

**County of El Dorado**  
**Retirement Incentive Plan 2025**  
**Summary of Plan Provisions**

**Eligible Participants**

Full or part-time County employees, excluding Elected Officials and Extra Help. Eligible employees must have at least 5 years of continuous County service at time of separation date and be eligible to retire through CalPERS to apply for participation in the Retirement Incentive Plan (Plan).

**Selection Criteria**

Applications from eligible participants will be reviewed and approved on a first-come, first-served basis to the extent that the maximum funding authorized by the Board of Supervisors remains available. Total participation under this Plan shall not exceed \$2,000,000.

Applications shall be reviewed in chronological order based on the date the fully completed application is received by the Department of Human Resources.

**County Contribution to Health Reimbursement Arrangement ("HRA")**

The Health Reimbursement Arrangement (HRA) is an employer-funded plan that reimburses participants for qualified retiree medical expenses; eligible expenses shall be as determined by the Internal Revenue Service (IRS). An HRA accrues investment earnings; participants are responsible for any fees assessed by the HRA administrator (Nationwide) for their asset management and account administration. Participants also have the ability to elect a managed account through Nationwide for independent, professional financial money management of the HRA for an additional fee. There is no charge for claims reimbursements.

1. Phase I: Employees who are approved to participate in the Plan and separate from County service no later than December 31, 2025, shall be eligible for \$2,500 per year of full time equivalent service, not to exceed \$50,000 total deposited in the HRA. For example, under this scenario, an employee with 11.57 years of County service would be eligible for a contribution of \$28,925 to the HRA under Phase I ( $11.57 \times \$2,500$ ).
2. Phase II: Employees who are approved to participate in the Plan and separate from County service no later than June 30, 2026, shall be eligible for \$2,000 per year of full time equivalent service, not to exceed \$50,000 total deposited in the HRA. For example, an employee with 11.57 years of County service would be eligible for a contribution of \$23,140 to the HRA under Phase II ( $11.57 \times \$2,000$ ).

For purposes of County contribution, part-time employees shall be calculated equivalent to full-time employees. Years of service shall be based on the most recent continuous period of employment hire date through employee Separation Date.

An approved participant may withdraw from consideration from the Plan at any point prior to the employee's stated Separation Date.

**Application Process:**

1. Eligible employees shall apply directly to the Department of Human Resources using the Application for the Retirement Incentive Plan form on or before October 3, 2025, to be considered for Phase I, and by March 13, 2026, to be considered for Phase II. Applicants are encouraged to submit completed applications to [edcjobs4u@edcgov.us](mailto:edcjobs4u@edcgov.us) and retain their individual record of submission.
2. If the application is approved, employees will be provided with the Retirement Incentive Plan Agreement and Release. Execution of this Agreement is a condition to receive the retirement incentive.
3. Approved participants shall submit an original retirement letter and the required signed Retirement Incentive Plan Agreement and Release to Human Resources no later than November 21, 2025, for Phase I, and no later than April 30, 2026, for Phase II; participants shall submit a confirming copy of the retirement letter to their Department Head.
4. Participation in the Plan is voluntary. The determination to approve or deny an application is not subject to appeal or grievance.