

RESOLUTION
R 67-13

**A RESOLUTION APPROVING THE SEVERANCE
RETIREMENT BUYOUT AGREEMENT**

WHEREAS, the Corporate Authorities of the Village of Lombard have reviewed the proposed Severance Retirement Buyout Agreement between the Teamsters, AFSCME AFL-CIO, Council 31, Local 89, non-union employees and the Village of Lombard, as attached hereto and marked Exhibits "A, B & C"; and

WHEREAS, the Corporate Authorities deem it to be in the best interest of the Village of Lombard to approve such agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LOMBARD, DU PAGE COUNTY, ILLINOIS as follows:

SECTION 1: That the Village Manager and/or his designee(s) be and hereby is authorized to sign on behalf of the Village of Lombard said agreement.

Adopted this 6th day of December 2012, pursuant to a roll call vote as follows:

Ayes: Trustees Gron, Giagnorio, Wilson, Breen, Fitzpatrick & Ware

Nays: None

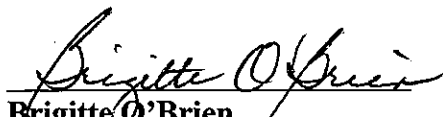
Absent: None

Approved by me this 6th day of December, 2012.



Peter Breen
Acting Village President

ATTEST:



Brigitte O'Brien
Village Clerk

VILLAGE OF LOMBARD VOLUNTARY SEVERANCE RETIREMENT BUYOUT

The Village of Lombard is offering a voluntary Severance Retirement Buyout for eligible non-union employees (hired before 11/1/08). The effective period for the Severance Retirement buyout program is 1/1/13 to 3/31/13. To be eligible to buyout the Severance Retirement benefit, the following criteria would need to be met:

- * Any regular full-time employee hired before November 1, 2008.
- * Employed for the Village of Lombard for at least 9 months (non-probationary).

Please note: No regular employee shall be entitled to this benefit more than once, even if after receiving said benefit they were reemployed by the Village in a position other than the position they held when they received the benefit.

DETAILS OF SEVERANCE RETIREMENT BUYOUT

<u>Base amount</u>	<u>Base Years</u>	<u>% of Salary for Each Addl. Yr</u>
\$ 1000	9 months (non-probationary)	0.20%

Example:

An employee as of today has 12.33 years of service with an annual salary of \$54,660 severance buy out would be \$2265.77.

An employee that elects to buyout their Severance Retirement benefit will not be eligible to receive this benefit in the future. The Severance Retirement buyout will be paid in lieu of future severance payout upon retirement.

SEVERANCE RETIREMENT NOTIFICATION

An employee wishing to buyout their severance retirement benefit shall sign the attached written notice and return it to Human Resources within the period of 1/1/13 to 3/31/13.

Once notification is made to Human Resources, the employee will receive a supplemental check with the severance buyout the following pay period (up to 14 calendar days).

If you have any questions, please feel free to contact Kathleen Dunne, Human Resources Administrator at 630-620-5918.

VILLAGE OF LOMBARD VOLUNTARY SEVERANCE RETIREMENT BUYOUT

Pursuant to the collective bargaining agreement between the Village of Lombard and AFSCME AFL-CIO, Council 31, Local 89, (Section 17.10 Severance) the Village of Lombard is offering a voluntary Severance Retirement Buyout for eligible AFSCME union employees (hired before 1/1/09). The effective period for the Severance Retirement buyout program is 1/1/13 to 3/31/13. To be eligible to buyout the Severance Retirement benefit, the following criteria would need to be met:

- * Any regular full-time employee hired before January 1, 2009.
- * Employed for the Village of Lombard for at least 9 months (non-probationary).

DETAILS OF SEVERANCE RETIREMENT BUYOUT

<u>Base amount</u>	<u>Base Years</u>	<u>% of Salary for Each Addl. Yr</u>
\$ 1500	9 months (non-probationary)	0.25%

Example:

An employee as of today has 5.88 years of service with an annual salary of \$54,286, severance buy out would be \$2,196.71.

An employee that elects to buyout their Severance Retirement benefit will not be eligible to receive this benefit in the future. The Severance Retirement buyout will be paid in lieu of future severance payout upon retirement.

SEVERANCE RETIREMENT NOTIFICATION

An employee wishing to buyout their severance retirement benefit shall sign the attached written notice and return it to Human Resources within the period of 1/1/13 to 3/31/13.

Once notification is made to Human Resources, the employee will receive a supplemental check with the severance buyout the following pay period (up to 14 calendar days).

IF you have any questions, please feel free to contact Kathleen Dunne, Human Resources Administrator at 630-620-5918.

VILLAGE OF LOMBARD VOLUNTARY SEVERANCE RETIREMENT BUYOUT

The Village of Lombard is offering a voluntary Severance Retirement Buyout for eligible Teamsters union employees (hired before 11/1/08). The effective period for the Severance Retirement buyout program is 1/1/13 to 3/31/13. To be eligible to buyout the Severance Retirement benefit, the following criteria would need to be met:

- * Any regular full-time employee hired before November 1, 2008.
- * Employed for the Village of Lombard for at least 9 months (non-probationary).

Please note: No regular employee shall be entitled to this benefit more than once, even if after receiving said benefit they were reemployed by the Village in a position other than the position they held when they received the benefit.

DETAILS OF SEVERANCE RETIREMENT BUYOUT

<u>Base amount</u>	<u>Base Years</u>	<u>% of Salary for Each Addl. Yr</u>
\$ 1000	9 months (non-probationary)	0.20%

Example:

An employee as of today has 17.69 years of service with an annual salary of \$53,458, severance buy out would be \$2,811.66.

An employee that elects to buyout their Severance Retirement benefit will not be eligible to receive this benefit in the future. The Severance Retirement buyout will be paid in lieu of future severance payout upon retirement.

SEVERANCE RETIREMENT NOTIFICATION

An employee wishing to buyout their severance retirement benefit shall sign the attached written notice and return it to Human Resources within the period of 1/1/13 to 3/31/13.

Once notification is made to Human Resources, the employee will receive a supplemental check with the severance buyout the following pay period (up to 14 calendar days).

If you have any questions, please feel free to contact Kathleen Dunne, Human Resources Administrator at 630-620-5918.

SEVERANCE RETIREMENT BUYOUT AGREEMENT

I, _____, have elected to buyout my Severance Retirement benefit. I acknowledge by electing to buyout my Severance Retirement benefit at this time, I will not be eligible to receive this benefit in the future upon retirement.

I have read and understood the Agreement and hereby certify that I am entering into it freely and voluntarily. I understand and intend that this Agreement constitutes a legally binding and enforceable agreement.

AGREED:

Name (Please print)

Signature

Date

VILLAGE OF LOMBARD

By: _____