
THE CITY OF ROCHELLE
Ogle County, Illinois

ORDINANCE
NO. _____

**AN ORDINANCE AMENDING ARTICLE IV, SECTION 2-264 OF THE MUNICIPAL
CODE TO “AN EARLY SEPARATION INCENTIVE PROGRAM FOR CERTAIN
EMPLOYEES OF THE CITY OF ROCHELLE”**

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City Council

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WHEREAS, the City of Rochelle (“City”), County of Ogle, 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 amending its early separation incentive program and extending the timeframe for certain employees who have accumulated many years of credible service to elect an early separation; and

WHEREAS, the amendment 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; and

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ROCHELLE, OGLE COUNTY, 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: That City of Rochelle Municipal Code Section 2-264 of Article IV- Personnel Policies entitled “Early Separation Incentive Program” is hereby amended by striking the following language and adding the underlined language below:

Early Separation Incentive Program

Any employee, who, upon attaining the age of fifty-five (55) and having accumulated fifteen (15) years of service with the City of Rochelle, shall be eligible for an early separation incentive as offered by the City from time to time. Eligible employees must notify the City of intent to accept the early separation incentive offer no earlier or later than the enrollment date designated by the City Council.

The City Council has determined that it will authorize an early separation incentive program with an enrollment period effective from February 29, 2020 through, ~~February 28, 2021~~ February 14, 2022. The date of any employee's separation under this program must be no later than ~~February 28, 2021~~ February 28, 2022.

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, at the current level of enrollment 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.

In addition, employees who complete a written separation agreement with the City on or before May 1, 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. Employees will be eligible for a salary increase of up to 3% which shall be calculated by adding 3% to the employee's base salary as determined on the date he or she signs the separation agreement with the City.

Base salary for purposes of this separation salary increase shall not include any call-out pay, previously earned overtime, differentials, any prior bonus payments, any anticipated future bonuses or any form of additional compensation. Notwithstanding anything to the contrary, no employee who qualifies for the early separation salary increase and who enrolls in this program before December 31, 2020 shall be permitted to receive a total 2020 annual salary in excess of one hundred and six (6) percent (106%) of his or her 2019 total base compensation.

Further and notwithstanding anything to the contrary, no employee who qualifies for the early separation salary increase and who enrolls in this program after January 1, 2021 shall be permitted to receive a total 2021 annual salary in excess of one hundred and six (6) percent (106%) of his or her 2020 total base compensation.

Payment of the salary increase described in this Ordinance shall be in a single lump sum payment with all taxes and any preferred elected withholding withheld. Payment of the salary incentive payment described in this Ordinance shall be made on the final date of the employee's employment with the City. Any employee who designates a separation from employment under this Ordinance, and who fails to separate in the timeframe designated herein shall forfeit any right to any salary increase herein defined.

Section 3: 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.

Section 4: That this Ordinance shall be in full force and effect from and after its adoption and approval and

Section 5: The City Clerk be and hereby is authorized and directed to publish this Ordinance in pamphlet form.

ADOPTED this ____ day of _____, 2020, by the Mayor and City Council of the City of Rochelle on a roll call vote as follows:

AYES:

NAYS:

ABSENT:

MAYOR

ATTEST:

CITY CLERK

STATE OF ILLINOIS)
)
COUNTY OF OGLE) SS.

CERTIFICATE

I, _____, City Clerk of the City of Rochelle, County of Ogle and State of Illinois, DO HEREBY CERTIFY that the foregoing is a true and correct copy of Ordinance No. _____, “AN ORDINANCE AMENDING ARTICLE IV, SECTION 2-264 OF THE MUNICIPAL CODE TO “AN EARLY SEPARATION INCENTIVE PROGRAM FOR CERTAIN EMPLOYEES OF THE CITY OF ROCHELLE” which was adopted by the Mayor and City Council of the City of Rochelle on _____, 2020.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the City of Rochelle this _____ day of _____, 2020.

CITY CLERK