

## RESOLUTION NO. A-\_\_\_\_\_

1 WHEREAS, the City Council passed resolution No. A-84080 on October 23, 2006  
2 directing the Personnel and Law Departments to draft and bring forward for consideration a  
3 temporary early retirement incentive program; and

4 WHEREAS, the Personnel and Law Departments have now drafted a temporary early  
5 retirement incentive program pursuant to the City Council's direction;

6 NOW, THEREFORE, be it resolved by the City Council of the City of Lincoln, Nebraska:

7 There is hereby established a temporary early retirement incentive program consisting of  
8 the following terms and conditions, and those specified in the attached "Application and  
9 Agreement", attached hereto as Attachment A and made a part hereof by reference.

10 1. **Eligibility.** Employees eligible to participate shall be any regular employee in  
11 pay ranges prefixed with the letters A, B, C, E, M, N, and X who has attained the age of 55 and  
12 has completed 20 or more years of service with the City and any regular employee in the above  
13 pay ranges age 62 or older at the time of adoption of this program or any employee in the above  
14 pay ranges who will meet these eligibility requirements during the period in which to apply;

15 2. **Participation.** Employee participation in the temporary early retirement incentive  
16 program is strictly voluntary on the part of eligible employees;

17 3. **Application to Participate.** Any eligible employee wishing to participate in the  
18 temporary early retirement incentive program shall complete an Application and Agreement in  
19 the form of Attachment A to this resolution during the time the temporary early retirement  
20 incentive program is in effect.

21 4. **Enrollment Period.** Eligible employees are required to enroll in the temporary  
22 early retirement incentive program by completing an Application and Agreement at any time  
23 between February 1<sup>st</sup>, 2007, and April 30<sup>th</sup>, 2007;

1           5.     Retirement Date. Any eligible employee who enrolls in the temporary early  
2 retirement incentive program shall be required to retire from City employment between  
3 September 1<sup>st</sup>, 2007, and November 30<sup>th</sup>, 2007.

4           6.     Early Retirement Incentive. Any eligible employee who enrolls in the temporary  
5 early retirement incentive program shall receive an incentive payment of \$15,000 payable to the  
6 employee's Post Employment Health Plan (PEHP) premium account and in addition to such  
7 cash payment, shall receive an additional sick leave payout of 15% above the employee's  
8 normal sick leave payout amount upon retirement as set forth in the applicable collective  
9 bargaining agreement or Lincoln Municipal Code provisions which amount shall also be paid to  
10 the employee's PEHP premium account; and

11           7.     Compliance with Law. The temporary early retirement incentive program is  
12 intended to fully comply with all applicable provisions of the Age Discrimination in Employment  
13 Act (ADEA) and the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C.A. Sections 621-  
14 634.

Introduced by:

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Approved as to Form and Legality:

\_\_\_\_\_  
City Attorney

Approved this ____ day of _____, 2007:  _____ Mayor
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