

**TOWN OF COPAKE**  
**TOWN BOARD MEETING**  
**JULY 13, 2017**  
**AGENDA**

- Approval of Minutes  
6/8/2017 Town Board Meeting
  
- Announcements
  
- Correspondence
  
- Dep't Heads/ Committee Reports
  
- Public Forum
  
- New Business
  - Highway Garage Boiler
  - Shared Services Agreements with the County
  - Basketball Court Repair
  - Camphill Village use of Park Building
  - Planning Board and ZBA training
  
- Old Business
  - Tool Cat
  - Zoning Revision Update
  
- Resolutions
  - Amendment to Policy Manual
  
- Budget
  - 2018 Town Budget
  
- Councilpersons' Reports
  
- Public Forum
  
- Executive Session
  
- Approval of Bills
  
- Adjournment

**Town of Copake**

**RESOLUTION**

**Number \_\_\_\_\_ of 2017**

**To Amend the Town Policy Manual in Relation to  
Retiree and Family Health Insurance Benefits**

**WHEREAS**, the Town Board of the Town of Copake has revised certain terms in the Teamsters Union contract related to health insurance benefits to be extended to retired Town employees and to the families of deceased Town employees; and,

**WHEREAS**, the Town Board seeks to conform the Town of Copake Policy Manual to such revised terms,

**NOW, THEREFORE,**

**BE IT RESOLVED**, that subparagraph f. of paragraph 1. (Health Insurance) of subdivision C. (Benefits) of section VI. (Human Resources) of the Town of Copake Policy Manual is amended to read, in its entirety, as follows:

f. Retired personnel. After twenty-five years of service with the Town, the Town will pay 75% of the health insurance premium of the employee and family; after thirty years of service, the Town will pay 90% of the cost of this coverage. For purposes of this paragraph, time served shall include time employed on a 40-hour per week basis and time served in the position of Town Clerk or Highway Superintendent.

The above notwithstanding, when a retired person who is receiving medical insurance benefits as set forth above becomes eligible for Medicare, the Town shall no longer provide medical insurance benefits, but instead, shall provide Medicare Supplemental Coverage. When a retired employee who is receiving medical insurance through the Town becomes eligible for Medicare and has a spouse and/or eligible dependents that are not eligible for Medicare, the Town of Copake will Provide Medicare Supplemental Coverage to the retired employee who is eligible for Medicare and continue

to offer comparable or similar Retiree Health Insurance coverage to the spouse and/or eligible dependents with continuation of the same cost share ratio and applicable employee or family contribution.

In the event the retired employee dies, the Town's contribution toward spousal or family coverage will terminate, provided, however, that if, at the time the retired employee becomes deceased, such employee has a balance in their unused sick leave cash equivalent account, any balance will be made available to the deceased retiree's family to be utilized for health insurance available from the Town of Copake, and provided further that if there is no such balance or the balance is insufficient to pay the full cost of spousal or family insurance for a period of three months, the Town will pay the difference between the accumulated balance and the total cost of the health care premiums, up to the Town's 75% or 90% contribution level then in effect, for a period of three (3) months after the death of the retired employee, at which time the Town's contributions shall terminate.

**BE IT FURTHER RESOLVED**, that a new subparagraph g. is added to paragraph 1. (Health Insurance) of subdivision C. (Benefits) of section VI. (Human Resources) of the Town of Copake Policy Manual, as follows:

g. Deceased personnel. Should an active employee of the Town (who is eligible and receiving health insurance through the Town) become deceased, a comparable or similar health insurance will be offered to his/her family by the Town of Copake, with continuation of the same cost share ratio and applicable employee or family contribution, for a period of two (2) years or until the spouse remarries, or until the spouse becomes eligible for Medicare, whichever comes first.

**BE IT FURTHER RESOLVED**, that such amendment shall be indicated by an addendum to the Policy Manual, until such time as the Policy Manual is re-issued, at which time the amendment shall be incorporated into the body of Section VI.

July 13, 2017