

Warren County Board of Supervisors

RESOLUTION No. 78 OF 2020

RESOLUTION INTRODUCED BY SUPERVISORS SIMPSON, GERAGHTY, FRASIER, BRAYMER, CONOVER, MAGOWAN, MCDEVITT, MERLINO AND WILD

ADOPTING PROPOSED CHANGES TO THE WARREN COUNTY PLANS AND POLICIES MANUAL TO REVISE OUT OF UNIT EMPLOYEE POLICIES TO MATCH CSEA NEGOTIATED POLICY CHANGES AND BENEFIT LEVELS, TO MAKE TECHNICAL CORRECTIONS AND UPDATES TO THE OUT OF UNIT POLICIES

RESOLUTION TABLED

WHEREAS, by Resolution No. 416 of 2015 the Warren County Board of Supervisors adopted the Warren County Plans and Policies set forth in the Warren County, New York Plans and Policies and Municipal Code, which includes Chapter VI, Human Resources/Civil Service, Sections VI.045 - VI.051, most recently amended by Resolution No. 222 of 2018, and

WHEREAS, the Director of Human Resources has requested that Section VI.049 be amended to make technical corrections and updates to the out of unit policies to bring language in line with current practice and bargaining agreement language, and

WHEREAS, the Personnel & Administration Committee has reviewed and approved these changes, now, therefore, be it

RESOLVED, that Section VI.049 (1)(B)(1) of the Warren County Plans and Policies, be, and hereby is amended to read as follows:

- 1.) Effective February 1, 2020, the County shall offer health insurance to current full-time employees not part of any collective bargaining unit on an individual, two-person or family coverage basis (depending on the qualifications and election of the employee) provided that the employee contributes nineteen percent (19%) of the health insurance premium. Commencing December 1, 2020, the amount of the aforesaid contribution shall be increased to twenty percent (20%). Commencing December 1, 2021, the amount of the aforesaid contribution shall be increased to twenty-one percent (21%). Commencing December 1, 2022, the amount of the aforesaid contribution shall be increased to twenty-two percent (22%).

and be it further

RESOLVED, that Section VI.049(1)(C)(1) of the Warren County Plans and Policies, be, and hereby is, amended to read as follows:

- 1.) Effective December 1, 2018, the County shall offer health insurance to current full-time employees not part of any collective bargaining unit on an individual, two-person or family coverage basis (depending on the qualifications and election of the employee) provided that the employee contributes twenty-five percent (25%) of the health insurance premium.