

**Resolution No. 13-122**

**Bloomfield Healthcare and Rehabilitation Center Employee Severance Pay**

**WHEREAS**, Iowa County has determined it will begin the closure process of Bloomfield Healthcare and Rehabilitation Center; and

**WHEREAS**, Iowa County wants to continue to ensure that there is adequate staffing to provide necessary levels of care to the residents of the facility; and

**WHEREAS**, Iowa County wants to recognize Bloomfield Healthcare and Rehabilitation Center employees and their dedication and commitment to the County and the residents served at Bloomfield Healthcare and Rehabilitation Center; and

**NOW THEREFORE, BE IT RESOLVED** that the Iowa County Board of Supervisors does hereby establish the following severance payment structure for Bloomfield Healthcare and Rehabilitation Center staff subject to their acceptance and non-revocation of the terms of individual severance agreements which will be provided to each employee:

**Retention Severance Bonus:**

- All employees of Bloomfield Healthcare and Rehabilitation Center who remain in active employment until they are released from Iowa County pursuant to the terms of the severance agreement will receive a severance payment on their final paycheck as outlined below:
  - \$8,000 for all regular full-time employees
  - \$4,000 for all regular part-time employees
  - \$2,000 for all regular casual employees (PRN)
  
- An additional retention severance bonus on the employee's final check based on total hours worked from the date of this resolution thru the employee's release from employment pursuant to the terms of the severance agreement. Such bonus is available to non-exempt employees and shall be calculated as follows:
  - \$25.00 a partial shift worked on Saturday and Sundays.
  - \$50.00 a full shift worked on Saturday and Sundays.

**Length of Service Bonus:**

- All employees of Bloomfield Healthcare and Rehabilitation Center who remain in active employment until they are released from Iowa County will receive a Length of Service payment pursuant to the terms of the severance agreement based on the following tables (each employee's years of service will be rounded up to the nearest whole year)

<b>Years of Service</b>	<b>Payment Per Year of Service</b>
Completion of 2 years or Less	\$50.00
Completion of 3-5 years	\$100.00
Completion of 6-10 years	\$125.00
Completion of 11-15 years	\$150.00
Completion of 16-20 years	\$175.00
Completion of 21 or more years	\$200.00

**Additional Assignments (Non-exempt employees):**

- Non-exempt employees of Bloomfield Healthcare and Rehabilitation Center who assume additional responsibility due to the closure of Bloomfield and who remain in active employment until they are released from Iowa County pursuant to the terms of the severance agreement may be eligible for a bonus on their final paycheck at the discretion of the County Administrator and Employee Relations Director.

**Additional Assignments (Exempt employees):**

- Exempt employees of Bloomfield Healthcare and Rehabilitation Center who assume additional responsibility due to the closure of Bloomfield and who remain in active employment until they are released from Iowa County pursuant to the terms of the severance agreement may be eligible for a bonus on their final paycheck at the discretion of the County Administrator and Employee Relations Director.

**Payment of Accruals:**

- Any employee who remains in active employment and/or provides sufficient notice of resignation per Policy 401 will receive payment upon release from employment for any earned and accrued MTO (managed time off).
- Any employee who is eligible for sick leave and remains in active employment and/or sufficient notice of retirement per Policy 401 will receive payment up on release from employment for earned Sick Time.

**Insurance Coverage:**

- Coverage for Health Insurance will continue through the end of the month in which an employee is released from employment.
- In addition, if an employee elects to participate in COBRA, Iowa County will pay the County's active premium Health Insurance portion towards each employee's COBRA for three months pursuant to the terms of the severance agreement.

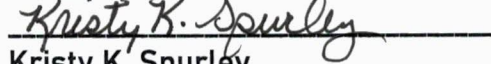
**Waiver of severance pay:**

- Any employee who calls in more than once immediately waives rights to receive any severance payment. The following situations will be exempted from waiver of severance pay: approval of FMLA leaves, absences due to a work related injury, COVID-19 illness/quarantines, and situations where employees report to work and are sent home by a member of management.
- Any employee who does not report to work or who provides notice of resignation or who is otherwise terminated immediately waives rights to receive severance pay with the exception of Payment of Accruals if meeting requirements in Policy 401.

Adopted this 18th day of January, 2022

  
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John M. Meyers  
Iowa County Chair

ATTEST:

  
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Kristy K. Spurley  
Iowa County Clerk