

**CITY OF FALCON HEIGHTS
COUNCIL RESOLUTION**

May 14, 2025

No. 25-38

**A RESOLUTION AUTHORIZING AN EARLY RETIREMENT INCENTIVE
PROGRAM FOR ELIGIBLE EMPLOYEES**

WHEREAS, the City of Falcon Heights recognizes the value of supporting long-tenured employees in their transition to retirement and seeks to offer incentives that provide flexibility while managing long-term personnel costs; and

WHEREAS, the proposed Early Retirement Incentive Program is available to all employees who have completed at least ten (10) years of service and are eligible for full PERA retirement benefits; and

WHEREAS, the program includes a one-time increase in the sick leave payout from 50% to 100% of accrued and eligible sick leave, and provides for the City to pay the cost of single health insurance coverage, or equivalent reimbursement, for a period of up to three (3) years or thirty-six (36) months; and

WHEREAS, employees may elect to continue family health coverage at their own expense by paying the cost difference between family and single coverage; and

WHEREAS, retirees may choose to obtain individual health insurance coverage outside of the City's plan and receive reimbursement equivalent to the City's single coverage contribution, paid quarterly, with the option to direct this reimbursement to a Health Savings Account; and

WHEREAS, eligibility for coverage or reimbursement shall cease if the retired employee becomes covered under another employer's health plan or if the City terminates group insurance coverage for its employees; and

WHEREAS, this program shall be made available only to employees who retire between May 15, 2025, and August 15, 2025.

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Falcon Heights, Minnesota:

1. That the Early Retirement Incentive Program, as described above and detailed in the supporting documentation, is hereby approved and adopted.
2. That the City Administrator is authorized to implement and administer the program according to the stated provisions.

Moved by: *Meyer*

Approved by: 
Randall Gustafson
Mayor

GUSTAFSON	<u>5</u>	In Favor
LEEHY	<u>0</u>	Against
MEYER		
WASSENBERG		
MIELKE		

Attested by: 
Jack Linehan
City Administrator