



**NYSAC**  
NEW YORK STATE  
ASSOCIATION OF COUNTIES

**Employee Medical Benefits**  
**2009 SALARY SURVEY**  
***Employee Benefits Report***

*Hon. Tom Santulli, President*  
*Stephen J. Acquario, Executive Director*

							days
WYOMING	Jail	3c	hours accrue per pay period.	Pre 1991 - 1 day per month. Post 1991 - 5/6 day per month.	Pre 1991 - 1 day per month Post 1991 - 5/6 day per month. Longevity vacation after 10 years - 5 extra days and after 15 years - 10 extra days.	Pre 1991 - 4 days Post 1991 - (3) days Beginning 4th year of employment, entitled to 4 days.	Vacation - 50 days maximum and Sick 210 days maximum.
WYOMING	Police	3b	Hours accrue per pay period	Pre 1991 - 1 day per month Post 1991 - 5/6 day per month	Pre 1991 - 1 day per month Post 1991 - 5/6 day per month. Longevity vacation after 10 years- 5 extra days nad after 15 years - 10 extra days.	Pre 1991 - (4) days per year Post 1991- (3) days per year. Beginning 4th year of employment, entitled to 4 days per year.	Vacation - 50 days maximum. Sick 210 days maximum.
YATES	Professional/Non-union			1 day per month	1 week after 6 months 1 week after 12 months; 2 weeks 2 - 6 years; 3 weeks 7 -12 years; 4 weeks thereafter	3 days per year	unused Personal Leave converts to sick leave - sick leave continues to accrue up to 175 days; 5 days vacation-with approval
YATES	Highway, Social Service, Public Health, etc	1d		1 day per month	1 week after 6 months 1 week after 12 months; 2 weeks 2 - 6 yrs; 3 weeks 7-13yrs; 4 weeks 14 yrs and thereafter	Hires as of 1/1 -3 Personal days per year; Hires 1/2-6/30 get 2 days; Hires 7/1-9/30 get 1 day; Hires 10/1-12/31 get 0 days	unused Personal Leave converts to Sick; Sick accrues up to 175 days; 7 days vacation upon approval
YATES	Road Patrol, Jail, 911 Dispatchers	3c		1 day per month	1 week after 6 months; 1 week after 12 months;2 weeks 2-6 yrs;3 weeks 7-14 yrs; 4 weeks 14-19 yrs; 5 weeks 20 years and thereafter	3 days after 6 months; 3 day each year thereafter	unused personal leave is added to sick leave; sick leave accrues up to 175 days; 5 days vacation
DONOTREMOVE							

## Benefits: MEDICAL

County	Employee Class	Bargaining Agent	Medical Benefits?	Employer %	Employee %	Notes
ALBANY	Police - Supv.	3d	Yes	100%	0%	active employees do not contribute towards their health insurance.
ALBANY	Correctional - Supv.	3f	Yes	100%	0%	active employees do not contribute towards their health insurance.
ALBANY	Professional/Blue Collar	2c	Yes	90%	10%	Employees hired prior to 1/1/1989 contribute 0%; the employer contributes 100%.
ALBANY	Blue Collar	1d	Yes	90%	10%	Employees hired prior to 1/1/1989 contribute 0%; employer contributes 100%.
ALBANY	Blue Collar	1b	Yes	90%	10%	Employees hired prior to 1/1/89 contribute 0% ; employer contributes 100%.
ALBANY	Technical - RN	2c	Yes	90%	10%	employees hired prior to 1/1/89 contribute 0%; employer contributes 100%.
ALBANY	Professional	3h	Yes	90%	10%	employees hired prior to 1/1/89 contribute 0% ; employer contributes 100%.
ALBANY	Police	3a	Yes	90%	10%	employees hired prior to 1/1/89 contributes 0% ; employer contributes 100%.
ALBANY	Corrections	3e	Yes	90%	10%	employees hired prior to 1/1/89 contribute 0% ; employer contributes 100%.

ALLEGANY	Blue Collar	1d	Yes	85%	15%	after 10 years of service employee portion reduced to 10%
ALLEGANY	Department Heads	2b	Yes	%	%	Hired before 1/1/07: monthly premium copay \$10/single or \$25/family; Hired after 12/31/06: monthly premium copay 15%.
ALLEGANY	Mid-Management, Non-Unit	2c	Yes	%	%	Hired before 1/1/07: monthly premium copay \$10/single or \$25/family; Hired after 12/31/06: monthly premium copay 15%.
ALLEGANY	Police	3i	Yes	85%	15%	Employees hired before 1/1/88 have no copay for monthly premiums. Employees hired after 1/1/88 pay 15%. Effective 1/1/04, after 10 years of service employee contribution decreases to 10%.
ALLEGANY	Professional - Nurses	4a	Yes	85%	15%	Hired prior to 12/31/92 - \$7.50/mo ind. coverage or \$10.00/mo fam. coverage. Hired after 12/31/92 15% for fam or ind. coverage.
BROOME	Administrative		Yes	85%	15%	
BROOME	Supervisory		Yes	85%	15%	
BROOME	Library		Yes	85%	15%	
BROOME	Foremen		Yes	85%	15%	
BROOME	Blue Collar		Yes	85%	15%	
BROOME	Law Enforcement	3b	Yes	85%	15%	
BROOME	Corrections	3e	Yes	85%	15%	
BROOME	Transit Drivers & Mechanics	1c	Yes	85%	15%	
BROOME	CLERICAL (CSEA Union)	2c	Yes	85%	15%	
CATTARAUGUS	General Unit	1d	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 8% Double 9% Single 15%
CATTARAUGUS	Deputy Sheriffs Supervisory	3d	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 15% Double 9% Single 8%
CATTARAUGUS	Sheriff's Department Employees	3e	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 8% Double 9% Single 15%
CATTARAUGUS	Sheriff's Department Deputy Unit	3b	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 8% Double 9% Single 15%
CATTARAUGUS	Part-Time Unit	1d	No	%	%	
CATTARAUGUS	Managerial and Confidential	2a	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 8% Double 9% Single 15%
CATTARAUGUS	Supervisory Unit	2b	Yes	92%	8%	Employer Family 92% Double 91% Single 85% Employee Family 8% Double 9% Single 15%
CAYUGA	CSEA-Various (includes 911)		Yes	90**%	10**%	* Employer: 90% ind; 70% fam. **Employee: 10% ind; 30% fam. Fam Covg: Emp pays 50% of diff bet fam & ind covg. Ind Prem \$518.98/mo. Emp share \$51.90 Fam Prem \$1307.90/mo. Emp share \$394.46/mo.
CAYUGA	(DISREGARD THIS ONE)		No	%	%	
CAYUGA	Corrections Officers	3e	Yes	90**%	10**%	* Employer: 90% ind; 70% fam. **Employee: 10% ind; 30% fam. Fam Covg: Emp pays 50% of diff bet fam & ind covg. Ind Prem \$518.98/mo. Emp share \$51.90 Fam Prem \$1307.90/mo. Emp share \$394.46/mo.
CAYUGA	Deputy Sheriff/Police Association	3b	Yes	90**%	10**%	* Employer: 90% ind; 70% fam. **Employee: 10% ind; 30% fam. Fam Covg: Emp pays 50% of diff bet fam & ind covg. Ind Prem \$518.98/mo. Emp share \$51.90

