

Implementing County Policy To Designate Employees As Pre-Taxed Health Care Benefits As The County's Default With An Allowance For Employees To Opt For Post-Taxed Health Care Benefits

The Personnel Committee (Chairman Loughran and Legislators Alfonso, Dart, Harris, Kraft, Shapiro, and Terpening) offers the following:

WHEREAS, Ulster County benefited employees have the option of electing to pre-tax or post-tax health insurance premiums, and

WHEREAS, currently 45 percent of benefited employees are considered pre-taxed on health insurance premiums, and

WHEREAS, the County, by encouraging more participation in selecting the pre-tax option, will save 7.65 percent of FICA payroll deductions on the employee contributions of health care premiums, and

WHEREAS, it is proposed that new employees will be considered pre-taxed, and

WHEREAS, an employee who does not wish to be considered pre-taxed may notify the Personnel Department in writing stating such, 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 Ulster County will require that employees be considered pre-taxed unless an employee notifies the Personnel Department in writing that they wish not to be considered pre-taxed, effective January 1, 2007,

and moves its adoption.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 30 NOES: 0
(Absent: Legislators Alfonso, Every and Felicello)

FINANCIAL IMPACT:
COUNTY SAVINGS APPROXIMATELY \$58,000.00 PER YEAR
1126