

Councilmember introduced the following resolution and moved for its adoption:

RESOLUTION #

Resolution to Offer a Voluntary Early Separation Program.

WHEREAS, the city of Ramsey may desire to establish a voluntary early separation program in order to reduce salary expenses and to meet business needs in tough economic times; and

WHEREAS, staff analyzed several program design options and has determined the following program to be the most cost-effective:

Employees with 10+ years of service at time of termination (includes cumulative total for non-consecutive service and/or pro-rated part-time service) shall receive:

1) The City will provide the terminating employee, a payout of \$10,000. For each additional full year of service above 10 years, an employee will receive an additional \$500 for each year of service, to a total maximum of \$22,500 (35 years of service) and,

2) The cash equivalent of nine (9) months of the city's contribution towards the employee's selected health premium in effect at the time the incentive program is adopted, or the cash equivalent of 9 months of the \$290 waiving benefits.

WHEREAS, if approved, the program would be strictly voluntary and open only to those City employees who meet the requirements listed below:

1) Must be a regular employee of the City with a minimum of 10 years of regular service AND:

A) Who is at least age 55 years and eligible for a full or reduced PERA Coordinated Plan annuity; or

B) Who is at least age 50 years and eligible for a full or reduced PERA Police and Fire Plan annuity; or

C) Meet the above age requirement for your PERA plan and are receiving PERA disability benefits; and

WHEREAS, Employees must submit a letter of interest to Human Resources by May 31, 2012. Employees must agree to leave employment with the city no sooner than June 30, 2012 and no later than December 1, 2012

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA, as follows:

Offer eligible employees the following early separation benefit:

1) The City will provide the terminating employee, a payout of \$10,000. For each additional full year of service above 10 years, an employee will receive an additional \$500 for each year of service, to a total maximum of \$22,500 (35 years of service) and,

2) The cash equivalent of nine (9) months of the city's contribution towards the employee's selected health premium in effect at the time the incentive program is adopted, or the cash equivalent of 9 months of the \$290 waiving benefits.

Subject to employees submitting a letter of interest to Human Resources by May 31, 2012; as well as employees agreeing to leave employment with the city no sooner than June 30, 2012 and no later than December 1, 2012

The motion for the adoption of the foregoing resolution was duly seconded by Councilmember _____, and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 27th day of March 2012.