



SNOHOMISH HEALTH DISTRICT  
RESOLUTION OF THE BOARD OF HEALTH

15-09

RESOLUTION NUMBER: 15-09

RESOLUTION SUBJECT: EARLY RETIREMENT INCENTIVE

WHEREAS the AFSCME union presented a proposal for an early retirement incentive for their members during the 2014 bargaining cycle, and

WHEREAS the District's bargaining parameters from the Board of Health did not include an early retirement incentive for this group or any other group, the District's chief negotiator brought forth information on an early retirement incentive to the Board, and

WHEREAS changes in the delivery of public health services as noted in the 2014 Strategic Plan Update and further noted in The Future of Public Health in Snohomish County document may impact the administrative support roles through cross-training and new technology, and

WHEREAS there may be administrative support staff nearing the end of their careers who may be planning to retire at a time when the District is investing in new training and/or making changes to its operation who would prefer to retire early if they received an early retirement incentive, and

WHEREAS such early retirements would reduce salary and benefit expenses and minimize impacts to staff morale,

NOW THEREFORE the Board of Health hereby resolves as follows:

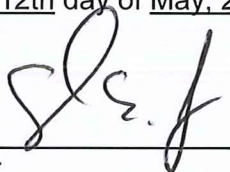
Section 1. The 2015 Snohomish Health District Early Retirement Program for AFSCME bargaining unit members ("the Program") is hereby created.

Section 2. The Program will be open to any current AFSCME bargaining unit employee of the District who can demonstrate that they are eligible for Washington State PERS retirement as of December 31, 2015.

Section 3. The Program will pay eligible employees a minimum of one week of base pay of retirement incentive pay per twelve completed Snohomish Health District service credits, up to a maximum incentive of ten weeks of base pay per individual. By September 1, 2015, employees interested in the incentive will notify the District of their intent to retire on or before December 31, 2015.

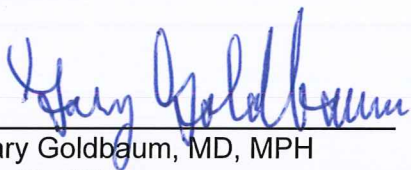
Section 4. The Health Officer, or designee, is authorized to set timelines and establish procedures to carry out the program, provided that all early retirements under the Program shall be effective on or before December 31, 2015.

ADOPTED this 12th day of May, 2015.

A handwritten signature in black ink, appearing to read 'S. Low', written over a horizontal line.

Sam Low, Chair  
Board of Health

ATTEST:

A handwritten signature in blue ink, appearing to read 'Gary Goldbaum', written over a horizontal line.

Gary Goldbaum, MD, MPH  
Health Officer