

Increasing The Employee Contribution Towards The Cost Of Health Insurance Benefits For New Hire Management Non Union Employees

Referred to: The Ways and Means Committee (Chairman Gavaris and Legislators Cahill, Fabiano, Ronk, and Walter)

Legislator Joseph Maloney offers the following:

WHEREAS, pursuant to Resolution No. 242 dated September 19, 2012, the Ulster County Legislature unanimously approved a Memorandum of Agreement between the County and the Ulster County Unit of the Civil Service Employees Association, Inc. (CSEA) stating that effective upon ratification, new hires shall contribute 20% of the premium to the cost of the health insurance plan; and

WHEREAS, pursuant to Resolution No. 108 dated April 16, 2013, the Ulster County Legislature unanimously approved a Memorandum of Agreement between the County and the Ulster County Staff Association (NYSUT, AFT, NEA, AFL-CIO) stating that individuals hired into the bargaining unit after ratification of the agreement shall contribute 20% of the County's cost of the family, two-person or individual health insurance premium; and

WHEREAS, pursuant to Resolution No. 302 dated August 19, 2014, the Ulster County Legislature unanimously approved a Memorandum of Agreement between the County and the Ulster County Sheriff's Employees Association stating that employees hired on or after the date of ratification of the agreement shall pay 20% of the family or individual health insurance premium; and

WHEREAS, pursuant to Resolution No. 358 dated September 15, 2015, the Ulster County Legislature unanimously approved Memorandums of Agreement between the County and the Ulster County Deputy Sheriff's Police Benevolent Association, Inc. and the Superior Officers Unit stating that new hires, after date of ratification, shall contribute 20% towards their health insurance; and

WHEREAS, following the March 20, 2018 adoption of Resolution No. 72, Ulster County Legislators and all other elected officials now contribute 20% of the premium to the cost of the health insurance plan; and

WHEREAS, the current 10% employee contribution for management non-union employees has not been increased since 2007; and

WHEREAS, the Ulster County Legislature, as the appropriating and policy-determining body of the County of Ulster, has a fiduciary responsibility to protect the taxpayers of Ulster County; and

Resolution No. 201 May 17, 2022

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WHEREAS, the Ulster County Legislature believes it is prudent to update the policy to increase the employee contribution towards health insurance costs for new hire management non-union employees to align the contribution with that of the current union new hires and elected officials in Ulster County, and to help offset the inevitable rising costs associated with these benefits; now, therefore, be it

RESOLVED, effective October 1, 2022, new hire management non-union employees shall contribute 20% of the premium to the cost of the health insurance plan; and, be it further

RESOLVED, that upon ratification of any agreement between Ulster County and any union requiring an increased employee contribution towards the cost of the health insurance plan, the contribution by Ulster County elected officials shall automatically match the percentage in said agreement,

and move its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

Postponed in Committee: Ways and Means for one week on April 12, 2022

Postponed in Committee: Ways and Means on April 19, 2022

Defeated in Committee: Ways and Means on May 10, 2022

Petition to Discharge not executed

FINANCIAL IMPACT:

\$136,000.00 - APPROXIMATE ANTICIPATED YEARLY COUNTY SAVINGS