

RESOLUTION NO. 17-10

SEVERANCE AND RELEASE AGREEMENT

THIS AGREEMENT is made and entered into on the dates hereinafter set forth below by and between the LISLE-WOODRIDGE FIRE PROTECTION DISTRICT, DuPage County, Illinois (hereinafter the "District") and KRIS DIXON (hereinafter "Employee").

WITNESSETH:

WHEREAS, the EMPLOYEE has been employed by the DISTRICT as an MIS Specialist in charge of administering the District's management information systems comprised of its computer network operations; and

WHEREAS, the District is in the process of retaining the services of a computer consulting firm to administer the District's management information systems in order to realize certain economic savings and technological efficiencies; and

WHEREAS, as a result of the District's outsourcing of its management information systems, it will no longer be necessary for the District to continue to employ an MIS Specialist and the position will be eliminated; and

WHEREAS, the EMPLOYEE'S employment by the DISTRICT as an MIS Specialist will terminate as of the end of the work day on October 31, 2017; and

WHEREAS, the DISTRICT and EMPLOYEE have mutually agreed to settle and amicably resolve their past and present disputes, if any, concerning employment by the DISTRICT.

NOW, THEREFORE, in consideration of the foregoing and the mutual promises and covenants set forth below the receipt and sufficiency of which are hereby acknowledged by all parties, the parties do hereby agree as follows:

Section 1. The EMPLOYEE'S last day of employment with the DISTRICT was (or will be) on OCTOBER 31, 2017. Nothing in this Agreement in any way restores any employment relationship between the DISTRICT and the EMPLOYEE for any length of time.

Section 2. For the period commencing on NOVEMBER 1, 2017 and ending DECEMBER 31, 2017 (the "Severance Period"), EMPLOYEE will be entitled to receive severance pay from the DISTRICT at the bi-weekly rate of \$ 2,021.93, minus applicable withholdings and deductions for taxes and insurance plus any accrued leave required to be paid pursuant to the DISTRICT personnel policies on the first complete pay period following the execution of this Agreement.

If EMPLOYEE elects continuation of medical and/or dental insurance and is eligible for such continuation under the Consolidated Omnibus Budget Reconciliation Act of 1986 ("COBRA") or any State of Illinois continuation privilege, the DISTRICT will pay a portion of her monthly payments in the same dollar amount as the DISTRICT pays each month for active, salaried employees with the same group health insurance coverage during the Severance Period. EMPLOYEE shall pay the applicable employee contribution for the group medical and dental insurance plans in bi-weekly installments.

The DISTRICT also agrees to provide EMPLOYEE with outplacement services of an outplacement firm chosen by the DISTRICT for up to \$2,000.00 following termination of employment to assist EMPLOYEE in making the transition to a new position.

A summary of EMPLOYEE's severance pay as outlined above and other post-employment benefits EMPLOYEE is entitled to by DISTRICT policy or Illinois law are set forth in EXHIBIT "A" attached hereto and made a part hereof.

Section 3. DISTRICT shall indemnify and hold EMPLOYEE harmless for all costs and expenses, including any and all claims or causes of action brought against her arising out of or in connection with her employment with the DISTRICT, except for claims or causes of action arising from EMPLOYEE'S willful and wanton conduct, if any.

Section 4. EMPLOYEE represents and warrants that she may have at least twenty-one (21) days to consult with an attorney prior to executing this Agreement and Release and does hereby knowingly and voluntarily relinquish and waive all legal and equitable remedies provided under the Age Discrimination in Employment Act, 29 U.S.C. 621 *et seq.* as amended. EMPLOYEE is advised to consult with an attorney prior to signing this Agreement. Further, EMPLOYEE acknowledges that she is aware of and understands all rights and claims pursuant to the Older Workers Benefit Protection Act of 1990, including without limitation, the following:

- (a) By virtue of entering into this Agreement, EMPLOYEE does not waive rights or claims that may arise after the date of execution of this Agreement except those expressly stated herein; and
- (b) EMPLOYEE waives rights or claims under the Older Workers Benefit Protection Act only in exchange for consideration in addition to anything of value to which she already is entitled to arising out of this employment relationship with the DISTRICT; and
- (c) EMPLOYEE shall be provided twenty-one days following the receipt of this Agreement to consider entering into and signing this Agreement; and
- (d) For a period of at least seven days following EMPLOYEE'S execution of this Agreement, EMPLOYEE shall have the right to revoke this Agreement (the "revocation period").

Section 5. In consideration of the mutual promises and covenants contained herein, and for other good and valuable consideration, receipt of which is hereby acknowledged, and except as expressly provided herein, EMPLOYEE does hereby

fully, completely, unconditionally and absolutely remise, release, discharge, and forever free the DISTRICT and its officers, agents servants, administrators, employees, insurers, successors, assigns and attorneys, and each and every one of them, whether or not acting in their official capacity, of and from any and claims, controversies, agreements, promises, obligations, debts, dues, demands, liens, accounts, accountings, covenants, duties, obligations, suits, bonds, sums of money, benefits, damages (including, without imitations, special, compensatory, indirect and punitive damages), fees, attorney's fees, costs and expenses, and actions or causes of action of every kind of nature, at law or equity, which she may now have or claim to have or which may hereinafter accrue, whether known or unknown, anticipated or unanticipated, asserted or which could have been asserted against the DISTRICT and its officers, agents servants, administrators, employees, insurers, successors, assigns and attorneys, and each and every one of them by reason of any act done or omitted to be done by any of them from the beginning of EMPLOYEE'S employment to and through the date of this Agreement and Release, and any other actions, omissions, events, transactions, discussions, communications, positions or statements previously occurring, taken or undertaken at any time prior to the date hereof, and including, without limitation, all of her rights under any and all state and federal statutes, laws, executive orders, and regulations, the Constitution of the United States (including all amendments thereof) and the Constitution of the State of Illinois, the Illinois Human Rights Act, Age Discrimination in Employment Act, the Equal Employment Opportunity Act, the Equal Pay Act of 1963, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Immigration Reform and Control Act of 1986, the Employee Retirement Income Security

