

County of El Dorado

Early Separation Incentive Plan 2015

Summary of Plan Provisions

Eligible Classifications

- 1) All ~~permanent regular~~ 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 ~~Retiree~~ Health Savings Account ("RHSA")

- 1) The following shall apply if the participant retires no later than ~~June 30~~ September 11, 2015:
 - a. \$2,500 per year of full time equivalent service, not to exceed \$50,000 total deposited in RHSA.
- 2) The following shall apply if the participant retires no later than ~~August 31~~ October 9, 2015.
 - a. \$1,500 per year of full time equivalent service, not to exceed \$50,000 deposited in RHSA.

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 ~~5:00 p.m. on June 1~~ June 17, 2015.

- 2) ~~Participant shall submit an application for Early Separation Incentive no later than June 1, 2015 Human Resources. On or before July 7, 2015 applicants will be notified as to whether their application will be recommended for acceptance by the Board of Supervisors.~~

- 3) 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~~ of July 14, 2015.

- 4) On or before July 16, 2015 County will provide the employees whose applications were approved by the Board of Supervisors with the Early Separation Agreement and Release.

- ~~54)~~ Participants approved by the BOS for ~~the June 30~~ the September 11, 2015 separation date shall submit a confirming copy of the resignation/retirement letter to the department head. Participants shall submit the original resignation/retirement letter and the required signed ~~release and waiver~~ Early Separation Agreement and ~~to~~Release to Human Resources at Incentives@edcgov.us no later than ~~June 15~~ August 31, 2015, 2015.

- ~~65)~~ Participants approved by the BOS for ~~the August 31~~ the October 9, 2015 separation date shall submit a confirming copy of the resignation/retirement letter to the department head. Participants shall submit the original resignation/retirement letter and required signed ~~release and waiver~~ Early Separation Agreement and ~~to~~Release to Human Resources at Incentives@edcgov.us no later than ~~July 15~~ September 25, 2015.