Personnel Committee

TUESDAY, DECEMBER 3, 2024

INDEX OF RESOLUTIONS:		
COMMITTEE	**RESOLUTION**	**TITLE**
Per/C/B/R	**G/46**	**RESOLUTION AUTHORIZING RENEWAL AGREEMENTS WITH CERTAIN HEALTH CARE PROVIDERS FOR THE 2025 BENEFIT YEAR - BUREAU OF HUMAN RESOURCES** **Motion Made By:** **Seconded By:** **In Favor:** **Opposed:** **Notes:**

RENSSELAER COUNTY LEGISLATURE

Introduced by Legislator(s) Wysocki, Patire, Zalewski

Sent To: Personnel **Committee** **Date** December 10, 2024

Resolution No. G/46

RESOLUTION AUTHORIZING RENEWAL AGREEMENTS WITH CERTAIN HEALTH CARE PROVIDERS FOR THE 2025 BENEFIT YEAR - BUREAU OF HUMAN RESOURCES

WHEREAS, This Resolution is filed with the Rensselaer County Legislature by the Rensselaer County Executive; and

WHEREAS, Resolution G/449/23 authorized agreements with certain health insurance providers for the 2024 benefit year; and

WHEREAS, Such agreements are subject to renewal with new rates being established for the 2025 benefit year; and

WHEREAS, Rensselaer County seeks to renew agreements with New York State Health Insurance Plan (NYSHIP), Aetna, Empire Blue Cross, Capital District Physicians Health Plan (CDPHP), MVP Health Care, Delta Dental, and Davis Vision for the 2025 benefit year; and

WHEREAS, Execution of renewal agreements will provide County employees and retirees the option to select the benefit coverage which best suits their individual and family needs; now, therefore, be it

RESOLVED, That the Rensselaer County Executive, or his designee, is authorized sign the above described renewal agreements, subject to the approval as to form by the Rensselaer County Attorney.

Resolution ADOPTED by the following vote:
Ayes:
Nays:
Abstain:
December 10, 2024

Clerk of the Legislature

Sent to County Executive_____

Received from County Executive_____

_____
Clerk of the Legislature

Executive Action

Approved_____ **Date**_____

Disapproved_____
Veto Message Attached and Returned to Clerk

_____
County Executive

LEGISLATIVE FISCAL IMPACT STATEMENT

Type of Legislation: Local Law:_____ G Resolution: X P Resolution:_____

Title of Legislation: Renewal of Agreement with Health Care Providers

Requested by: Human Resources

Sponsor(s):_____

FISCAL IMPACT

1) Projected cost of proposed legislation, if any:_____current year
_____ongoing expenses per year

2) Method of financing – note all that apply (federal funding, state funding, bonding, tax levy, etc.): Tax Levy and employee contributions

   a) For federal funding: amount $_____and length of time federal funding is available_____. Is it available for ongoing expenses? Yes_____or No _____

   b) For state funding: amount $_____and length of time state funding is available_____. Is it available for ongoing expenses? Yes_____or No _____

   c) If bonded, state amount of total indebtedness this legislation will create and projected interest cost over the course of borrowing:
   Principal $_____
   Total projected interest costs $_____

   d) Tax levy impact for current year approx $30M and ongoing $_____

   e) Other (please explain): _____

3) Is this expense or program mandated? Yes_____No _____

4) Length of expense or project (one time only, ongoing, etc.):_____

5) Justification for the appropriation/expenditure requested. Include any revenue this will produce or any expense that will be avoided:_____
Regular yearly rate changes for CDPHP, MVP, Empire, Aetna, and NYSHIP.

Department Head

Erik Rabe

RENSSELAER COUNTY LEGISLATURE

Introduced by Legislator(s) Wysocki, Patire, Zalewski

Sent To: Personnel Committee Date December 12, 2023

Resolution No. G/449/23

RESOLUTION AUTHORIZING RENEWAL AGREEMENTS WITH CERTAIN HEALTH CARE INSURANCE PROVIDERS - BUREAU OF HUMAN RESOURCES

WHEREAS, This Resolution is filed with the Rensselaer County Legislature by the Rensselaer County Executive; and

WHEREAS, Resolution G/455/22 authorized agreements with certain health insurance providers for the year 2023; and

WHEREAS, Such agreements are subject to renewal and the new rates have been established for the year 2024; and

WHEREAS, Execution of renewal agreements will provide County employees and retirees with selecting the coverage option which best suits their individual and family needs; now, therefore, be it

RESOLVED, That the Rensselaer County Executive, or his designee, is authorized to sign renewal agreements with New York State Health Insurance Plan (NYSHIP), Empire Blue Cross, Capital District Physicians Health Plan (CDPHP), MVP Health Care, Delta Dental, and Davis Vision, subject to the approval as to form by the Rensselaer County Attorney.

