

County of El Dorado

RETIREMENT HEALTH SAVINGS (RHS) PLAN

Summary of Plan Provisions

Attachment B

Eligible Employees

The following groups of employees are eligible to participate in our VantageCare RHS Plan:

- 1) The employee must have reached the age of 50 by October 30, 2009. (minimum eligibility for CalPERS retirement)
- 2) The employee must have worked in a permanent position for the County of El Dorado for at least 5 years, or must reach 5 years of service by October 30, 2009.
- 3) Employee must submit a confirming resignation/retirement letter, signed by the employee by November 1, 2009.
- 4) Employee must sign the release and waiver.
- 5) Employee must retire by November 20, 2009.
- 6) Eligible classifications:
 - a) All permanent full or part-time County employees with the exception of Elected Officials
 - b) Eligible employees must apply to the County Human Resources Director. The application will be reviewed and approved by the Department Head. Applications, authorized by the CAO, will go before the Board of Supervisors for final approval.
 - c) The Department must permanently eliminate the position.
 - d) Where equal or like savings to the County may occur but operational needs limit a Department Head's ability to eliminate the retiree's position, the Department Head may bring alternatives to the County Administrative Officer for approval.

County Contribution:

County of El Dorado will make the following direct contributions:

- 1) \$1,500 per year of full time equivalent service (for a total not to exceed \$50,000) following participant retirement/separation.
- 2) The payment will be made within 20 business days following the participant's separation.