

Warren County Board of Supervisors

RESOLUTION NO. 790 OF 2012

Resolution introduced by Supervisors Conover, Kenny, Sokol, Merlino, Taylor, Strainer, Dickinson, Girard and Mason

ESTABLISHING HEALTH INSURANCE BENEFITS FOR NEW EMPLOYEES NOT PART OF ANY COLLECTIVE BARGAINING UNIT

RESOLVED, that health insurance benefits for new full-time non-bargaining unit employees beginning work with Warren County on December 21, 2012 and following the adoption of this resolution shall be as follows:

1. The County shall offer health insurance to new full-time employees commencing the first day of the month immediately following full-time employment with the County on an individual, two-person or family coverage basis (depending on the qualifications and election of the employee) provided that the employee contributes 20% of the health insurance premium.
2. All health insurance coverage shall be afforded with the maximum co-pay of 25/40 for office co-pays and 10/30/50 for drug plan co-pays.
3. The County will offer health insurance Medicare Advantage plans or similar plans to full-time non-bargaining unit employees who retire, provided that said employee a) retires from the New York State Retirement Plan; b) had insurance coverage in the previous ninety (90) day period; c) is sixty-five (65) years of age or older; d) has at least twenty (20) years total full-time county service; e) pays a percentage equal to that shared percentage being contributed by active full-time employees commencing work on or after December 21, 2012., as may be increased or otherwise changed from time to time. If the employee leaves County service before reaching the age of sixty-five (65), the employee shall not be entitled to continue health insurance through Warren County. Once the employee who leaves the County reaches sixty-five (65) years, assuming all other eligibility criteria outlined above are met, the employee may then elect to receive benefits outlined above.
4. Two members of the same family employed by the County may only be enrolled in one (1) health insurance plan. However, if two (2) members of the same family employed by the County are eligible to be enrolled in a two-person plan, each employee may enroll in their own individual plan provided that the employee contributes the required 20% and provided further that the individual plans are equal to or less than the cost of the two-person plan. If the two-person plan shall be of a less cost, the employees will be eligible only for the two-person plan.

and be it further

RESOLVED, that this resolution shall take effect immediately for new full-time non-bargaining unit employees and any resolution previously adopted herein that is inconsistent with this resolution is accordingly repealed and/or amended.