

Amending The Ulster County Personnel Policy Manual For Managers Section IV Other Employee Benefits Section D. Retiree Health Insurance

The Labor Relations and Negotiation Committee (Chairman R.A. Parete and Legislators Berardi, Terpening, Gerentine and Noonan) offers the following:

WHEREAS, in the matter of Interest Arbitration (PERB Case No. IA2005-002; M2004-138) between the County of Ulster and the Ulster County Sheriff (Public Employer) and the Ulster County Deputy Sheriff's Police Benevolent Association Inc. (Employee Organization) an opinion and award has been reached by the designated PERB panel, and

WHEREAS, the opinion and award represents members as Deputy Sheriff-Criminal, Deputy Sheriff-Detective, Deputy Sheriff-Sergeant, Deputy Sheriff-Detective Sergeant, and Deputy Sheriff-First Sergeant, and

WHEREAS, the Undersheriff, Deputy Sheriff-Captain, Deputy Sheriff Lieutenant and Deputy Sheriff-Detective Lieutenant positions are recognized as Ulster County Management positions in the Ulster County Personnel Policy Manual for Managers, and

WHEREAS, it is necessary to clarify benefits afforded by the Ulster County Personnel Policy for Managers specifically Section IV Other Employee Benefits Section D. Retiree Health Insurance – a change to the policy manual to include:

Employees recognized as uniformed managers to include the Undersheriff, Deputy Sheriff-Captain, Deputy Sheriff Lieutenant and Deputy Sheriff-Detective Lieutenant are entitled to Special Retirement Plan Article 14-B, Section 552, 20 Year Service of the New York State and Local Employee Retirement System. Those employees who choose to retire before the age of 55 will contribute to his or her health care premium pursuant to the PBA collective bargaining agreement until such time that he or she turns the age of 55. At the age of 55, the retiree will become eligible for retiree health insurance pursuant to the Ulster County Personnel Policy Manual for Managers in place at the time in which a retiree turns the age of 55. If an employee retires at the age of 50 with 20 years, he or she is entitled to the employer contribution of health care under the PBA agreement, when the retiree turns 55, he or she will be entitled to the agreement of 20 years service health care contribution under the Personnel Policy Managers

, and

WHEREAS, PBA uniformed managers as recognized in the Ulster County Personnel Policy Manual for Managers and employed by Ulster County prior to the adoption of said resolution will be held harmless to the amended policy as italicized

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above and afforded the benefit of retiring under the Personnel Policy Manual for Managers in place at the time of retirement regardless of age, and

WHEREAS, the Labor Relations and Negotiation Committee has met and reviewed said request with a majority of the members voting approval, and

WHEREAS, the Personnel Committee has met and reviewed said request with a majority of the members voting approval, and

WHEREAS, the Ways and Means Committee has met and reviewed said request with a majority of the members voting approval.

RESOLVED, that the Ulster County Personnel Policy is hereby amended as shown in italics above,

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

FINANCIAL IMPACT:
NONE

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REFERRED BACK TO COMMITTEE