Other Employee Benefits

Pensions

Full-time Management/Confidential employees and the Mayor shall be covered by the New York State Employee's Retirement System under Section 75i. Part time employees have the option of enrolling in the New York State Employee's Retirement System.

Health Insurance

Current full-time Management/Confidential employees and the Mayor may choose between NYSHIP (New York State Health Insurance Plan) or MVP HMO. Current Management/Confidential employees and the Mayor will contribute 10% of the premium with the following cap:

NYSHIP/MVP HMO			
	2018	2019	2020
Single	$1,100.00	$1,250.00	$1,400.00
Family	$1,100.00	$1,350.00	$1,500.00

Current employees who enroll in the high deductible plan once offered shall contribute 10% of the premium with the following cap:

MVP EPO (High Deductible Plan)		
	2019	2020
Single	$1,000.00	$1,000.00
Family	$1,000.00	$1,200.00

New full-time Management/Confidential employees hired after the adoption of this handbook shall contribute $750 above the amounts indicated above.

The City shall provide for an optional buy out of health insurance coverage for full-time employees covered in this handbook. The buyout of health insurance coverage shall provide that an employee who is covered by another health insurance plan may notify the City on the Request to Decline and Waive Health Insurance Coverage form, attached hereto as Appendix "A" and made a part of this Agreement, that he/she is selecting to decline and waive the health insurance coverage provided by the City, for which the employee is eligible and entitled to receive pursuant to this Agreement.

An employee who declines and waives health insurance coverage as provided above, shall be compensated three thousand dollars ($3,000) annually, to be paid in equal amounts on the first (1st) pay-period of the new year and the first (1st) pay-period of each quarter following.

An eligible employee covered under this handbook who elects to receive the buyout fee, shall, at any time during the period for which the employee has declined and waived health insurance coverage through the City, be required to provide written notice to the City that he/she is covered

MVP rate table, effective January 1, 2026 (excerpt)

	Single	Double	Parent Child	Family
Current Rates:	$1,296.18	$0.00	$0.00	$3,046.02
New Rates Beginning 1/1/2026	$1,419.58	$0.00	$0.00	$3,336.02

If $0.00 is reflected in the above chart, the corresponding tier is not applicable.

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Here's how you know

January 1, 2026 Participating Agency Monthly Premium Rates for Employers

Empire Plan

PLAN PRIME

Individual $1,611.46

Family $3,663.79