

ORDINANCE NO. 2020-12

**AN ORDINANCE AUTHORIZING CITY MANAGER TO OFFER
SEPARATION INCENTIVES FOR CERTAIN EMPLOYEES
OF THE CITY OF STREATOR**

WHEREAS, the City of Streator ("City"), Counties of LaSalle and Livingston, is a non-home rule body politic and corporate, organized and existing pursuant to the Illinois Municipal Code, 65 ILCS 5/1- 1-1, et seq.; and

WHEREAS, the City seeks costs savings by establishing an early separation incentive program for certain employees who have accumulated many years of credible service; and

WHEREAS, the establishment of the early separation incentive program will provide the City with an additional way to reduce payroll costs to meet the goal of cost savings for the City; and

WHEREAS, the Mayor and City Council find that it is best interest of the City and its residents to adopt a new early separation incentive program,

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF STREATOR, LASALLE AND LIVINGSTON COUNTIES, ILLINOIS, AS FOLLOWS:

Section 1: The Preambles hereto are hereby made a part of, and operative provisions of, this Ordinance as fully as if completely repeated at length herein.

Section 2: The City Manager is authorized to offer an "Early Separation Incentive Program" as provided below:

Any non-sworn, full-time employee, who, upon attaining the age of fifty-five (55) and having accumulated eight (8) years of service with the City of Streator and is receiving health insurance benefits from the City shall be eligible for an early separation incentive. In addition, any sworn, full-time employee, who, upon attaining the age of fifty (50) and having accumulated ten (10) years of service with the City of Streator and is receiving health insurance benefits from the City shall be eligible for an early separation incentive.

Eligible employees must notify the City of their intent to terminate employment with the City and accept the early separation incentive offer by executing, and submitting to the City, the Early Separation Incentive Program Employee Release and Agreement ("Agreement" at Attachment 1) no earlier than the effective date of this Ordinance and no later than June 15, 2020.

The date of any employee's separation under this program must be no later than December 31, 2020. In exchange for accepting the City's early separation incentive program, the City shall provide 100% health insurance premium coverage for the employee and currently enrolled family members, as of the date of the passage of the authorizing ordinance by the

City Council, for two (2) years from and after the employee's actual date of separation. Enrolled employees must agree to utilize and exhaust any accrued and unused vacation time prior to separation, such that no employee may receive payment for any vacation or other accrued time, except sick leave.

In addition, full-time, sworn employees who submit the Early Separation Incentive Program Employee Release and Agreement to the City on or before June 15, 2020 designating a separation date on or before December 31, 2020, and who complete the separation on or prior to December 31, 2020, shall be entitled to an early separation salary increase as set forth below:

Full-time, sworn employees will be eligible for a salary increase of two and one-half percent (2.5%) of their base salary earned on the date he or she signs the separation agreement with the City, such increase being awarded to such employees for work performed (or for compensated leave) during their final pay period only. Base salary (whether determined on an hourly or bi-weekly salary basis) for purposes of this separation salary increase shall not include any call-out pay, overtime, differentials, longevity pay, any prior bonus payments, any anticipated future bonuses or any form of additional compensation. Any employee who fails to separate in the timeframe set forth in his Agreement shall forfeit any right to any salary increase herein defined.

Section 3: The City Manager is authorized to establish a Health Reimbursement Arrangement program in compliance with the Internal Revenue Code and any incentives provided pursuant to this Ordinance may be awarded under such program to the extent permitted by law.

Section 4: Any policy, resolution, or ordinance of the City that conflicts with the provisions of this Ordinance shall be and is hereby repealed to the extent of such conflict. Furthermore, the City Manager is authorized to withdraw any offer made pursuant to this Ordinance for the provision of separation incentives for any employee who is covered by a collective bargaining agreement upon the filing with the City of a grievance or objection from such employee or union.

Section 5: This Ordinance shall be in full force and effect from and after its adoption and approval and


Section 6: The City Clerk is authorized and directed to publish this Ordinance in pamphlet form.

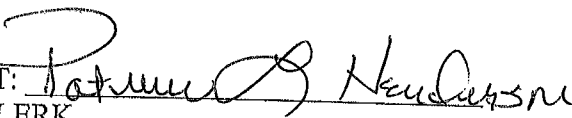
ADOPTED this 15th day of April, 2020, by the Mayor and City Council of the City of Streator on a roll call vote as follows:

AYES: Bedei, Brozak, Crouch, Scarbeary and Mayor Lansford

NAYS: None

ABSENT: None


MAYOR

ATTEST: 
CITY CLERK