CAYUGA	NURSES	4a	Yes	90**%	10**%	Fam Prem \$1307.90/mo. Emp share \$394.46/mo. * Employer: 90% ind; 70% fam. **Employee: 10% ind; 30% fam. Fam Covg: Emp pays 50% of diff bet fam & ind covg. Ind Prem \$518.98/mo. Emp share \$51.90 Fam Prem \$1307.90/mo. Emp share \$394.46/mo.
CAYUGA	NON-BARGAINING		Yes	90**%	10**%	* Employer: 90% ind; 70% fam. **Employee: 10% ind; 30% fam. Fam Covg: Emp pays 50% of diff bet fam & ind covg. Ind Prem \$518.98/mo. Emp share \$51.90 Fam Prem \$1307.90/mo. Emp share \$394.46/mo.
CHAUTAUQUA	Managers	2a	Yes	85%	15%	
CHAUTAUQUA	Correction Officers and other Office of the Sheriff Employees	3c	Yes	85%	15%	
CHAUTAUQUA	Deputy Sheriffs	3b	Yes	85%	15%	
CHAUTAUQUA	Deputy Sheriff Lieutenants	3d	Yes	85%	15%	
CHAUTAUQUA	General Services Employees	1d	Yes	85%	15%	
CHEMUNG	Correction Officer's	3e	Yes	88%	12%	Indemnity Plan: 100% inpatient hospitlitz, 100% outpatient diagnostic testing and lab, \$5 co-pay participating physicians, 80% of allowance non-participating physicians.
CHEMUNG	NYSNA	4a	Yes	88%	12%	Employees have choice of two plans: Indemnity or Blue PPO employee contributions: Blue PPO 10% Indemnity Plan 12% (majority enrolled)
CHEMUNG	Probation Officer's Association	3h	Yes	88%	12%	Employees have choice of two plans: Indemnity or Blue PPO employee contributions: Blue PPO 10% Indemnity Plan 12%
CHEMUNG	Single Rate	2a	Yes	90%	10%	Blue PPO - Services subject to ded. and coinsurance, \$10 co-pay participating physicians office visit \$50 co-pay emerg room, some serv require pre-certification.
CHEMUNG	CSEA		Yes	88%	12%	Employees have choice of two plans: Blue PPO or Indemnity Plan. employee contributions: Blue PPO 10% Indemnity 12% (majority enrolled) Health Center Employees: Blue PPO 10% or 1% gross wages
CHEMUNG	CSEA Sewer District	1d	Yes	88%	12%	Employees have choice of two plans: Blue PPO or Indemnity Plan. employee contributions: Blue PPO 10% Indmnty Plan 12% (majority enrolled)
CHEMUNG	Deputy Sheriff's Association	3b	Yes	88%	12%	Employees have choice of two plans: Blue PPO or Indemnity Plan. employee contributions: Blue PPO 10% Indmnty Plan 12% (majority enrolled)
CHEMUNG	Blue Collar		No	%	%	
CHENANGO	Correction Officers, Dispatchers, Civil Office	3e	Yes	85-100%	0-15%	Hired prior to 7/1/89-County pays 100% of individual coverage. Hired after 7/1/89-County pays 85% of individual coverage. For fam cov., the County pays 75% of the diff between ind and fam premium.
CHENANGO	Public Health Nurses	4a	Yes	90-100%	0-10%	Hired prior to 1/1/89 - County pays 100% of individual coverage. Hired after 1/1/89 County pays 90% of individual coverage. For family coverage, the County pays 65% of the difference between the cost of an individual and family premium with employee contributing remaining 35%.
CHENANGO	Office and Public Works	2c	Yes	85-100%	0-15%	Hired prior to 1/1/90 - County pays 100% of individual coverage. Hired after 1/1/90 County pays 85% of individual coverage. For family coverage, the County pays 75% of the difference between the cost of an

