

Effect of Termination on Vacation and Health Insurance Benefits

December 13, 2007

Employees whose employment relationship with Antrim County is terminated for any reason, and who, in accordance with the provision of a collective bargaining agreement (if applicable) or County policy, are entitled to payment for accrued unused vacation time, and shall be paid for such accrued time in a lump sum, which shall be included in their final paycheck.

All employment benefits shall cease immediately on the effective date of termination, except if the employee is covered under a County provided health insurance plan, coverage will remain in effect until the end of the calendar month in which the termination date occurs. The departing employee will have the option to continue receiving health insurance through the County only if they initiate payment through COBRA or, if they are retiring from Antrim County, as a subscriber to any Antrim County health insurance plan then available to retirees.

I acknowledge I have received a copy of this policy.

Signature

Date

Print name