

RESOLUTION 22 OF 2022

At a regular meeting of the Town Board of the Town Clinton duly held at the Town Hall, Centre Road in the Town of Clinton on the 20th day of April 2022. Upon the calling of the roll by the Clerk the following members were:

Present:

Supervisor Michael Whitton
Councilman Chris Juliano
Councilman Eliot Werner
Councilman Dean Michael
Councilwoman Katherine Mustello

Absent:

None

The following resolution was offered for adoption by Supervisor Whitton which resolution was seconded by Councilwoman Mustello

RESOLUTION ADOPTING A NEW MEDICAL BENEFITS POLICY FOR RETIRED HIGHWAY SUPERINTENDENTS

WHEREAS, the Town of Clinton (hereinafter the “Town”) desires to continue to provide medical benefits for certain retired Town of Clinton Highway Superintendents (hereinafter “Retired 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 Superintendents, and

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

WHEREAS, the attached **Schedule “A”** details for the new medical benefits policy for Retired Superintendents.

NOW, THEREFORE, BE IT RESOLVED, that the medical benefits policy for Retired Superintendent attached hereto as Schedule “A” is hereby adopted and shall be effective immediately, and

BE IT FURTHER RESOLVED that the Town of Clinton Employee Handbook is hereby amended by removing the current medical benefits policy for Retired Superintendents and replacing it with the policy attached hereto as Schedule “A”, and

BE IT FURTHER RESOLVED that Resolution 18 of 2019 Entitled “Resolution Establishing a Policy for Medical Benefits for Retired Town of Clinton Highway Superintendents” is repealed and superseded by this Resolution.

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

Michael Whitton, Town Supervisor voting AYE

Eliot Werner, Councilperson voting AYE

Dean Michael, Councilperson voting AYE

Chris Juliano, Councilperson voting AYE

Katherine Mustello, Councilperson 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 20th day of April, 2022.

TOWN OF CLINTON, NEW YORK



Town Clerk:

Carol-Jean Mackin

Schedule "A"

MEDICAL BENEFITS POLICY FOR RETIRED HIGHWAY SUPERINTENDENTS

Definition:

Medicare- The federal health insurance program for people 65 years of age or older, under 65 years of age with disabilities, and those with End-Stage Renal Disease (ESRD) or Amyotrophic Lateral Sclerosis (ALS, commonly known as Lou Gehrig's Disease). A person is first eligible to sign up for Medicare three months before turning 65 years of age, with an effective date of the first day of the month the person turns 65 years of age.

Policy:

Requirements for the Highway Superintendent to receive medical benefit during retirement:

1. Must retire directly from the elected Highway Superintendent position.
2. Must be 62 years or older on the date of retirement.
3. Must have served at least 16 years as an elected Town of Clinton Highway Superintendent at the time of retirement.

Medical benefits a retired Highway Superintendent will receive during retirement:

1. If the retired Highway Superintendent is not Medicare eligible, they will remain in the health insurance plan they were enrolled in before retirement with coverage for single or single plus spouse. If the retired Highway Superintendent desires family medical coverage prior to obtaining Medicare eligibility, the retired 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, time being of the essence. The payment shall be delivered to the Town Supervisor.
2. When a retired Highway Superintendent becomes Medicare eligible, the retired Highway Superintendent must enroll into Original Medicare Part A and Part B. Upon enrolling into Medicare, the retiree may also enroll into the Medicare Employer Group Waiver Plan or Medicare Advantage Plan that is currently in place and offered by the Town. In the event that the Town no longer offers a Medicare Employer Group Waiver Plan or Group Medicare Advantage Plan, the Town will contribute to the cost of any Medicare Advantage Plan or Medicare Supplement Plan paired with a Medicare Prescription Drug plan selected by the Medicare eligible retired Highway Superintendent, provided that the premium cost does not exceed the then current individual health insurance premium.
3. The Town will pay 100% of the Medicare Employer Group Waiver Plan or Medicare Advantage Plan premium, or any Medicare Advantage Plan or Medicare Supplement Plan paired with a Medicare Prescription Plan selected by the Medicare eligible retired Highway Superintendent.

4. When Medicare coverage begins, there is no longer any coverage for a spouse or family.
5. The retired Highway Superintendent shall receive dental and vision coverage at no cost (free) with coverage on the same terms as provided to regular highway employees under the Town's labor contract with highway employees, as amended.