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M. DAVID REILLY
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August 19, 2020

Honorable Andrew Joyce
Chair, Albany County Legislature
112 State St., Rm. 710
Albany, NY 12207

Chairman Joyce:

Legislative authorization is requested to allow the County Executive, through the Departments of Management and Budget and Human Resources, to create an Early Separation Payment program to incentivize employees who are interested in leaving the County workforce. This one-time payment of \$15,000 would be contingent upon the application being approved by Management and Budget, Human Resources and the Department head overseeing the employee to guarantee that the position can be defunded in 2021 without negatively impacting operations. If it is determined that the department can do without funding this position in 2021, or do without a similarly funded position, then the applicant will be approved and a contract will be signed.

We are requesting authorization to proceed with this program at this time and will come back for a budget amendment to fund the payouts later in the year, once the exact number of accepted applications have been processed. We anticipate this budget amendment will be accomplished through the utilization of underutilized lines from various departments from which the accepted applications come. This authorization request is for an amount not to exceed 50 employees total, for a cost of up to \$750,000. While the total impacts to both 2020 costs as well as 2021 savings will not be known until the positions are approved we estimate that this will save the County approximately three million dollars in 2021 between salary and fringe benefits. Should demand for the program exceed this 50 employee threshold and there is a desire to expand the program, we will return to the Legislature for authorization to do so.

I look forward to discussing this at the next round of Legislative Committee meetings, if you have any questions before then, please reach out so that we can discuss this.

Sincerely yours,

M. David Reilly

cc:

Hon. Dennis Feeney, Majority Leader
Hon. Frank Mauriello, Minority Leader
Majority Counsel
Minority Counsel