

STATE OF WISCONSIN  
MILWAUKEE AND OZAUKEE COUNTIES  
VILLAGE OF BAYSIDE

RESOLUTION NO: 10-13

**Resolution to Approve Voluntary 2010 Early Retirement Program**

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**WHEREAS**, It is the desire of the Village of Bayside to offer a voluntary early retirement program to assist in meeting 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 concept of such a program was approved by the Village Board at its September 4, 2008 meeting; and

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

**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, upon recommendation of the Committee of the Whole, does hereby offer a voluntary early retirement incentive program to employees working for the Village of Bayside as of July 22, 2010.

- To be eligible for the program,
  - Employees voluntarily choosing to participate in the program must provide written retirement notice by September 10, 2010, and retire by July 1, 2011.
  - Employees must have worked at minimum 10 years, full-time for the Village, be at least 50 years of age, and eligible to retire under the Wisconsin Retirement System;
- The benefit provided under this program to be as follows:

The Village will pay the amount of health insurance premium for the level of coverage in effect at the time of election (i.e. single, family) plus its share of any potential increase/decreases in premiums that occur, for a period not to exceed 36 months, as follows:

- Employee must be eligible and immediately enter into Wisconsin Retirement System.
- Village will provide accumulated benefits earned as of retirement date
- Village will pay out accrued vacation time for 2011 on the last pay period in 2010.
- Village will pay 50% of the health insurance premium for 24 months after employee retires.

- Village will pay 25% of the health insurance premium for month 25 through 36 after employee retires.

The retirement program shall be the first monies used in the payment of the health insurance premiums after year one. Participants may use their separation benefit, as specified in collective bargaining agreements or employee handbook to supplement the premium share by the participant.

In the event the participant becomes eligible for health insurance coverage from another employer, 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 twenty-second day of July, 2010.

VILLAGE OF BAYSIDE

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Samuel D. Dickman, Village President

Attest

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