

**STATE OF WISCONSIN
MILWAUKEE AND OZAUKEE COUNTIES
VILLAGE OF BAYSIDE**

RESOLUTION NO: 17-17

Resolution to Approve Voluntary 2017 Early Retirement Program

WHEREAS, It is the desire of the Village of Bayside to offer a one-time, voluntary early retirement program to assist in meeting long-term staff succession planning as well as current and future budget shortfalls as expenses continue to rise higher than the maximum levy cap placed by the State of Wisconsin; and

WHEREAS, The proposed parameters for the program and fiscal analysis have been reviewed by staff and legal counsel; and

WHEREAS, the Village of Bayside Board of Trustees have the financial responsibility to ensure both short and long term financial stability; and

WHEREAS, the Village of Bayside Board of Trustees have the responsibility to ensure staff succession planning is implemented in a coordinated and responsible manner; and

WHEREAS, the Village of Bayside realizes this is a voluntary program and subject to the respective collective bargaining units' acceptance and voluntary enrollment of the program by Village employees.

NOW, THEREFORE, BE IT RESOLVED, that the Village Board of the Village of Bayside, does hereby offer a voluntary early retirement incentive program to employees working for the Village of Bayside as of November 13, 2017. To be eligible for the program, an employee must be eligible and fit into one of the following categories:

- A. Employees must have worked at minimum 30 consecutive years, full-time for the Village and be eligible for full participation into the Wisconsin Retirement System;
 - 1. Employees voluntarily choosing to participate in this category must provide written retirement notice by December 1, 2017, and retire by December 31, 2017, and the health insurance benefit provided under this program to be as follows:
 - a. 18 months beginning January 1, 2018, the Village shall pay 88% of the premium;
 - b. 18 months beginning July 1, 2019, the Village shall pay 75% of the premium;
 - c. 24 months beginning January 1, 2021, the Village shall pay 51% of the premium;
 - d. 24 months beginning January 1, 2023, the Village shall pay 25% of the premium.
- B. Employees must have worked at minimum 25 consecutive years, full-time for the Village and be eligible for full participation into the Wisconsin Retirement System;
 - 1. Employees voluntarily choosing to participate in this category must provide written retirement notice by December 1, 2017. In order to maintain appropriate and

necessary staffing levels, the Village reserves the right to coordinate and limit retirements to a maximum of one retirement on December 31, 2017, one retirement on July 1, 2018, and one retirement on December 31, 2018. The Village and Program participant may mutually agree upon another date of retirement. Should more than one employee entitled to benefits under this program for retirement on that date select the same date of retirement under this Program, the employee shall be selected by seniority. The health insurance benefit provided under this program will be as follows:

- a. 12 months, Village shall pay 88% of the premium;
- b. 12 months, Village shall pay 75% of the premium;
- c. 24 months, Village shall pay 51% of the premium;
- d. 12 months, Village shall pay 25% of the premium.

C. With regard to both categories under this program, the following shall apply:

- 1. The Village will reimburse the amount of health insurance premium, with appropriate documentation, for the level of coverage in effect at the time of election (i.e. single, family). Initial reimbursement rates are based off of the 2018 health insurance plan. Beginning in 2019, reimbursement rates shall be based off of the annual renewal premium. The Village shall increase its share of the premium contribution by up to three (3) percent from the previous year's reimbursement rates should the premium increase. The participant shall pay any difference above the Village's maximum contribution.
- 2. The retirement program shall be the first monies used in the payment of the insurance premiums. Participants may thereafter use their separation benefit, as specified in collective bargaining agreements or employee handbook, in conjunction with the above early retirement program.
- 3. In the event the participant voluntarily becomes insured with health insurance coverage from another source or eligible for Medicare, the Village shall have no further obligation to pay for the participant's health insurance under this program.

FURTHER NOW, THEREFORE, BE IT RESOLVED, that the other benefits as outlined in the respective collective bargaining units and or employee handbook shall remain in effect.

PASSED AND ADOPTED by the Village Board of Trustees of the Village of Bayside this thirteenth day of November, 2017.

VILLAGE OF BAYSIDE

Samuel D. Dickman, Village President

Attest

Lynn A. Galyardt, Director of Finance and Administration/Village Clerk/Treasurer