## Resolution No. 72 March 20, 2018

# Increasing The Employee Contribution Towards The Cost Of Health Insurance Benefits For Elected Officials And Management Non Union Employees

Referred to: The Ways and Means Committee (Chairman Gerentine and Legislators Archer, Bartels, Lopez, James Maloney, Joseph Maloney, and Petit)

Legislator Joseph Maloney offers the following:

WHEREAS, pursuant to the Periodic Compensation Review Committee recommendations dated October 7, 2015, and subsequently reiterated in the recommendations dated June 20, 2017, the Committee encouraged swift action by the Legislature "to establish equity in legislators' overall compensation while controlling the increasing costs of that compensation;" and

WHEREAS, three of the four recommendations from the Periodic Compensation Review Committee included an increase in Legislator contribution towards total health care insurance costs; and

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, the current 10% employee contribution for Legislators was established prior to the implementation of the Charter, during the time in which the Legislature was responsible for all operations of County government; 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 policydetermining body of the County of Ulster, has a fiduciary responsibility to protect the taxpayers of Ulster County; and

WHEREAS, the Ulster County Legislature believes it is prudent to update policy to increase the employee contribution towards health insurance costs for Elected Officials and Management Non Union Employees to align the contribution with that of the current CSEA new hires in Ulster County and to help offset the inevitable rising costs associated with these benefits; now, therefore, be it

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RESOLVED, effective January 1, 2019 the first day of the next new term of office following adoption of this Resolution, Ulster County Legislators and all other Elected Officials shall contribute 20% of the premium to the cost of the health insurance plan, and be it further

RESOLVED, that effective upon adoption of this Resolution, Management Non Union new hire employees shall contribute 20% of the premium to the cost of the health insurance plan,

and move its adoption.

#### ADOPTED AS AMENDED BY THE FOLLOWING VOTE:

AYES:18NOES:4(Noes: Legislators Gerentine, Greene, Maio, and Nolan)(Absent: Legislator Fabiano)

Passed Committee: Ways and Means on March 20, 2018

FINANCIAL IMPACT: \$40,250.00- ANTICIPATED YEARLY SAVINGS IN COUNTY DOLLARS FOR ELECTED OFFICIALS TBD- ANTICIPATED YEARLY SAVINGS IN COUNTY DOLLARS FOR NEW HIRE MANAGEMENT NON UNION EMPLOYEES

Legislator Maio motioned, seconded by Legislator Rodriguez, to strike any reference to Management Non Union Employees.

MOTION ADOPTED BY THE FOLLOWING VOTE:

AYES: 18 NOES: 4 (Noes: Legislators Bartels, Donaldson, Eckert, and Greene) (Absent: Legislator Fabiano)

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Legislator Maio motioned, seconded by Legislator Rodriguez, to strike the effective date "January 1, 2019" in the first RESOLVED, and insert "the first day of the next new term of office following adoption of this Resolution."

#### MOTION ADOPTED BY THE FOLLOWING VOTE:

AYES: 19 NOES: 3 (Noes: Legislators Archer, Bartels, and Joseph Maloney) (Absent: Legislator Fabiano)

STATE OF NEW YORK

SS:

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 20<sup>th</sup> Day of March in the year Two Thousand and Eighteen, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 21<sup>st</sup> Day of March in the year Two Thousand and Eighteen.

<u>|s| Victoria A. Fabella</u> Victoria A. Fabella, Clerk Ulster County Legislature

Submitted to the County Executive this 22<sup>nd</sup> Day of March, 2018.

<u>|s| Victoria A. Fabella</u> Victoria A. Fabella, Clerk Ulster County Legislature Approved by the County Executive this 29<sup>th</sup> Day of March, 2018.

<u>|s| Michael P. Hein</u> Michael P. Hein, County Executive