Act of 1974, the Older Workers' Benefit Protection Act, the Americans with Disabilities Act and the 1866, 1871, 1964 and 1991 Civil Rights Acts, and any DISTRICT policies and rules, and any and all contracts (written, oral or implied), with respect to continued employment, compensation, insurance, personal leave, sick leave, accrued vacation, and any and all other claims rights and benefits of any kind or nature including any and all other claims and rights relating to EMPLOYEE'S employment, compensation, and/or retirement which were asserted or could have been asserted to have arisen or grown out of or in any manner connected with the relationships between the parties, except for the express terms and agreements contained herein and the enforcement of this Agreement. IT IS THE INTENT OF THE PARTIES HERETO THAT THIS RELEASE SHALL BE A FULL AND FINAL GENERAL AND MUTUAL RELEASE AS DESCRIBED ABOVE, AND THAT IT MAY NOT BE MODIFIED IN ANY MANNER.

Section 6. Excluded from this Agreement's release of claims are any claims which cannot be waived by law, including the right to file a charge of discrimination with, or participate in, an investigation conducted by any administrative agency. EMPLOYEE is waiving, however, her right to any monetary recovery in connection with such a charge as well as any recovery awarded via an action initiated on her behalf by any other party for claims waived by this Agreement. Also excluded from this Agreement's release of claims are any workers' compensation claims filed regarding any injury occurring to EMPLOYEE before NOVEMBER 1, 2017; any future pension benefits EMPLOYEE may be entitled to under the Illinois Pension Code, if any; any rights under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA"); and any claims that may arise after the date of this Agreement. EMPLOYEE represents that she

has not previously filed or joined in any complaints, charges or lawsuits against the DISTRICT with any governmental agency or court of law over claims released by this Agreement. In the event that any such claim, charge, complaint or lawsuit is, or has been filed, EMPLOYEE shall take all necessary actions to withdraw and dismiss each, and shall not be entitled to any relief or recovery therefrom, including costs and attorneys' fees. Should she receive any such relief or recovery, notwithstanding this Agreement, she will return it to the District immediately. This provision shall not apply to any complaint, charge or lawsuit that EMPLOYEE may file seeking to enforce the terms of this Agreement.

Section 7. The parties acknowledge and agree that no promise has been made by any party to another for any other or future consideration except as expressly stated herein.

Section 8. This Agreement contains all of the terms and conditions agreed upon by the parties hereto, and no provisions or requirements expressed herein may be altered, modified or terminated except upon the express written consent of each of the parties hereto.

Section 9. This Agreement shall be interpreted and enforced according to the statutes and case law, and in the courts of the State of Illinois regardless of the later residence or domicile of any of the parties.

Section 10. This Agreement shall be binding upon and inure to the benefit of the DISTRICT, its officers, employees, agents, successors, and assigns and to EMPLOYEE, her heirs, administrators, representatives, agents, successors, and assigns.

Section 11. The parties signing this Agreement do hereby warrant and represent that they have read this Agreement, that they have had sufficient time to consider and comprehend the terms contained herein and consult with counsel of their choice, that they understand the terms and provisions contained herein, and that they have voluntarily signed hereafter.

Section 12. Each party does hereby agree to execute any and all additional documents which may be necessary to effectuate the intent and purposes of this Agreement.

Section 13. This Agreement may be executed in duplicate counterparts, each with the same force and effect as the original.

IN WITNESS WHEREOF, EMPLOYEE and DISTRICT by its duly authorized agents and representatives have executed this Agreement and Release.

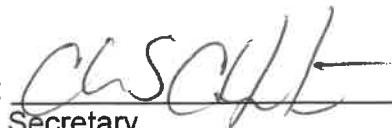

KRIS DIXON

Dated: 10/24, 2017

LISLE-WOODRIDGE FIRE PROTECTION DISTRICT

By: 
President

Dated: 10-24, 2017

Attest: 
Secretary

Dated: 10-24, 2017

EXHIBIT "A"

SUMMARY OF SEVERANCE BENEFITS AND OTHER POST-EMPLOYMENT BENEFITS

EMPLOYEE: KRIS DIXON

SEVERANCE BENEFITS:

Employee Salary 11/01/17 through 12/31/17 \$ 2,021.93 bi-weekly
Hourly Compensation Rate - \$25.27

Employer Contribution to Health Insurance 11/01/17 through 12/31/17 \$ 836.71 monthly

Outplacement services up to \$ 2,000.00

OTHER POST-EMPLOYMENT BENEFITS TO WHICH EMPLOYEE IS ENTITLED BY
DISTRICT POLICY OR ILLINOIS LAW:

Estimated Value of Accrued Vacation Time through 10/31/17 (184 hours @ \$25.27 an hour) \$ 4,649.68

Estimated Value of Unused Sick Leave (151.22 days @ \$30 per 8 hour day) \$ 4,536.60

Estimated Holiday Pay (126 hours @ \$25.27 an hour) \$ 3,184.02

**Subject to final calculations as of October 31, 2017*

ETO 15.255 x 25.27

= \$ 385.49

10/20/17