



Westchester Community College

State University of New York

On Base: 77867

July 9, 2020

To: Board of Acquisition and Contract

From: Belinda S. Miles
President

Re: Authority for Westchester Community College to join as a participating employer in the New York State Health Insurance Program ("NYSHIP" or "Plan"), effective January 1, 2021 and to include in such Plan its officers and employees and future retired officers and employees and to include those officers and employees that have retired or will retire on or before December 31, 2020 who elect to participate in such Plan.

Authority is requested from your Honorable Board for the County of Westchester, acting by and through Westchester Community College (the "College"), to allow the College to transition from a program of self-insurance to enrollment in NYSHIP commencing on January 1, 2021 and to join as a participating employer in NYSHIP and to include in such Program its officers and employees and future retired officers and employees and to include those officers and employees that have or will retire on or before December 31, 2020 who elect to participate in the NYSHIP Plan for medical & prescription drug coverage. It is anticipated that for the calendar year commencing January 1, 2021 through December 31, 2021, that the College's costs for NYSHIP including any administrative charges, shall be in an Amount not-to-exceed \$13,200,000.00. The switch to NYSHIP is anticipated to result in savings to the College. Employees switching to NYSHIP will continue to contribute the same percentage of the cost of their coverage. Accordingly, it is anticipated that most of the College's employees and those retirees electing to switch to NYSHIP may see a savings in their contribution for their medical and prescription coverage.

The College's employee and retiree health insurance program is currently funded by a program of self-insurance administered by UMR, Inc., which had acquired POMCO, Inc., the former provider of services, effective July 1, 2018. By resolution dated October 19, 2018 and adopted on November 15, 2018, your Honorable Board authorized the College to: (i) amend the agreement with POMCO in order to approve the assignment of the agreement from POMCO to UMR, effective July 1, 2018; (ii) extend the term of the agreement for third party

administrative services and preferred provider organization network services in connection with the College's Employee Benefit Plans for two (2) additional years with a new termination date of December 31, 2020; and (iii) increase the administrative fee for this additional two year period by \$790,000.00 for a new not to exceed amount of \$1,580,000.00 (the "Assignment and Amendment Agreement"). All other terms and conditions of the Agreement remained unchanged and in accordance with the Agreement, the College retained the option to terminate the Agreement upon 60 days' notice. The Assignment and Amendment Agreement was subsequently executed and is currently in full force and effect.

In accordance with Article XVI of the Agreement entitled "Termination of Agreement," the date upon which the college no longer offers to its employees certain types of plans, only those portions of the Agreement pertaining to the plans no longer offered shall be terminated. After December 31, 2020, the College will continue to be self-insured for the following coverages: All employees and retirees will continue with their current dental plan and vision plan. Retirees who do not elect to switch to NYSHIP will continue with the current Medical Plans, and the College is negotiating with UMR to continue administering those coverages. The College is also negotiating with UMR to continue to administer for non-NYSHIP Retirees the Prescription drug program but there may be a switch from Express Scripts to OptumRx. Long Term Disability coverage will currently continue to be provided by the present providers. For all employees Worker's Compensation will be administered by an as yet undetermined entity.

The Westchester Community College Federation of Teachers and the CSEA Local 860 Unit 9202 have agreed to a change of the health insurance coverage provider from the College's program of self-insurance to NYSHIP.

On May 20, 2020 the Board of Trustees of the College passed a resolution authorizing the College to participate as a participating employer in the New York State Health Insurance Program ("NYSHIP") and to include in such plan its officers and employees, and to provide its retired officers and employees and those that retire on or before December 31, 2020 the option to participate in NYSHIP, subject to and in accordance with the provisions of Article XI of the Civil Service Law and the Regulations governing the New York State Health Insurance Program, as presently existing or hereafter amended, together with such provisions of the insurance contracts as may be approved by the President of the Civil Service Commission and any administrative rule or directive covering the plan.

The procurement of this agreement is exempt from the application of the Westchester County Procurement Policy and Procedures pursuant to Section 3(a)(v) thereof.

The public purpose of the proposed enrollment as a participating employer in NYSHIP is that it will enable the College to ensure the provision of high quality health care for employees, retirees and their respective families.

Since health care expenses for employees and retirees are a significant cost to the College, the goals and objectives will be measured by the College's Business Office and Health Benefits Office via on-going monitoring of the costs associated with the services provided.

Accordingly, I recommend to your Honorable Board that the College be authorized to enroll as a participating employer in NYSHIP and to include in such plan its officers and employees and future retired officers and employees, and to include those officers and employees that have retired or will retire on or before December 31, 2020 who elect to participate in the NYSHIP Plan subject to and in accordance with the provisions of Article XI of the Civil Service Law and the Regulations governing the New York State Health Insurance Program, as presently existing or hereafter amended, together with such provisions of the insurance contracts as may be approved by the President of the Civil Service Commissions and any administrative rule or directive covering the plan.

BSM/smg/smg
Attachment

APPROVED BOARD OF ACQUISITION & CONTRACTS - 07/16/2020 - LISA MURPHY/SECRETARY

RESOLUTION

Upon a communication from the President, Westchester Community College, be it hereby

RESOLVED, that the County of Westchester acting by and through Westchester Community College (the "College") hereby authorizes the College to join as a participating employer in the New York State Health Insurance Program ("NYSHIP") and to include in such plan its officers and employees and future retired officers and employees, and those officers and employees that have retired or will retire on or before December 31, 2020 who elect to participate in the NYSHIP Plan for medical and prescription drug coverage subject to and in accordance with the provisions of Article XI of the Civil Service Law and the Regulations governing the New York State Health Insurance Program, as presently existing or hereafter amended, together with such provisions of the insurance contracts as may be approved by the President of the Civil Service Commissions and any administrative rule or directive covering the plan; and be it further

RESOLVED, that the enrollment in NYSHIP shall commence on January 1, 2021 and it is anticipated for the calendar year commencing January 1, 2021 through December 31, 2021, that the College's costs for NYSHIP, including any administrative charges, shall be in an amount not-to-exceed \$13,200,000.00; and be it further

RESOLVED, that the County Executive or his authorized designee is hereby authorized to execute all instruments, including, but not limited to, the attachment hereto, and take all actions reasonably necessary to implement this Resolution.

Account to be Charged/Credited	Fund	Dept.	Major Program, Program & Phase Or Unit	Object/ Sub Object	Trust Account	Dollars
	705	34		2707		\$ 13,200,000

Budget Funding Year(s) Start Date: 01/01/2021 End Date: 12/31/2021
 (must match resolution)

Funding Source: Tax Dollars \$ 3,168,000.00 Contractor Federal I.D. No./ Social Security No.:
 State Aid \$ 3,696,000.00
\$ 13,200,000 Federal Aid _____ Vendor No.:
 (must match resolution) Other \$6,336,000.00 (tuition) Encumbrance No.: _____

APPROVED BOARD OF ACQUISITION & CONTRACT - 07/16/2020 - LISA MRIJAJ, SECRETARY