



RESOLUTION NO. _____

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO
PROVIDING EMPLOYEES ELIGIBLE FOR GOLDEN HANDSHAKE RETIREMENT WITH ONE
OPPORTUNITY TO CHANGE HEALTH INSURANCE PROGRAMS**

WHEREAS, the County has determined that due to a budget deficit it was necessary to make budget cuts; and

WHEREAS, the Board of Supervisors has determined that a reduction in the County's workforce is necessary to meet such a shortfall and enacted Resolution No. 163-2008 on June 17, 2008 to effectuate such a reduction; and

WHEREAS, The Board of Supervisor sought to minimize the impact of the reduction by providing employees in specific classifications with two (2) years of additional service ("Golden Handshake") to facilitate immediate retirement through Resolution No. 163-2008 on June 17, 2008; and

WHEREAS, the window of opportunity established by Resolution No. 163-2008 began June 18, 2008, and concludes September 26, 2008; and

WHEREAS, open enrollment allowing county employees to select among available health insurance programs began May 15, 2008, and ended June 2, 2008; and

WHEREAS, the Director of Human Resources advises the Board of Supervisors that the policies and procedures of the Human Resources Department preclude employees from selecting an alternative health insurance program during any period that is not the open enrollment period; and

WHEREAS, the only exception to said policies and procedures is a "qualifying event" and that retirement is not now considered such a "qualifying event"; and

WHEREAS, the selection of an appropriate health insurance program prior to retirement is an important component of responsible retirement planning; and

THEREFORE BE IT RESOLVED, that for the purposes of selecting an appropriate insurance program prior to retirement, those employees in classifications eligible for a "Golden Handshake" for the period of June 18, 2008, through September 26, 2008, only, may be permitted to make one (1) health care program selection changes at any time, but in no event to be effective later than the day immediately preceding that employee's last day of work prior to retirement. It is the intention of the Board of Supervisors that this Resolution not establish a precedent of any kind under like circumstances.

