

**DOUGLAS COUNTY GOVERNMENT  
POLICY FORM**

SUBJECT REDUCTION IN FORCE – Employee Benefit Package	POLICY NO. HR.1.09
TITLE REDUCTION IN FORCE – Employee Benefit Package	APPROVAL DATE 2/6/09
	REVISION DATE 3/6/19

PURPOSE: To assist County employees who have lost their positions due to either a reorganization or reduction in force.

DEPARTMENT RESPONSIBLE: Human Resources Department

DEPARTMENT(S) AFFECTED: All

POLICY:

In the event of a County restructuring, re-organization, reduction in force, or other separation involving the execution of a Separation Agreement & General Release, the County will provide paid Core Benefits (Medical to include EAP services/Dental/Vision ) at the same level as prior to the separation. These Core Benefits will cover both the employee and any eligible dependents who were covered at the time of separation. The policy to pay Core Benefits is contingent upon the employee executing a county-approved Separation Agreement and General Release, and will be provided as follows:

<u>Years of Service</u>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>
0- 5 years	3 months	3 months	3 months
5 - 10 years	6 months	6 months	6 months
10 -15 years	9 months	9 months	9 months
15+ years	12 months	12 months	12 months