

**Knox County Government**  
**2019 Voluntary Workforce Reduction Program (VWRP) Overview**

- VWRP is voluntary
- Eligibility

An employee is eligible for the VWRP if he or she is (1) actively employed by Knox County on April 1, 2019; (2) designated as being eligible to participate by his/her Appointing Authority; and (3) has fifteen (15) years of County Service or at least five (5) years of County Service and the sum of his/her age plus County Service is equal to or exceeds 70.

Capitalized terms throughout this Overview are defined in the enclosed 2019 VWRP document.
- VWRP Benefits
  1. Three (3) months of pay at the Participant's regular rate of pay in effect on April 1, 2019
  2. Service payment of \$400 for each full year of County Service
  3. \$3,000 cash to assist with medical coverage transition
  4. One of the following:
    - Payment for up to five (5) months of the health insurance premium (and COBRA administrative fees, if applicable) currently being paid on your behalf by the County, if you are eligible for COBRA or retiree medical coverage and elect to continue in the County's Health Plan, **OR**
    - Payment of \$6,200 to assist with medical care if you are not eligible for COBRA (including due to Medicare Eligibility) or if you elect not to continue in the County's Health Plan
  5. Payment of accrued unused vacation leave
  6. Payment of accrued unused sick pay time, if retirement eligible
- Other
  1. Participants may not be re-employed by Knox County (includes Sheriff's Department and Board of Education) for three (3) full calendar years.
  2. Eligible Employees will receive Application Packages by April 23, 2019.
  3. Interested Eligible Employees must submit complete Application Packages, by mail or in-person, no later than 4:00 p.m. on June 21, 2019.
  4. If you change your mind about participating in the VWRP, you have seven (7) days from the date of submission to rescind your Application Package, but in no case later than June 28, 2019.
  5. The VWRP Administrator will review each individual Application Package to determine approved Participants. This Overview is not meant to interpret, extend or change the County's retirement or welfare benefit plans in any way. In the event of any discrepancy between this Overview, including the attached timeline, and the provisions of the County's retirement or welfare benefit plans, the retirement or welfare benefit plan documents shall govern.
  6. This document highlights the provisions of the 2019 VWRP. It is not meant to interpret, extend, or change the VWRP in any way. In the event of any discrepancy between this Overview, including the attached timeline, and the VWRP document, the VWRP document will govern.