

## Questions regarding the VSIP

### What is a VSIP?

VSIP stands for Voluntary Separation Incentive Program – It states that CSEA members that participate in the program will receive \$1,000 for each year of full-time service with Nassau County.

### How do I know if I am eligible to participate in the VSIP?

You are eligible for the program if you are a full time Nassau County employee represented by CSEA with a minimum of ten years of full time service.

### What is the deadline to participate in the VSIP?

You have until September 15<sup>th</sup>, 2017 to make a decision. If you decide to participate, your paperwork for separation has to be submitted to County HR by end of business on September 15<sup>th</sup>, 2017. This will be the last day of work.

### Has this Incentive been finalized?

The VSIP still needs to be approved by the Nassau County Legislature and NIFA. It is our current understanding that it will pass both the Legislature and NIFA. Therefore, Jerry's recommendation is: Don't spend the money until you have it in your hands. The VSIP will be going to the legislature the week of August 21<sup>st</sup>.

### Will Personal Leave be paid out?

No

### Will Sick Leave be paid out?

Yes, up to the maximum as per our contract. The maximum is 200 days. Sick leave in the catastrophic bank will **NOT** be paid out.

### Will Comp time be paid out?

1. Members who are currently eligible to get comp time converted to cash will get paid out on all their comp time.
2. Members who are ineligible to receive cash for overtime, because their salary is above the last step on grade 15, will **NOT** get paid out on their comp time.
3. For those members who filled out paperwork to convert comp to cash, their checks will be expedited. They won't have to wait till January to get those checks.

### Can a member who has not reached the age of 55 still take advantage of this VSIP?

1. Yes, eligibility for participation in the VSIP is based on years of full time service with the County, NOT your age. As long as the member has at least 10 years of full time service with the County, he/she can participate in the incentive.
2. When participating in the VSIP, the member can choose to either separate or retire with the VSIP. Separate just means that you will no longer work for the county, but are not putting in retirement papers with NYS Employee Retirement System.
3. Once you separate from the County, you cannot return to the County for 18 months, unless a waiver is signed by both the County and the Union.
4. If you have not reached 55, and you choose to participate in the VSIP, and would like to have health coverage under NYSHIP, you will need to pay the NYSHIP monthly premium out of pocket, until you reach the age of 55. You would be paying for Vestee Health Insurance.

### **Why was NCC not included in the VSIP?**

There are three reasons why CSEA members working at NCC were not included, by NIFA, to participate in the Voluntary Separation Incentive Program (VSIP):

- 1) Since the College has its own budget that is separate and apart from the Nassau County budget, actions taken by the County don't always impact the CSEA members working at the college. An example is when CSEA members at the College were not frozen while all other CSEA members were. In the same manner, the separate budget makes it so that members at the college cannot participate in the incentive.
- 2) The last two times that NCC workers were included in the incentive, Nassau County was allowed to bond the money for the separation and then have the College pay the County back for the cost of the separation for the NCC, CSEA workers. This time around, NIFA is not allowing the County to bond the money for the separation and the College does not have the money to take it out of their current budget.
- 3) It would ***NOT*** save the County money to give an incentive to CSEA members that work there. This is because only a portion of the CSEA member's salaries is paid for by the County. The rest is paid for through tuition and by New York State. Ultimately this is meant to be a cost saving measure.

