

NOT ADOPTED

RESOLUTION NO. 96-010

A RESOLUTION AUTHORIZING A LIMITED
RETIREMENT INCENTIVE PROGRAM FOR
EMPLOYEES OF THE CITY OF THE DALLES
CURRENTLY ELIGIBLE FOR RETIREMENT

WHEREAS, the City of The Dalles and certain employees are mutually agreeable to considering change; and

WHEREAS, changes may be effected by offering limited retirement incentive; and

WHEREAS, five (5) employees have been identified as eligible for retirement and are willing to consider the incentive to take retirement now; and

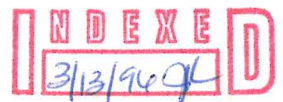
WHEREAS, the cost of the intended incentive (medical, dental and vision insurance for the retiring employee and his or her spouse to age 65) will generally be much less than the amount of salary and benefits the City would otherwise pay; and

WHEREAS, new personnel would likely be hired at lower salaries than current employees, offering a savings in salaries to the City;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL AS FOLLOWS:

Section 1. The City Council authorizes the City Manager to offer a limited early retirement incentive program under the following terms and conditions:

- A) The employee must agree to retire prior to September 1, 1996; however, the City Council reserves the right to extend the deadline for retirement for thirty (30) days for good cause.



- B) Only employees who are eligible for retirement and who are qualified to receive a retirement benefit under the City's retirement plan may take advantage of the incentive.
- C) The City will agree to keep the eligible employee and current spouse enrolled in an appropriate insurance plan of the City, and continue to pay a sum equivalent to the insurance premiums currently being paid by the City, for the employee and his or her current spouse to age 65, if the employee retires in accordance with the conditions set forth in this Resolution.

PASSED AND ADOPTED THIS 11TH DAY OF MARCH, 1996.

Voting Yes, Councilors: _____
Voting No, Councilors: _____
Absent, Councilors: _____
Abstaining, Councilors: _____

AND APPROVED BY THE MAYOR THIS 11TH DAY OF MARCH, 1996.

SIGNED: _____
David R. Beckley, Mayor

ATTEST: _____
Julie Krueger, CMC, City Clerk