

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2622

RE: Authorizing and Approving Defining Health Insurance Benefits for Eligible Retirees of the Agency

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 May 23, 2024, and

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

WHEREAS, the Agency Board desires to add to the Personnel Policy defining health insurance benefits for eligible retirees of the Agency, 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 health insurance benefits for eligible retirees of the Agency, as attached, “2 pages, entitled “variables for Consideration for Financial Impact (100% Coverage)” and be it,

FURTHER RESOLVED, that the Executive Director and Agency staff are hereby authorized to take all steps necessary to prepare amendments to the Personnel Policy and provide it to the full Board for ratification of said policy recodification, and be it

FURTHER RESOLVED, that this Resolution shall take effect with the FY 2025 adoption.

Moved by: _____ Seconded by: _____

Vote: Ayes: _____ Nays: _____ Absent: _____

Date: August 22, 2024

Financial impact: See Attached

variables considered for financial impact (100% coverage)

55 years old

20 years of agency service

retirement in 5 year ranges:

tier 1 - within the next 5 years

tier 2 - within the next 5-10 years

tier 3 - within the next 10-15 years

tier 4 - no retirement considered

Most recent hire date	Years worked (as of 2025)	Age	Plan Type	tier	(50% realization)				Age years 1-5	Cost years 1-5	Age years 6-10	Cost years 6-10
					Premium Annual Cost	Annual Deductible	Annual Subsidy	Age years 1-5				
07/05/1993	32.00	57	single	1	\$ 12,584	\$ 4,400	\$ 2,500	57-61	\$ 83,413	62-66	\$ 63,836	
06/07/1993	32.00	56	2 person	1	\$ 25,194	\$ 8,800	\$ 2,500	56-60	\$ 166,961	61-65	\$ 162,885	
05/16/1994	31.00	61	2 person	1	\$ 25,194	\$ 8,800	\$ 2,500	61-65	\$ 133,326	66-70	\$ 12,500	
09/18/2000	25.00	54	single	2	\$ 12,584	\$ 4,400	\$ 2,500	N/A	\$ -	59-63	\$ 102,352	
06/18/2001	24.00	63	single	1	\$ 12,584	\$ 4,400	\$ 2,500	63-67	\$ 38,874	68-72	\$ 12,500	
01/01/2001	24.00	62	2 person	1	\$ 25,194	\$ 8,800	\$ 2,500	62-66	\$ 101,129	67-71	\$ 12,500	
02/25/2002	23.00	46	2 person	2	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	55	\$ 44,460	
10/21/2002	23.00	45	2 person	3	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	N/A	\$ -	
06/23/2003	22.00	42	2 person	3	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	N/A	\$ -	
09/19/2007	18.00	51	2 person	2	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	58-61	\$ 167,202	
01/16/2007	18.00	46	2 person	3	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	N/A	\$ -	
11/25/2019	6.00	52	2 person	3	\$ 25,194	\$ 8,800	\$ 2,500	N/A	\$ -	N/A	\$ -	
									<u>\$ 523,704</u>		<u>\$ 578,235</u>	

	2024 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 11,664	\$ 23,328
Dental/Vision	\$ 920	\$ 1,866
Total	\$ 12,584	\$ 25,194

	2024 ANNUAL DEDUCTIBLE	
	SINGLE	2-PERSON
Health	\$ 4,400	\$ 8,800

	2025 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 12,247	\$ 24,494
Dental/Vision	\$ 929	\$ 1,885
Total	\$ 13,176	\$ 26,379

	2030 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 15,631	\$ 31,262
Dental/Vision	\$ 977	\$ 1,981
Total	\$ 16,607	\$ 33,243

	2026 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 12,860	\$ 25,719
Dental/Vision	\$ 938	\$ 1,904
Total	\$ 13,798	\$ 27,623

	2031 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 16,412	\$ 32,825
Dental/Vision	\$ 986	\$ 2,001
Total	\$ 17,399	\$ 34,825

	2027 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 13,503	\$ 27,005
Dental/Vision	\$ 948	\$ 1,923
Total	\$ 14,450	\$ 28,928

	2032 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 17,233	\$ 34,466
Dental/Vision	\$ 996	\$ 2,021
Total	\$ 18,229	\$ 36,487

	2028 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 14,178	\$ 28,355
Dental/Vision	\$ 957	\$ 1,942
Total	\$ 15,135	\$ 30,297

	2033 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 18,095	\$ 36,189
Dental/Vision	\$ 1,006	\$ 2,041
Total	\$ 19,101	\$ 38,230

	2029 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 14,887	\$ 29,773
Dental/Vision	\$ 967	\$ 1,961
Total	\$ 15,853	\$ 31,734

	2034 ANNUAL PREMIUMS	
	SINGLE	2-PERSON
Health	\$ 18,999	\$ 37,999
Dental/Vision	\$ 1,016	\$ 2,061
Total	\$ 20,016	\$ 40,060