

BOARD OF LEGISLATORS
COUNTY OF WESTCHESTER

Your Committee urges the adoption of "AN ACT to Require All Non-Represented/Managerial Employees and Retirees (including those at the District Attorney's Office but excluding those at Westchester Community College), All County Elected Officials, and County officials appointed for a fixed term of office to Contribute to the Overall Cost of the Premium Rate of the Basic County Health Insurance Plan".

Your Committee notes that Westchester County, unlike most other employers, does not require its employees to contribute to the actual cost of their health care insurance. Despite the fact that co-pays for County employees have increased over the years, these increases are miniscule in comparison to the actual cost of providing health care insurance. For example, in 2000, the County's actual cost for health care benefits as per audited financial statements was \$67,737,490.00, while in 2009, the County's estimated cost for health care benefits (as unaudited) is \$137,878,618.00 – an increase of approximately \$70 million dollars. The premium equivalent amount per individual plan is \$7,792.00, while the premium equivalent family plan is approximately \$22,057.00.

The proposed legislation will provide an income based health care contribution for County elected officials, County officials appointed to a fixed term of office, and non-represented/managerial employees, including those non-represented/managerial employees who work in the District Attorney's Office effective July 1, 2010. The proposed legislation also recognizes the dedication of certain County employees who have served the County for over 30 years as of December 31, 2010, and have accounted for such dedicated service by providing them with the same levels of contribution upon their retirement as current retirees.

At this time, no contribution will be required for non-represented/managerial employees at the Westchester Community College. Nevertheless, the Westchester Community College is encouraged to consider taking all appropriate actions to expedite the implementation of a contribution scheme for its own non-represented/managerial employees. The proposed legislation also contains a buyout provision where the County will pay 50% of the yearly cost of the individual plan every year that the employee or officer subject to the provisions of this legislation determines not to be covered by the County's health care plan.

Your Committee recognizes that requiring non-represented/managerial employees and retirees to contribute to the overall cost of the premium rate of the basic County health insurance plan will reduce the overall cost of the program to the County, thereby reducing the corresponding burden placed on the County's taxpayers. Your Committee notes that this contribution to the overall cost shall be in addition to the premium difference, if any, between the County's contribution and the total cost of a Health Maintenance Organization which is currently required to be paid by all active County employees who choose such health insurance plans. Notably, non-represented/managerial employees who are retired prior to the effective date of this Act will not be required to contribute to the overall cost of the premium rate of the basic County health insurance plan as required by this Act.

Your Committee is aware of the fact that these same non-represented/managerial employees have not received any salary or cost of living increase since 2007, and that this contribution may be difficult for some individuals. However, these are difficult economic times for all of Westchester County, and the concept of requiring employees to contribute to their health care insurance is an accepted practice in most government settings.

Your Committee also notes that the Act would apply to County elected officials and County officers appointed for a fixed term for their next terms of office.

In light of the aforementioned, your Committee recommends the adoption of the proposed Act, to require all Non-Represented/Managerial Employees and Retirees (including those at the District Attorney's Office but excluding those at Westchester Community College), all County elected officials, and County officials appointed for a fixed term of office to contribute to the overall cost of the premium rate of the Basic County Health Insurance Plan.

Dated: _____, 2010
White Plains, New York

COMMITTEE ON

ACT NO. 41-2010

AN ACT to Require All Non-Represented/Managerial Employees and Retirees (including those at the District Attorney's Office but excluding those at Westchester Community College), All County Elected Officials, and County Officials Appointed for a Fixed Term of Office to Contribute to the Overall Cost of the Premium Rate of the Basic County Health Insurance Plan.

BE IT ENACTED by the County Board of Legislators for the County of

Westchester as follows:

Section 1. Notwithstanding any other provision of law to the contrary, and in addition to the premium difference, if any, between the County's contribution and the total cost of a Health Maintenance Organization which is required to be paid by active employees who choose such health insurance plans, all County elected officials, County officials appointed for a fixed term of office, and non-represented/managerial employees (including those at the District Attorney's Office, but excluding those at Westchester Community College), as well as those who retire after the effective date of this Act shall contribute to the overall cost of the premium rate of the basic County health insurance plan as follows:

Categories of Employees	Amount of Contribution
All County elected officials, County officers appointed for a fixed term of office and all non-represented/managerial County employees whose annual base salary is greater than \$120,000	20%
All retired County elected officials, retired County officers appointed for a fixed term of office and retired non-represented/managerial County employees whose final base salary is greater than \$120,000, except those non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010	20%
All County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees whose annual base salary is greater than \$60,000 but less than or equal to \$120,000	15%

