



STEVEN M. FULOP
MAYOR

CITY OF JERSEY CITY OFFICE OF THE MAYOR

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STEVEN M. FULOP
MAYOR

Report of Directors
8.5
Meeting 05.22.19

E.O. 2019-006

May 2, 2019

AN EXECUTIVE ORDER OF THE MAYOR OF THE CITY OF JERSEY CITY AUTHORIZING THE CREATION OF AN EMPLOYEE VOLUNTARY SEPARATION INCENTIVE PROGRAM

Pursuant to the authority vested in the Mayor of the City of Jersey City by law, I issue the following Executive Order authorizing the creation of a Voluntary Separation Incentive (VSI) program.

The VSI program is being offered to eligible City employees who agree to resign or retire from the City this calendar year, in either July or December 2019. Eligible employees must be full-time non-uniformed/civilian employees of the City who are in good standing on the effective date of separation (e.g., not under suspension) and who, as of May 31, 2019, have obtained 20 years of service. Employees of the Jersey City Incinerator Authority (JCIA) and the Jersey City Parking Authority (JCPA) who were hired by the City when those entities were dissolved, will receive credit for their years of service with those entities. Service shall be defined as all the time worked for the City as a full-time employee, excluding unpaid periods of work, such as layoffs, unpaid leaves of absences, suspensions, etc.

Incentive amounts will be based on the employee's total salary. Employees earning a total salary under \$60,000 shall be entitled to a \$15,000 VSI incentive. Employees earning a total salary of \$60,001 or over shall be entitled to 25% of their total salary. Total salary shall include only funds paid to the employee which count as "pensionable" compensation, i.e., base pay and any longevity pay received.

Additionally, those approved for participation in the VSI program will be exempt from the provisions of Executive Order 2019-003, which requires that all terminal leave payments to be made over the course of at least three years. Eligible VSI participants will receive their terminal leave payment in full immediately after their date of separation/retirement.

Applicants for the VSI program must complete the application on file in the Department of Human Resources on or before May 31, 2019 as the offer to participate in the VSI program will expire on that date. Approval for participation in the VSI program is subject to meeting all requirements set forth in this Order. The Department of Human Resources will determine the eligibility of applicant. The separation date requested on the VSI Application shall be subject to approval of the Business Administrator and shall be based on the operational needs of the department in which the applicant is currently employed. Employees who accept a Voluntary Separation Incentive shall be ineligible for re-hire as either a part-time or full-time employee of the City.

This Executive Order shall take effect immediately and shall be kept on file in the Office of the City Clerk and the Business Administrator. It will also be made available to the public upon request.



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cc: Brian D. Platt, Business Administrator
Robert Byrne, City Clerk
Peter J. Baker, Corporation Counsel
All Department Directors