

**RESOLUTION NO. 2020-30**

**A RESOLUTION OF THE MASON TRANSIT AUTHORITY BOARD  
APPROVING A VOLUNTARY RESIGNATION AND RETIREMENT  
INCENTIVE PROGRAM.**

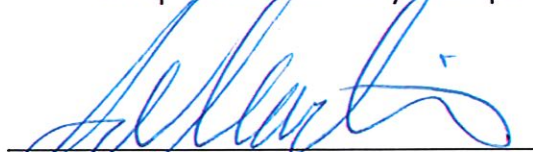
**WHEREAS**, Mason Transit Authority (MTA) faces uncertainty with regard to significant fiscal challenges as a result of the COVID-19 pandemic and the outcome of I-976;

**WHEREAS**, the MTA Board, in an effort to reduce salary costs and minimize the number of employees subject to an involuntary reduction in force, desires to provide MTA employees through 5:00 PM on October 30, 2020, with an option to receive a financial incentive to voluntarily separate from MTA employment through either retirement or resignation; and


**WHEREAS**, certain conditions and eligibility must be met by an MTA employee to qualify for the Voluntary Separation and Retirement Incentive Program and those conditions and eligibility are set forth in Exhibit A attached hereto;

**NOW THEREFORE, BE IT RESOLVED BY THE MASON TRANSIT AUTHORITY BOARD** that it approves the Voluntary Separation and Retirement Incentive Program as set forth in Exhibit A.

Adopted this 15<sup>th</sup> day of September, 2020.

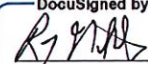
  
\_\_\_\_\_  
Wes Martin, Chair

DocuSigned by:  
  
\_\_\_\_\_  
CBBB14D89CBB941A  
Sharon Trask, Vice-Chair

DocuSigned by:  
  
\_\_\_\_\_  
8D26C260438D4891  
John Campbell, Authority Member

DocuSigned by:  
  
\_\_\_\_\_  
1CA8F23B9BD140E  
Kevin Dorcy, Authority Member

  
\_\_\_\_\_  
Matt Jewett, Authority Member

DocuSigned by:  
  
\_\_\_\_\_  
81BB697277154DA  
Randy Neatherlin, Authority Member


\_\_\_\_\_  
[Vacant], Authority Member

DocuSigned by:  
Kevin Shuffy  
Kevin Shuffy, Authority Member

DocuSigned by:  
Sandy Tarzwell  
Sandy Tarzwell, Authority Member

APPROVED AS TO CONTENT:   
Danette Brannin, General Manager

APPROVED AS TO FORM: Robert Johnson  
Robert W. Johnson, Legal Counsel

ATTEST:  DATE: September 28, 2020  
Tracy Becht, Clerk of the Board



## Voluntary Separation and Retirement Incentive Program

This program gives Mason Transit Authority employees the option to receive a financial incentive to voluntarily separate from MTA employment through either retirement or resignation. The program aims to reduce salary costs and minimize the number of employees subject to an involuntary reduction in force given MTA's uncertainty of significant fiscal challenges as a result of the COVID-19 pandemic and the outcome of I-976.

This is not an early retirement program. The incentive program is a management tool, not an employee right or benefit, to be used only as a one-time offer during a time a significant hardship and reduced service.

**Important Notice:** Employees who voluntarily resign or retire from employment may not be eligible for unemployment benefits.

### Conditions and Eligibility of Voluntary Separation and Retirement:

You must meet all of the following conditions to receive the incentive. You must:

- Accept this offer no later than 5:00pm on October 30, 2020. You may accept sooner, but after October 30, 2020, the offer expires;
- Give us your acceptance in writing using the Notice of Acceptance form which is attached to this memo;
- If you intend to resign or retire, specify a last date of employment which is mutually agreeable to you and to MTA, but which is no later than November 30, 2020;
- Remain employed by MTA until the date specified in your Notice of Acceptance;
- Sign the Release of Claims – Attachment A within one day after completing your last day of employment and return the form to Administrative Services;
- Have at least five years of continual service;
- Not have announced your retirement date;
- Not received a Reduction in Force notice;
- Not be a temporary employee;
- Be eligible to apply for a pension from the Public Employees Retirement System (PERS); and
- Have been eligible for normal retirement (if choosing retirement) for at least 12 months as per the table below.



Plan	Normal Retirement Eligibility
PERS 1	<ul style="list-style-type: none"> <li>➤ Age 60 and 5 years of service</li> <li>➤ Age 55 and 25 years of service</li> <li>➤ 30 years of service (any age)</li> </ul>
PERS 2	<ul style="list-style-type: none"> <li>➤ Age 65 and 5 years of service</li> </ul>
PERS 3	<ul style="list-style-type: none"> <li>➤ Age 65 and 10 years of service</li> <li>➤ Age 65 and 5 years of service, including 12 months of service after age 54</li> <li>➤ Age 65 and 5 years of service if the member completed 5 years of service before the Plan 2-to-3 transfer date in RCW 41.40.795</li> </ul>

**Under the Age Discrimination in Employment Act, you have the right to revoke your Release of Claims within seven (7) calendar days of the date you sign it. If you exercise your right to revoke the release, MTA will withdraw the separation incentive which is being offered.**

**Acceptance:**

Acceptance of the offer by the employee is entirely voluntary. An application for consideration must be submitted to the General Manager by October 30, 2020 for review. If approved, the employee choosing to accept an incentive offer will sign a form indicating that their decision to participate is entirely voluntary and that they fully understand re-employment and other restrictions.

MTA will accept up to six (6) voluntary resignations. If more than six requests are received, the offers will be accepted based on seniority.

**Payment:**

The incentive amount will be \$1,000 per year of service.

The separation payment will be a lump sum, which will be subject to income tax and Social Security tax but will not be considered income for retirement purposes.

**Unemployment Compensation:**

Employees accepting voluntary separation are ineligible for unemployment compensation.

**Repayment:**

An employee who returns to MTA service in five or fewer years must repay the incentive. An exception or partial exception may be granted, provided MTA seeks to hire the former employee. Such exceptions will be evaluated on their potential benefit to MTA.