



## RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

### Title

Establishing An Attrition Program For Kane County Personnel

### **Committee Flow:**

Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

### **Contact:**

Corinne Pierog

### **Budget Information:**

Was this item budgeted? No	Appropriation Amount: \$N/A
If not budgeted, explain funding source: N/A	
Was this item passed through the appropriate committee? Yes	

### **Summary:**

This resolution establishes an Attrition Program with the following terms:

- An immediate salary freeze for all current employees;
- A hiring freeze whereby:
  - A evaluation must be made by a designated panel (currently listed as the HR Director, Finance Director, Vice-chair of Board and an Ad Hoc member of the Board appointed by Madam Chair) when a department requests to re-hire a vacancy.
  - The evaluation is then submitted to the Kane County Board for a re-hiring decision.
  - The evaluation group may authorize the immediate rehire without prior Board approval in the event of extenuating services or immediate essential need.
- A Voluntary Separation Incentive Program is authorized providing the following incentives to employees voluntarily participating:
  - 4 weeks of severance pay
  - 4 months of health insurance eligibility for HMO Plan
  - In lieu of health insurance, participating employees will receive a lump sum of \$350 for every complete month of health insurance they decline.