits.

This statement is a convenient way to keep track of your benefit elections and is a useful financial planning tool. Please review this statement and retain it with your other important documents.

Sincerely,
Linda Weiss

How This Statement Was Prepared:

Your Total Compensation Statement reflects your benefit elections and your base annual salary as of December 31, 2013.

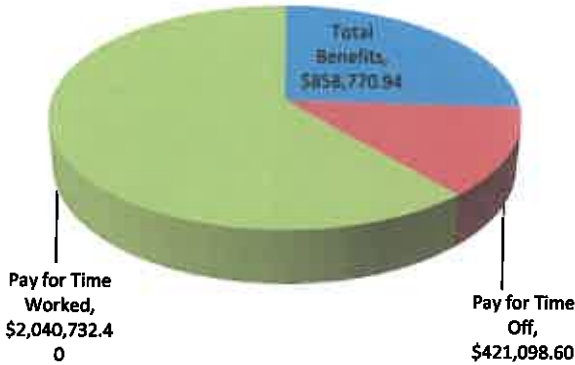
Your Personal Information:

The information in this statement is based on the Niles Public Library District's records. Should you have any questions concerning the information represented in this Total Compensation Statement, please contact Kathy Toy.

Hire Date: January-December 2013

Annual Salary: \$ 2,461,831.00

TOTAL COMPENSATION SUMMARY



Retirement	\$ 175,865.18
Social Security & Medicare	\$ 198,952.56
Medical Insurance	\$ 356,418.57
Health Reimbursement Account	\$ 44,819.91
Health Incentive	\$ 13,440.00
Dental Reimbursement	\$ 16,614.25
Vision Plan	\$ 6,285.72
Short-Term Disability	\$ 9,688.32
Long-Term Disability	\$ 4,638.36
Workers Compensation	\$ 22,359.75
Life & AD&D	\$ 9,688.32
Total Benefits	\$ 858,770.94
Pay for Time Off	\$ 421,098.60
Pay for Time Worked	\$ 2,040,732.40
Total Compensation	\$ 3,320,601.94

RETIREMENT BENEFITS

457 Retirement Plan

Niles Public Library District encourages you to save for your future retirement by offering a 457 Retirement Plan. The Library contributes **7.5% of your salary** which at your discretion may be deposited into your 457 ICMA account or taken as salary. You are eligible to participate in this plan after completing one year of service. In addition to the contribution from the Library, you may further contribute a percent of your eligible compensation up to the IRS limit each year.

Amount deposited in ICMA:	\$ 112,196.61
Amount taken as additional pay:	\$ 61,206.99
Additional deferral amounts:	\$ 68,652.52
 ICMA balance as of 12/31/2013:	 \$ 1,997,527.99

Social Security and Medicare

Niles Public Library District contributes an amount equal to your own Social Security and Medicare contributions. Monthly Social Security benefits may go to you and/or your dependents when you retire, become severely disabled, or die. The amount of any benefits will depend on prior earnings, adjusted to account for changes in wages since 1951. The Social Security Administration will annually mail you an Earnings and Benefit Estimate Statement verifying the earnings credited to your account. For complete information on your actual Social Security benefits, consult the local Social Security Administration office at 800-722-1213 or go to www.ssa.gov/mystatement.

LIBRARY CONTRIBUTION:
\$ 175,865.18
\$ 198,952.56

HEALTH BENEFITS

LIBRARY
CONTRIBUTION

Medical

Niles Public Library District provides you with health care coverage to minimize the potential financial impact of medical costs for you and your eligible family members. The plan provides coverage for preventive care, physician services, hospital services, and prescription drugs.

Coverage	Annual Cost	You Pay
All Coverage	\$ 402,163.17	\$ 45,744.60

\$ 356,418.57

Health Reimbursement Account (HRA)

Niles Public Library District also funds an HRA for each of the employees enrolled in its health plan. For single coverage, the Library contributes \$1,650 each year to offset the cost of the deductible. For all other coverage, the Library contributes \$3,300.

\$ 44,819.91

Health Plan Incentive Payment

Should you decide to take coverage through your spouse's employer sponsored plan in lieu of enrolling in the Library plan, the Library will pay you \$40 per pay period or \$960 annually.

\$ 13,440.00

Dental Reimbursement Plan

The Library sponsors a dental reimbursement plan which covers employees only. This plan is involuntary and will reimburse each employee up to \$1,000 each year for qualified expenses incurred with his/her dentist.

\$ 16,614.25

Vision Plan

The Library sponsors a vision plan which provides for annual eye examinations as well as discounted prices on eyeglass frames and lenses. Employees may extend coverage for family members but must bear the additional cost for the additional coverage.

\$ 6,285.72

INCOME PROTECTION

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Short-Term Disability

Niles Public Library District provides eligible employees with Short Term Disability Insurance. This insurance is designed to stabilize your income in the event that you are disabled due to a non-work related injury or illness. Benefits are calculated at 60% of your average weekly salary, up to a maximum of \$1,000. Following an eight day waiting period, you could be eligible for payments for a maximum of 26 weeks.

\$ 9,688.32

Long-Term Disability

Under the Library's Long Term Disability plan, if you are disabled for more than 180 days, you may receive 60% of your average monthly earnings up to \$3,000 until the age of 65, or until your disability ends, as defined in the contract.

\$ 4,638.36

Workers' Compensation

In the event of disability due to a work related injury or illness, you may be eligible to receive a weekly benefit up to the State maximum, depending on the nature of the disability or accident. These benefits are generally paid for as long as the disability exists.

\$ 22,359.75

SURVIVOR BENEFITS

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Life Insurance and Accidental Death & Dismemberment Insurance

Niles Public Library District provides full time employees with a Life and Accidental Death and Dismemberment Insurance benefit equal to one time your annualized salary. Your beneficiary(ies) may be entitled to receive up to \$50,000 in the event of your death. If you are injured in an accident, you or your beneficiary may receive up to an additional \$50,000 for loss of life or dismemberment.

\$ 9,688.32

PAID TIME OFF

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Niles Public Library District has several different paid time off programs to help its employees balance their work and home lives. All full time employees receive between 4 and 8 personal days per year. All full time employees also receive 11 paid holidays as well as 12 sick days. Finally, full time employees receive between two weeks and four weeks vacation depending on their position and longevity at the Library. Sick days (up to 60 days) and Vacation days (up to one year's accrual) can be carried over from year to year if they aren't fully used by the end of the calendar year. Only vacation days are paid out upon separation.

During this past year you used the following amounts of time off:

Vacation	\$ 167,157.74
Sick	\$ 102,591.34
Holiday	\$ 102,991.69
Personal	\$ 48,357.83

TIME WORKED

