

Implementing A Voluntary Separation Program For Eligible Ulster County Employees

Referred to: The Ways and Means Committee (Chairman Gerentine and Legislators Harris, Maio, Maloney, Gregorius, Provenzano, and Rodriguez) and the Health and Personnel Committee (Chairman Aiello and Legislators Belfiglio, Ronk, Parete and Provenzano)

Chairman of the Ways and Means Committee Richard A. Gerentine and Deputy Chairman Donald J. Gregorius offer the following:

WHEREAS, this resolution has been submitted by the County Executive and the Personnel Director; and

WHEREAS, the recent economic recession has had profound effects on both a national and local level; and

WHEREAS, the effects of numerous unfunded stifling mandates drastically limits the County's discretionary expenditures; 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, the County Executive is dedicated to increasing the efficiency of County government by streamlining operations, which reduces the required number of County employees; and

WHEREAS, in an effort to foster savings, a "Voluntary Separation Program" (the 'Program') has been developed to provide an incentive to eligible County employees to voluntarily separate from County employment; and

WHEREAS, employees who are members of New York State Retirement System Tiers 1, 2 and 3, or those employees who were hired by the County prior to January 1, 1994, have the highest personnel cost to the County; and

WHEREAS, a cash payment for of voluntary separation from county employment is a mutually beneficial option for both the County and the affected employee; now, therefore, be it

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RESOLVED, that in order to be eligible to participate in the Program, a County employee must be a member of the Civil Service Employee Association (CSEA) or Ulster County Staff Association (UCSA) and enrolled in the New York State Retirement System in either Tier 1, 2 or 3, or was hired prior to January 1, 1994; and be it further

RESOLVED, in addition to the initial eligibility requirements set forth above, only employees from the following departments are deemed to be eligible: Public Works, Social Services, Environment, Finance, Health, Information Services, Mental Health, Office for the Aging, Employment and Training, Personnel, Planning, Probation, Purchasing/Central Services, Real Property Tax Service Agency, Safety, Insurance, Stop DWI, Public Transportation, Tourism, Veterans' Service Agency, Weights & Measures and Youth Bureau; and, be it further

RESOLVED, that an approved participating employee will receive a cash payment of \$12,500.00 in exchange for voluntarily separating from county employment by December 1, 2012; and, be it further

RESOLVED, that any separation payment made pursuant to the Program will be paid upon separation from employment; and, be it further

RESOLVED, that in order to participate in the Program, an employee must apply in writing to the Personnel Director no later than close of business on August 31, 2012; and, be it further

RESOLVED, that since the County Executive desires to ensure that essential services continue to be delivered and the needs of the public are continued to be met, each application will be reviewed by the Personnel Director who 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, be it further

RESOLVED, that employees who are approved to participate in the Program must separate from county employment by December 1, 2012; and, be it further

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

and moves its adoption.

Resolution No. 207

August 14, 2012

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Ulster County Employees**

ADOPTED BY THE FOLLOWING VOTE:

AYES: 21

NOES: 0

(Absent: Legislators Richard Parete and
Robert Parete)

Passed Committee: Health and Personnel on August 6, 2012.

Passed Committee: Ways and Means on August 7, 2012

FINANCIAL IMPACT:

UNKNOWN

STATE OF NEW YORK

ss:

COUNTY OF ULSTER

This is to certify that I, the undersigned Clerk of the Legislature of the County of Ulster have compared the foregoing resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 14th day of August, 2012, and that the same is a true and correct transcript of said resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of the County of Ulster this 15th Day of August in the year Two Thousand and Twelve.

/s/ Victoria A. Fabella

Victoria A. Fabella, Clerk
Ulster County Legislature

Submitted to the County Executive this

16th Day of August, 2012.

Approved by the County Executive this

_____ Day of August, 2012.

/s/ Victoria A. Fabella

Victoria A. Fabella, Clerk
Ulster County Legislature

Michael P. Hein, County Executive