



COUNTY OF DUTCHESS

MARCUS J. MOLINARO

COUNTY EXECUTIVE

MEMORANDUM

TO: All Employees
FROM: Marcus J. Molinaro, County Executive
DATE: June 30, 2020
SUBJECT: **Separation Incentive Program**

This year has brought enormous challenges as we have confronted the COVID-19 pandemic and County employees have risen to the occasion. The development of the 2021 budget presents further hurdles as we face a tumultuous fiscal climate. We have experienced dramatic declines in sales tax revenue, the County's largest single revenue source, delayed state aid, and we have yet to receive federal aid to offset these losses. The current fiscal climate and uncertainty is unlike anything we have ever experienced. In an effort to minimize our financial challenges, we have developed a separation incentive program to provide employees with an opportunity to separate from County service with a choice of incentives. Through this program, we will seek to find savings by either holding vacant or deleting the vacated position, or a similar position within the department.

We are in the process of executing a Memorandum of Agreement (MOA) with each bargaining unit which details the terms of the incentive. You will be provided with a copy of your respective MOA once signed. The three options for employees to consider are listed below. As you review the various options, please feel free to contact the Department of Human Resources with any questions or concerns.

Option 1 (For Retirement): +10% County contribution on retiree Health Insurance; and
100% County covered Vision & Dental for 10 Years from date of retirement.

Option 2 (For Retirement): +10% County contribution on retiree Health Insurance; and
\$10,000 separation payment.

Option 3 (For Retirement or Separation): \$20,000 separation payment.

We understand these decisions require time for consideration and possible consultation with the New York State Retirement system. Applications are due to the County by July 31st, with notification of approval or denial by August 31st. Approved applicants will be required to separate from County service by October 31st in an effort to allow the County to realize some savings in the current fiscal year. However, we understand this date may not be sensible for every employee and we will consider any extenuating circumstances that would require a delayed separation by no later than December 31st.

Thank you as always for your service and dedication to our community.