						individual and family premium with employee contributing remaining 25%.
CHENANGO	Deputy Sheriffs	3b	Yes	85-100%	0-15%	Hired prior to 7/1/89-County pays 100% of individual coverage. Hired after 7/1/89 County pays 85% of individual coverage. For fam cov., the County pays 75% of the diff between ind. & fam. premium
CLINTON	Blue Collar		No	%	%	
CLINTON	Blue Collar		Yes	80-100%	0-20%	NHSHIP Community Blue HMO HealthChoice HMO
COLUMBIA	Blue Collar	1d	Yes	95%	5%	The dependent coverage, employees shall be responsible for fifteen percent of the difference between the cost of the individual and family premiums. Effective 7/1/2005 MVP HMO plan is the base premium.
COLUMBIA	Management	1c	Yes	95%	5%	Columbia County pays 85% of cost for dependents of employee and employee pays 15% - cost over and above cost of individual coverage.
COLUMBIA	Deputy Sheriff	3c	Yes	100%	0%	Columbia County pays 75% of cost for dependents of employee and employee pays 25% - cost over and above the cost of individual coverage.
COLUMBIA	Corrections Officer	3c	Yes	100%	0%	Columbia County pays 75% of cost for dependents of employee and employee pays 25% - cost over and above the cost of individual coverage.
COLUMBIA	E911	3c	Yes	100%	0%	Columbia County pays 75% of cost of dependents of employee and employee pays 25% - cost over and above the cost of individual coverage.
CORTLAND	Management		Yes	80%	20%	
CORTLAND	Road Patrol	3b	Yes	80-90%	10-20%	
CORTLAND	Nurses		Yes	80%	20%	
CORTLAND	Civilian		Yes	80%	20%	
CORTLAND	All Employees Not Represented in Mng. or other units		Yes	70-90%	10-30%	
CORTLAND	Corrections	3e	Yes	80%	20%	
DELAWARE	Competitive Corrections Officer	3e	Yes	80%	20%	hire date prior 6/26/96 employer pays 90% - employee pays 10%. If hired after above date employee pays 20% of least cost of a more expensive plan
DELAWARE	competitive Deputy Sheriff	3h	Yes	80%	20%	hire date prior to 6/26/96 employer pays 90% - employee pays 10%. If hired prior to the above date employee pays 20% of least cost and any additional cost of a more expensive plan.
DELAWARE	Competitive Registered Professional Nurses	4c	Yes	80%	20%	Hire date prior to 10/25/95 employer pays 90% and employee pays 10% . Employees pay 20% of the least cost health insurance plan
DELAWARE	Competitive; Non-Competitive; Labor	2b	Yes	80%	20%	hire date prior to 1/25/95 employer pays 90% - employee pays 10% . If employee hired after above date they pay 20% of least least cost health insurance plan
DUTCHESS	Confidential	2c	Yes	100/90%	0/10%	County pays 100% for employees hired before 1/1/82; for those hired after 1/1/82, county pays 90%.
DUTCHESS	Correction Officers/Civilian of Jail & Sheriff's Departments	3e	Yes	100/80%	0/20%	County 100% of health insurance for employees hired prior to 10/31/79 and 85% hired after 11/01/79 and before 1/1/04; 80% for those hired after 12/31/03.
DUTCHESS	General	1d	Yes	80%	20%	Pre 7/1/79 EE pays 5%/Employer 95% Hired between 7/1/79 and 1/1/07EE pays 15% and the Employer 85%

DUTCHESS	Management	2a	Yes	100%	0%	
DUTCHESS	Deputy Sheriffs	3b	Yes	100/80%	0/20%	County pays 100% for employees hired prior to 10/31/79; as of 11/01/79, county pays 80%. There are two health insurance plans available.
ERIE	Police		No	100%	0%	
ERIE	Police	3b	Yes	100%	0%	
ERIE	White Collar	2c	Yes	100%	0%	
ERIE	Professional	2a	Yes	90%	10%	
ERIE	Blue Collar		No	100%	0%	
ESSEX	All employees		Yes	%	%	The percentage of employee and employer cost depends on the plan employees choose and their hire date.
ESSEX	Blue Collar		Yes	%	%	Percentage depends on the date of hire and which plan they choose
ESSEX	Government		No	%	%	
FRANKLIN	County employees of Local 424		Yes	%	%	
FULTON	CO's; Comm Specialists/LPNs/Clerical	3c	Yes	%	%	< yr service: Co pays 50% of coverage > yr service: Co pays 100% of Indiv. & 50% of difference between Indiv. and Fam. If hired before 10/1/85: Co pays 75% of difference between Indiv. and Fam.
FULTON	Road Patrol (Deputy Sheriffs)	3b	Yes	%	%	<yr service: Co pays 50% of coverage > yr service: Co pays 100% of Indiv. & 50% of difference between Indiv. and Fam. If hired before 10/1/85: Co pays 75% of difference between Indiv. and Fam.
FULTON	Administration (Supervisory & Technical)(Non-Union)	2d	Yes	%	%	< yr service: Co pays 50% of coverage > yr service: Co pays 100% of Indiv. & 50% of difference between Indiv and Fam. If hired before 10/1/85: Co pays 75% of difference between Indiv and Fam.
FULTON	Clerical Workers;Manual Laborers	1d	Yes	%	%	<yr service: Co pays 50% of coverage > yr service: Co pays 100% of Indiv. & 50% of difference between Indiv. and Fam. If hired before 10/1/85: Co pays 75% difference between Indiv. and Fam.
FULTON	Professional Nurses	4a	Yes	%	%	< yr service: Co pays 50% of coverage > yr service: Co pays 100% of Indiv. & 50% of difference between Indiv. and Fam. If hired before 10/1/85: Co pays 75% of difference between Indiv. and Fam.
GENESEE	Police	3c	Yes	%	%	Employee pays: \$25.00/biweekly - Single Plan \$30.00/biweekly - Single/Child Plan \$40.00/biweekly - Two Adult Plan \$40.00/biweekly - Family Plan Employer pays the difference
GENESEE	Blue Collar	1c	Yes	90%	10%	Pay 10% to a cap of 3% of base wages. Children are covered until age 23, provided they are still a dependent
GENESEE	Police	3b	Yes	%	%	Employee pays flat rate per pay period depending on the type of plan: Single \$20.00 Single/with Child \$25.00 Two Adults \$35.00 Family \$35.00 Cap of 24 payroll deductions
GENESEE	Nursing	4a	Yes	90%	10%	Employer pays 90% for first 3 yrs., thereafter, Employee pays a flat rate per pay period depending on the type of plan: Single - \$10 Single/w Child - \$15 Two Adults - \$20 Family - \$20

