



Tompkins County Legislature

Governor Daniel D. Tompkins Building
Ithaca, NY 14850

Meeting: 05/08/17 04:00 PM
Department: County Administration
Category: Personnel (Positions, Salaries, Benefits)
Functional Category:

SCHEDULED

RESOLUTION NO. DOC ID: 7001

1 **Establishing the Platinum Plan/Simply Blue Plan Offered through the**
2 **Greater Tompkins Municipal Health Insurance Consortium as an**
3 **Option Available to Retirees Eligible for Health Coverage Provided**
4 **by Tompkins County and Establishing a Cost Premium Sharing**
5 **formula for the Retiree Platinum Plan**

6 WHEREAS, Tompkins County currently offers County-supported health insurance benefits to individuals who
7 retire from the County and are eligible for pension benefits through the New York State Retirement System, and
8

9 WHEREAS, the health benefit plans offered to retirees are the same as those offered to active County
10 employees, and
11

12 WHEREAS, most retirees currently support fifty percent (50%) of the premium cost for individual coverage
13 and sixty-five percent (65%) of the additional premium cost for family coverage, and
14

15 WHEREAS, in 2015, the County added the Platinum Plan/Simply Blue Plan (“Platinum Plan”), offered
16 through the Greater Tompkins Municipal Health Insurance Consortium, to the health benefit plans available to active
17 County employees, and
18

19 WHEREAS, the Platinum Plan is now the sole health insurance option available to nearly all County
20 employees hired after 2016, and is an optional plan available to other active employees, and
21

22 WHEREAS, the Greater Tompkins Municipal Health Insurance Consortium makes periodic adjustments to the
23 Platinum and other “Metal” plans it offers in order to maintain an Actuarial Value as defined by the Patient Protection
24 and Affordable Care Act (ACA) that is equal to an overall plan benefit for the average participant of 90% for the
25 Platinum Plan, meaning that co-pays and deductibles may vary from year-to-year in order to preserve a 90-10 split of
26 approved medical care costs between the insurance plan and covered member, and
27

28 WHEREAS, the County now wishes to add the Platinum Plan, or equivalent plans that may succeed it, to the
29 options available to County retirees, thereby allowing retirees the choice of selecting the Platinum Plan or the other
30 plans currently available to them, and
31

32 WHEREAS, the County further wishes to pass the cost savings associated with the Platinum Plan to the
33 retirees who select that plan, allowing retirees a lower premium cost without a commensurate increase in health benefit
34 costs borne by County taxpayers, and
35

36 WHEREAS, to achieve that desire for the retiree to realize the full cost savings of the Platinum Plan option,
37 each year the County’s contribution to the retiree’s Platinum Plan premium will be set equal to the lesser of the
38 County’s contribution to the “Classic Blue” or equivalent successor plans or 100% of the Platinum Plan premium cost,
39 now therefore be it
40

41 RESOLVED, on recommendation of the Budget, Capital, and Personnel Committee, That this Legislature
42 directs the Commissioner of Human Resources to make the Platinum Plan option, or its equivalent successor plan,

1 available to retirees, both existing and those who will enter retirement in the future, provided that opting into the
2 Platinum Plan is a one-time election,

3
4 RESOLVED, further, That the County's contribution to the premium cost of the Retiree Platinum Plan shall be
5 set and shall remain equal to lesser of the County's contribution to the premium cost of the Retiree Classic Blue Plan,
6 or its equivalent successor plan, or 100% of the premium cost of the Retiree Platinum Plan and that the retiree's share
7 of the premium cost therefore be equal to the difference between the total Platinum Plan premium and the County's
8 contribution to the premium.

9 **SEQR ACTION:** TYPE II-20