

**\*\*\*ATTACHMENTS\*\*\***

III

Res. No. 196 - 19 - 20. By Alderpersons Wolf and Donohue.  
March 30, 2020.

A RESOLUTION establishing an Early Retirement Incentive Program and authorizing the City Administrator and Acting Director of Human Resources to offer the benefits to qualifying city employees.

WHEREAS, pursuant to Res. No. 206-18-19, adopted on April 14, 2019, the City hired CliftonLarsenAllen LLP ("CLA") to conduct an operational and organizational assessment of the Finance and Human Resources Department; and

WHEREAS, CLA completed the assessment, which was submitted to the Common Council on February 17, 2020 via R.O. No. 155-19-20; and

WHEREAS, in response to the assessment the City Administrator has worked with the Acting Director of Human Resources and the Finance Director to determine the City's response to the assessment; and

WHEREAS, it is the desire of City leadership to create an Early Retirement Incentive Program and offer the benefits to qualifying nonexempt city employees in the Finance and Human Resources Departments which will result in a cost savings and efficiencies; and

WHEREAS, in doing so, the Council desires to provide guidance for fair and consistent retirement severance packages;

NOW, THEREFORE, BE IT RESOLVED: That an Early Retirement Incentive Program be created offering qualifying nonexempt city employees in the Human Resources and Finance Departments a cash benefit for years served calculated on the basis of one 40-hour week of wages for every two years of credited employment service with the City of Sheboygan.

BE IT FURTHER RESOLVED: That years of credited service will be determined as follows: A partial year of service greater than six months will be rounded up to the next year. For example, an employee who has nine years and six months of service or more will be rounded up to ten years. An employee who has nine years and less than six months of service will have nine years of service.

BE IT FURTHER RESOLVED: That all other eligible payouts of vacation and sick days will follow the employee handbook guidelines.

BE IT FURTHER RESOLVED: That to be a qualified city employee the individual must be eligible for benefits under the Wisconsin Retirement System.

Finance  
Personnel

BE IT FURTHER RESOLVED: That the benefits of the Early Retirement Incentive Program shall be extended to no more than two qualifying employees in the Human Resources and Finance Departments.

BE IT FURTHER RESOLVED: That the City Administrator and Acting Director of Human Resources are hereby authorized and directed to offer the benefits of the Early Retirement Incentive Program to qualifying employees in the Human Resources and Finance Departments. The program will become effective upon passage and employees offered this program must accept or decline no later than June 30, 2020.

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I HEREBY CERTIFY that the foregoing Resolution was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Dated \_\_\_\_\_ 20\_\_\_\_. \_\_\_\_\_, City Clerk

Approved \_\_\_\_\_ 20\_\_\_\_. \_\_\_\_\_, Mayor