



Request for City Council Committee Action from the Department of Human Resources

Date: July 19, 2010

To: Betsy Hodges, Chair
Ways & Means/Budget Committee

Referral to: City Council

Subject: Retirement Incentive

Recommendation: Approve a retirement incentive for sworn Police & Fire employees.

Department Information

Prepared by: Pamela French, Human Resources Director

Approved by: _____
Pamela French, HR Director Steven Bosacker, City Coordinator

Presenters in Committee: Tim Giles, Director of Employee Services

Financial Impact

- Request approved by the Chief Financial Officer

Supporting Information

The Mayor's Supplemental Budget included a directive to implement a retirement incentive for police officers and fire fighters. Human Resources was directed to propose the structure for the incentives in June 2010, and the incentives are to be cost neutral when compared to a layoff.

The incentives are structured as follows:

Police

- Incentive is available to the first ten (10) eligible (full or reduced retirement benefit) employees
- Incentive is \$25,000
- Funds to be deposited in each officer's Health Care Saving Account

- Separation to take place between on or after October 4, 2010 and on or before December 31, 2010.

Fire

- Incentive is available to the first ten (10) eligible (full or reduced retirement benefit) employees
- Incentive is \$25,000
- Funds to be provided in cash
- Separation to take place between on or after October 4, 2010 and on or before December 31, 2010

(Members of the Fire Relief have a health care reserve)