



**ERIE COUNTY WATER AUTHORITY**  
**INTEROFFICE MEMORANDUM**

To: Jerome D. Schad, Chair  
Peggy A. LaGree, Vice Chair  
Michele M. Iannello, Treasurer

From: Jennifer Hibit, Director of Human Resources

CC: Terrence D. McCracken, Secretary to the Authority

Date: October 10, 2023

Subject: CSEA Employee Benefit Fund

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In March 2022, the Board approved the execution of an agreement with CSEA Employee Benefit Fund to provide CSEA members with dental and vision insurance from April 1, 2022 through March 31, 2027. At the time of execution, CSEA did not have the rates for July 1, 2024 – March 31, 2027.

CSEA has submitted an updated Renewal Agreement with rates for July 1, 2024 to June 30, 2025 and July 1, 2025 to March 31, 2026 with minimal increases. A resolution approving the execution of the updated Renewal Agreement has been included for your consideration at the meeting of October 19, 2023. Thank you.

Thank you for your consideration in this matter.

JH/alh

ERIE COUNTY WATER AUTHORITY  
AUTHORIZATION FORM  
For Approval/Execution of Documents  
(check which apply)

<b>Contract:</b>	<b>Project No.:</b>
<b>Project Description:</b>	Authorization to enter into an updated Renewal Agreement with CSEA Employee Benefit Fund

**Item Description:**

<input checked="" type="checkbox"/> Agreement	<input type="checkbox"/> Professional Service Contract	<input type="checkbox"/> Amendment	<input type="checkbox"/> Change Order
<input type="checkbox"/> BCD	<input type="checkbox"/> NYSDOT Agreement	<input type="checkbox"/> Contract Documents	<input type="checkbox"/> Addendum
<input type="checkbox"/> Recommendation for Award of Contract	<input type="checkbox"/> Recommendation to Reject Bids		
<input type="checkbox"/> Request for Proposals			
<input type="checkbox"/> Other _____			

**Action Requested:**

<input type="checkbox"/> Board Authorization to Execute	<input type="checkbox"/> Legal Approval
<input type="checkbox"/> Board Authorization to Award	<input checked="" type="checkbox"/> Execution by the Chairman
<input type="checkbox"/> Board Authorization to Advertise for Bids	<input type="checkbox"/> Execution by the Secretary to the Authority
<input type="checkbox"/> Board Authorization to Solicit Request for Proposals	
<input type="checkbox"/> Other _____	

**Approvals Needed:**

**APPROVED AS TO CONTENT:**

<input checked="" type="checkbox"/> Director of HR	<u>Jennifer Hibit</u>	Date: <u>10-11-2023</u>
<input type="checkbox"/> Chief Operating Officer	_____	Date: _____
<input type="checkbox"/> Executive Engineer	_____	Date: _____
<input type="checkbox"/> Director of Administration	_____	Date: _____
<input type="checkbox"/> Claims Rep/Risk Manager	_____	Date: _____
<input checked="" type="checkbox"/> Chief Financial Officer	<u>Oppey Indira</u>	Date: <u>10/10/2023</u>
<input type="checkbox"/> Legal	_____	Date: _____

**APPROVED FOR BOARD RESOLUTION:**

<input checked="" type="checkbox"/> Secretary to the Authority	<u>TCE</u>	Date: <u>10/11/2023</u>
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**Remarks:** \_\_\_\_\_

<b>Resolution Date:</b> _____	<b>Item No:</b> _____
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THIS RENEWAL AGREEMENT, made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, between **ERIE COUNTY WATER AUTHORITY** (hereinafter the EMPLOYER) with offices located at 295 Main Street, Room 350, Buffalo, New York 14203-2494 and the **CSEA EMPLOYEE BENEFIT FUND** (hereinafter the FUND), a Trust, with offices located at One Lear Jet Lane, Suite One, Latham, New York 12110-2395.

WHEREAS, the parties have heretofore entered into an agreement dated March 28, 1991 (the “Original Agreement”), for the provision by the FUND of certain benefits to the EMPLOYER’S covered employees, which Original Agreement was most recently extended by Renewal Agreement dated March 24, 2022 (as extended, the “Agreement”), and

WHEREAS, the parties desire to continue the provision of said benefits upon the terms and conditions contained in the Agreement, except as modified hereby,

NOW, THEREFORE, in consideration of the covenants and promises contained herein, the parties agree as follows:

1. The FUND shall provide benefits to the EMPLOYER’S covered employees under the following benefit PLAN(S) established by the FUND:

**DUTCHESS DENTAL PLAN  
GOLD 12 VISION PLAN**

2. The EMPLOYER shall pay the FUND the following amounts per covered employee per month:

**A. DUTCHESS DENTAL PLAN**

- (i) from April 1, 2022 to June 30, 2022, \$154.53;
- (ii) from July 1, 2022 to June 30, 2023, \$165.35;
- (iii) from July 1, 2023 to June 30, 2024, \$167.00;
- (iv) from July 1, 2024 to June 30, 2025, \$168.67;
- (v) from July 1, 2025 to June 30, 2026, \$170.36;
- (vi) from July 1, 2026 to March 31, 2027, to be determined pursuant to Paragraph 3 hereof.

**B. GOLD 12 VISION PLAN**

- (i) from April 1, 2022 to June 30, 2022, \$20.14;
- (ii) from July 1, 2022 to June 30, 2023, \$20.14;
- (iii) from July 1, 2023 to June 30, 2024, \$20.14;

- (iv) from July 1, 2024 to June 30, 2025, \$20.14;
- (v) from July 1, 2025 to June 30, 2026, \$20.14;
- (vi) from July 1, 2026 to March 31, 2027, to be determined pursuant to Paragraph 3 hereof.

3. The parties acknowledge that as of the date hereof, the FUND has not established rates for the PLAN(S) described in Paragraph 1 hereof beyond June 30, 2026. On or before December 31, 2025, the FUND shall advise the EMPLOYER of the rates to be charged under the applicable PLAN(S) for the period from July 1, 2026 to March 31, 2027. The FUND's obligations to provide benefits to covered employees under the applicable PLAN(S) for any period after June 30, 2026 shall be contingent upon the EMPLOYER'S payment of the rates established by the FUND for the period in question and provided to the EMPLOYER as aforesaid.


4. This Renewal Agreement is effective as of April 1, 2022 and shall terminate on March 31, 2027, subject to continuation pursuant to the terms of Article IX, Section 2 of the Agreement and subject to earlier termination by virtue of the decertification of CSEA as the representative of the employees in the bargaining unit required to be covered under this Agreement.

5. Except as expressly modified herein, the terms and conditions of the Agreement are hereby ratified and affirmed and incorporated by reference.

IN WITNESS WHEREOF, the parties have executed this Renewal Agreement the day and year first above written.

CSEA EMPLOYEE BENEFIT FUND

ERIE COUNTY WATER AUTHORITY

By:   
William F. Howard, Director

By: \_\_\_\_\_  
Jerome Schad, Chairman