

## **Transition Task Force**

### **Personnel subcommittee**

#### **Report of 3/28/12 meeting**

Members of the Transition Task Force's Personnel Subcommittee (Thea Berkhout, Jo Butler, Jim Levine, Jill Jachera, Shirley Meeker, Gary Patteson, Bruce Topolosky, Bob Bruschi, Kathy Monzo, and Sandra Webb), met and discussed the following matters:

- Possible severance packages for employees in redundant positions who will be affected by the consolidation. The subcommittee voted to recommend for employees other than police a package in the "involuntary" severance category that would provide something more than the current policies provide, in order to retain employees during the transition who would be laid off. The subcommittee also agreed to recommend the enhanced severance package because it would allow for the exchange of a release. In addition they voted to recommend that an ERI package not be offered to the police because of the negative affects it would have on retaining police. The subcommittee agreed that it was important to communicate to employees – including the police – that ERI would not be an option so as not to mislead anyone. Gary Patteson will report these recommendations to the full task force and will provide the analysis that shows that attrition and ERI were considered, but would not be recommended for the non-police personnel.
- Jim Levine reported that his working group is continuing its analysis for merging policies and benefits and they are still on track to be able to present a report on this to the Task Force on April 18.
- Shirley Meeker provided a written report on the various cross-pollination efforts already taking place among the staff, and she will continue to monitor these activities and report on them to the subcommittee which, in turn, will report on ongoing efforts to the Task Force.
- Under "other business" the committee agreed to take up discussions of the proposed reorganized structures recommended by the administration as well as a recommended process that should be implemented for selection of employees to be retained in the redundant positions
- The next meeting of the committee will be on April 4 at 5:30 p.m.