

**A RESOLUTION
APPROVING AND AUTHORIZING THE IMPLEMENTATION OF
A VOLUNTARY SEPARATION INCENTIVE PROGRAM**

WHEREAS, the downturn in the United States economy has brought a significant reduction in the sources of revenue the City of Rolling Meadows (“City”) relies upon to provide services to our residents; and

WHEREAS, the City management team has been working to assess the current economic situation facing the City, the region and the nation; and

WHEREAS, in order to continue meeting the service needs of the community, the City must consider many options to reduce expenditures; and

WHEREAS, one such option is reduction in expenditures related to personnel services across all departments pursuant to a Voluntary Separation Incentive Program (“VSI Program”); and

WHEREAS, the implementation of a VSI Program, would allow full-time employees with eight (8) years of service with the City of Rolling Meadows as of January 1, 2011, to voluntarily elect to separate employment with the City, between January 1, 2011 and July 31, 2011, and receive a payment of \$20,000.00, as a taxable cash payment upon separation of employment with the City; and

WHEREAS, as a condition of becoming eligible to receive the payment from the City under the VSI Program, employees will be required to execute a separate Employment Separation and Release Agreement with the City; and

WHEREAS, it is deemed desirable and in the best interest of the City of Rolling Meadows to approve and implement a Voluntary Separation Incentive Program.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rolling Meadows, Illinois, as follows:

Section 1. The recitals set forth in the preamble are hereby incorporated herein by reference and made a part of this Resolution.

Section 2. It is hereby determined that it is advisable, necessary and in the public interest that the City of Rolling Meadows approve and implement a Voluntary Separation Incentive Program.

Section 3. The Voluntary Separation Incentive Program, as set forth in the Inter-Departmental Memorandum attached hereto as Exhibit A and made a part hereof, is hereby approved and adopted.

Section 4. The City Manager, and anyone acting in the City Manager's stead, is hereby authorized and directed to execute, and the Assistant City Manager, and anyone acting in the Assistant City Manager's stead, to attest, all documents necessary to implement and carry into effect the Voluntary Separation Incentive Program for the City of Rolling Meadows, including the execution and attestation of Employment Separation and Release Agreements for employees electing to participate in the Program.

Section 5. The City Manager, and anyone acting in the City Manager's stead, is hereby further authorized to implement this Voluntary Separation Incentive Program and perform all other acts necessary to carry into effect the Voluntary Separation Incentive Program of the City of Rolling Meadows.

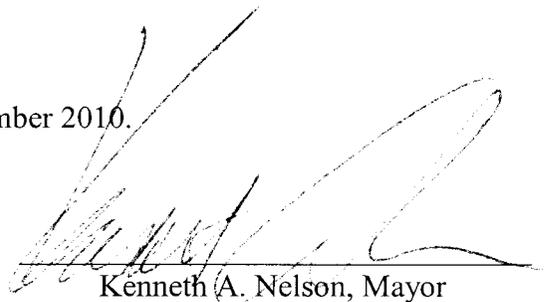
Section 6. This Resolution shall be in full force and effect upon its passage and approval in accordance with law.

Yeas: Pitzafferro, Lusk, Judd, Adams, Larsen

Nays: 0

Absent: Buske, D'Astice

Passed and approved this 16th day of November 2010.



Kenneth A. Nelson, Mayor

ATTEST:



Lisa M. Hinman, City Clerk