



Legislation Text

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Voluntary Separation Program (NB)

This item requests authorization to implement a Voluntary Separation Program.

A voluntary separation program usually involves employees voluntarily terminating their employment with an employer in exchange for severance benefits. Generally, such a program allows employers to address budget shortfalls through a reduction of workforce which does not involve involuntary termination of employment (i.e., layoffs).

It is proposed that the City Commission authorize the implementation of a Voluntary Separation Program to help address the fiscal and economic conditions facing the City. The intent of this program is to create vacancies that will provide the opportunity to eliminate budgeted positions. A successful program should mitigate the need to consider layoffs. In order to generate recurring budgetary savings it should be understood that a certain number of positions vacated will be eliminated from the budget.

The proposed Voluntary Separation Program would provide eligible employees a cash payment equal to two weeks of base pay for every full year of regular employment with the City. Eligible employees electing to participate in the City's Voluntary Separation Program would receive at least four weeks of their base pay and no more than twelve weeks of their base pay in exchange for their voluntary separation of employment from the City by July 1, 2010. Employees eligible to participate in the City's Voluntary Separation Program would generally work in those operational areas where a reduction in workforce would have the least impact on vital City services and where a reduction in workforce is needed to address projected budget deficits. Eligibility may be restricted as to specific employee classifications, organizational functions, departments, or particular skill sets. The determination of final eligibility will be set after consultation with all Charter Officers and bargaining with the applicable bargaining units as appropriate.

Eligible employees desiring to participate in the Voluntary Separation Program must do so by June 2, 2010. This will entail, among other things, submitting a letter of resignation effective no later than July 1, 2010.

The Voluntary Separation Program will be funded from budgeted personal services within each department. Each authorized position was budgeted for the full fiscal year. Eligible employees electing to participate in the Voluntary Separation Program will vacate their position effective July 1, 2010, resulting in a thirteen week vacancy period. The cash payment will be funded from the thirteen week vacancy period. Therefore, funds are available in the FY2010 budget. There is no cost to this program in FY2011. Any positions eliminated from the budget will result in a net savings to the City.

The City Commission authorize the implementation of a Voluntary Separation Program.