



## Legislation Text

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**File #:** 20-141, **Version:** 1

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**ACTION REQUESTED:**

Communication from the City Manager with a Request to APPROVE a VOLUNTARY SEPARATION INCENTIVE (VSI) for Sworn, Full-Time Fire Employees.

**BACKGROUND:** Based upon the discussion at the Council, this agenda item has been modified to only be offered to sworn, full-time, eligible Fire Department employees.

The City of Peoria will offer sworn, full-time, eligible Fire Department employees who retire on or before August 31, 2020 and have at least twenty (20) years of service, twenty-five thousand dollars (\$25,000) 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 financial restrictions. Employees must sign a voluntary separation/retirement form and submit it to the Human Resources Department by 5:00 p.m. on August 14, 2020. Please see attached outline.

**FINANCIAL IMPACT:** The financial impact will be determined at the close of the election period, August 14, 2020.

**NEIGHBORHOOD CONCERNS:** N/A

**IMPACT IF APPROVED:** The Voluntary Separation Incentive period will open on June 29, 2020.

**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 2017 - 2032 STRATEGIC PLAN DOES THIS RECOMMENDATION ADVANCE?**

1. Financially Sound City

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

1. Have an efficient government.
2. Support sustainability.

**DEPARTMENT:** Human Resources