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**CITY OF NEWARK
DELAWARE
CITY COUNCIL
PUBLIC HEARING
NOTICE**

November 28, 2016 - 7:00 P.M.

Pursuant to Section 402.2 of the Charter of the City of Newark, Delaware, notice is hereby given of a public hearing at a regular meeting of the Council in the Council Chamber at the Municipal Building, 220 S. Main Street, Newark, Delaware, on November 28, 2016 at 7:00 p.m., at which time the Council will consider for Second Reading and Final Passage the following proposed Ordinances:

Bill 16-31- An Ordinance Amending Chapter 17, Housing and Property Maintenance, Code of the City of Newark, Delaware, By Updating Code Sections to Allow Private Certified Rental Property Maintenance Inspectors, to Allow Financial Credits if Such Inspectors are Used and to Clarify Certain Aspects of the City of Newark's Annual Rental Inspection Program *(The second reading of this Bill was rescheduled from the November 14, 2016 meeting)*

Bill 16-32 - An Ordinance Amending Chapter 30, Water, Code of the City of Newark, Delaware, By Permitting Potable and Non-Potable Water Supply Wells Under Certain Conditions

✓ Bill 16-33 - An Ordinance Amending Chapter 2, Administration, Code of the City of Newark, Regarding the Provision of a Limited Enhanced Early Retirement Option

Bill 16-34 - An Ordinance Amending Chapter 2, Administration, Code of the City of Newark, Delaware, By Updating the Appointment Language for Conservation Advisory Commission Members

Renee K. Bensley, CMC
City Secretary

Advertised: Newark Post – November 18, 2016
Direct Mail: November 18, 2016

BILL NO. 16-33

1st Reading: 11/14/2016

2nd Reading: _____

**CITY OF NEWARK
DELAWARE**

ORDINANCE NO. 16-__

An Ordinance Amending Chapter 2, Administration, Code of the City of Newark, Delaware, Regarding the Provision of a Limited Enhanced Early Retirement Option

THE COUNCIL OF THE CITY OF NEWARK HEREBY ORDAINS:

That Chapter 2, Administration, Code of the City of Newark, Delaware, be hereby amended in the following respect:

AMENDMENT 1. Amend Section 2-99.5, Health insurance coverage for retired management employees and their spouses, by deleting the stricken text and adding the underscored text as follows to subsection (a)(6):

- “(6) Limited Enhanced Eligibility. ~~For a period of 91 days beginning July 1, 2014 and ending September 29, 2014, the provisions of paragraph (a)(2) above shall be modified to provide as follows: “The retiree may be of any age on the date of such separation and must have completed at least 20 years of service to the city as a full-time employee and must commence his pension under The Amended Pension Plan for the Employees of City of Newark, Delaware no later than the first day of the month following the date of such retiree’s termination of employment with the city; or~~
For a period of 62 days beginning December 1, 2016 and ending January 31, 2017, the provisions of subsection (a)(2) shall be modified to provide as follows: “The retiree must be eligible for Normal or Early Retirement benefits as established in Section 2-98, The Amended Pension Plan for the Employees of City of Newark for AFSCME, CWA and Management employees and Normal Retirement for FOP employees. Eligible employees shall be provided the limited enhanced eligibility as follows:
- a. Employees immediately vested with a Normal pension benefit and post-retirement health insurance benefits will be offered fifteen thousand dollars (\$15,000) lump sum payment at separation; or

- b. Employees vested with an Early or Normal pension benefit prior to January 31, 2017, and vested with post-retirement health insurance benefits prior to December 31, 2018 will be offered fifteen thousand dollars (\$15,000) and immediate vesting of his or her post-retirement health insurance benefits; or
- c. Employees vested with an Early or Normal pension benefit prior to January 31, 2017, but do not have a vested eligibility to post-retirement health insurance benefits prior to December 31, 2018 will be offered fifteen thousand dollars (\$15,000) and no accelerated post-retirement health insurance benefit.”

MOTION for Acceptance as First Reading on November 14, 2016.

by Council Member Morehead.

Second Reading and Final Passage on _____, 2016.

VOTE: __ to __.

Mayor

Attest:

City Secretary

Approved as to Legality & Form:

City Solicitor



**CITY OF NEWARK
DELAWARE**

November 7, 2016

TO: Mayor and City Council

VIA: Carol S. Houck, City Manager 

FROM: Andrew S. Haines, Deputy City Manager 

RE: Overview of Bill No. 16-33: Early Retirement Incentive Plan (ERIP)

Bill No. 16-33 is on the November 14, 2016 Council agenda for First Reading, with a Second Reading and potential action on the November 28, 2016 Council agenda. The bill amends Section 2-99.5 to provide a limited enhancement for employees with specific eligibility requirements to voluntarily elect, or not, the opportunity for retirement. The ERIP would be effective from December 1, 2016 through January 31, 2017, if approved by Mayor and Council.

As previously outlined to Mayor and Council, the ERIP would financially reset salaries of eligible employees' and have new hires under the newer benefit program. If specific employees elected to accept the voluntary ERIP, then staff is prepared to work with positions on a case by case basis to ensure continuity of operations.

The City Manager's Office has held an initial informational meeting with potentially eligible employees prior to Bill No. 16-33's First Reading. This was facilitated to afford greater time for consideration than the legally required minimum, and has also resulted in numerous individually scheduled meetings to review individual scenarios.

Staff is prepared to discuss any questions on the ERIP program prior to the Second Reading on November 28, 2016.