**DOVER FREE LIBRARY**

**Minutes**

**Tuesday, Dec. 14, 2021, 1:00 – 2:00 p.m.**

**Present:**  Susan Rand, John Flores, Marco Tallini, Ed Brookman, Dianne Guminak, Aurora Roberts, Chris Kelly

**Public Comment:** none

**2022-23 Budget Review with Town Treasurer:**

* Marco clarified how health insurance & Health Reimbursement Accounts (HRAs) work for our 3 employees. These benefits are similar to town employees. The library fully covers employee monthly premiums, out of pocket expenses, and HRA max yearly accepted expenses (exposure) to a maximum of $7,050 per single person coverage an $14,100 per 2-person coverage.
* Historically, the amount set aside for HRA exposure expenses has been significantly more than actually expended, creating year end budget surpluses. The surpluses have been applied to and reduce the following year budgets.
* Board decided to decrease the HRA Exposure by 50% ($10,575) in order to decrease expected year-end surplus, with the understanding the library will still be responsible for a maximum of $21,150 if incurred by employees.
* Workman’s Comp - Marco informed us the cost has increased significantly from the planned $974 to $2904 for the 2022-23 budget.

Respectfully Submitted,

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Ed Brookman, Chairperson Susan Rand, Secretary

These minutes are unofficial and not yet approved by the Trustees of DFL. Corrected minutes will be available at the library after the next regularly scheduled meeting. Public notices of these minutes are posted at the following locations:

Dover Town Clerk Bulletin Board, Dover School, East and West Dover Post Offices, Dover Free Library, [www.doverfreelibrary1913.org](http://www.doverfreelibrary1913.org).