GENESEE	Professional	2b	Yes	90%	10%	Children covered until age 23 provided they are still dependents.
GENESEE	White Collar	2c	Yes	90%	10%	Employees hired prior to 1/10/01 pay flat rate: Single - \$21.00 S/C - \$30.00 2A - \$40.00 F - \$40.00 Children covered until age 23 as long as they are a dependent.
GREENE	Correction Officers	3e	Yes	%	%	C.O.s hired prior to 1/1/97 County covers 100%. C.O.s hired after 1/1/97 contribute 10% towards premium.
GREENE	Highway Laborers	1c	Yes	%	%	Hired prior to May, 2000 no contribution. Hired after May, 2000 contribute 10% of premium. Hired after January 1, 2003 contribute 15 % of premium.
GREENE	Clerical, Para-professional. Professional	2c	Yes	%	%	Hired prior to 1/1/97 no contribution Hired after 1/1/97 contributes 10% of premium. Hired after 9/1/2007 contributes 15%
GREENE	Law Enforcement	3b	Yes	%	%	employees hired prior to 1/1/97 100% paid premiums; hired after 1/1/97 contribute 10%; hired after 1/1/03 contribute 15%
GREENE	Solid Waste Laborers	1b	Yes	%	%	If hired after 1/1/08 employees pay 10%. Medical coverage for this bargaining unit is provided through the Teamster's Health and Welfare Fund.
GREENE	Reistered Professional Nurses	4a	Yes	%	%	NYSNA members hired after 1/1/09 contribute 15% of the health insurance premiums. Choices of coverage: PPO, EPO or HMO. Coverage includes: RX plan; vision; hospitalization; major medical.
HAMILTON	all		Yes	80-90%	10-20%	Employees hired before Nov. 2002 pay 10% & employees hired after pay 20%. The county contributes \$500 towards an Alfac Flex Act. or towards MVP premiums, each year. We offer 2 plans through MVP.
HERKIMER	Blue Collar, Professional, Clerical		Yes	%	%	Employer Pays INDV 1+1 Family 90% 75% 70% 1st year 90% 75% 70% 2nd year 100% 75% 70% 3rd+ year
HERKIMER	Police, Correction Officers		Yes	%	%	Employer Pays INDV Family 30% 30% 1st year 50% 50% 2nd year 70% 70% 3rd year
HERKIMER	Blue Collar		Yes	75%	25%	
HERKIMER	Administrative, Elected		Yes	100%	0%	Hired after 4/1/2009, employee pays 5% of Premium. Hired prior to 4/1/2009, employee pays 0%
JEFFERSON	Corrections/Dispatch	3e	Yes	86%	14%	17.00 co-pay per visit
JEFFERSON	General CSEA	1d	Yes	87%	13%	Employer/Employee Individual 81/19 Family 87/13 \$17.00 co pay per visit
JEFFERSON	Deputy Sheriffs	3b	Yes	87%	13%	Employer/Employee Individual 81/19 Family 87/13 \$17.00 co-pay per visit
LEWIS	Blue Collar	1d	Yes	77%	23%	
LEWIS	Police	3e	Yes	80%	20%	
LEWIS	Police	3b	Yes	80%	20%	
LIVINGSTON	other F/T employees except Dept. Heads/NYSNA/LCCOPS/LCDSA	1d	Yes	75%	25%	Blue Point 2B Blue Point 2D
LIVINGSTON	Road Patrol Officers	3b	Yes	75%	25%	Blue Point 2B Blue Point 2D
LIVINGSTON	Corrections/Court Security, Clerical, Cooks in Sheriff Dept.	3e	Yes	75%	25%	Blue Point 2B Blue Point 2D
LIVINGSTON	p/t employees except NYSNA/Sheriff Dept/Dept. Heads	1d	Yes	65%%	35%%	Nursing Assistants only Charge Nurse's, RPN's and LPN'S pay \$15.00 for individual - 50% of the difference between ind. cost and dependent cost for dependent coverage.

