

**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 policy-determining 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

**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~~**

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: 18                      NOES: 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)

