



## CITY COUNCIL AGENDA ITEM

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Date: May 24, 2011

To: The Honorable Mayor and City Council Members

From: John Szerlag, City Manager

Subject: Early Retirement Incentive Program (ERIP) for Building Maintenance Personnel

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The Early Retirement Incentive Program (ERIP) for Classified and Exempt personnel was approved by City Council because it was cost efficient to our organization to offer such a program. All in all, 68 personnel qualified for this program and 26 took a retirement as a result thereof. The end date for this program was May 23, 2011.

In tandem with the ERIP window of eligibility, City Management was and is working on specifications for outsourcing the building maintenance function. And we believe it is going to be most cost efficient to maintain a core level of personnel and outsource specialized/seasonal functions. However, should it prove cost efficient to outsource all building maintenance functions, I recommend that the ERIP be extended for those personnel in the building maintenance department who remained in the department and were not slated for lay-off in accordance with our three-year budget document.

I will be happy answer any questions you may have.

c: John M. Lamerato, Assistant City Manager/Finance & Administrative Services  
Mark F. Miller, Director of Economic and Community Development  
Steve Pallotta, Building Operations Director  
Tim Richnak, Department of Public Works Director  
Peggy Sears, Human Resources Director