



# UNION COUNTY UTILITIES AUTHORITY

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RESOLUTION NO.: 93-2014

DATED: November 12, 2014

## RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY FORMALIZE A POLICY FOR THE PROVISION OF HEALTH BENEFITS TO EMPLOYEES UPON RETIREMENT FROM SERVICE WITH THE AUTHORITY.

APPROVED AS TO FORM:

Joseph C. Bodek  
Clerk of the Authority

By: Joseph C. Bodek

APPROVED AS TO SUFFICIENCY OF FUNDS

YES  NO  NONE REQUIRED  
UNION COUNTY UTILITIES AUTHORITY

By: [Signature]

	PRESENT	ABSENT	AYE	NAY	ABSTAIN	MOTION	SECOND
<i>Badri</i>	7		7			7	
<i>Eastman</i>		7					
<i>Jackus</i>	7		7				
<i>Kahn</i>	7		7				7
<i>Kennedy, Secretary</i>		7					
<i>Kulish</i>		7					
<i>People, Treasurer</i>	7		7				
<i>Erdos, Vice Chairwoman</i>	7		7				
<i>Huff, Chairman</i>		7					
<i>Bonanno, Alternate</i>	7		7				
<i>Lombardo, Alternate</i>		7					

WHEREAS, the Union County Utilities Authority (“UCUA”) provides health insurance coverage for its employees; and

WHEREAS, the UCUA desires to formalize a policy for the provision of health benefits to employees upon retirement from service with the Authority.

NOW, THEREFORE, BE IT RESOLVED by the Union County Utilities Authority that it hereby adopts the following policy for the provision of health benefits to certain retirees as follows:

1. *Policy.*

The Union County Utilities Authority (“UCUA”) shall provide health insurance benefits, and pay all premiums associated therewith, subject to any mandatory contributions by the employee/retiree required under Federal or New Jersey law, to all eligible employees upon their retirement provided that they meet the eligibility criteria set forth in this policy. The UCUA reserves the right to change or modify plans at any time so long as the modified plan provides substantially equivalent or better coverage to that in effect at the time of the employee’s retirement and further provided said coverage remains generally available in the insurance market at commercially reasonable rates. This benefit shall cover the retiree, the retiree's spouse and/or eligible dependent(s) at the time of retirement. In the event of the retiree predeceasing said spouse and/or eligible dependent(s), coverage shall continue for the surviving spouse and/or eligible dependent(s).

2. *Eligibility.*

All full-time employees who retire on or after November 12, 2014, and who:

- (1) retire on a disability pension; or
- (2) have 25 years or more of service in PERS<sup>1</sup> and/or in PFRS<sup>2</sup>, with a minimum of five (5) years of service with the UCUA; or
- (3) have 25 years of service with the UCUA; or
- (4) have reached the age of 62 years or older and have at least 15 years of service in PERS and/or PFRS with a minimum of five (5) years of service with the UCUA.

3. *Buyout Program.*

Retirees who are eligible to receive benefits or who hereinafter receive benefits under this policy shall be eligible to participate in the UCUA’s Voluntary Health Benefit Buyout Program in the amounts and per the conditions set forth in the UCUA Board of Commissioners’ Resolution No.: 56-2014.

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<sup>1</sup> Public Employees Retirement System

<sup>2</sup> Police & Firemen’s Retirement System

4. All prior Resolutions, policies, or practices of the UCUA, or parts thereof, which are inconsistent or in conflict with the provisions of this Resolution are hereby deemed rescinded on the effective date hereof only to the extent of such inconsistency or conflict and only with respect to individuals currently employed by the UCUA.
5. This Resolution and this Policy shall be effective immediately and shall also be added to the UCUA's Employee Handbook and Policies and Procedures Manual.

