

MINUTES OF A BUDGET WORKSHOP/SPECIAL MEETING OF THE ZION CITY COUNCIL HELD ON TUESDAY, NOVEMBER 11, 2008, AT 9:11 A.M. IN THE CITY COUNCIL CHAMBERS, CITY HALL, ZION, ILLINOIS

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Mayor Harrison called the meeting to order.

On call of the roll the following answered present: Commissioners Taylor, Flammini, DeTienne, Bennett and Mayor Harrison.

CLOSED SESSION

It was moved by Commissioner Taylor, seconded by Commissioner Flammini that the Council recess to Closed Session at 9:11 a.m. to discuss personnel. The vote on roll call was: Commissioners Taylor, aye; Flammini, aye; DeTienne, aye; Bennett, aye; and Mayor Harrison, aye. Motion carried.

It was moved by Commissioner Bennett, seconded by Commissioner Taylor to reconvene the Special Council meeting at 12:40 p.m. with all members present. The vote on roll call was: Commissioners Taylor, aye; Flammini, aye; DeTienne, aye; Bennett, aye; and Mayor Harrison, aye. Motion carried.

BUDGET AMENDMENT/RETIREMENT INCENTIVES

Mayor Harrison stated the Council discussed various proposals and options for employee retirement incentives.

The Council reiterated their previous retirement incentive package with a new deadline date for notice to be no later than November 25, 2008, and to include an alternative package. Employees wishing to participate can choose one retirement incentive package or the other, depending on eligibility, but cannot take both packages.

It was moved by Commissioner Taylor, seconded by Commissioner Flammini to approve the following alternative retirement incentive packages for non-union, full-time employees:

- The employee would receive a lump-sum payment in the amount of one-week salary for each full year of City employment (1 week salary x years of employment).
- The employee must provide written notice to his/her Commissioner no later than Tuesday, November 25, 2008 of his/her intention to accept this offer. This non-revocable notification will be submitted to the City Council for formal approval at the December 2, 2008 Council meeting.
- The employee must agree to retire/terminate employment no later than December 31, 2008.
- Payment of the retirement incentive would be paid in 2009, in order to lessen the employee's tax concerns.
- Upon monthly payment of the full amount for City health insurance, said insurance coverage would continue. In accepting this retirement incentive, it would eliminate the current benefit reduction. The retiree would pay the same monthly amount that the City pays for the coverage. If at any time the retiree stops payment for the City's insurance, his/her health insurance coverage would terminate.

OR

- For employees age 50 or above with 30 or more years of service: adding \$500 to the current retirement insurance benefit.
- For employees age 50 or above with 25 through 29 years of service: adding \$400 to the current retirement insurance benefit.
- For employees age 50 or above with 20 through 24 years of service: adding \$250 to the current retirement insurance benefit.
- The employee must provide written notice to his/her Commissioner no later than Tuesday, November 25, 2008 of his/her intention to accept this offer. This non-revocable notification will be submitted to the City Council for formal approval at the December 2, 2008 Council meeting.
- The employee must agree to retire/terminate employment no later than December 31, 2008.
- Upon retirement, if at any time the retiree stops payment for the City's insurance, his/her health insurance coverage would terminate, and this benefit would cease.

The vote on roll call was: Commissioners Taylor, aye; Flammini, aye; DeTienne, aye; Bennett, aye; and Mayor Harrison, aye. Motion carried.

ADJOURN

There being no further business to come before the Council at this time, it was moved by Commissioner DeTienne, seconded by Commissioner Flammini and unanimously approved the meeting be adjourned at 12:48 p.m. Motion carried.



City Clerk