

**Authorizing Participation In The Voluntary Separation Program
For An Additional Ulster County Employee**

Referred to: The Health and Personnel Committee (Chairman Aiello and Legislators Belfiglio, Ronk, Parete and Provenzano), The Public Works and Capital Projects Committee (Chairman Fabiano and Legislators Maloney, Roberts, Briggs and John Parete), and The Ways and Means Committee (Chairman Gerentine and Legislators Harris, Maio, Maloney, Gregorius, Provenzano, and Rodriguez)

Chairman of the Public Works and Capital Projects Committee, Dean J. Fabiano, offers the following:

WHEREAS, on August 14, 2012 the County Legislature adopted Resolution 207, implementing a voluntary separation program for eligible County employees; and

WHEREAS, the streamlining of operations through a voluntary separation agreement can be beneficial to both employees and the County; and

WHEREAS, in an effort to foster savings, the “Voluntary Separation Program” (the ‘Program’) was 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 voluntary separation from county employment is a mutually beneficial option for both the County and the affected employee; and

WHEREAS, to date, 18 employees have indicated their willingness to participate in the voluntary separation program; and

WHEREAS, an additional employee, Robert Graney, has requested to participate in the program but could not leave the employ of Ulster County until December 28, 2012 and therefore was not eligible to participate in the voluntary separation agreement; and

WHEREAS, the County desires to extend the voluntary separation program upon its existing terms and conditions to the separation date of December 28, 2012 for County employee Robert Graney to participate in the voluntary separation agreement program (provided all other terms thereof and described herein are complied with); now, therefore be it

Resolution No. 273 November 13, 2012

**Authorizing Participation In The Voluntary Separation Program
For An Additional Ulster County Employee**

RESOLVED, that upon a determination that Robert Graney otherwise meets eligibility requirements provided for in Resolution 207, such employee may participate in the voluntary separation program for eligible Ulster County Employees, if he retires from the employ of the County by the end of December 28, 2012; and, be it further

RESOLVED, that such participating employee, when the County Personnel Director determines he is otherwise eligible, will receive a cash payment of \$12,500.00 in exchange for voluntarily separating from county employment on or by December 28, 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, such employee must apply in writing to the Personnel Director no later than close of business on November 30, 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, the application of Robert Graney 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 made by Robert Graney, after considering the operational impact on county departments, the necessity of backfilling the position, and other considerations; 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.

ADOPTED BY THE FOLLOWING VOTE:

AYES: 22 NOES: 0
(Absent: Legislator Belfiglio)

Resolution No. 273 November 13, 2012

**Authorizing Participation In The Voluntary Separation Program
For An Additional Ulster County Employee**

Passed Committee: Health and Personnel on November 1, 2012

Passed Committee: Public Works and Capital Projects on October 31, 2012

Passed Committee: Ways and Means on November 7, 2012

**FINANCIAL IMPACT:
SAVINGS TO BE DETERMINED**

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 13th day of November, 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 14th Day of November in the year Two Thousand and Twelve.

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

Submitted to the County Executive this
14th Day of November, 2012.

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

Approved by the County Executive this
_____ Day of November, 2012.

Michael P. Hein, County Executive