



Voluntary Separation from Service Incentive Plan (VSIP)

EXHIBIT A

TABLE OF SEPARATION ALLOWANCES

<u>Years of Ramapo Service*</u>	<u>Payment - % of Base Salary**</u>
10 to under 15	25%
15 to under 20	33.3%
20 to under 25	41.7%
25 to under 35	50%
35+ years	66.6%

*Does not count years of NJ state service or other public institutions.

**Base salary is calculated on primary job duties at the College