

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2618

RE: Approving Amendment to the Personnel Policy

WHEREAS, The Ulster County Resource Recovery Agency (the "Agency") is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the New York State Public Authority requires that all Public Authorities must have a Personnel Policy and the Board of Directors annually reviews same, and

WHEREAS, the Agency Board has amended such Personnel Policy on several occasions, the last amendment being October 4, 2021, and

WHEREAS, the Agency Board of Directors has proposed changes to the Ulster County Resource Recovery Agency Personnel Policy adopted by the Board of Directors on November 2, 2010, and

WHEREAS, the Agency Board desires to add to the Personnel Policy defining benefit eligibility to employees working twenty or more hours and not covered by a collective bargaining contract, as described in the Exhibits attached, and

NOW, THEREFORE, BE IT

RESOLVED, that the Board of Directors of the Ulster County Resource Recovery Agency does hereby approve the addition of the benefit eligibility to employees working twenty or more hours per week and not covered by a collective bargaining contract, as attached, to be added to the Personnel Policy, and be it,

FURTHER RESOLVED, that the Executive Director and Agency staff are hereby authorized to take all steps necessary to implement these amendments to the Personnel Policy, and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____ Seconded by: _____

Vote: Ayes: _____ Nays: _____ Absent: _____

Date: May 23, 2024

Financial impact: Approximately \$16,000

emotional stress, financial difficulties and family illness or death which can adversely affect their lives and might impair their job performance. This program emphasizes information, intervention, health maintenance and illness prevention. These services are free of charge and the EAP counselors will respond by phone 24 hours a day, 7 days a week. The EAP is strictly confidential. If you would like more information about this program, contact Emergency One EAP 845-338-5600.

2. HEALTH BENEFITS

UCRRA offers employees the option to enroll in its health insurance plan. This plan provides medical and surgical care, hospital expense benefits, mental health and substance abuse benefits and prescription drug coverage. UCRRA also offers vision and dental plans to all eligible employees. You have the option of choosing either individual or family coverage plans. Please obtain plan details from the Benefits Coordinator.

ELIGIBILITY

UCRRA full time employees and Regular Part time employees (20 hours a week or more) and their dependents are eligible for health insurance benefits immediately upon employment. Please contact the Benefits Coordinator for information on all plans available.

Under the terms of our Health Benefit Plan, Open Enrollment is offered each year during the month of December to our eligible employees and eligible dependents.

The Agency shall provide, the Employee's health insurance benefits for employees pursuant to the MVP Liberty HDHP Silver 8 EPO Insurance Plan and dental and vision benefits under the Guardian Plan. If, at any time during the term of this Agreement the existing plans are no longer available, the Agency shall have the right to replace those plans with equivalent plans.

Employees hired on or before June 23, 2014 will pay 3% of their yearly health insurance premiums. Employees hired after June 23, 2014 will pay 10% of their yearly health insurance premiums.

UCRRA offers a \$2600.00 per year buy out for health insurance. The employee must prove that they and their family are covered by insurance elsewhere before the employee can participate in the buyout. Every November/December during open enrollment, employees will have to provide proof that they and their family members are covered by other insurance. If the employee loses his or her insurance elsewhere he or she will be able to get coverage through the Agency immediately. The buyout payment of \$650.00 will be paid at the end of each quarter as long as the employee did not use the Agency's insurance. Insurance buyout amounts are taxable/ Employee couples that are both eligible for Agency health insurance are not eligible for the buyout.

KEEPING YOUR COVERAGE UP TO DATE

Although UCRRA provides you with the opportunity to obtain comprehensive health care insurance, **keeping your coverage up to date is your responsibility**. The following is a list of situations that may require a change in the type of coverage that you have, Contact Amy Lopiano

www.osc.state.ny.us/retire/ or write to:

Director of Information Services
NYS & L Employees' Retirement System
Gov. Smith State Office Building
Albany, New York 12244-0001

Retirement Information Representatives provide informational services at many government offices throughout the State.

4. LEAVE BENEFITS

Regular Part time employees who work 20 or more hours per week shall receive fifty (50%) of all benefits, except that they will receive one hundred (100%) of the health, dental and vision benefits.

VACATION

SECTION 1. Vacation – An annual vacation is considered the right of each employee. The vacation plan is outlined below:

Vacation shall be credited to each employee as earned on the basis of a monthly proration; including use at 6 months of accrued days, after 12 months, one may use ten (10) days, or the balance; the equivalent of which shall be (10) days per annum, (i.e., each vacation “unit” shall equal five-sixths (5/6) of one (1) day per month for those employees who have completed one (1) through (5) completed years of service.)

Upon completion of the first anniversary of service, the total entitlement is (10) days vacation.

Upon an employee’s fifth anniversary of continuous service, such employee will receive a third vacation week, (i.e., a week in addition to the two (2) earned.)

Upon such employee’s eighth anniversary of continuous service, an employee will receive seventeen (17) days vacation.

Upon completion of ten (10) years of continuous service, an employee will receive twenty (20) days vacation.

Upon completion of sixteen (16) years of continuous service, an employee will receive twenty-two (22) days vacation.

Upon completion of twenty (20) years of continuous service, an employee will receive twenty-five (25) days vacation.

Upon completion of twenty-four (24) years of continuous service, an employee will receive twenty-five (25) days vacation.