

RESOLUTION NO. 2025-08

A RESOLUTION ADOPTING THE CITY OF WICKLIFFE EARLY RETIREMENT INCENTIVE PLAN, AND DECLARING AN EMERGENCY

WHEREAS, the City of Wickliffe, Ohio is adopting an Early Retirement Incentive Plan; and

WHEREAS, the plan name is the Retirement Incentive Plan ("Plan") of the City of Wickliffe, Ohio, and is the only plan in effect; and

WHEREAS, the Plan is approved by the Mayor and City Council of the City of Wickliffe and is based on the provisions of Section 145.297 of the Ohio Revised Code, and Ohio Administrative Code Rule 145-2-42; and

WHEREAS, the plan shall begin on August 1, 2025 and end on July 31, 2026.

NOW THEREFORE, BE IT RESOLVED BY COUNCIL OF THE CITY OF WICKLIFFE, COUNTY OF LAKE, AND STATE OF OHIO:

SECTION 1. The City of Wickliffe, Ohio establishes the City of Wickliffe Early Retirement Incentive Plan ("Plan") in accordance with the Ohio Revised Code, the Ohio Administrative Code Rules, and terms of the Plan, which are detailed in the attached policy (**Exhibit A**).

SECTION 2. That it is hereby found and determined that all formal actions of this Council concerning and relating to the passage of the resolution were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, and safety of said city and for the further reason it is necessary for the efficient operation of city government; wherefore, this resolution provided it receives an affirmative vote of two-thirds (2/3) of the members elected to Council, shall take effect immediately upon its passage and approval by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

Passed: May 19th, 2025

Attest: [Signature]
Clerk of Council

Submitted to the Mayor for approval on
May 19th, 2025

First reading suspended

Second reading suspended

Third reading May 19th, 2025

Edward A. Linn
Council President – Presiding Officer

Approved: May 19th, 2025

[Signature]
Mayor

Passed May 19th, 2025

Yes 5 No 1

I, Sandra J. Fink, Clerk of Council of Wickliffe, Ohio, hereby certify the foregoing is a true copy of Resolution No. 2025-08 enacted by Council at its regular meeting on May 19, 2025.
Sandra J. Fink, Clerk of Council

EXHIBIT A

OPERS EARLY RETIRMENT INCENTIVE PLAN

1. **Plan Name:** The name of the plan shall be the Retirement Incentive Plan of The City of Wickliffe, hereinafter referred to as the Plan.
2. **Enabling Resolution and Governing Law:** The plan was approved by Wickliffe City Council and is based on the provisions of Section 145.297 of the Ohio Revised Code, and Ohio Administrative Code Rule 145-2-42.
3. **Plan Period:** The plan shall begin on August 1, 2025 and terminate on July 31, 2026.
4. **Terms:**
 - (A) The Plan shall be the only retirement incentive plan in effect for eligible employees of the City of Wickliffe.
 - (B) Participation in the Plan shall be available to five (5%) percent of eligible employees of the City of Wickliffe who are employed at their offices and are members of OPERS on August 1, 2025. Employees who have established more total service credit of record in the Ohio Public Employees Retirement System pursuant to applicable service credit provisions of Chapter 145 of the Ohio Revised Code have the right to elect to participate in the Plan before employees having less total service credit established in OPERS.
 - (C) Pursuant to the terms of the Plan, service credit for each participating employee shall be purchased by the City of Wickliffe in an amount equal to the lesser of the following:
 1. Eighteen (18) months or five-hundred and forty-eight (548) days of service credit, or
 2. An amount of service credit equal to one-fifth of the total service credit of record credited to the participating employee in the Ohio Public Employees Retirement System, exclusive of the service credit purchased under this Plan.
5. **Eligibility Requirements:** Eligibility Requirements: Any eligible employee of the City of Wickliffe is eligible to participate in the Plan if they meet the following criteria:
 - (A) The employee is or will be eligible to retire under Section 145.332 or 145.37 of the Ohio Revised Code on or before the date of termination of the Plan. Service credit to be purchased for the employee under the Plan shall be included in making this determination for eligibility.
 - (B) The employee agrees to retire under Section 145.332 or 145.37 of the Ohio Revised Code within 90 days after receiving notice from the Ohio Public Employees Retirement System that service credit has been purchased for the employee pursuant to the Plan.
6. **Notice:** The Plan shall be in effect for a minimum of one year. All employees and the Ohio Public Employees Retirement System will receive written notice 30 days in advance of the proposed termination date of the Plan.
7. **Grievance Procedure:** An employee wishing to file a grievance regarding this procedure may do so in accordance with the City of Wickliffe Complaint Procedure.