



County of El Dorado

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Legislation Text

File #: 10-0811, **Version:** 1

Human Resources Department, Risk Management Division, recommending the Board adopt a resolution to provide employees eligible for the Early Retirement Incentive Program a one time opportunity to change health insurance programs.

Resolution 110-2010

Fiscal Impact/Change to Net County Cost:

Eligible employees must have at least 12 years of service to receive a contribution from the County towards their retiree health plan. However, at this time, it is difficult to determine how many employees will accept the ERI and if the cost of the County Retiree Health Fund will increase.

Background:

County employees are only allowed to select an alternative health insurance program during the annual open enrollment period, which began on May 10, 2010 and ended on May 28, 2010. Current policies and procedures of the Risk Management Division preclude employees from selecting an alternative health insurance program during any period that is not the open enrollment period. The only exception to this would be a qualifying event; however, currently retirement is not considered a qualifying event.

Reason for Recommendation:

Employees who are approved for the ERI were not aware of their ERI eligibility during the 2010-2011 open enrollment period. As such, qualified employees were unable to select an appropriate health insurance program during the open enrollment period, which is an important component of responsible retirement planning.

Action to be taken following Board approval:

Following Board approval, Human Resources, Risk Management Division will open and process a special open enrollment period for employees approved to participate in the ERI per Resolution.

Contact:

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Concurrences: