

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 Considered 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 (update 9 30 2024)

55 years old

20+ years of agency service(100% of premium for retiree ONLY)

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	Cost	Age	Cost
					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	single	1	\$ 25,194	\$ 4,400	\$ 2,500	56-60	\$ 83,413	61-65	\$ 82,636	
05/16/1994	31.00	61	single	1	\$ 25,194	\$ 4,400	\$ 2,500	61-65	\$ 67,860	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	single	1	\$ 25,194	\$ 4,400	\$ 2,500	62-66	\$ 53,025	67-71	\$ 12,500	
02/25/2002	23.00	46	single	2	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	55	\$ 22,216	
10/21/2002	23.00	45	single	3	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	N/A	\$ -	
06/23/2003	22.00	42	single	3	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	N/A	\$ -	
09/19/2007	18.00	51	single	2	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	58-61	\$ 83,545	
01/16/2007	18.00	46	single	3	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	N/A	\$ -	
11/25/2019	6.00	52	single	3	\$ 25,194	\$ 4,400	\$ 2,500	N/A	\$ -	N/A	\$ -	
									\$ 326,586		\$ 392,084	

2024 ANNUAL PREMIUMS SINGLE	
Health	\$ 11,664
Dental/Vision	\$ 920
Total	\$ 12,584

2024 ANNUAL DEDUCTIBLE SINGLE	
Health	\$ 4,400

2025 ANNUAL PREMIUMS SINGLE	
Health	\$ 12,247
Dental/Vision	\$ 929
Total	\$ 13,176

2030 ANNUAL PREMIUMS SINGLE	
Health	\$ 15,631
Dental/Vision	\$ 977
Total	\$ 16,607

2026 ANNUAL PREMIUMS SINGLE	
Health	\$ 12,860
Dental/Vision	\$ 938
Total	\$ 13,798

2031 ANNUAL PREMIUMS SINGLE	
Health	\$ 16,412
Dental/Vision	\$ 986
Total	\$ 17,399

2027 ANNUAL PREMIUMS SINGLE	
Health	\$ 13,503
Dental/Vision	\$ 948
Total	\$ 14,450

2032 ANNUAL PREMIUMS SINGLE	
Health	\$ 17,233
Dental/Vision	\$ 996
Total	\$ 18,229

2028 ANNUAL PREMIUMS SINGLE	
Health	\$ 14,178
Dental/Vision	\$ 957
Total	\$ 15,135

2033 ANNUAL PREMIUMS SINGLE	
Health	\$ 18,095
Dental/Vision	\$ 1,006
Total	\$ 19,101

2029 ANNUAL PREMIUMS SINGLE	
Health	\$ 14,887
Dental/Vision	\$ 967
Total	\$ 15,853

2034 ANNUAL PREMIUMS SINGLE	
Health	\$ 18,999
Dental/Vision	\$ 1,016
Total	\$ 20,016