



Legislation Details (With Text)

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|-----------------------|---|----------------------|---|------------------|-----|
| File #: | 17-293 | Version: | 1 | Name: | VSI |
| Type: | Action Item | Status: | | Regular Business | |
| File created: | 9/22/2017 | In control: | | City Council | |
| On agenda: | 9/26/2017 | Final action: | | 9/26/2017 | |
| Title: | Communication from the City Manager with a Request to APPROVE a VOLUNTARY SEPARATION INCENTIVE (VSI). | | | | |
| Sponsors: | | | | | |
| Indexes: | Goal 1 - Financially Sound City, Have an efficient government. | | | | |
| Code sections: | | | | | |
| Attachments: | 1. VSI Guidelines-FINAL | | | | |

| Date | Ver. | Action By | Action | Result |
|-----------|------|--------------|-------------------|--------|
| 9/26/2017 | 1 | City Council | substitute motion | Fail |
| 9/26/2017 | 1 | City Council | approved | Pass |

ACTION REQUESTED:

Communication from the City Manager with a Request to APPROVE a VOLUNTARY SEPARATION INCENTIVE (VSI).

BACKGROUND: The City of Peoria will offer eligible employees \$30,000 toward health insurance premiums for the City sponsored health plan. This incentive is offered in exchange for early separation which will aid in implementing organizational and functional changes within the City and assist in reducing the number of anticipated layoffs that are expected due to the City's fiscal restrictions. Please see attached Plan Outline.

FINANCIAL IMPACT: The financial impact will be determined at the close of the election period, November 15, 2017.

NEIGHBORHOOD CONCERNS: N/A

IMPACT IF APPROVED: The Voluntary Separation Incentive period will open on October 2, 2017.

IMPACT IF DENIED: No Voluntary Separation Incentive will be offered.

ALTERNATIVES: N/A

EEO CERTIFICATION NUMBER: N/A

WHICH OF THE GOALS IDENTIFIED IN THE COUNCIL'S 2014 - 2029 STRATEGIC PLAN DOES THIS RECOMMENDATION ADVANCE?

1. Financially Sound City Government, Effective City Organization

WHICH CRITICAL SUCCESS FACTOR(S) FROM THE COMPREHENSIVE PLAN DOES THIS RECOMMENDATION IMPLEMENT?

1. Have an efficient government.

DEPARTMENT: City Manager's Office