ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF LAREDO, TEXAS, TO ESTABLISH A RETIREE INCENTIVE PROGRAM FOR ELIGIBLE EMPLOEES OF THE CITY OF LAREDO TO ENHANCE WORKFORCE MANAGEMENT AND PROVIDE FINANCIAL STABILITY IN THE EVENT OF CRITICAL SITUATIONS; AND DECLARING AN EFFECTIVE DATE.

WHEREAS, the City of Laredo is a municipal corporation organized under the Constitution and the laws of the State of Texas and exercises the powers granted by the City's Charter and the provisions of Article XI, Section 5 of the Texas Constitution; and

WHEREAS, the City Council recognizes the need to provide options for voluntary retirements as a means to achieve financial and operational efficiencies with the municipal workforce; and

WHEREAS, the City Manager has proposed the activation of a Voluntary Retiree Incentive Program as part of the budgetary process to address such needs: and

WHEREAS, the implementation of this program shall be subject to certain conditions to ensure it aligns with the city's strategic goals and operational requirements; and

WHEREAS, it is in the best interest of the city to establish clear guidelines and mechanism for activating this program to address various situational factors effectively.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LAREDO, TEXAS THAT:

Section 1: Eligibility Criteria This ordinance applies to all employees of the City of Laredo Municipal Government, excluding Firefighters and Police Officers who are members of Collective Bargaining Agreements.

Employees eligible for the Retiree Incentive Program must:

- Retire between October 1 and January 31.
- Have a combination of actual City years of service and age equal to or greater than 75.
- Be eligible under the current retirement plan.

Section 2: Incentive Benefits The Program shall offer incentives to eligible retirees, including but not limited to financial benefits, in accordance with policy guidelines established by the City Manager and approved by the City Council.

Section 3: Employment Restrictions Retirees participating in this program will not be permitted to work for the municipality for five years following their retirement date.

Section 4: Program Activation Mechanisms The Retiree Incentive Program will be triggered under the following circumstances:

1.   **Succession Planning:** An established succession plan must be in place for key position(s).

2.   **Adverse impacts:** The city must be adversely affected –
   - Natural Disaster (Act of God)
   - Difficulty meeting its financial operational requirements
   - Experience an economic downturn impacting the city
   - Face favorable employer market workforce conditions
   - Be impacted by a pandemic.

Section 5. This ordinance shall be cumulative of all provisions of ordinances of the City of Laredo Texas, except where the provisions of this ordinance are in direct conflict with the provisions of such ordinances, in which event the conflicting provisions of such ordinances are hereby repealed.

Section 6. It is hereby declared to be the intention of the City Council that the phrases, clauses, sentences, paragraphs and sections of this ordinance are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this ordinance, since the same would have been enacted by the City Council without the incorporation in this ordinance of any such unconstitutional phrase, clause, sentence, paragraph or section.

Section 7. The City Secretary of the City of Laredo is hereby directed to publish the proposed Ordinance as required by Section 2.09 of the Charter of the City of Laredo.

Section 8. This Ordinance shall become effective immediately upon passage.

PASSED BY THE CITY COUNCIL AND APPROVED BY THE MAYOR ON THIS THE _____ DAY OF _____, 2024.

_____
DR. VICTOR TREVIÑO
MAYOR

ATTEST:

_____
MARIO I. MALDONADO, JR.
CITY SECRETARY

APPPROVED AS TO FORM:

_____
DOANH "ZONE" T. NGUYEN
CITY ATTORNEY