

Dutchess County Retirement/Separation Incentive Program

- 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.

Clarifications

General Provisions:

- Application must be submitted no later than July 31, 2020.
- Departments will notify employees by August 31, 2020 if their application is approved.
- Separations under this plan are to be effective no later than October 31, 2020, however, at the sole discretion of the County Executive, separation dates between November 1 and December 31, 2020 may be approved on a case-by case basis, if there are extenuating circumstances.
- Applications for participation in this Program will be approved/denied at the sole discretion of the County Executive.
- Applications may not be rescinded by the employee once submitted.
- Part-Time (PT) employees who work at least 17.5 hours (or 20 hours where applicable) are eligible to apply. Part-Time per diem employees, are not eligible for this incentive program.
- This program is subject to Legislative approval and is expected to be presented to the Legislature in the beginning of August.

+10% County contribution on retiree Health insurance:

- Only applicable for employees who qualify for contributory retiree health insurance at time of separation (minimum 10 years' service credit with the County)
- This option will be recorded as having the next qualifying tier of health insurance for retired employees and surviving spouses.

County Service Credit Years	Current County Share of Coverage		Incentive County Share of Coverage	
	Individual	Dependent	Individual	Dependent
10 - 14 Years	50%	35%	60%	45%
15 - 19 Years	60%	45%	70%	55%
20 - 24 Years	70%	55%	80%	65%
25+ Years	80%	65%	90%	75%

These contribution tiers are not precedent setting and only applicable to approved applications as part of this separation program

- Participation in this program will provide no additional warranty or entitlements to insurance plans, carriers, eligibility to other coverage provisions unless expressly identified in this plan.

- Discontinuation of coverage due to voluntary unenrollment by the retiree and/or termination of coverage due to failure to pay will terminate this enhanced benefit. If/when the retiree is permitted to re-enroll, they will contribute at the rate associated with their actual service credit and no longer receive this +10% benefit.

100% County covered Vision & Dental for 10 Years from date of retirement:

- Only applicable for employees who qualify for and elect contributory health insurance at time of separation.
- This benefit option is not precedent beyond this program and will be defined as follows:
 - o CSEA, DSA, M/C Retirees will be eligible for the carrier, plan, and benefits as offered to active members of their units. Any future changes to the Vision and Dental plans for active employees will be applicable to retirees as well (except for any potential future changes in contributions).
 - o PBA and DCSEA members retiring under this option will be eligible for Vision and Dental plans as offered to the CSEA bargaining unit and subject to any future changes of those plans (except for any potential future changes in contributions).
 - o Coverage will commence the first of the month following separation and continue for a period of 10 years thereafter taking into account plan eligibility rules (aging off of dependents, etc.)
- Enrollee discontinuation of coverage, for any reason, will terminate this benefit and the retiree will not be eligible to re-enroll under the provisions of this separation plan.

\$10,000 separation payment, and \$20,000 separation payment:

- The lump sum payment will be paid in the employee's last paycheck.
- The lump sum payment can be applied to the Deferred Compensation program at the election of the employee. It is the employee's responsibility to manage and facilitate this process.
- PT Employees selecting one of these options will have the amount prorated based on their actual work schedule.