All retired County elected officials, retired County officers appointed for a fixed term of office and retired non-represented/managerial County employees whose final base salary is greater than \$60,000 but less than or equal to \$120,000, except those non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010	15%
All County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees whose annual base salary is \$60,000 or less	10%
All retired County elected officials, retired County officers appointed for a fixed term of office and retired non-represented/managerial County employees whose final base salary is \$60,000 or less, except those non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010	10%
All non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010 and who retire after the effective date of this legislation	0% for the individual plan 20% of the difference between the cost of the family plan and the individual plan

Section 2. The requirements set forth in Section 1 above, shall not apply to County elected officials or County officers appointed for a fixed term of office until the completion of their current terms of office.

Section 3. All County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees (excluding those at Westchester Community College), who are retired prior to the effective date of this Act shall not be required to contribute as set forth in Section 1 above, but shall continue to pay the amount of contribution, if any, as otherwise required. All County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees (excluding those non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010, and the Westchester Community College), who retire after the effective date of this Act and who select the individual plan shall be required to contribute in accordance with Section 1 above. All County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees (excluding those non-represented/managerial employees who have over thirty (30) years of service with the Westchester County as of December 31, 2010, and the Westchester Community College), who retire after the effective date of this Act and who select the family plan shall be

required to contribute the greater of either: (1) the above referenced percentages; or (2) 20% of the difference between the cost of the family plan and the individual plan.

Section 4. With respect to the position of District Attorney, the requirements set forth in Section 1 above (and Section 8 as applicable), shall only apply to the extent that such contribution would not violate the requirements set forth in New York State Judiciary Law §183-a.

Section 5. With respect to the position of Commissioner of the Department of Public Safety/Sheriff, the requirements set forth in Section 1 above (and Section 8 as applicable) shall only apply to the extent that such contribution would not violate the requirements set forth in New York State General Municipal Law §207-m.

Section 6. Notwithstanding any other provision of law to the contrary, the County of Westchester is authorized to provide an annual health care insurance buyout of 50% of the overall cost of the premium rate of the basic County health insurance individual plan to all County elected officials, County officers appointed for a fixed term of office and non-represented/managerial County employees (including those at the District Attorney's Office but excluding those at Westchester Community College).

Section 7. This Act shall take effect on July 1, 2010.

FISCAL IMPACT STATEMENT

SUBJECT: Health Insurance Contribution: Non-rep/Managerial NO FISCAL IMPACT PROJECTED

OPERATING BUDGET IMPACT

(To be completed by operating department and reviewed by Budget Department)

A) GENERAL FUND AIRPORT SPECIAL REVENUE FUND (Districts)

B) EXPENSES AND REVENUES

Total Current Year Cost \$ 0

Total Current Year Revenue \$550,440

Source of Funds (check one): Current Appropriations

Transfer of Existing Appropriations Additional Appropriations Other (explain)

Identify Accounts: Fund 617, Department 61, Revenue Source 9289

Potential Related Operating Budget Expenses: Annual Amount \$ _____

Describe: An act to require all non-represented/managerial employees (including those at the District Attorney's Office but excluding the Westchester Community College), all County elected officials, and County officials appointed for a fixed term of office to contribute to the overall cost of the premium rate of the basic County health insurance plan

Potential Related Revenues: Annual Amount \$ _____

Describe:

Anticipated Savings to County and/or Impact on Department Operations:

Current Year: _____

Next Four years: _____

Prepared by: Andrew D. Lenney

Title: Senior Budget Analyst

Department: Budget

Reviewed By: 

Budget Director

10%-15%-20% Health Benefits Contribution for Non-represented/Managerial Employees

Legislation Effective Date: July 1, 2010

0, 60, 120

Excludes non-represented/managerial employees who waive health benefits coverage.

Family Premium \$22,057
 Individual Premium \$7,792
 *Contribution = Premium x Rate of Contribution x Count

Pay Policy BOL, DA and EXEC

Group	Rate of Contribution	Family		Individual		TOTAL	
		Count	*Contribution	Count	*Contribution	Count	Contribution
0 to 60K	10%	25	\$55,143	14	\$10,909	39	\$66,051
60K to 120K	15%	144	\$476,431	57	\$66,622	201	\$543,053
120K plus	20%	103	\$454,374	24	\$37,402	127	\$491,776
Full Year Impact		272	\$985,948	95	\$114,932	367	\$1,100,880

FISCAL IMPACT 07/01/2010 - 12/31/2010 \$550,440