



## **RESOLUTION NO.**

**OF THE BOARD OF SUPERVISORS OF THE COUNTY OF EL DORADO**

### **RESOLUTION TO PROVIDE ONE OPPORTUNITY TO CHANGE HEALTH INSURANCE PLANS TO THOSE EMPLOYEES WHO RETIRE IN LIEU OF BEING TERMINATED DURING THE REDUCTION IN FORCE**

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

**NOW, THEREFORE, BE IT RESOLVED,**

1. That for the purposes of selecting an appropriate insurance program prior to retirement, those employees who elect to retire in lieu of termination, (due to RIF), during the period of **November 19, 2008 to June 30, 2009**, only, may be permitted to make one (1) health care program selection change 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.

**PASSED AND ADOPTED** by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the \_\_\_\_\_ day of \_\_\_\_\_, 200\_\_, by the following vote of said Board:

**Attest:**

Suzanne Allen de Sanchez  
Clerk of the Board of Supervisors

**Ayes:**

**Noes:**

**Absent:**

By: \_\_\_\_\_  
Deputy Clerk

\_\_\_\_\_ Chairman, Board of Supervisors

**I CERTIFY THAT:**

THE FOREGOING INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE.

**DATE:** \_\_\_\_\_

**Attest:** Suzanne Allen de Sanchez, Clerk of the Board of Supervisors of the County of El Dorado, State of California.

By: \_\_\_\_\_