

Warren County Board of Supervisors

RESOLUTION NO. 331 OF 2025

RESOLUTION INTRODUCED BY SUPERVISORS WILD, DRISCOLL, ETU, MADAY, BEAN, PATCHETT AND MERLINO

AUTHORIZING CONTINUATION OF HEALTH, DENTAL, VISION AND VOLUNTARY LIFE, ACCIDENT AND CRITICAL ILLNESS INSURANCE BENEFITS FOR COUNTY OFFICERS, EMPLOYEES AND RETIREES

WHEREAS, on December 1, 2017 Warren County offered a self-funded health insurance and prescription drug plan benefit for County officers and employees who work thirty (30) hours or more per week (hereafter, “Employees”), and for whose retirees that were not yet eligible to receive Medicare benefits (hereafter, “Retirees”), and

WHEREAS, the County’s health insurance benefits broker, Marshall & Sterling Employee Benefits, Inc., recommended, and the Personnel, Administration & Higher Education Committee agreed to, the renewal of medical insurance benefit offered through Highmark Northeastern New York, to include the Voluntary High Deductible Option, with a Medical Expense Reimbursement Plan to be administered by Highmark Blue Shield, the prescription drug insurance benefit with ProAct and Payer Matrix and the dental insurance plan benefit through Delta Dental, the vision insurance plan benefit through Anthem, and the voluntary life, accident and critical illness insurance benefit through Guardian—which offers group rates determined by the coverage elected and age of insured, for Employees and Retirees, now, therefore, be it

RESOLVED, that the Warren County Board of Supervisors approves the renewal of benefit plans for Employees and Retirees, in accordance with the terms and provisions provided for above, at monthly premium equivalents not to exceed those listed below:

Highmark Northeastern New York EPO 5098

Individual	\$ 948.24
Two Person	\$ 1,943.87
Family	\$ 2,725.86

Highmark Northeastern New York HDEPO 6398

Individual	\$ 723.07
Two Person	\$ 1,482.30
Family	\$ 2,078.59

Delta Dental

Individual	\$ 37.93
Family	\$ 97.50

Anthem Blue View Vision - Base Plan

Individual	\$ 4.81
Family	\$ 12.06

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Anthem Blue View Vision - Buy-Up Plan

Individual	\$	7.91
Family	\$	19.82

Guardian Accident Plan

Employee	\$	10.26
Employee/Spouse	\$	16.08
Employee/Child(ren)	\$	16.20
Family	\$	22.02

Guardian Voluntary Life

	Monthly Rate per \$1,000	
<30	\$	.094
30-34	\$	.098
35-39	\$	.136
40-44	\$	.190
45-49	\$	.304
50-54	\$	.506
55-59	\$	.786
60-64	\$	1.212
65-69	\$	2.406
70-74	\$	4.596
75-79	\$	4.596
AD&D	\$	.040
Child(ren)	\$	.160

Guardian Critical Illness

	Monthly Rates per \$1,000	
15-29	\$	.28
30-39	\$	.46
40-49	\$	1.06
50-59	\$	2.20
60-69	\$	3.98
70-99	\$	7.26

and be it further

RESOLVED, that the Chair of the Board of Supervisors be, and hereby is, authorized to execute any and all documents and/or agreements of any kind or nature that may be necessary to renew the medical insurance benefit with Highmark Northeastern New York, to include the Voluntary High Deductible Option, with a Medical Expense Reimbursement Plan to be administered by Highmark Blue Shield, a prescription drug insurance benefit with ProAct and Payer Matrix and to renew the dental insurance benefit with Delta Dental, to renew the vision insurance benefit with Anthem, and to renew the agreement with Guardian Voluntary Life, Accident and Critical Illness insurance benefit, in a form approved by the County Attorney, for a term commencing December 1, 2025 and terminating November 30, 2026.