LIVINGSTON	Nurses in Public Health Dept.	4a	Yes	80%	20%	Blue Point 2B Blue Point 2D
MADISON	Management		Yes	100%	0%	\$50 individual/\$150 family deductible
MADISON	Blue Collar	1d	Yes	90%	10%	\$50 individual/\$150 family deductible Family - 60% employer 40% employee
MADISON	White Collar	2c	Yes	90%	10%	\$50 individual/\$150 family deductible Family - 60% employer 40% employee
MADISON	Corrections-Teamsters	3e	Yes	90%	10%	Medical, Employer:70% Employee:30% No deductible if employee stays in network. \$15 copay. \$250-individual or \$750-family deductible if employee goes out of the network. No copy
MADISON	Deputy Sheriff - Road Patrol	3b	Yes	90%	10%	\$50 individual/\$150 family deductible Family - 60% employer 40% employee
MADISON	Nurses	4a	Yes	90%	10%	\$50 individual/\$150 family deductible Family - 60% employer 40% employee
MONROE	Blue Collar to Professional	1b	Yes	92%	8%	Eligible full time members may enroll in Blue Point 2 Select, Blue Point 2 Value, or Blue Cross Blue Shield Traditional plan.
MONROE	Command and Executive Staff	3d	Yes	%	%	Members shall be offered the Blue Point 2 Value plan at a cost of \$25 per payperiod (2009)for single or family coverage. 2010 \$35; 2011 \$40; 2012 \$50.
MONROE	Blue collar thru professional	3h	Yes	92%	8%	Full time employees may, by application, become members of Blue Cross/Blue Shield plan of the Rochester Hospital Service Corporation, including Blue Million Preferred coverage, the full hospital out-patient rider, the \$3-generic, \$6-non-generic, co-pay prescription drug rider, and the federally mandated maternity rider. Effective July 1, 1991, employees hired by the County prior to January 1, 1986, shall pay 4% of the health insurance premium for the coverage they select. The contribution shall be made by payroll deduction. Effective July 1, 1991, employees hired by the County after January 1, 1986, shall pay 15% of the health insurance premium for the coverage they select. The contribution shall be made by payroll deduction. Effective pay period 1 of 2000, employees hired by the County after January 1, 1986, who choose Blue Choice Select or Preferred Care Community coverage, shall pay 8% of the health insurance premium for such coverage. The contribution shall be made by payroll deduction.
MONROE	test		No	%	%	
MONROE	Social Workers	2c	Yes	92%	8%	Members are offered the Blue Point 2 Select 1 plan or the Blue Point 2 Value plan
MONROE	Blue Collar, Nursing, Clerical	4a	Yes	85%	15%	Employees pays 15% for Blue Point 2 Value, difference between premiums for either of Blue Point 2 Select plans or Traditional plan and 85% of the cost for Blue Point 2 Value.
MONTGOMERY	corrections	3e	Yes	95%	5%	
MONTGOMERY	Professional	2a	Yes	85%	15%	
MONTGOMERY	corrections	3f	Yes	85%	15%	
MONTGOMERY	Sheriffs	3b	Yes	85%	15%	
MONTGOMERY	Professional	2c	Yes	85%	15%	

MONTGOMERY	Professional	2b	Yes	85%	15%	
NASSAU	Blue Collar		Yes	100%	0%	
NIAGARA	CORRECTIONS/DISPATCH OFFICERS	3e	Yes	100%	%	Up to 100% of coverage paid by County. If "premium" plan is chosen by employee, employee must contribute 10% of cost of monthly premium.
NIAGARA	POLICE	3b	Yes	90%	10%	NOVA self-insured traditional plan BC/BS POS plan Employee pays 100% first month 50 % next 5 mos 10% thereafter
NIAGARA	BLUE COLLAR	1d	Yes	100%	0%	Employer pays 100% if the employee selects "core" or "value" plan. If "premium" plan is chosen, employee must contribute 10% of cost of monthly premium. HRAs are available depending on option select.
NIAGARA	BLUE COLLAR/TEAMSTERS		Yes	%	%	25% 1ST YEAR 20% 2ND YEAR 15% 3RD YEAR 10% THEREAFTER
NIAGARA	White Collar	2c	Yes	100%	0%	Employer pays 100% if the employee selects "core" or "value" plan. If "premium" plan is chosen, employee must contribute 10% of cost of monthly premium. HRAs are available depending on option select.
NIAGARA	Probation Officers	3h	Yes	90%	10%	Employee pays 100% for the first 6 months of employment
ONEIDA	White Collar, Blue Collar, Sheriff, Nurses, Management		Yes	80%	20%	Employees hired prior to 1984, employer pays 100% OCSDE Local 1249 hired after 1/1/99, CSEA hired after 7/1/00 and PBA hired after 1/1/01 employee pays 25% for 2 person and family plan.
ONONDAGA	Blue Collar/White Collar	1d	Yes	88%	12%	
ONONDAGA	Deputy Sheriff (Police)	3b	Yes	85%	15%	For retiree family coverage the employee contribution is different percentage of the premium equivalent rate based on the employees completed years of service. The percentage rates range from 40-65%, and completed years of service range from 20-25
ONONDAGA	Deputy Sheriff (Custody, Civil, Court Attendant/Security)	3c	Yes	85%	15%	co payments increased to \$17, pediatric are \$12
ONONDAGA	Deputy Sheriff Captain	3d	Yes	88%	12%	Co payments are \$17 per visit, pediatric visits are \$12
ONONDAGA	Licensed Practical Nurses	1d	Yes	88%	12%	office visit copayments increased from \$15 to \$17, pediatric stayed at \$12 per visit
ONONDAGA	HVAC Maintenance	1b	Yes	88%	12%	office visit copayments increased from \$15 to \$17, pediatric are \$12
ONONDAGA	Skilled Trades (Plumbers, Carpenters, Painters)	1a	Yes	88%	12%	office visit copayments increased from \$15 to \$17, pediatric are \$12
ONONDAGA	Registered Nurses, Supervisors, Practitioners	4a	Yes	88%	12%	Increased co payments to \$17, pediatric are \$12
ONTARIO	Sheriff's General Unit	3c	Yes	100%	25%	2 HMO Plans covered in full for FT emps with HRA's & extra cash. Emps may buyup to higher priced HMO's by paying 25%. None do. PT employees may purchase by paying 100%.
ONTARIO	Sheriff Road Patrol	3b	Yes	100%	25%	2 HMO Plans paid in full with HRA & extra cash; Employees may buy-up to higher end HMO or traditional BC/BS/BM by paying 25%. None buy up.
ONTARIO	Management Confidential		Yes	100%	%	Cafeteria Plan offers 2 HMO's covered at 100% with HRA's and cash. Emps may purchase higher priced HMO's (3) by paying the difference.
ONTARIO	Sheriff's Lt. Unit	3d	Yes	100%	%	Cafeteria Plan (2 HMO's packaged with HRA's, and extra cash) 3 higher priced HMO's may be purchased

