

Implementing A Voluntary Separation Program For Eligible Ulster County Employees

Referred to: The Laws and Rules, Governmental Services Committee (Chairwoman Bartels and Legislators Gavaris, Heppner, Roberts, and Ronk), and The Ways and Means Committee (Chairwoman Archer and Legislators Bartels, Gavaris, Haynes, Maio, Ronk, and Walter)

Chairman of the Legislature, David B. Donaldson, offers the following:

WHEREAS, this resolution has been submitted at the request of the County Executive; and

WHEREAS, due to the severe impacts of the COVID-19 pandemic and its subsequent effect on the economy, the County is facing catastrophic revenue losses; and

WHEREAS, the County Executive is committed to the continued provision of essential services to the citizens of Ulster County while also protecting the taxpayers; and

WHEREAS, in order to manage the County's finances in a responsible manner, the County Executive is proposing to reduce personnel costs through a Retirement Incentive Plan (the "Plan") offered to all retirement eligible employees; and

WHEREAS, the Plan would allow the County to save money through personnel attrition, either by choosing not to fill the vacated positions, or through filling vacated positions with a new employee that costs less in salary and fringe benefits, which would be realized incrementally throughout 2020 and 2021 depending on the timing of an employee's departure; and

WHEREAS, the Plan offers an increase in the County share of health insurance to employees who are eligible to retire by December 31, 2020; and

WHEREAS, the Plan for voluntary separation from County employment is a mutually beneficial option for both the County and the affected employee during this time; now, therefore, be it

RESOLVED, that in order to be eligible to participate in the Plan, a County Employee must be eligible to retire by December 31, 2020; and be it further

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RESOLVED, that an approved participating employee will receive an increase in the County share of health insurance of a not to exceed amount of 25% for union employees and 10% for management employees in exchange for and upon their voluntary separation from county employment; and, it be further

RESOLVED, that since the County Executive desires to ensure that essential services continue to be delivered and the needs of the public continue to be met, each application will be reviewed by the Personnel Director which shall determine the employee's initial eligibility, and will confer with the County Executive's Office who shall determine final approval of an application after considering the operational impact on county departments, the necessity of backfilling the position, and other considerations; and, it be further

RESOLVED, that in order to participate in the Plan, an eligible employee must apply in writing to the Personnel Director by the date as directed by the Personnel Director's letter of offering, however this date must be no later than close of business on August 3, 2020, and be it further

RESOLVED, that the Personnel Director shall furnish to the Ulster County Clerk of the Legislature a list of all of the employees that opted to participate in the Plan and a list of all positions that will be back-filled no later than September 21, 2020; and it be further

RESOLVED that eligible employees who are approved to participate in the Plan must separate from the county employment no later than March 31, 2021; and it be further

~~RESOLVED, that, in light of the acute nature of the COVID-19 pandemic and the unstable circumstances of this public health emergency, the County Executive shall have the discretion to offer the Plan to employees in several phases through December 31, 2020; and, it be further~~

RESOLVED, that the Commissioner of Finance is hereby authorized to make any and all transfers and expenditures necessary to effectuate the Program, and move its adoption.

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County Employees**

ADOPTED AS AMENDED BY THE FOLLOWING VOTE:

AYES: 23 NOES: 0

Passed Committee: Laws and Rules, Governmental Services on April 27, 2020

Passed Committee: Ways and Means as amended on April 28, 2020

FINANCIAL IMPACT:
UNKNOWN

Legislator Archer motioned, seconded by Legislator Bartels, to amend the Resolution by striking the fourth RESOLVED and inserting three additional RESOLVED clauses as indicated above in bold font.

MOTION ADOPTED BY THE FOLLOWING VOTE:

AYES: 23 NOES: 0

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STATE OF NEW YORK

ss:

COUNTY OF ULSTER

I, the undersigned Clerk of the Legislature of the County of Ulster, hereby certify that the foregoing resolution is the original resolution adopted by the Ulster County Legislature on the 28th Day of April in the year Two Thousand Twenty, and said resolution shall remain on file in the office of said clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 1st Day of May in the year Two Thousand Twenty.

|s| Victoria A. Fabella
Victoria A. Fabella, Clerk
Ulster County Legislature

Submitted to the County Executive this
1st Day of May, 2020.

|s| Victoria A. Fabella
Victoria A. Fabella, Clerk
Ulster County Legislature

Approved by the County Executive this
5th Day of May, 2020.

|s| Patrick K. Ryan
Patrick K. Ryan, County Executive