

ORDINANCE NO. 2020-24

**AN ORDINANCE REVISING
SEPARATION INCENTIVES FOR CERTAIN EMPLOYEES
OF THE CITY OF STREATOR BY EXTENDING ENROLLMENT PERIOD
TO OCTOBER 31, 2020**

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 Council adopted Ordinance 2020-12 on April 15, 2020 establishing an early separation incentive program for certain employees who have accumulated many years of credible service and revised such Ordinance by adopting Ordinance 2020-22 on August 19, 2020; 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 revise its early separation incentive program by extending the enrollment period to October 31, 2020.

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: Any Early Separation Incentive Program Employee Release and Agreement that was executed under Ordinance 2020-12 and Ordinance 2020-22 as of the effective date of this Ordinance remains in effect.

Section 3: The City Manager is authorized to offer a revised “Early Separation Incentive Program” for non-sworn, full-time employees as provided below:

A. 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 a full early separation incentive, as follows:

In exchange for accepting the City’s early separation incentive program, the City shall provide 100% health and dental 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, at the time of separation.

B. Any non-sworn, full-time employee, who, upon attaining the age of fifty-five (55) and having accumulated at least five (5) years of service with the City of Streator and is receiving health insurance benefits from the City shall be eligible for a reduced early separation incentive, as follows:

In exchange for accepting the City's early separation incentive program, the City shall provide 100% health and dental 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 a reduced, pro-rata period to last no longer than two (2) years from and after the employee's actual date of separation. For example, an employee who has worked five years shall receive 15 months of insurance coverage (60 months worked/96 months full eligibility=63%. $.63 \times 24$ months full coverage=15 months pro-rata coverage.)

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, at the time of separation.

C. 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 October 31, 2020. The date of any employee's separation under this program must be no later than December 31, 2020.

Section 4: The City Manager is authorized to offer a revised "Early Separation Incentive Program" for sworn, full-time employees as provided below:

A. Any sworn, full-time employee, who has 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, as follows:

In exchange for accepting the City's early separation incentive program, the City shall provide 100% health and dental 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, at the time of separation.

B. 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 October 31, 2020. The date of any employee's separation under this program must be no later than May 1, 2021.

Section 5: 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 6: 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 7: This Ordinance shall be in full force and effect from and after its adoption and approval and

Section 8: The City Clerk is authorized and directed to publish this Ordinance in pamphlet form.

ADOPTED October 21, 2020, by the Mayor and City Council of the City of Streator on a roll call vote as follows:

RECORD OF THE VOTE	Yes	No	Abstain	Absent
Mayor Jimmie D. Lansford	√			
Councilwoman Tara Bedei	√			
Councilman Ed Brozak	√			
Councilman Brian Crouch	√			
Councilman Joe Scarbeary	√			

APPROVED: 
MAYOR

ATTEST: 
CITY CLERK