

Town of Copake
RESOLUTION
Number 5 of January 12, 2023

To Amend the Town of Copake Policy Manual regarding Retiree's Benefits

WHEREAS, the Town Board of the Town of Copake finds it desirable to revise and amend Section VI, (C)(1) (f) of the Town of Copake Policy Manual,

BE IT RESOLVED, that the Town Board of the Town of Copake directs that the Town of Copake Policy Manual be revised and amended as follows:

The first paragraph of Section VI, Subdivision C. Paragraph 1(f) of the Policy Manual is amended to read as follows:

f. Retired personnel. After twenty-five years of service with the Town, the Town will pay 75% of the health insurance premium of the employee and family; after thirty years of service, the Town will pay 90% of the cost of this coverage. For purposes of this paragraph, time served shall include time employed on a 40-hour per week basis and time served in the position of Town Clerk or Highway Superintendent. If an employee has unused sick time on the date of his retirement, the value of the sick time based upon their then rate of pay will be calculated and credited to the retiree and shall be applied towards his/her share of the cost of health insurance premium. If the Town chooses a high deductible health insurance plan the Town will provide the retiree with a Health Reimbursement Account (HRA), a contribution equal to the annual minimum of 50% of the maximum out of pocket for the plan, not to exceed \$1800 for single and \$3600 for 2 person/family.

The second paragraph of Section VI, Subdivision C, Paragraph 1(f) of the Policy Manual is amended to read as follows:

The above notwithstanding, when a retired person who is receiving medical insurance benefits as set forth above becomes eligible for Medicare, the Town shall no longer provide medical insurance benefits, but instead, shall provide Medicare Supplemental Coverage at the same cost share rates. However, when a retired employee who is receiving medical insurance through the Town becomes eligible for Medicare and has a spouse not eligible for Medicare or has still has eligible dependents covered by the Town's medical coverage, the Town will provide Medicare Supplemental Coverage to the retired employee who is eligible for Medicare and continue to offer comparable or similar Retiree Health Insurance coverage to the spouse and/or eligible dependents with continuation of the same cost share ratio and applicable employee or family contribution. In this circumstance, the Town will continue to pay the HRA contribution for those family members who are still covered by the high deductible plan.

At such time as the Retiree(and their spouse (if applicable) becomes eligible for Medicare and there are no eligible dependents on the remaining on the high deductible plan, the Town will no longer pay the HRA contribution on behalf of the person(s) on Medicare.

Roll Call Vote

Resolution No. 5

Dated January 12, 2023

Copake, New York

A handwritten signature in black ink, appearing to read "Lynn M. Connolly", written over a horizontal line.

Lynn M. Connolly, Town Clerk

Supervisor Mettler	yes
Councilperson Wolf	yes
Councilperson Gansowski	absent
Councilperson Judd	yes
Councilperson Sullivan	yes