

## SIDE LETTER OF AGREEMENT

The City of Ottawa and the PBLC Unit 18, for the remaining effect of their current collective bargaining agreement which spans from April 15<sup>th</sup> to April 30<sup>th</sup> of 2022, agree to the following Side Letter:

The Union would like to incorporate voluntary retirement program. To that end, the parties agree to the following:

### SECTION 22.12 Voluntary Retirement

Pursuant to 40 ILCS 5/7-173.2, the City shall pick up the pension fund contribution of Employee (IMRF, Police or Fire), as has been the past practice of the City. In addition, the Employee may elect to participate in a voluntary retirement program upon the following terms and conditions:

- a. Employee may submit an irrevocable notice of retirement up to 3 years but not less than 1 year prior to the employee's date of retirement eligibility for pension purposes specifically indicating the date of retirement.
- b. Such notice of retirement shall be delivered to the City Clerk prior to May 1 of the first year of eligibility. For example, if employee is eligible to retire on September 20, 2025, notice of retirement must be given no later than April 30<sup>th</sup>, 2022. The failure to provide the requisite notice shall disqualify the employee from participation in this voluntary retirement program.
- c. Provided that employee has submitted the requisite notice, commencing on May 1 of the initial year of the three-year program the employee shall receive a 6% total increase in compensation commencing on May 1, together with a 6% total increase in compensation on May 1 of each of the following two years.
- d. For purposes of this voluntary retirement program, the date of retirement eligibility shall mean the date on which the employee has attained the requisite age and years of service to commence receiving a pension under the Illinois Pension Code or at least 20 years or will have obtained at least 20 years of service at the conclusion of the 3<sup>rd</sup> year of the voluntary retirement program, but has not met the requisite age to commence receiving a pension under the Illinois pension code.
- e. Within 30 days of the submittal of an irrevocable notice of retirement, the employee may elect to be compensated for all accrued and uncompensated benefit time as provided in section 11.8 and section 11.10 thereafter, employee shall continue to receive the sick leave benefit as provided herein but any accumulated sick leave, compensatory time or personal days shall not be compensable as provided in section 11.8, 11.10 and 14.2.
- f. This voluntary retirement program will be retroactive to 4/15/22. Retroactivity is for ability to enter the program only. The parties agree that retroactive pay is waived as it would apply to this section. All other provisions and guidelines of this section apply.

AGREEMENT ACKNOWLEDGED this 5<sup>th</sup> day of April, 2022:

  
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Mayor Daniel Aussem, City of Ottawa

  
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Marc Hoster, PBLC President