							by paying the difference in premium.
ONTARIO	General County Unit		Yes	100%	%		2 HMO's covered in full for F-T emps, with HRA's and some cash. Empls may pay difference to buyup to lower deductible HMO's (3). PT Empls pay 100%.
ORANGE	Correction Officers and Correction Sergeants	3e	Yes	%	%		Individual Coverage: Employer 93% Employee 7% Family Coverage: Employer 95% Employee 5%
ORANGE	DepSheriff & Dep Sheriff Sgt	3b	Yes	%	%		Indiv >10 yrs svrc <10 yrs svrc as of 1/3/04: Emplr 68% 75% Empl 32% 25% Fa >10 yrs svrc <10 yrs svrc as of 1/3/04: Emplr 83% 88% Empl 17% 12%
ORANGE	Blue Collar, Professional, and Technical, Clerical, Nurses	1a	Yes	%	%		2009: Employee 9%; caps of \$875 & \$1450 for indiv & family respectively. 2010: Employee 10%; caps of \$875 & \$1650 for indiv & family 2011: Employee 11%; caps of \$1000 & \$1825 for indiv & family
ORANGE	Sheriff & Corrections Capt, Lt, etc	3d	Yes	%	%		Corr: Indiv-Empr 93%, Empl 7% . Fa-Empr 95%, Empl 5% Dep Sheriff: l >10 yrs svrc <10 yrs svrc Empr 68% 75% Empl 32% 25% Fa >10 yrs <10 83/17% 88/12%
ORLEANS	Management/Confidential	2a	Yes	80%	20%		Effective 1/14/2004 new hires pay 10% for the duration of their eligibility. Effective 1/1/2008 new hires pay 10% single and 20% family for duration of their eligibility
ORLEANS	Correction	3e	Yes	85%%	15%%		For 3 yrs. the employee pays 15% and after completion of 3 yrs. employee pays 10% effective 3-11-04.
ORLEANS	Clerical/Labor	1d	Yes	85%%	15%%		For 3 yrs. the employee pays 15%, if hired after 2/1/03 employees then pays 10% following the initial 3 yr. contribution. Employees hired after 1/28/2009 pay 15% for duration of employment.
ORLEANS	Sheriff's	3b	Yes	85%%	15%%		For 2 yrs. the employee pays 15%. After 2 yrs. pay 10%.
OSWEGO	Management	2b	Yes	%	%		Self insured; Basic hosp., med. & surg.; Major Medical ded. - \$100/person; Drug rider. Single: Employer pays \$423.00/mo. Employee pays \$5 Family: Employer pays \$975/mo. Employee pays: \$189/mo.
OSWEGO	Sheriff	3b	Yes	%	%		Self ins.; Basic hosp., med. & surg.; Maj. Med. ded. - \$100/person; Drug rider. Single: Employer-\$418.00/mo. Employee-\$10.00/mo. Total Cost- \$428.00/mo. Fam: Emplr-\$970.00/mo Empl-\$194.00/mo
OSWEGO	Corrections	3e	Yes	%	%		Self ins.; Basic hosp., med. & surg.; Maj. Med. ded.- \$100/person; drug rider. Single: Employer-\$418.00/mo. Employee-\$10.00/mo. Total cost-\$428/mo. Fam: Emplr-\$970.00/mo. Empl-\$194.00/mo.
OSWEGO	Office Personnel	2c	Yes	%	%		Self ins.; Basic hosp., med.&surg.; Maj. Med.ded.- \$100/person; Drug rider. Single: Emplr pays \$413.00/mo. Empl pays \$15.00/mo. Tot. Cost \$428/mo. Fam: Emplr : \$965.00/mo. Empl: \$199.00/mo.
OSWEGO	Blue Collar	1c	Yes	%	%		Self ins.; Basic hosp., med. & surg.; Maj. Med. ded. - \$100/person; Drug rider. Single: Emplr pays \$418.00/mo. Empl pays \$10.00/mo. Total Cost \$428.00/mo. Fam.: Emplr-\$970.00/mo Empl-\$194.00/mo
OTSEGO	Blue Collar	1d	Yes	%	%		Varies with years of service and class of employment Family Monthly premium: 1440.98 Single Monthly premium: 557.84 50%, 20% and 3% employee contribution M&C, and Elected Officials: 5%

