

SPONSORED BY: MAYOR NOVAK, COUNCIL MEMBERS DOWNING, MONROE & PARSONS

COUNCILMAN'S RESOLUTION

RESOLUTION NO.

No. CR-64  
Series of 2008

\_\_\_\_\_  
Series of 2008

A RESOLUTION ACCEPTING THE EARLY RETIREMENT OF CITY CLERK DIANA LENTZ

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City Council hereby accepts the early retirement of City Clerk Diana Lentz, approves the severance described in Exhibits A and B attached to this Resolution, and authorizes the Mayor to sign all appropriate documents on behalf of the City Council to allow for the early retirement of Ms. Lentz.

DATED at Northglenn, Colorado, this \_\_\_\_ day of \_\_\_\_\_, 2008.

\_\_\_\_\_  
KATHLEEN M. NOVAK  
Mayor

ATTEST:

\_\_\_\_\_  
JOHANNA SMALL, CMC  
Acting City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
COREY Y. HOFFMANN  
City Attorney

## SEVERANCE PACKAGE

Diana Lentz

Dates of employment: 06/19/78 - 04/21/08

- \* Severance Pay: \$59,914 ( 39.8 weeks of pay)  
(Severance formula is 1 week of pay for each year of service + 10 weeks; employee has 29.8 years of service)
- \* General Leave: \$17,928 ( 476.38 hours x \$37.63 )
- \* Severance Total: \$77,843

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Health Insurance: Early Retiree Medical Insurance Benefits - City will pay 50% of the cost of the premium for single coverage on behalf of the retiree. The retiree is responsible for paying the remainder of the single premium, as well as 100% of the cost of continuing coverage for a spouse or family members.

Dental Insurance: COBRA benefits for 18 months after that time.

Items to retrieve from employee include: keys, Prox card, employee ID.

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Years of service =	<u>29.8</u>
Annual salary =	<u>\$78,280</u>
Hourly rate =	<u>\$37.63</u>
# of hrs. of G.L. =	<u>476.38</u>

H:\SERelations\EEAgreements\Severance Temp\_auto calc  
Worksheet: 18+ Yrs

EXHIBIT A

## EARLY RETIREE MEDICAL INSURANCE BENEFITS

The City currently offers the following post-retirement medical insurance benefit for early retirees:

1. The retiree can remain on the City's medical insurance plan (Kaiser or PacifiCare) as an early retiree. For the General Employees' Pension Plan, an employee's age and years of service must total 65 in order to qualify as an early retiree. Under the Police Employees' Pension Plan, an employee's age and years of service must total 60 in order to qualify as an early retiree.

If the retiree selects this option, the City will pay 50% of the cost of the premium for single coverage on behalf of the retiree. The retiree is responsible for paying the remainder of the single premium, as well as 100% of the cost of continuing coverage for a spouse or family members.

*(Please note that post-retirement insurance benefits are subject to annual negotiation with the medical insurance providers, and that the impact of utilization on premiums charged will be taken into account when evaluating the continuation of this benefit each year.)*

**The retiree medical benefit option ends when the early retiree becomes eligible for Medicare benefits.** Employees and their covered dependents are eligible for COBRA coverage at the time the Early Retiree Medical Insurance Benefit ends.

**NOTE:**

- Both medical plan options (Kaiser and PacifiCare) are fully insured plans.
- The City of Northglenn does not offer a Retiree Dental Insurance plan. Employees and their covered dependents are eligible for COBRA coverage at the time of early retirement.