



# County of El Dorado

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## Legislation Text

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**File #:** 08-1796, **Version:** 1

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Human Resources Department, Risk Management Division, recommending adoption of Resolution **322-2008** to provide employees who elect to retire in lieu of termination through reduction in force (RIF), the opportunity to change their health care program selection.

**RECOMMENDED ACTION:** Approve.

**Fiscal Impact/Change to Net County Cost:** N/A

**Reason for Recommendation:** The selection of an appropriate health insurance program prior to retirement is an important component of responsible retirement planning. Those employees that must retire earlier than expected due to the reduction in force, should have the opportunity to make one (1) selection change prior to retirement. The attached resolution will provide employees who retire in lieu of termination through RIF between November 19, 2008 and June 30, 2009, with this opportunity.

**Action to be taken following Board approval:** Board Clerk will return one signed copy to Human Resources.

**Contact:** Lisa Hoaas, Sr. Risk Management Analyst

**Concurrences:** Human Resources