

County of El Dorado

Early Separation Incentive Plan 2015

Summary of Plan Provisions

Eligible Classifications

- 1) All permanent full or part-time County employees.

Selection Criteria

- 1) Employee requests for the Early Separation Incentive shall be assessed and recommended for approval by the Board of Supervisors based on the County's ability to achieve salary savings in the General Fund.

County Contribution to Health Savings Account

- 1) The following shall apply if the participant retires no later than June 30, 2015:
 - a. \$2,500 per year of full time equivalent service, not to exceed \$50,000 total deposited in HSA.
- 2) The following shall apply if the participant retires no later than August 31, 2015.
 - a. \$1,500 per year of full time equivalent service, not to exceed \$50,000 deposited in HSA.

Application Process:

- 1) Eligible employees shall apply to Human Resources using the Application for Early Separation Incentive form approved by the Board of Supervisors no later than June 1, 2015.
- 2) The Board of Supervisors shall consider applications for the Early Separation Incentive at the regularly scheduled meeting of June 9, 2015 and June 23, 2015.
- 3) Participants approved by the BOS for the June 30, 2015 separation date shall submit a confirming copy of the resignation/retirement letter to the department head. Participants shall submit the original and required signed agreement and release to Human Resources at Incentives@edcgov.us no later than June 15, 2015.
- 4) Participants approved by the BOS for the August 31, 2015 separation date shall submit a confirming copy of the resignation/retirement letter to the department head. Participants shall submit the original and required signed agreement and release to Human Resources at Incentives@edcgov.us no later than July 15, 2015.