

TTF INVOLUNTARY SEPARATION PACKAGE RECOMMENDATIONS
Non Sworn Officer Population

GOPatteson 5/17/121

Separation Option Implementation Recommendations

Separation package per determined formula communicated to departing employees upon notification of decision.

Termination date determined by governing bodies. Employees must remain employed through that date to receive separation package.

In consideration for separation packages, waivers signed.

An employee voluntarily leaving prior to end of his/her retention period will receive only Current Policy, provided waiver signed.

Outplacement services to be provided to departing employees.

	Estimated Cost Range		
	<u>Low</u>	<u>High</u>	
Current Policy (2 wks Boro, 4 wks Town, + days)	\$ 102,144	\$ 290,403	MANDATORY - NO TTF DISCRETION
One Wk Salary per Yr Local Service (8-16 wk, min-max)	\$ 125,323	\$ 236,704	RECOMMENDED INCREMENTAL PACKAGE
Outplacement Services	\$ 6,000	\$ 10,000	ESTIMATE
Total Cost (Current Policy Plus Recommended)	\$ 233,467	\$ 537,107	TOTAL COST ESTIMATE

Assumptions:

Figures are estimates based on revised headcount reduction recommendations approved by TTF 5/16/12.

Figures include 3 civilian personnel positions in police department.

Actual costs may vary depending upon specific individuals selected and other factors.