Resolution ADOPTED by the following vote:
Ayes: 18
Nays: 0
Abstain: 0
December 12, 2023

Clerk of the Legislature

Sent to County Executive 12/13/23

Received from County Executive 12/15/23

Jessica L. Chase

Clerk of the Legislature

Executive Action

Approved ✓ Date 12/19/23

Disapproved

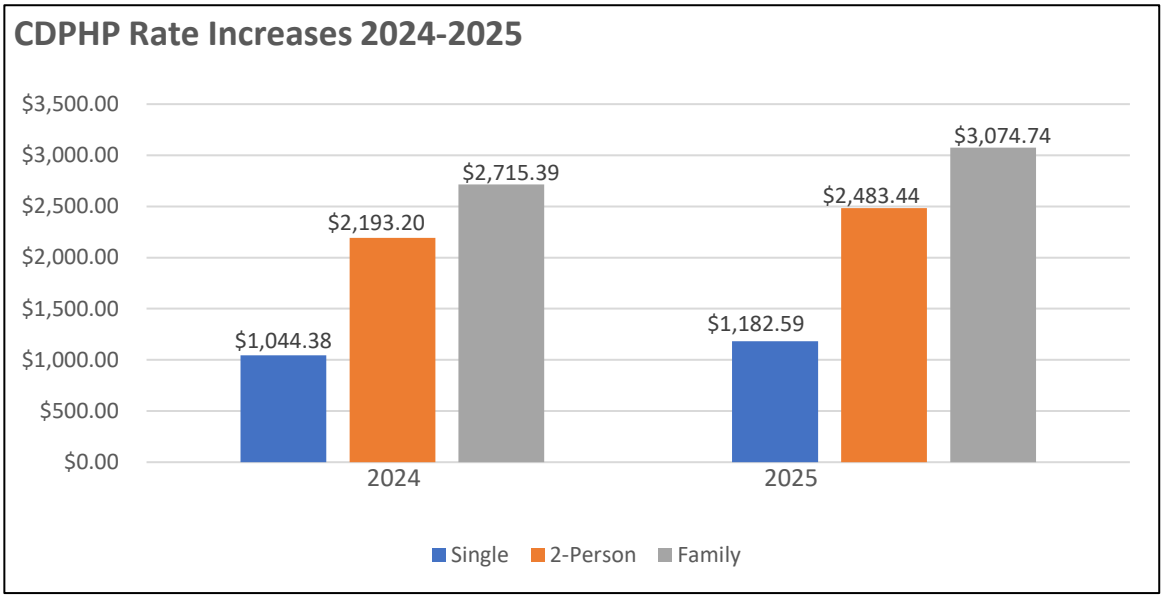
Veto Message Attached and Returned to Clerk

County Executive

Rensselaer County Master Rate Sheet Actives

CDPHP	
2024 Rates	
Single	$1,044.38
2Person	$2,193.20
Family	$2,715.39
2025 Rates	
Single 13.2% increase	$1,182.59
2Person 13.2% increase	$2,483.44
Family 13.2% increase	$3,074.74
MVP	
2024 Rates	
Single	$994.86
2Person	$2,288.18
Family	$2,437.41
2025 Rates	
Single 7.6% increase	$1,070.16
2Person 7.6% increase	$2,461.37
Family 7.6% increase	$2,621.89
Empire	
2024 Rates	
Single	$2,075.50
2Person	$4,047.25
Family	$6,019.35
2025 Rates	
Single 26% increase	$2,605.19
2Person 26% increase	$5,081.41
Family 26% increase	$7,555.57

	CDPHP 2024 Rates	CDPHP 2025 Rates
Single	$1,044.38	$1,182.59
2-Person	$2,193.20	$2,483.44
Family	$2,715.39	$3,074.74



