

RESOLUTION NO. 2021-03

**A RESOLUTION AUTHORIZING RETENTION PAY
TO NON-BARGAINING UNIT EMPLOYEES OF
THE BYRON FIRE PROTECTION DISTRICT**

WHEREAS, the Byron Fire Protection District, Ogle County, Illinois (the "District") is a fire protection district duly organized under the laws of the State of Illinois including but not limited to the Illinois Fire Protection District Act (the "Act," 70 ILCS 705/0.01 *et seq.*); and

WHEREAS, the Byron Fire Protection District has seen unprecedented and high rates of employee turnover; and

WHEREAS, the threatened closure of the Exelon nuclear generating plant would impact approximately 60% of the District's revenue, resulting in increased uncertainty regarding future financial stability of the District; and

WHEREAS, The Board of Trustees of the District wishes to reward those employees who remain employed by the District during this period of instability; and

NOW, THEREFORE, be it resolved by the Board of Trustees of the Byron Fire Protection District as follows:

Section One. An employee retention program shall be implemented, effective retroactively to September 1, 2021 (the "Effective Date") as follows:

- (a) Full Time Administrative Employees. All full-time sworn and non-sworn administrative employees who continue to be full-time District employees will receive retention payments of: \$2,000.00 after six (6) months continued employment from the effective date; an additional \$2,000.00 after 18 months continued employment from the effective date; and an additional \$3,500.00 after 24 months continued employment from the effective date.
- (b) Part Time Members. Active part-time members of the Fire Department who continue to be active part-time members will receive retention payments of: \$1,000.00 after six (6) months continued employment from the effective date; an additional \$1,000.00 after 18 months continued employment from the effective date; and an additional \$2,000.00 after

24 months continued employment from the effective date. To be an active part-time member of the Department, eligible for retention payments, the part-time member must average at least four (4) full duty shifts per month.

Section Two. This Resolution shall be in full force and effect upon its passage and approval as required by law.

Section Three. This Resolution supersedes any resolutions or motions, or parts of resolutions or motions, in conflict with any part herein, and any such resolutions or motions, or parts thereof, are hereby repealed to the extent of any conflict.

Section Four. If any section, paragraph, or provision of this Resolution shall be held invalid or unenforceable for any reason, such invalidity or unenforceability shall not affect any of the remaining provisions of this Resolution.

ADOPTED this 27th day of September 2021, by a roll call vote as follows:

AYES: Bain, Hogan, Logston + Millard

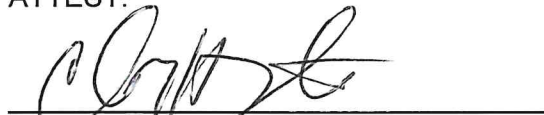
NAYS: None

ABSENT: Smith



Gene Smith
President, Board of Trustees
Byron Fire Protection District

ATTEST:



Christopher Logston
Secretary, Board of Trustees
Byron Fire Protection District

STATE OF ILLINOIS)
) SS
COUNTY OF OGLE)

SECRETARY'S CERTIFICATE

I, Christopher Logston, Secretary of the Board of Trustees of the Byron Fire Protection District, in the County of Ogle, State of Illinois, do hereby certify that attached hereto is a true and correct copy of that certain Resolution now on file in my office entitled:

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which Resolution was duly adopted and approved by the Board of Trustees of the Byron Fire Protection District at a meeting held on the 27th day of September 2021.

I do further certify that a quorum of said Board of Trustees was present at said meeting, and that the Board complied with all requirements of the Illinois Open Meetings Act.

I do further certify that the Resolution of which the foregoing is a true and correct copy, is entrusted to my care for safekeeping, and that I am the lawful keeper of the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Byron Fire Protection District this 27th day of September 2021.

(SEAL)



Christopher Logston
Secretary, Board of Trustees
Byron Fire Protection District