

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR COLUMBIA COUNTY, OREGON

In the Matter of the Adoption     )  
of an Early Retirement Package    )

ORDER NO. 22-2009

WHEREAS, the Board of County Commissioners has determined that it would be in the best interest of the County to adopt an early retirement package and make it available to eligible County employees;

NOW, THEREFORE, the Board of County Commissioners adopts the following:

1. Columbia County employees who are full-time, regular employees (herein referred to collectively as 'employees') and have at least fifteen (15) consecutive years of service with Columbia County and are eligible for PERS retirement (usually 55 years of age) on or before the date of retirement are eligible for this Early Retirement Package.

2. Employees who retire under this Early Retirement Package will receive a maximum of up to \$500 paid each month towards health insurance premiums for each eligible employee and eligible dependent(s) for a period of time not to exceed five years to be determined as follows:

a. Payments will be made for a period of five years after the date of retirement, or until the retired employee reaches the age of 65, or until the employee dies, whichever comes first.

b. If the retired employee reaches age 65 or dies before the five year payment period ends, the County will continue to make payments of up to a maximum of \$500 per month towards the health insurance premiums for the retired employee's eligible dependent(s) for the remainder of the original five year period or until the retired employee's dependent(s) reaches age 65 or the age of maturity (as defined by each health insurance carrier wherein a minor dependent is no longer eligible for coverage), dies, or is divorced from the retired employee, whichever comes first.

3. If and when the period of coverage as described in 2 above ends, the retired employee or the employee's dependent(s) may continue to participate in any available County health plans until he or she is eligible for Medicare or reaches the age of maturity (as defined by each health insurance carrier wherein a minor dependent is no longer eligible for coverage). The continuation will be permitted provided the employee or dependent(s) pays the entire premium costs.

4. The County will pay towards medical and dental insurance premiums for

plans provided by the County to the active employee group of which the retired employee was formerly a member at the time the premiums are paid.

5. The County will not pay premiums towards life or disability insurance.

6. Payments will only be made towards health insurance premiums paid through the County and will have no cash value.

7. This Early Retirement Package is subject to any restrictions provided in the various insurance plans applicable to employees or spouses eligible for Medicare, restrictions regarding pre-existing conditions, reimbursement benefits and other similar restrictions.

8. Eligible employees who plan to retire under this Early Retirement Package shall give notice in writing of their intent to retire to the Human Resources Director no later than June 15, 2009. The retirement date must be effective no earlier than June 15, 2009 and no later than July 31, 2009.

9. This Early Retirement Package is being made for this limited time period and will not necessarily be repeated in subsequent years. If any subsequent early retirement offers are made, they may be on different terms. This shall not establish a precedent and shall not be considered a past practice under any collective bargaining agreements.

Dated this 29<sup>th</sup> day of April, 2009.

BOARD OF COUNTY COMMISSIONERS  
FOR COLUMBIA COUNTY, OREGON

By:   
Rita Bernhard, Chair

By:   
Anthony Hyde, Commissioner

Approved as to form:

By:   
Office of County Counsel

By:   
Earl Fisher, Commissioner