

## ORDINANCE NO. \_\_\_\_\_

1 AN ORDINANCE establishing a retirement buyout program; to define employees'  
2 eligibility for the program; to define the specific terms and conditions of the program; to establish  
3 the duration of the program; and declaring an emergency.

4 BE IT ORDAINED BY the City Council of the City of Lincoln, Nebraska:

5 Section 1. There is hereby established a retirement buyout program, the  
6 purpose of which is to address budget deficits for fiscal year 2002-2003.

7 Section 2. Eligibility. Any employee who currently meets the requirements  
8 for retirement from the City of Lincoln, i.e. age 50 with 25 years of service; age 55 with 20 years  
9 of service; or age 53 with 21 years of service; and any employee who will meet the retirement  
10 requirements during the time in which this program is in effect, are eligible to participate in the  
11 retirement buyout program.

12 Section 3. Procedure to Participate. To participate in the retirement buyout  
13 program, an eligible employee must submit a written request to the Personnel Director which  
14 request shall set forth the employee's anticipated date of retirement, which must be on or before  
15 January 3, 2003. Additionally, any employee requesting to participate in the retirement buyout  
16 program will be required to enter into a written agreement with the City of Lincoln to comply with  
17 the provisions of 29 U.S.C. §§623(f)(2)(B)(ii) and 626(f)(1).

18 Section 4. Consideration. In consideration of an eligible employee's participation  
19 in the retirement buyout program, the City will pay and the eligible employee will receive the  
20 following:

1 (a) \$10,000 to be paid to the employee's Post Employment Health Plan  
2 (PEHP) premium account, if applicable, for coverage under the City of Lincoln's health  
3 insurance plan or a health plan of the employee's choosing subsequent to the employee's  
4 effective retirement date; and

5 (b) The City will pay and the eligible employee will receive an additional  
6 sick leave payout in accordance with the following schedule:

7 (1) For those employees in pay ranges prefixed by the letters A  
8 and C, an additional 25% of the employee's accrued sick leave balance,  
9 one-half of which will be designated for contribution to the employee's  
10 Post Employment Health Plan (PEHP) premium account and one-half to  
11 be paid in cash;

12 (2) For those employees in pay ranges prefixed by the letters N  
13 and X, an additional 25% of the employee's accrued sick leave balance,  
14 with a cap of 960 hours to be designated for contribution to the  
15 employee's Post Employment Health Plan (PEHP) premium account;

16 (3) For those employees in pay ranges prefixed by the letter F, an  
17 additional 340 hours of the employee's accrued sick leave balance in  
18 excess of the payout cap of 930 hours for fire suppression (a total of 1270  
19 hours) or the cap of 620 hours for those F ranges which are not fire  
20 suppression (a total of 960 hours) with the entire amount of the additional  
21 payout being designated for contribution to the employee's Post  
22 Employment Health Plan (PEHP) premium account;

1 (4) For those employees in pay ranges prefixed by the letter P, an  
2 additional 340 hours of the employee's accrued sick leave balance for a  
3 total of 960 hours;

4 (5) For those employees in pay ranges prefixed by the letter B, an  
5 additional 25% of the employee's accrued sick leave balance with a cap  
6 of 960 hours, all of which will be designated for contribution to the  
7 employee's Post Employment Health Plan (PEHP) premium account; and

8 (6) For those employees in pay ranges prefixed by the letters M  
9 and E, an additional 340 hours of the employee's accrued sick leave  
10 balance above the present cap of 620 hours for a total of 960 hours and  
11 for those employees in pay ranges prefixed by the letter M who work 56-  
12 hour work weeks, an additional 340 hours of that employee's accrued sick  
13 leave balance for a total of 1270 hours, all of which will be designated for  
14 contribution to the employee's Post Employment Health Plan (PEHP)  
15 premium account.

16 Section 5. Duration. The retirement buyout program established herein shall be  
17 effective from the date of passage of this ordinance through Friday, May 24, 2002, at 5:00 p.m.  
18 Any employee desiring to participate in this program must submit a request in accordance with  
19 the provisions herein at any time between the date of passage of this ordinance and May 24,  
20 2002 at 5:00 p.m. Subsequent to May 24, 2002, this ordinance by its terms and the program  
21 established hereby shall be no longer valid.

1 Section 6. Whereas an emergency exists, this ordinance shall become effective  
2 from and after the date of its passage.

Introduced by:

\_\_\_\_\_

Approved as to Form & Legality:

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

Staff Review Completed:

\_\_\_\_\_  
Administrative Assistant

Approved this \_\_\_ day of \_\_\_\_\_,  
2002:

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**Mayor**