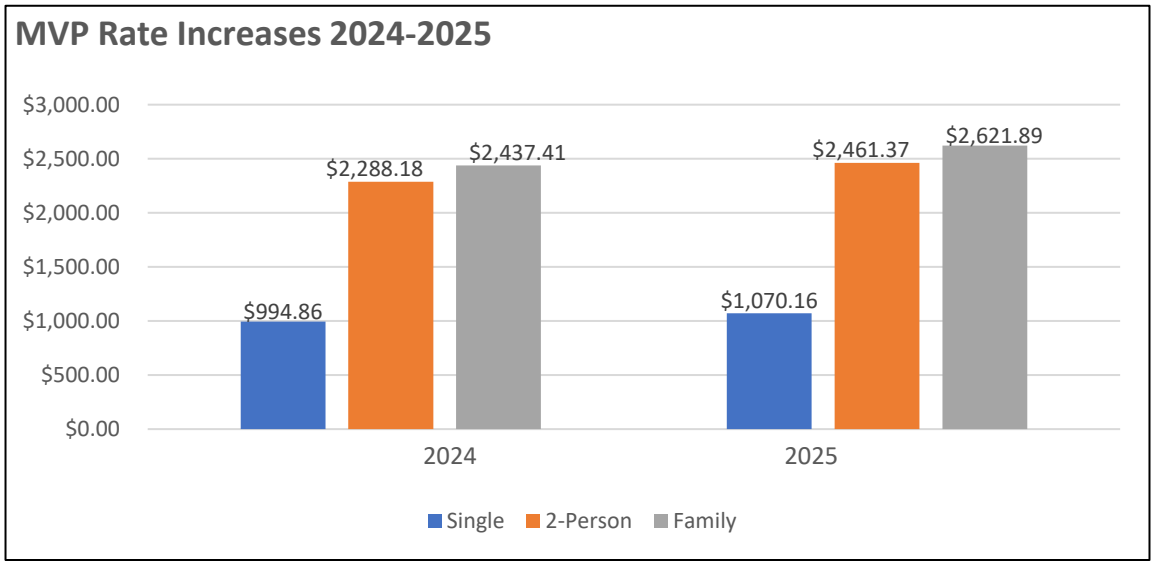
At 20%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$96.40	$109.16
2-Person	$202.45	$229.24
Family	$250.65	$283.82

At 25%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$120.51	$136.45
2-Person	$253.06	$286.55
Family	$313.31	$354.78

	MVP 2024 Rates	MVP 2025 Rates
Single	$994.86	$1,070.16
2-Person	$2,288.18	$2,461.37
Family	$2,437.41	$2,621.89



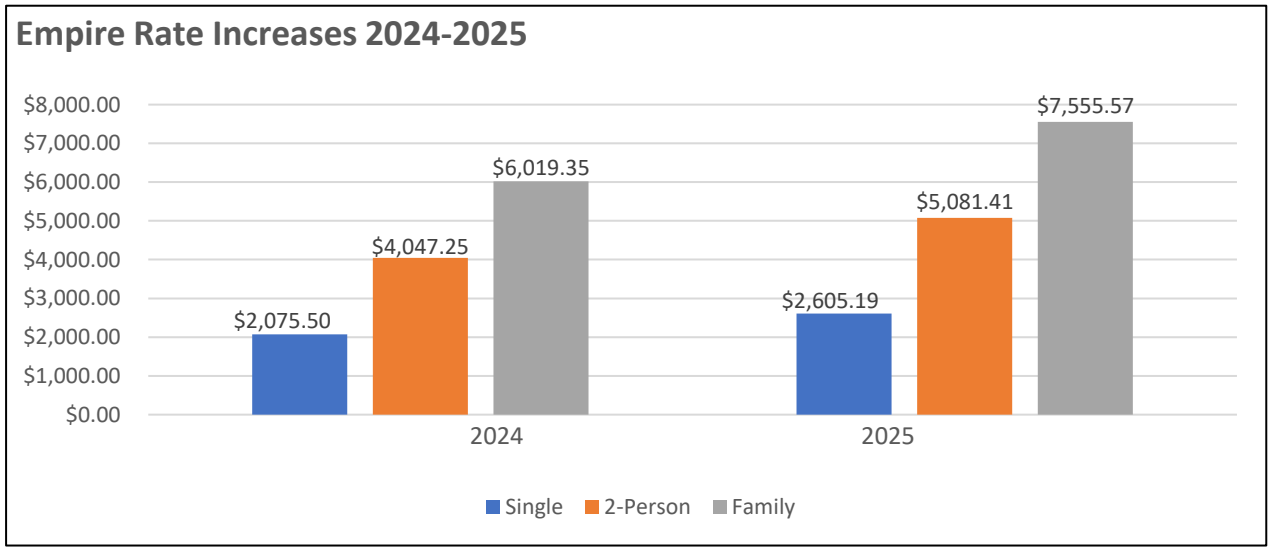
At 20%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$91.83	$98.78
2-Person	$211.22	$227.20
Family	$224.99	$242.02

At 25%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$114.79	$123.48
2-Person	$264.02	$284.00
Family	$281.24	$302.53

	2024 Empire Rates	2025 Empire Rates
Single	$2,075.50	$2,605.19
2-Person	$4,047.25	$5,081.41
Family	$6,019.35	$7,555.57



At 20%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$191.58	$240.48
2-Person	$373.59	$469.05
Family	$555.63	$697.44

At 25%

	2024 Payroll Deduction	2025 Payroll Deduction
Single	$239.48	$300.60
2-Person	$466.99	$586.32
Family	$694.54	$871.80