OTSEGO	Deputy Sheriffs	3b	Yes	%	%	\$400.00 premium for single per year \$600.00 premium for family per year
OTSEGO	Corrections	3e	Yes	100%	%	
PUTNAM	Blue Collar, Clerical, Professional	1d	Yes	varies%	varies%	0 - 3 yrs of employ. employer 70%, employee 30% 4 - 8 yrs of employ; 75% - 25% 9 - 12 yrs of employ 80% - 20% 13 - 15 yrs of employ 85% - 15% over 16 years 90% - 17
PUTNAM	Law Enforcement	3b	Yes	varies%	varies%	0-4 yrs. 75% Co., 25% emp. 5-8 yrs. 85% Co., 15% emp. 9-12 yrs. 95% Co., 5% emp. 13+ yrs. 100% Co.
PUTNAM	Police	3e	Yes	varies%	varies%	0 to 4 yrs Co. 70%, employee 30% 5 - 7 yrs Co. 75%, employee 25% 8- 11 yrs Co. 80%, employee 20% 12 - 14yrs Co. 85%, employee 15% 15 + yrs Co. 90%, employee 10%
RENSSELAER	Employees		Yes	80%	20%	Rensselaer County offers about 7 different health insurance companies plans to its employees.
ROCKLAND	All Employees		Yes	%	%	
SCHENECTADY	CSEA, Management		Yes	90%	10%	Above %'s reference contributions for employees hired after 1/1/97. Prior to 1/1/97, County pays 100% of equivalent of Blue Cross premium. Employees pays excess premium, if any, if in an HMO.
SCHENECTADY	Local 1199		Yes	%	%	Employee pays \$5.50/wk towards Blue Cross and HMO's. If HMO prem. exceeds BC, employee also pays difference. County pays balance.
SCHENECTADY	Sheriff's Dept.		Yes	90%	10%	Employees hired after 12/1/97 pay 10% of the lowest cost plan + any excess premium between lowest cost plan and plan opted for.
SCHENECTADY	LPN's	4a	Yes	85%	15%	Employee hired after 1/1/97 contributes 15% for duration of employment. Prior to 1/1/97 pays 0.
SCHOHARIE	Office/Hwy/Health - CSEA		Yes	90%	10%	We offer 2 insurances - NYSHIP at the rates above is for individual coverage only, Family is 75% Employer and CDPHP at the rate of 100% employer for individual & 75% Employer to 25% Employee for Fam.
SCHOHARIE	Correction Officers		Yes	75%	25%	If CDPHP, employee pays 0% on individual, 25% of diff on family; if Empire Plan, employee pays 50% of diff in premiums for individual, family - same as CDPHP plus 50% of diff
SCHOHARIE	Sheriff Road Patrol		Yes	75%	25%	We offer 2 insurance coverages NYSHIP as shown above or CDPHP which is a cheaper
SCHUYLER	Highway Department Unit	1c	Yes	85%	15%	Includes Hospital, Doctor, and Prescription Drugs. EBS-RMSCO, Inc. (self-insured) Plan
SCHUYLER	Administrative Unit	2c	Yes	85%	15%	Includes Hospital, Doctor, and Prescription Drugs. Carriers: EBS-RMSCO (self-insured) Plan, and the Empire Plan.
SCHUYLER	Road Patrol Association	3b	Yes	84%	16%	Includes Hospital, Doctor, and Prescription Drugs. Carrier: EBS-RMSCO, Inc. (self-Insured)
SCHUYLER	Correction Officers Benevolent Association	3e	Yes	85%	15%	Includes Hospital, Doctor and Prescription Drugs
SENECA	Nurses - joined CSEA		No	%	%	
SENECA	Deputies & Sergeants	3b	Yes	below%	below%	70% year 1 75% year 2 80% year 3 85% year 4 Everyone at 15% (employees) after 4 years
SENECA	Management - no Union		Yes	90%	10%	
SENECA	Clerical, Cooks, Dispatcher, Correction Officers	3e	Yes	below%	below%	70% year 1 75% year 2 80% year 3 85% year 4

						Everyone at 15% (employees) after 4 years
SENECA	CSEA - blue collar & professional		Yes	85%	15%	
ST. LAWRENCE	Criminal Law Enforcement	3b	Yes	70%	30%	Employee cost per payroll period: Individual \$3.97 Individual & Dependent \$61.73 Family \$111.96 Employer pays 100% of employee coverage costs & 70% of dependent coverage costs
ST. LAWRENCE	All - CSEA - Local 1000	2c	Yes	70%	30%	Employee cost per payroll period: Individual \$3.00 Individual & Dependent \$61.12 Family \$111.66 Employer pays 100% of employee coverage costs & 70% of dependent coverage costs
ST. LAWRENCE	Solid Waste	1c	Yes	70%	30%	Employee cost per payroll period: Individual \$3.00 Individual & Dependent \$61.12 Family \$111.66 Employer pays 100% of employee coverage costs and 70% of dependent coverage costs
ST. LAWRENCE	Corrections	3c	Yes	70%	30%	Employee cost per payroll period: Individual \$2.98 Individual and Dependent \$60.74 Family \$110.96 Employee pays 100% of employee coverage costs & 70% of dependent coverage costs
STEUBEN	Main	1d	Yes	85%	15%	Blue Cross/Blue Shield UCR
SUFFOLK	AME Blue Collar	1d	Yes	100%	0%	\$20 co-pay in network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Deputy Sheriff	3b	Yes	100%	0%	\$20 co-pay in network \$25 co-pay in network specialists \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Probation Officers	3h	Yes	100%	0%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Faculty Association	2d	Yes	100%	0%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	AME White Collar	2c	Yes	100%	0%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Police - Suffolk Detectives Association	3a	Yes	100%	%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Correction Officers	3e	Yes	100%	%	\$20 co-pay in-network \$25 co-pay in-network specialists \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Police - Detective Investigators PBA	3a	Yes	100%	0%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Police - Superior Officers Association	3a	Yes	100%	0%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Police - PBA	3a	Yes	100%	0%	\$20 co-pay in network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SUFFOLK	Park Police Officers	3a	Yes	100%	%	\$20 co-pay in-network \$25 co-pay specialists in- network \$550 out of network deductible 80/20 of reasonable & customary after deductible

