


**TOWN OF HARRISON
VILLAGE OF HARRISON
ATTORNEY'S OFFICE**

MEMORANDUM

E-11

TO: Supervisor Richard Dionisio
Members of the Town Board

FROM: Jonathan D. Kraut, Village Attorney 

DATE: March 23, 2023

RE: **Town Board Resolution No. 2014-039**

I would like to discuss the rescission of Town Board Resolution No. 2014-039.

JDK:ld

January 16th 2014

2014 - - 039

AUTHORIZATION TO ADOPT A MODIFICATION RESOLUTION AS TO THE
MEDICAL BENEFITS CONFERRED ELECTED AND APPOINTED
NON-UNION PERSONNEL

Councilman Cannella pointed out that this is not new. The Board always had the understanding there may have been previous resolutions that management positions, including elected officials, would follow the CSEA contract with respect to health insurance. Because the health insurance has dramatically changed we are deciding now to do a new resolution to make it clear for new hires that they would be covered by the new health insurance program.

Village Attorney Kraut agreed adding that it covers management defined as both appointed and elected. The management category covers everyone who is non-union.

Councilman Malfitano explained that the public should be aware that this shifts a greater share of the burden of health care costs, for new employees, defined here as those appointed on or after January 1, 2014, to the employee, which our contracts with the labor unions to new employees have done. This Board is being very consistent in that regard. From a taxpayer's standpoint, the benefit is, as we move through time, all newly appointed management level employees and elected officials will be under the health care plan then in effect for their class. The buy in period is much more extensive, it is a fifteen year period of time. The purpose here is a good one and it is consistent with the direction this Board has taken with respect to health care benefits for all of its employees.

Councilman Cannella said it is also prospective going forward. If there are any changes in plans these management positions will move automatically to the prospective changes in the CSEA contract.

On motion of Councilman Cannella, seconded by Councilwoman Amelio,

it was

RESOLVED to approve the request of Supervisor Belmont for authorization to adopt a modification resolution as to the medical benefits conferred elected and appointed non-union personnel.

WHEREAS the Town Board has reviewed medical benefits conferred upon elected and appointed non-union personnel ("Management")

January 16th 2014

2014 - - 039 (continued)

WHEREAS the Town Board desires to modify the medical benefits conferred upon future elected and Management personnel with respect to the health insurance plan and/or coverage, including, but not limited, co-payments, buy-in percentage rates and buy-in periods;

NOW THEREFORE, the Town Board by resolution duly adopted hereafter adopts the following policy for conferring medical benefits upon all elected and Management personnel whose first date of appointment, or swearing into office is elected, is on or after January 1, 2014:

All elected and Management personnel, who commence their first date of appointment, or swearing into office if elected, on or after January 1, 2014 shall be provided the identical medical benefits with respect to the health insurance plan and/or coverage, including, but not limited to, co-payments, buy-in percentage rates and buy-in periods, then conferred upon the members of the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO union at the time of said appointment or swearing into office;

All elected and Management personnel whose first date of appointment, or swearing into office if elected, was on or before December 31, 2013 shall not have any modification of their existing available benefits, nor shall any benefits already conferred or vested in past or present elected and Management personnel be in any way modified by the policy herein set forth;

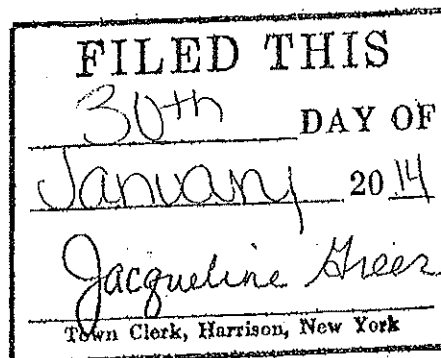
FURTHER RESOLVED to forward a copy of this Resolution to the Law Department and the Personnel Manager.

Adpoted by the Following vote:

AYES: Councilpersons Amelio, Cannella, Malfitano, and Sciliano
Supervisor Belmont

NAYS: None

ABSENT: None



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