

## **RESOLUTION NO. 2025-R-207**

**A RESOLUTION OF THE CITY OF LAREDO, TEXAS ESTABLISHING A VOLUNTARY RETIREMENT INCENTIVE PROGRAM (VRIP) POLICY TO FACILITATE STRATEGIC WORKFORCE TRANSITIONS, OPTIMIZE ORGANIZATIONAL EFFICIENCY, AND AUTHORIZING THE CITY MANAGER TO IMPLEMENT, ADMINISTER, AND MONITOR ANY FUTURE PROGRAMS FOR THE BENEFIT OF THE CITY AND ITS EMPLOYEES THROUGH THE HUMAN RESOURCES DEPARTMENT.**

**WHEREAS**, the City of Laredo is committed to fostering an efficient, responsive, and forward-thinking workforce that aligns with the evolving needs and strategic goals of the City; and

**WHEREAS**, the City of Laredo recognizes the long-standing contributions of its dedicated employees and seeks to support strategic workforce planning through voluntary, incentivized retirement options; and

**WHEREAS**, the Voluntary Retirement Incentive Program (VRIP) has been developed to offer eligible employees incentives that encourage timely retirement, facilitate knowledge transfer, and open advancement opportunities within the organization; and

**WHEREAS**, the program provides eligible employees with structured options for transitioning to retirement, including financial and non-financial incentives, and is designed to ensure continuity of services while optimizing the City's organizational resources; and

**WHEREAS**, the VRIP includes eligibility criteria, reduction in workforce classifications, accommodation options, and policy activation mechanisms subject to City Council approval; and

**WHEREAS**, the City is committed to transparency, fairness, legal compliance, and operational efficiency in administering this program.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAREDO THAT:**

### **Section 1. Adoption**

The City Council hereby adopts the Voluntary Retirement Incentive Program Policy (Policy No. 2025-003), effective immediately upon passage of this resolution.

### **Section 2. Purpose and Scope**

Employees may participate in the VRIP if they:

- Have 20 or more years of continuous full-time City service;
- Are eligible under the Texas Municipal Retirement System (TMRS); and
- Meet the "Rule of 85" (age + years of service).

Participation in the program is entirely voluntary, and all retirement applications will be processed confidentially by the Human Resources Department.

### **Section 3. Eligibility and Participation**

The Human Resources Department shall:

- Monitor compliance with the policy;
- Collect and analyze employee feedback and performance data on a quarterly basis;
- Conduct formal policy reviews every six (6) months;
- Provide recommendations for adjustments based on data and operational needs.

### **Section 4. Program Implementation**

The Human Resources Department is authorized to:

- Determine eligibility and maintain confidential employee records;
- Coordinate communication and information sessions;
- Monitor participation and report outcomes to the City Manager and Council.

The program may be activated only under qualifying conditions such as:

- Succession planning needs;
- Reduction in workforce;
- Financial or operational adversity; or
- TMRS vesting window alignment under formal Reduction in Force (RIF) notices

### **Section 5. Incentives and Accommodations**

Subject to Council approval and funding availability, the following may be offered:

- Lump-sum financial incentives (25%, 35%, or 50% of base salary);
- Extended healthcare coverage;
- Non-financial benefits including career counseling, training, or part-time reemployment preference; or
- Short-term reassignment or extension in role based on operational needs and funding sources

### **Section 6. Review and Evaluation**

The Human Resources Department will:

- Review and revise the policy periodically;
- Monitor outcomes, employee feedback, and cost-effectiveness;
- Ensure compliance with all applicable local, state, and federal employment laws.

**Section 7. Severability**

If any section of this resolution or the Voluntary Retirement Incentive Program policy is found invalid or unenforceable, the remaining provisions shall remain in full force and effect.

**Section 8. Effective Date**

This resolution shall be effective immediately upon its passage by the City Council.

**ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

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**DR. VICTOR TREVINO**  
**MAYOR**

**ATTEST:**

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**MARIO I. MALDONADO, JR.**  
**CITY SECRETARY**

**APPROVE AS TO FORM:**

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**DOANH “ZONE” T. NGUYEN**  
**CITY ATTORNEY**