

Memorandum of Understanding
June 15, 2011

TO: Johnson County Employees
FROM: Johnson County Council
Johnson County Board of Commissioners

The Johnson County Council and the Johnson County Board of Commissioners agree that it is in the best interest of Johnson County Government to offer a one-time buy-out provision for employees who request to retire on or before July 27, 2011; and, who qualify according to the provisions listed below.

The Johnson County Council and the Johnson County Board of Commissioners adopted on June 13, 2011 the following terms:

- 1) The buy-out is limited to the first forty (40) employees who apply and are qualified for retirement.
- 2) The employee shall have at least ten years of service (civilian employees), eight years of service (merit deputies) with Johnson County Government, and a combined total of years of service and age equal to 65.
- 3) A signed retirement letter must be submitted prior to June 30, 2011 to qualify. Once the letter is received by _____, the employee is committed to retire from Johnson County Government on or before July 27, 2011.
- 4) The employee will be paid out accrued benefit time in accordance with the terms set forth in Johnson County Employee Handbook.
- 5) Employee must complete an exit conference prior to their last day of employment.

Employees who have met the terms set forth above will receive an additional one-time payout of ten thousand dollars (\$10,000.00) which will be paid the first scheduled pay day following their last day of employment.