

City of Weslaco

"The City on the Grow"



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Leonardo Olivares, City Manager

Press Release

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City Employees Separating Under Voluntary Plan

Weslaco—City workers have begun separating from their employment as part of a buyout plan made available in August. Termed the Voluntary Separation Plan (VSP), the City Commission approved the measure in order to right-size the City's workforce without implementing forced reductions.

"The Voluntary Separation Plan is exactly that, voluntary," said City Manager Leonardo Olivares. "We have had 54 employees choose to participate, from front-line receptionists to department directors and all employment grades in between."

"This was a very personal choice for them and their families," he added. "Some decided to leave in order to finish college, others to stay home to care for a sick relative, and others found different jobs, even different careers completely."

As part of the plan, separating workers receive one week of pay for each year of employment with the City, with a minimum of five weeks and a maximum of twenty weeks compensation. Upon accepting the plan, all separating employees signed an agreement in which they wrote in their preferred date of separation, but acknowledge their final day of employment is at the sole discretion of the City.

"We have tried to accommodate requests whenever possible," said Olivares. "But we have to allow for an orderly separation, staggering departures so that staff left behind is ready to absorb the workload. Our Commission and our constituents were very clear that they want a responsible and accountable government, with a reduction in budget without any reduction in services. I believe we have been able to do both through this plan. We must be good stewards of every tax dollar our 35,000 residents pay our City, and we anticipate a potential annual savings of \$2.3 million by this attrition."

"Some employees who separated dedicated a lifetime of public service," he said. "We honor their legacy in our own work for Weslaco every day."