

# ULSTER COUNTY RESOURCE RECOVERY AGENCY

## RESOLUTION NO. 2632

### 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 May 23, 2024, 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 a health insurance benefit for retirees to the Personnel Policy, as described in the Exhibit 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 retiree health insurance, 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: November 21, 2024

Financial impact: Approximately \$72,000 per year

## Retiree Health Insurance coverage

Effective January 1, 2025, UCRRA will provide eligible Retirees health, dental, and vision insurance. The Retiree will be offered the same plans that the Agency's current employees are receiving.

To be eligible an employee must be 55 or older and have a minimum of 10 years of UCRRA service. In addition, the retiree must retire with NYS Retirement upon separation of employment.

A retiree can add a spouse for the full cost of the premium at the retiree's sole expense.

Retiree costs are as follows:

Less than 10 years of service no coverage offered.

10-14 years the Agency will pay 25% of the premium cost for the Retiree

15-19 years of service the Agency will pay 50% of the premium for the Retiree

20+ years of service the Agency will pay 100% of the premium cost for the retiree

**Retirees and spouses (if applicable) must switch to a Medicare plan immediately when the plan is available to them. Please notify UCRRA 60 days before becoming eligible for Medicare to make it a smooth transition.**

Upon becoming eligible for Medicare, the Agency will offer an annual stipend of \$2500.00 to Retirees. Dental and Vision coverage will remain the same as it was before Medicare eligibility. There will be no stipend offered for the spouse

Retirees health coverage and the subsidy will end upon the death of the Retiree.

**Please be sure to notify UCRRA if you move, have an eligibility change, or make any changes to your bank account for direct deposit. 845-336-0600.**