

Steering Committee Meeting
2:00 pm, October 15th, 2025
Bret Kelly A–Rawlings Library

Meeting Lead: Jennifer Scroggins

Meeting Recorder: Alyssa Mestas

Minutes

Attendance: **Sherri Baca** (Executive Director), **Terri Daly** (Director of HR), **Jennifer Scroggins** (Rawlings User Services), **Brigitta Meyerhofer** (Barkman), **Gabriella Martinez** (Lamb), **Blake Hatton** (Local History & Genealogy), **Robin Rice** (Customer Service Representative Rawlings), **Alyssa Mestas** (Lucero), **Michele Dagnillo** (Tech Services), **Maria Kropf** (Finance)

Preliminary Steering Discussion (2:11 pm)

- Assessment of who finished the communication survey sent out through email
- Updates on the progress of manager recognition boxes for each library branch
 - Barkman
 - Decorated their box
 - Inserted prizes
 - At least one employee has selected a prize from it
 - User Services
 - Not finished yet
 - Lucero
 - Prize box is finished being decorated
- A question of how Steering Committee will select winners using the new Employee Recognition format
 - Possibly through a prompt
 - Selections will be offered
 - Finalized through voting system
 - Steering will receive rubric on how to score
- Updates
 - Lucero
 - Busy with grand reopening
 - Going well with programs and welcoming patrons back into the new space
 - Lamb
 - MHT machine being cleaned
 - Manual checkouts for items

- ELD
 - Going well
 - Prepping for Rawlings Library hosting the upcoming townhall meeting held by Pueblo's Mayor Graham
- Tech Services
 - Not so busy since the grand reopening of the Lucero branch
 - The focus now being on end of year orders
- Barkman
 - Good and busy with patrons
 - Getting ready for upcoming Halloween programs

2026 Employee benefits with Dave Vecchio & Terri Daly (2:30 PM)

- Public Sector Health Care Group is PCCLD's employee benefits provider/insurance pool
 - Reviewed the 2026 Employee Benefits Renewal
 - 2023-2024 rolling 12-month claims snapshot
 - Current claims spike started August 2024, one month after the 4.5% avenue renewal was finalized for 2025
 - July-August 2025 claims PEMP (per employee per month) \$1252.48, an increase of 40% compared to prior YTD
- Colorado 2026 Insurance Carrier Increase (filed with the state division of insurance)
 - Anthem 14.5%
 - UHC 16.1%
 - Denver Health 11%
 - Cigna 11%
 - Kaiser 7%
- Medical Cost Trend: Behind the numbers: per PwC (PricewaterhouseCoopers data vendor)
 - Cost drivers behind increasing healthcare costs
 - Market response to cost of delivering care
 - Covid delayed care
 - Large baby boomer population
 - Increased disease diagnoses in Gen X and Gen Z
- Types of Medical Plans
 - Fully Insured: Employer pays premium to the insurance carrier and does not assume the risk of claims; these plans must follow the Colorado Division of Insurance guidelines and state laws/mandates.
 - Self Funded ASO Plans: Employer pays insurance carrier an admin fee and other insurance coverage (reinsurance) is arranged by the carrier for claims payment; these plans are subject to Federal rules/mandates which

differ from state laws/mandates. ***The Public Sector Healthcare Group coverage fits into this category.***

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- Not all plans mean coverage for every procedure
- Not every covered item means no fee
- How can I make the most of my plan
 - Register under MyUHC, Kaiser or Surest (as applicable) and download the mobile app
 - Review your plan summary and other valuable member resources
 - Cost of care estimator allows members to shop for care
 - Annual preventative care and well visit compliance
 - Virtual Medicine–Expanded access and covered services
 - Understand your provider network
 - Review Drug Formulary–do medications require prior authorization and are there dispensing limits?
 - Pre-check my script (dialogue you can have with your provider)
 - Be a consumer of healthcare services
- New plans offered to PCCLD employees for the 2026 year
 - 80/20 coverage costs between library and employees payment
 - Premiums going up 17% overall next year
 - Open enrollment November 10th-24th
 - Make choices for next year
 - Treat as active enrollment
 - PCCLD's 2026 Budget is picking up 13% of the overall 17% cost increase in premiums
 - Wage increases by pay for performance will continue in 2026
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- Bri will come to the next Steering Committee meeting with information concerning budget changes
- Shoutouts
 - User services: Steady working for the upcoming Adult Winter Reading program
 - Barkman: Success with checkout challenge as well as preparation for Halloween programming
 - LHG: Great success with a recent screen printing and book binding program as well as a display celebrating Latino and Hispanic authors
 - Lucero: Huge achievement in the grand opening of the branch with positive feedback from patrons on their enjoyment of the new look to the library, as well as celebrating successful programming for the month of October so far

- ELD: To those who helped put together the 2025 Ideacon, and shout out for Nick Potter's and Amy Nelson's five year strategic plan work
- Lamb: With the AMH undergoing annual maintenance/cleaning, Lamb staff is keeping steady with manual checkouts and seeing patrons enjoying their Halloween checkout promotion
- Finance: A shoutout to Lev Frank in User Services for gathering the proper paperwork and easing the workload, to HR for the All Staff Day they worked diligently to put on, and to security for keeping everything secure
- Tech Services: Celebrating the finish of Lucero's opening and now focusing on end of year reports
- Sherri Baca: Huge shoutouts to Barkman, Lucero, and Pueblo West for their adaptation while their branches went through full or partial renovations as well as the Rawlings departments that are still keeping up despite short staffing
- Terri Daly: To everyone who completed the communication survey and those who serve on the communication work group
- The Rawlings elevator repair project will begin shortly and starting with the staff elevator

Meeting adjourned at 3:48 PM

The next meeting is November 19th, 2025