SUFFOLK	Guild of Administrative Officers	2d	Yes	100%	%	\$20 co-pay in-network \$25 co-pay specialists in-network \$550 out of network deductible 80/20 of reasonable & customary after deductible
SULLIVAN	Para Prof/Professional/Clerical/Support/Tech	2c	Yes	%	%	
SULLIVAN	Blue Collar, Technical, Clerical Support DPW		Yes	%	%	
SULLIVAN	Professional Nurses	4a	Yes	%	%	
SULLIVAN	Corrections and Support Staff	3e	Yes	%	%	
SULLIVAN	Police-Sheriff's Deputies	3b	Yes	%	%	
SULLIVAN	Management Confidential	2a	Yes	%	%	
TIOGA	Police	3e	Yes	83-93%	7-17%	\$40/biwk ind and \$60/biwk fam. BC/BS traditional ind. Hospitalization, surgical and \$50/\$150 then 80/20 under master medical up to \$2,000 stop-loss Mand new hire & opt curr employees PPO \$15/\$35 bi
TIOGA	Clerical, Professional	2b	Yes	85-99%	1-15%	Ind/Fam rates based on annl salary. Trad indem cov thru BC/BS. Hosp, surgical, and \$150/\$450 deductible then 80/20 for master medical. 5/1/05 opt PPO for lower pay contrib mand new hires as 5/1.
TIOGA	Police	3a	Yes	92-99%	1-8%	\$26/\$50 biw ind/fam BC/BS trad ind w/ full hospital, surg, & \$50/\$150 ded then 80/20 up to \$2,000 stop-loss Mand new hire & opt curr employees PPO \$7.50/\$15 biwk ind/fam BC/BS Opt H-split \$10/\$15
TIOGA	Blue Collar, Clerical & Professional	1d	Yes	88-95%	5-12%	Emp pay \$28/bi ind \$57/biwk fam trad Inde cov w/BC/BS. Full hosp, surgical \$150/\$450 ded master medical 80/20 \$2,000 st-loss. 5/1/05 opt PPO Plan \$10/\$15 ex new hire. \$12/bind \$27/bfam.
TOMPKINS	Management/Confidential		Yes	80%	20%	Indemnity Plan, PPO and HMO plan offered through Excellus BlueCross BlueSheild, fully insured.
TOMPKINS	Corrections	3e	Yes	80%	20%	Indemnity Plan, PPO and HMO plan offered through Excellus BlueCross BlueSheild, fully insured
TOMPKINS	Road Patrol	3b	Yes	80%	20%	Indemnity Plan, PPO and HMO plan offered through Excellus BlueCross BlueSheild, fully insured.
TOMPKINS	Blue Collar	1d	Yes	80%	20%	Indemnity Plan, PPO and HMO plan offered through Excellus BlueCross BlueSheild, fully insured.
TOMPKINS	White Collar	2c	Yes	80%	20%	Indemnity Plan, PPO and HMO plan offered through Excellus BlueCross BlueSheild, fully insured.
ULSTER	all non-management hired after 1/1/94	1d	Yes	85%	15%	Same benefits for all unions Direct POS w/ \$20 Copay for in ntwrk services. No deductible in ntwrk & \$2,000 ded out of ntwrk or PPO w/ \$20 copay. No ded in ntwrk, and \$500 out of ntwrk
ULSTER	0		No	%	%	
ULSTER	Non-union management		Yes	90%	10%	Direct POS w/\$20 copay for in ntwrk & \$2,000 ded for out of ntwrk or PPO w/ \$20 copay. No ded in ntwrk and \$500 out of ntwrk
ULSTER	Management Union	2b	Yes	98%	2%	same options as non-union management
WARREN	Police	3b	Yes	85%	15%	6 different insurance plans
WARREN	Sheriffs Dept	3e	Yes	%	%	same as general unit
WARREN	General Unit	1d	Yes	85%	15%	6 different Insurance Company plans
WASHINGTON	see attached		No	%	%	
WASHINGTON	Pleasant valley infirmary	1d	Yes	80%	20%	

WASHINGTON	professional/office	2c	Yes	80%	20%	
WASHINGTON	Deputy Sheriff		Yes	80%	20%	
WASHINGTON	Corrections	3e	Yes	80%	20%	
WASHINGTON	non union	2c	Yes	80%	20%	
WAYNE	Professional, Blue Collar, Police	2c	Yes	80%	20%	Family 80% 20% Single 90% 10%
WESTCHESTER	Professional Nurses - NYSNA	4a	Yes	100%	0%	POMCO: No employee contribution, unless non-compliance penalty. 3 HMOs: Premium varies with the plan and single/family coverage; cost \$0-\$228.52/pay period. Working spouse rule - ineligible if employer has plan.
WESTCHESTER	Correction Officers - COBA	3e	Yes	100%	0%	POMCO and 3 HMOs. Copay varies.
WESTCHESTER	Police Officers - PBA	3a	Yes	100%	0%	POMCO & 3 HMOs. Copay varies.
WESTCHESTER	DA Investigators - UFPO	3i	Yes	100%	0%	POMCO & 3 HMOs. Copay varies.
WESTCHESTER	Superior Correction Officers - SOA	3f	Yes	100%	0%	POMCO and 3 HMOs. Copay varies.
WESTCHESTER	Superior Police Officers - SPBA	3d	Yes	100%	0%	POMCO & 3 HMOs. Copay varies.
WESTCHESTER	Professor & Faculty - WCCFT	2d	Yes	100%	0%	POMCO & 3 HMOs: No employee contribution. Copay: \$8.
WESTCHESTER	Mgmt & Admin - Teamsters	2b	Yes	100%	0%	POMCO: No employee contribution, unless non-compliance penalty. 3 HMOs: Premium varies with the plan and single/family coverage; cost \$0-\$228.52/pay period. Working spouse rule - ineligible if employer has plan.
WESTCHESTER	General Gov't - CSEA	2c	Yes	100%	0%	POMCO: No employee contribution, unless non-compliance penalty. 3 HMOs: Premium varies with the plan and single/family coverage; cost \$0-\$228.52/pay period. Working spouse rule - ineligible if employer has plan.
WESTCHESTER	Wstchstr Comm College CSEA - WCSEA	2c	Yes	100%	0%	POMCO & 3 HMOs. All: no cost to employee.
WYOMING	Management/Support	2b	Yes	100%	%	Employer pays 100% of the lowest plan available. Employee pays excess monthly premium if selecting high plan. Currently the County has 1 plan and the employer pays 100%.
WYOMING	General/Supervisory Units	2c	Yes	80%	20%	Pre 1990 employees get health insurance provided in full by employer. Post 9/1/90 single coverage; (92%) employer/ (8%) employee. Family - 80% employer and 20% employee.
WYOMING	Jail	3c	Yes	100%	%	Employer pays 100% of health insurance for full time employees when only 1 option is available
WYOMING	Police	3b	Yes	100%	0%	County pays 100% of insurance cost on all full time employees when only 1 plan is available
YATES	Professional/Non-union		Yes	95%	5%	Cafeteria Plan that provides coverage for basic Health & Dental
YATES	Highway, Social Service, Public Health, etc	1d	Yes	75-95%	5-25%	
YATES	Road Patrol, Jail, 911 Dispatchers	3c	Yes	75-88%	12-25%	
	DONOTREMOVE		No	%	%	

## Benefits: MEDICAL for RETIREES