
THE CITY OF ROCHELLE
Ogle County, Illinois

ORDINANCE
NO. _____

**AN ORDINANCE CREATING AN EARLY SEPARATION INCENTIVE PROGRAM
FOR CERTAIN EMPLOYEES OF THE CITY OF ROCHELLE**

CHET OLSON, Mayor
BRUCE McKINNEY, City Clerk

TOM McDERMOTT
BIL HAYES
DON BURKE
KATE SHAW-DICKEY
DAN McDERMOTT
JOHN BEARROWS
City Council

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Law Offices of Peterson, Johnson, & Murray—Chicago, City Attorneys
200 W. Adams, Ste. 2125, Chicago, IL 60606

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**AN ORDINANCE CREATING AN EARLY SEPARATION INCENTIVE PROGRAM
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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 adopting an early separation incentive program for certain employees who have accumulated many years of credible service; and

WHEREAS, the adoption of an early separation incentive program will provide the City with a 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 a newly created Section 2-264 of Article IV-Personnel Policies be added to the City of Rochelle Municipal Code entitled “Early Separation Incentive Program” is hereby established by adding the following underlined language:

Any employee, who, upon attaining the age of sixty (60) and having accumulated fifteen (15) years of service, 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 incentive offer no earlier than the effective date and no later than the termination date as set by the City Counsel.

Acceptance of the early separation incentive will result in the employee being deemed retired from the City and the employee shall not be eligible for rehire by the City under any circumstances. However, acceptance of this offer does not preclude the employee, upon retirement from the City, from accepting employment with any other employer.

The City Council has determined that it will authorize an early separation incentive program with an enrollment period effective from December 1, 2017 through February 28, 2018. The date of any employee's retirement from the City under this program shall be no earlier than February 1, 2018 and no later than June 30, 2018.

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 elected date of retirement.

Enrolled employees must agree to utilize and exhaust any accrued and unused vacation time such that no employee may receive payment for vacation time at or in excess of six (6) percent of his or her annual salary.

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 _____, 2017, 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