

Early Retirement Incentive

Overview

- Opportunity to reduce costs by allowing certain eligible employees to take advantage of an early retirement
- Opportunity to restructure and create advancement opportunities for our staff
- Authorized only in situation where demonstrable savings can be achieved

Highlights of Finance Department Restructuring

- FY11 Net Savings \$32,498
- FY12 Net Savings 107,031
- FY13 Net Savings 105,417
- FY11-FY13 Total Net Savings \$244,946
- Reduction of 1 full time employee (Finance Director/Treasurer)
- Treasurer's duties are combined with Collector.
- Finance & Budget Analyst becomes Budget Director and assumes budgeting and other financial duties

ERI – Finance Department Restructuring

	FY11	FY12	FY13	Total
Current Structure				
Personal Services	861,838	865,037	865,287	2,592,161
Expenses	125,270	125,270	162,270	412,810
Total	987,108	990,307	1,027,557	3,004,971
ERI Reorganization				
Personal Services	829,939	762,546	764,410	2,356,895
Expenses	124,670	120,730	157,730	403,130
Total	954,609	883,276	922,140	2,760,025
Savings	32,498	107,031	105,417	244,946

Highlights of Ambulance Enterprise & Fire Department

- FY11 Net Savings / (Costs) (\$45,068)
- FY12 Net Savings 55,583
- FY13 Net Savings 24,856
- FY11-FY13 Total Net Savings \$35,371

- Provides increase of service – Advanced Life Support Program fully staffed by February 2012
- Ambulance Enterprise projected to be self-supporting by FY14

ERI – Ambulance Enterprise & Fire Department

	FY11	FY12	FY13	3 Yr Total
Ambulance Enterprise				
Maximum Cost of 2 Medics	(95,901)	(157,322)	(166,145)	(419,368)
Add'l ALS Revenue	22,131	135,855	115,164	273,150
Maximum Net Cost of Hiring Medics	(73,770)	(21,467)	(50,981)	(146,218)
Fire Department				
Savings from Retirements	66,094	123,375	124,815	314,284
Less Backfill of Dispatcher, Promotion to LT	(37,392)	(46,325)	(48,978)	(132,695)
Savings due to Early Retirement	28,702	77,050	75,837	181,589

Ambulance Enterprise Revenue Projection

	FY11	FY12	FY13
Addition of 2 New Medics @ 10/18/10			
Revenue Projection - Ambulance BLS	496,125	520,931	546,978
Revenue Projection - Ambulance ALS	136,704	373,504	496,030
		*Fully Staffed	
Total Revenue	632,829	894,435	1,043,008
Without 2 New Medics @ 10/18/10			
Revenue Projection - Ambulance BLS	496,125	520,931	546,978
Revenue Projection - Ambulance ALS	114,573	237,649	380,865
			*Fully Staffed
Total Revenue	610,698	758,580	927,843
Lost Revenue if Motion Fails	22,131	135,855	115,165

ALS Assumptions

- From 1/1/09 thru 12/31/09, we received 597 ALS calls.
- ALS Analysis is based on a conservative 500 calls per year.
- From Aug 3, 2010 thru Oct 3, 2010, we averaged 2 ALS calls per shift.
- Need an average of 1.37 calls per shift to reach 500 calls per year.

ERI Summary

- **26 Month Budget Savings**
 - Finance Department \$244,946
 - Fire / Ambulance Enterprise 35,371
- TOTAL \$280,317**

- **Other Factors**
 - Health Insurance for 2 New Hires (Family or Individual Plans)
 - Middlesex Retirement Additional Assessment is amortized over 10 years resulting in a yearly minimal budget impact
 - Offset by forfeiture of employee benefit payout

- **Maximum Financial Impact for other factors over 3 years is \$50,000**