

## Communication from Public

**Name:** Liz Amsden  
**Date Submitted:** 09/02/2020 10:22 AM  
**Council File No:** 20-0600-S56

**Comments for Public Posting:** I am strongly opposed to any expansion of or future use of the Separation Incentive Program. Primarily because, while it may help with cash flow in the short term, it will cost a great deal more in the long run. By encouraging experienced and effective City personnel to retire early, we not only lose their expertise in a time of crisis when it would be of greatest assistance, we lose the institutional memory of their years of work which will be desperately needed when the crest of the pandemic has passed. Then there is the cost of hiring and training replacements. And the cost of problems that arise due to that missing institutional memory. Remember that the aftermath of the 2008 meltdown lasted almost a decade. Please look for more creative solutions than losing one of the City's greatest resources - its experienced workforce.

## Communication from Public

**Name:** Pablo Vasquez

**Date Submitted:** 09/02/2020 10:19 AM

**Council File No:** 20-0600-S56

**Comments for Public Posting:** Why did you not include the City people that are not in Regular Retirement but they are in between the categories given, 55 and 30 yrs of service or 60 with 10 years of service or 70 years old with no restriction of the years of services. I'm in between 57 with 28 years of services and I don't qualify. If you have included you will have more than the minimum. People like me, "irregular" would like to participate in this incentive program, just not to help us but help the new hires not to lose their jobs in potential lay-offs