
THE CITY OF ROCHELLE
Ogle County, Illinois

ORDINANCE
NO. _____

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

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City Council

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

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 for certain employees who have accumulated many years of credible service; 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 twelve (12) 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 Council.

The City Council has determined that it will authorize an early separation incentive program with an enrollment period effective upon passage of this amendment through December 31, 2018. The date of any employee’s separation under this program shall be no later than April 1, 2019.

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 separation.

Enrolled employees must agree to utilize and exhaust any accrued and unused vacation time such that no employee may receive payment for any vacation time.

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 _____, 2018, 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