RESOLUTION NO. 328

AUTHORIZING THE CREATION OF AN EARLY SEPARATION PAYMENT PROGRAM AND INITIAL ACCEPTANCE OF APPLICATIONS FROM ALBANY COUNTY EMPLOYEES

Introduced: 9/14/20
By Personnel Committee:

WHEREAS, The County Executive has requested authorization to create an Early Separation Payment Program to incentivize employees who are interested in leaving the County workforce, to be administered through the Departments of Management and Budget and Human Resources, and

WHEREAS, This program will be offered to full-time county employees, and shall be a one-time payment of $15,000 for those who wish to leave county service, and

WHEREAS, Acceptance of initial applications for this program shall be reviewed by the Departments of Management and Budget and Human Resources based upon factors including, but not limited to, position, salary, department size and capability to maintain a vacancy, and

WHEREAS, Employees who participate in the Early Separation Payment Program shall be ineligible to return to County employment for a period for three years from the date of separation, now, therefore, be it

RESOLVED, By the Albany County Legislature, that the County Executive is hereby authorized to create an Early Separation Payout Program to incentivize employees who are interested in leaving the County workforce, with terms and conditions to be administered by the Departments of Management and Budget and Human Resources, and, be it further

RESOLVED, That the initial term of the Early Separation Payout Program shall commence immediately and expire on December 15, 2020, and, be it further

RESOLVED, That the County Attorney is authorized to approve said separation agreements as to form and content, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Adopted by unanimous vote – 9/14/20