

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2670

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 November 21, 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 spouses of 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 spouses of retiree to Agency 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: January 8, 2026

Financial impact: Approximately \$30,000 per year

Retiree Health Insurance coverage

Effective January 1, 2026, UCRRA will provide eligible Retirees and Spouse, (provided the spouse was covered at the time of retirement) 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.

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 and spouse

15-19 years of service the Agency will pay 50% of the premium cost for the retiree and spouse

20+ years of service the Agency pays 100% of the premium cost for the retiree and spouse

Retiree and spouse must switch to a Medicare plan immediately when the plan is available to them. If the retiree reaches Medicare eligibility before spouse, the spouse's coverage continues until they reach Medicare eligibility. 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

If the retiree predeceases the eligible spouse, the spouse's coverage would be converted to COBRA at the end of the month following month the event occurred. The spouse will be allowed to stay on COBRA for up to 36 months. 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.