

RESOLUTION 18 OF 2019

TITLE: RESOLUTION ADOPTING A New Policy for the Medical Benefits for Retired Town of Clinton Highway Superintendents

WHEREAS, the Town of Clinton (hereinafter the “Town”) desires to continue to provide medical benefits for retired Town of Clinton Highway Superintendents (hereinafter “Highway Superintendents”) who have faithfully served the Town for many years during all kinds of weather conditions, and

WHEREAS, the Town wishes to replace and update its current policy regarding medical benefits payable to retired Highway Superintendent, and

WHEREAS, the Highway Superintendent does receive full medical coverage at no cost as a benefit of the full-time job employment, and

WHEREAS, the attached Schedule “A” provides the details for the new medical benefits for retired Highway Superintendents, and

NOW, THEREFORE, BE IT RESOLVED, that the retirement policy for a retired Highway Superintendents regarding medical coverage attached hereto as Schedule “A” is hereby adopted, and

BE IT FURTHER RESOLVED, that the policy for the medical coverage provided to retired Highway Superintendents attached hereto as Schedule “A” shall be effective immediately upon adoption.

BE IT FURTHER RESOLVED that the Town of Clinton Employee Handbook be amended by adding the policy attached hereto as Schedule “A”.

BE IT FURTHER RESOLVED that **Resolution 23 of 2003** Entitled **Resolution Establishing a Policy for Medical Benefits for Retired Town of Clinton Highway Superintendents** is hereby repealed, and the Town Employee Handbook be amended accordingly.

The vote having been taken upon such resolution the result was as follows:

Raymon Oberly, Town Supervisor voting AYE

Dean Michael, Councilman voting AYE

Eliot Werner, Councilman voting AYE

Nancy Cunningham, Councilwoman voting AYE

Michael Whitton, Councilman voting AYE

There being a majority of the Town Board voting to approve the resolution, the resolution was declared by the Supervisor to have been adopted.

IN WITNESS WHEREOF, I affix the seal of the Town of Clinton as the Clerk thereof,
this 9th day of April, 2019.

TOWN OF CLINTON, NEW YORK

A handwritten signature in cursive script, appearing to read "Carol-Jean Mackin".

Town Clerk:

Carol-Jean Mackin

Policy for the Medical Benefits for Retired Town of Clinton Highway Superintendents

These are the requirements for the Highway Superintendent to receive medical benefit during retirement:

1. Must retire directly from the Highway Superintendent position and submit formal written notice of such retirement to the Town Supervisor.
2. Must be 62 years or older on date of retirement.
3. Must have served at least 16 years of service as an elected Town of Clinton Highway Superintendent at the time of retirement.

These are the medical benefits a retired Highway Superintendent will receive during retirement:

1. The same medical benefits are provided free for the regular highway employees for single or single plus spouse coverage. If the retired Highway Superintendent desires family medical coverage, the retired Highway Superintendent would be required to either sign an authorization to allow payments of the difference between single plus spouse and family premiums be taken out of their retirement check by New York State Retirement System or do a self-payment to the Town of Clinton with the payment due by the first of the month. The insurance coverage ceases if payment is not received by the first of the month to the Town Supervisor.
2. When the retired Highway Superintendent qualifies for full Medicare Parts A and B coverage (usually age 65 or older depending on birth year), the Town provided medical coverage changes from the regular medical coverage to Medicare coverage. The Town will pay the retired Highway Superintendent for a supplemental medical plan if requested in writing to the Town Supervisor. There is no longer any spouse medical coverage when Medicare/Medicaid coverage is started. If Medicaid coverage is obtained after retirement Town medical coverage shall cease and the Highway Superintendent shall no longer have medical covered through the Town
3. The same benefits for dental and vision which are provided to the currently serving Highway Superintendent shall be provided to the retired Highway Superintendent so long as the retired Highway Superintendent is not eligible or receiving such benefits through a governmental program such as Medicare or Medicaid.