



# County of El Dorado

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## Legislation Text

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Chief Administrative Office recommending the Board approve employees eligible to receive the County's Early Retirement Incentive Plan. (Refer 11/3/09, Item 4)  
Fiscal Impact/Change to Net County Cost: Will depend on individual retiree with a maximum of not to exceed \$50K per person.

Background: Department Heads have been working with the CAO to meet Tier 2 and 3 budget reduction targets. As a tool to meet those reduction targets the Board has authorized the use of an Early Retirement Incentive Plan. On September 22, 2009 the Board of Supervisors authorized the Chief Administrative Officer and Human Resources to proceed with the implementation of an Early Retirement Incentive Plan. The vehicle for the plan is a Retiree Health Plan through ICMA-RC called Vantagecare. Employees had up to November 25, 2009 to retire from county service. Departments utilizing this tool have had to achieve significant savings through operational efficiencies or by eliminating the position in order to justify making this offer.

Previously the Board approved the offer of an ERI to an employee in the Public Defenders' Office. That employee ultimately decided not to take the ERI. Another employee in the Office has been identified for the ERI since the Office still needs to achieve significant savings for Tier 3 reductions.

Reason for Recommendation: The CAO recommends extension of the ERI until December 18, 2009 and approval of an employee in the Public Defender's Office for the Early Retirement Incentive Plan. This will assist the Public Defender's Office to meet their Tier 2 and Tier 3 budget reduction targets, ensure that the county has a sustainable fiscal forecast and assist in retaining more recently hired workers.

Action to be taken following Board approval: Employee will sign the Employee Release and Separation agreement, CAO and Human Resources will complete the process for enrolling retiring employee into the Vantagecare program and the Auditor will process the early retirement incentive payment.

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Concurrences: Human Resources