

 GENERAL POLICY	SECTION TITLE	NUMBER 25-3-10
	EMPLOYEE SERVICES AND BENEFITS	
APPROVED BOARD MEETING NUMBER: 274 RESOLUTION NUMBER: 1400 DATE: October 15, 1971	SUBJECT PAYMENT OF RETIREES' HEALTH INSURANCE PREMIUMS	

GENERAL POLICY

- A. The Authority, in accordance with the provisions of Subdivision 2 (b) of Section 167 of the Civil Service Law as added by Chapter 964 of the Laws of 1966, makes additional contributions toward the health insurance premiums of its eligible retired employees, based on the dollar value of their unused sick leave credits.
- B. The Authority, in accordance with Section 163 (4) of the Civil Service Law of 1969, participates in the Health Insurance program for New York State Employees.
- C. The Executive Director is responsible for the administration of this program.



ADMINISTRATIVE MANUAL

SECTION: **POLICIES – EMPLOYEE SERVICES
AND BENEFITS**SUBJECT: **PAYMENT OF RETIREES' HEALTH
INSURANCE PREMIUMS**

CHIEF OF STAFF

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ADMINISTRATIVE POLICY

To fulfill the General Policy, the Executive Director will establish operational and/or administrative policies and procedures governing the payment of retirees' health insurance premiums.

I. HEALTH INSURANCE COSTS

Effective April 1, 2016, all retirees who retired on or after April 1, 1991 and whose health insurance premium contribution rates are not covered by negotiated agreement¹ are responsible for:

- 6% of the cost of the individual premium; and
- 25% of the additional cost of the dependent premium², if applicable.

All retirees who retired prior to April 1, 1991 are entitled to the Thruway Authority paying the total cost of individual coverage and 75% of the cost of dependent coverage or as covered by negotiated agreement.

Retirees enrolled in the Empire Plan will pay the applicable percentages above based on the Empire Plan's premium. Retirees enrolled in a HMO will contribute based on NYSHIP's calculation of adjusting for the prescription drug cap and will pay the applicable percentages above based on the Empire Plan's premium plus the full amount of the additional cost above the Empire Plan premium. Retirees enrolled in a HMO with a premium less than the Empire Plan will pay the applicable percentages above based on their HMO's premium.

The value of unused sick leave is computed and applied against the retiree's portion of the health insurance costs.

II. RESPONSIBILITIES

1. The Department of Administrative Services, Bureau of Personnel, is responsible for determining if retiring employees are eligible to continue their health insurance coverage.
2. The Department of Finance and Accounts, Payroll Unit, is responsible for computing the value of eligible employees' unused sick leave.

¹In the event of a conflict between this Policy and a negotiated agreement, the terms of a negotiated agreement shall apply.

²Upon the death of a retired employee, the eligible surviving spouse may continue coverage at a premium contribution rate equivalent to what the retiree would pay for family coverage.