



VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES AGENDA

MEETING DATE: FEBRUARY 22, 2022

AGENDA ITEM SECTION: DISCUSSION AND RESOLUTION ITEMS

AGENDA ITEM NO. : 2

AGENDA ITEM:

DISCUSSION: CONSIDER A RESOLUTION AMENDING THE MEDICAL BENEFIT SECTION OF THE VILLAGE OF DOBBS FERRY PERSONNEL REGULATIONS

RESOLUTION: AMENDING THE MEDICAL BENEFIT SECTION OF THE VILLGE OF DOBBS FERRY PERSONNEL REGULATIONS

ITEM BACKUP DOCUMENTATION:

1. DRAFT RESOLUTION OF THE VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES REGARDING POLICY CHANGE IN TERMS AND CONDITIONS OF EMPLOYMENT FOR NON-UNION EMPLOYEES

RESOLUTION ____-2022

**RESOLUTION OF THE VILLAGE OF DOBBS FERRY BOARD OF TRUSTEES
REGARDING POLICY CHANGE IN TERMS AND CONDITIONS OF EMPLOYMENT
FOR NON-UNION EMPLOYEES**

WHEREAS, the Village of Dobbs Ferry offers medical insurance coverage to all full-time Village employees under the New York State Health Insurance Program “NYSHIP”, which is administered by the New York State Department of Civil Service for the benefit of public employees; and

WHEREAS, in the past, the Village has applied some of the same terms and conditions of employment applied to employees covered under the Collective Bargaining Agreement with Local No. 456, International Brotherhood of Teamsters (“Agreement”) to full-time non-union employees; and

WHEREAS, terms and conditions of employment pertaining to full-time non-union employees are maintained in the Village of Dobbs Ferry Personnel Regulations; and

WHEREAS, the Village policy for full-time non-union employees regarding Hospital/Medical Insurance is contained in Article XI of the Personnel Regulations; and

WHEREAS, the Personnel Regulations currently has a requirement mandating ten years of service with the Village for any full-time non-union Village employee to be eligible to receive medical benefits into retirement; and

WHEREAS, the Village Board is considering modifying this ten-year service requirement to address its impacts on the Village’s ability to hire and retain the best employees for Department Head and other full-time non-union positions; and

WHEREAS, to broaden the pool of experienced and qualified candidates for Department Head and full-time non-union employee positions, and with the knowledge that NYSHIP requires a

minimum of five years of benefits-eligible service for vested benefits, the Village proposes to permit credit for full-time service with other public employers who participate in the NYSHIP medical insurance plan for employees who commence full-time employment with the Village of Dobbs Ferry after March 1, 2022; and

WHEREAS, this policy change will supersede the terms of the Personnel Regulations only as specifically set forth below and the Personnel Regulations will be modified accordingly.

NOW, THEREFORE, BE IT

RESOLVED, that the terms and conditions of employment as set forth in the Personnel Regulations for Non-Union employees and Department Heads will be modified as set forth below, with the remaining terms and conditions to remain unchanged:

Article XI HOSPITAL/MEDICAL INSURANCE, to be amended by adding the following provision to Section 1:

Full-time employees hired on or after March 1, 2022, shall contribute twenty percent (20%) of their total annual premiums for health insurance while actively employed by the Village. Retirees from full-time Village employment who were hired on or after March 1, 2022, shall be eligible to receive credit for time served with an eligible public employer under the same health insurance plan for up to five (5) years, with the remaining service with the Village of Dobbs Ferry to equal not less than ten (10) years, and a continuing contribution of twenty percent (20%) into and through retirement.

; and be it further

RESOLVED, that the remainder of Section 1 of Article IX of the Village of Dobbs Ferry Personnel Regulations shall remain unchanged; and be it further

RESOLVED that this Resolution shall have an effective date of March 1, 2022.

Underlined items are added