

BEFORE THE METRO COUNCIL

| | | |
|----------------------------------|---|--|
| FOR THE PURPOSE OF APPROVING A |) | RESOLUTION NO. 05-3539 |
| VOLUNTARY EXIT INCENTIVE PROGRAM |) | |
| FOR METRO EMPLOYEES |) | Introduced by Chief Operating Officer |
| |) | Michael Jordan with Concurrence of Council |
| |) | President David Bragdon |

WHEREAS, the Metro Council is committed to a multi-year process for aligning Metro's cost structure with forecasted revenue to provide responsive public services; and

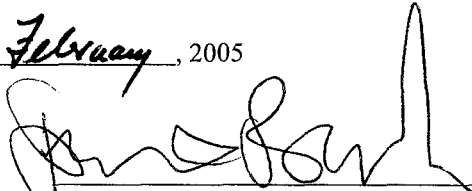
WHEREAS, a program of accelerated attrition through voluntary employee resignations will facilitate Metro reorganization and reduce costs; and

WHEREAS, a program of voluntary exit incentives is a cost-effective way to encourage voluntary attrition, reward public service, and maintain employee morale, now therefore

BE IT RESOLVED that the Metro Council:

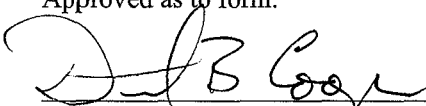
1. Approves an employee Voluntary Exit Incentive program to be offered in a form substantially similar to the attached Exhibit A, and
2. Authorizes the Metro Chief Operating Officer to take all actions necessary to carry out the provisions of this resolution.

ADOPTED by the Metro Council this 15th day of February, 2005



David Bragdon, Council President

Approved as to form:



Daniel B. Cooper, Metro Attorney

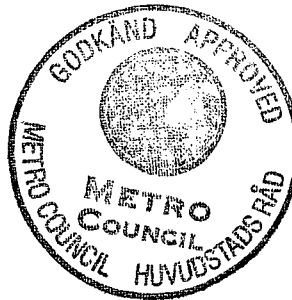


Exhibit A
Resolution No. 05-3539

| Years of Service | \$100 Incentive Per Year | Total Incentive |
|---------------------|------------------------------------|----------------------------------|
| 1 | \$ 100 | \$ 100 |
| 2 | \$ 200 | \$ 300 |
| 3 | \$ 300 | \$ 600 |
| 4 | \$ 400 | \$ 1,000 |
| 5 | \$ 500 | \$ 1,500 |
| 6 | \$ 600 | \$ 2,100 |
| 7 | \$ 700 | \$ 2,800 |
| 8 | \$ 800 | \$ 3,600 |
| 9 | \$ 900 | \$ 4,500 |
| 10 | \$ 1,000 | \$ 5,500 |
| 11 | \$ 1,100 | \$ 6,600 |
| 12 | \$ 1,200 | \$ 7,800 |
| 13 | \$ 1,300 | \$ 9,100 |
| 14 | \$ 1,400 | \$ 10,500 |
| 15 | \$ 1,500 | \$ 12,000 |
| 16 | \$ 1,600 | \$ 13,600 |
| 17 | \$ 1,700 | \$ 15,300 |
| 18 | \$ 1,800 | \$ 17,100 |

| Years of Service | \$100 Incentive Per Year | Total Incentive |
|---------------------|------------------------------------|----------------------------------|
| 19 | \$ 1,900 | \$ 19,000 |
| 20 | \$ 2,000 | \$ 21,000 |
| 21 | \$ 2,100 | \$ 23,100 |
| 22 | \$ 2,200 | \$ 25,300 |
| 23 | \$ 2,300 | \$ 27,600 |
| 24 | \$ 2,400 | \$ 30,000 |
| 25 | \$ 2,500 | \$ 32,500 |
| 26 | \$ 2,600 | \$ 35,100 |
| 27 | \$ 2,700 | \$ 37,800 |
| 28 | \$ 2,800 | \$ 40,600 |
| 29 | \$ 2,900 | \$ 43,500 |
| 30 | \$ 3,000 | \$ 46,500 |
| 31 | \$ 3,100 | \$ 49,600 |
| 32 | \$ 3,200 | \$ 52,800 |
| 33 | \$ 3,300 | \$ 56,100 |
| 34 | \$ 3,400 | \$ 59,500 |
| 35 | \$ 3,500 | \$ 63,000 |
| 36 | \$ 3,600 | \$ 66,600 |