

CITY OF INDIANAPOLIS-MARION COUNTY, INDIANA

INTRODUCED: 11/15/2010

REFERRED TO: Administration and Finance Committee

SPONSOR: Councillor Hunter

DIGEST: authorizes the city controller to offer an early retirement incentive program for city and county employees

SOURCE:

Initiated by: Office of Finance and Management

Drafted by: Ellen Gabovitch, Assistant Corporation Counsel

LEGAL REQUIREMENTS FOR ADOPTION:

Subject to approval or veto by Mayor

PROPOSED EFFECTIVE DATE:

Adoption and approvals

GENERAL COUNSEL APPROVAL: _____ Date: November 11, 2010

CITY-COUNTY GENERAL RESOLUTION NO. _____, 2010

A PROPOSAL FOR A GENERAL RESOLUTION to authorize the city controller to offer an early retirement incentive program for city and county employees.

WHEREAS, the city controller previously has reported to the city-county council, during the consideration of the 2011 budget, that an early retirement incentive program would be offered to employees; and

WHEREAS, the city controller has now developed such a program and desires to offer monetary incentives to employees who agree to retire by December 31, 2010 (or June 30, 2011 for a limited number of sworn police officers); now, therefore:

BE IT RESOLVED BY THE CITY-COUNTY COUNCIL OF THE
CITY OF INDIANAPOLIS AND OF MARION COUNTY, INDIANA

SECTION 1. The city-county council hereby approves the "Consolidated City of Indianapolis and Marion County Early Retirement Incentive Program" submitted to the council and attached to this proposal as Exhibit A, and as offered by the city controller.

SECTION 2. The city controller is authorized to administer the "Consolidated City of Indianapolis and Marion County Early Retirement Incentive Program."

SECTION 3. This resolution shall be in effect from and after its passage by the Council and compliance with Indiana Code § 36-3-4-14.

The foregoing was passed by the City-County Council this _____ day of _____, 2010, at _____ p.m.

ATTEST:

Melissa Thompson
Clerk, City-County Council

Ryan Vaughn
President, City-County Council

Presented by me to the Mayor this _____ day of _____, 2010, at 10:00 a.m.

Melissa Thompson
Clerk, City-County Council

Approved and signed by me this _____ day of _____, 2010.

Gregory A. Ballard, Mayor

EXHIBIT A

CONSOLIDATED CITY OF INDIANAPOLIS AND MARION COUNTY EARLY RETIREMENT PROGRAM

THIS PROGRAM IS SUBJECT TO APPROVAL BY THE CITY-COUNTY COUNCIL. IF THE COUNCIL FAILS TO ADOPT THE EARLY RETIREMENT PROGRAM OR CHANGES IT IN ANY WAY, THE PROGRAM WILL BE CANCELLED, ANY ELECTION BY AN EMPLOYEE TO PARTICIPATE SHALL BE RESCINDED, AND THE CONSOLIDATED CITY OF INDIANAPOLIS AND MARION COUNTY SHALL HAVE NO FURTHER OBLIGATION OR LIABILITY.

WHAT: The Consolidated City of Indianapolis and Marion County is offering a voluntary Early Retirement Program for employees.

ELIGIBILITY: To be eligible for the Early Retirement Program an employee must be eligible for normal retirement with full or unreduced benefits under his/her applicable Public Employees' Retirement Fund (PERF) or, if applicable, the 1937 Firefighters' Pension Fund, the 1953 Police Pension Fund, or the Marion County Sheriff's Department Personnel Retirement Plan and Benefit Plan (Sheriff's Plan).

For city/county civilians:

Age 65 with 10 or more years of PERF creditable service, or

Age 60 with 15 or more years of PERF creditable service, or

Age 55 with member age plus years of PERF creditable service equal to 85 or more

For sworn firefighters and police officers who participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund):

Age 52 with 20 or more years of creditable service in the 1977 Fund

For sworn firefighters who participate in the 1937 Firefighters' Pension Fund:

Any age with 20 or more years of creditable service

For sworn police officers who participate in the 1953 Police Pension Fund:

Any age with 20 or more years of creditable service

For sworn police officers who are participants in the Sheriff's Plan:

Age 55 with 10 years of service; or

If hired before 11/16/72: age 45 with 20 years of service; or

If hired after 11/16/72: age 50 with 20 years of service

In addition, to be eligible, an employee must have no less than five (5) full years of service with the City of Indianapolis (City) and/or Marion County (County). Such service does not need to be continuous. Firefighters who were members of a township fire department and who became members of the Indianapolis Fire Department as the result of a consolidation of departments may count their years of service with the township fire department toward this five (5) year requirement.

A sworn police officer or firefighter who is currently participating in the Deferred Retirement Option Plan (DROP) shall not be eligible to receive both a DROP benefit and an Early Retirement Program benefit as described in the offer below.

APPLICABILITY: Most eligible City and County employees. Only the first forty (40) sworn firefighters who apply and the first forty (40) sworn police officers who apply will be allowed to participate. Please note that this program is not applicable to former Lawrence Township firefighters who will become Indianapolis Fire Department firefighters as a result of the consolidation effective January 1, 2011.

The appropriate director, elected official, or agency head may choose not to participate in the Early Retirement Program and to prohibit all or any one of the department's or agency's employees from participating IF, in the opinion of that director, elected official, or agency head, the participation of all or any one of the department's or agency's employees would jeopardize public safety or the operation of the criminal justice system. This section applies only to the following departments and agencies: the Department of Public Safety; the Marion County Sheriff's Department ; the Marion County Circuit and Superior Courts; the Marion County Prosecutor's Office; the Marion County Public Defender Agency; the Metropolitan Emergency Communications Agency; the Indianapolis-Marion County Forensic Services Agency; Marion County Community Corrections; and the Marion County Coroner.

WHEN: The decision of any employee, other than a sworn police officer, to participate must be made during the month of November 2010. Notice of intent to retire must be submitted in writing no less than 30 calendar days prior to retirement with an effective date of retirement no later than December 31, 2010. The decision of a sworn police officer to participate must be made during the month of November 2010, but will not become effective until December 31, 2010 for the first twenty (20) officers who apply and June 30, 2011 for the next twenty (20) officers who apply.

An employee's decision is final once submitted in writing, and the employee will not be permitted to rescind his/her decision to retire and receive the Early Retirement Program benefit.

OFFER: The City will pay \$1,500 (less any applicable taxes) for each full year of service the employee has completed with the City or County to a maximum of \$45,000. The amount due the employee will be paid in 3 equal installments. The first payment will be made to the employee by January 31, 2011. The second payment will be made to the employee by January 31, 2012. The final payment will be made to the employee by January 31, 2013. Any accrued leave owed to the employee will be paid by the next usual and regular day for the payment of the employee's wages.

QUESTIONS: Public Employees' Retirement Fund (PERF) information and individual retirement counseling are available by calling PERF at (888) 526-1687. Questions about the Early Retirement Program may be addressed to the Human Resources Division at 327-5211.

An employee who elects to resign through this early retirement program will not be eligible for rehire with the City or County in the future, and if rehired in some capacity by the City or County, the employee agrees to repay the full costs to the City or County associated with the resignation.