

Voluntary Employee Severance Program

1. Voluntary Participation. All eligible employees may elect to participate in the severance program. Participation is completely voluntary. In addition, the employee at any time may end his/her participation in the agreement at any time.

2. Service Tenure / Age Requirement. In order to qualify for the program, employees must meet all eligibility requirements in regards to age and years of service to qualify for benefits from the Illinois Municipal Retirement Fund (IMRF).

3. Enrollment Period. Enrollment period begins upon approval of the Macoupin County Board. Enrollment period ends at the close of business on Monday, August 31, 2009.

4. Date of Voluntary Severance. Ending date of employment (voluntary severance) must be initiated by the employee and agreed upon by the employee's supervisor prior to August 31, 2008. The employee's supervisor must inform the County Board office in writing of the ending date of employment at least one week prior to the date agreed upon between the employee and the supervisor.

5. Insurance Premium Cost Sharing. The County will share the cost of health and dental insurance premiums with the employee according to the schedule below.

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6+
100%	80%	60%	40%	20%	10%

5a. Year 1 begins on the ending date of employment and ends on August 31, 2009. Year 2 begins on September 1, 2009 and ends on August 31, 2009. Each subsequent year begins on September 1 of that year and ends on August 31 of that year.

5b. The value of the premiums paid to the employee by the County will be paid as if the employee maintained employment with Macoupin County, i.e. office visit and premium co-pays, all out-of-pocket expenses, drug card, etc. will apply. Employees participating in the program are entitled only to the benefits and levels of benefits available to employees enrolled in the County's health and dental insurance plan.

5c. If the participating employee secures health and/or dental insurance with another employer, the participating employee is rendered ineligible for the insurance premium cost sharing plan according to this agreement.

5d. When the participating employee reaches age 65, the employees is rendered ineligible for the insurance premium cost sharing plan.

6. Payment of Premium. Macoupin County will pay the full health and dental insurance premiums and will collect the applicable premium cost share portion from the employee on a monthly basis.

7. Dependent Coverage. If an employee elects to participate in the program, dependent coverage will not be possible after the ending date of employment.

8. Limitation on Number of Participants. The number of participating employees is limited to no more than one-quarter of the employees in each office within each department. This number can be increased at the discretion of the supervisor. The individual choosing to volunteer for this severance program will be prioritized based on date and time of application. If two employees apply at the same time, the individual with most seniority will be chosen first. Any employee who is denied this program based on the cap percentage will be put on a list to be used if this program is continued next fiscal year (FY 2009-2010).

9. Filling of Vacancies. Except for critical public safety positions, any positions that become vacant due to an employee's participation in the program, the position being vacated must remain vacant for the remaining portion of Fiscal Year 2008-2009 unless specifically authorized by a recommendation of the Finance Committee and subsequent action of the Macoupin County Board.

10. Governance Committee. A Governance Committee is created to administer the Voluntary Employee Severance Program. The Governance Committee shall be made up of the Chairman of the Finance Committee, a union employee in County government appointed by the Chairman of the County Board, a non-union employee in County government appointed by the Chairman of the County Board and an elected County Official appointed by the Chairman of the County Board. The Governance Committee shall have the authority to settle all questions and disputes arising from the institution of the program.

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