

RETIREMENT INCENTIVE AGREEMENT

This Agreement is made by and between Kary Serrano, hereinafter referred to as "Serrano," and Weber County, hereinafter referred to as "County," with Serrano and County referred to as "Parties."

RECITALS

The parties recite and declare:

WHEREAS, Serrano retired from Weber County in accordance with the Utah State Retirement System's requirements on January 31, 2020; and

WHEREAS, the Department of Human Resources has calculated the pay-outs and benefits Serrano is entitled to in accordance with the Weber County Retirement Incentive and Leave Policies;

NOW THEREFORE, in consideration of the mutual covenants and agreements contained herein, County and Serrano hereby mutually agree and undertake as follows:

SECTION ONE AGREEMENT PERIOD

This Agreement shall be effective from the date executed by the Parties hereto and continue until terminated according to the terms specified herein.

SECTION TWO EMPLOYMENT STATUS

Serrano's employment with Weber County terminated effective at 5 p.m. on January 31, 2020. Serrano is no longer a county employee and is not entitled to any of the benefits of employment except as specified in this Agreement. Serrano may be eligible for re-employment with the County only in accordance with state law, retirement regulations, county ordinances and policies.

SECTION THREE RETIREMENT BENEFITS

- A. Serrano has been paid the amounts specified in paragraphs B and C subsequent to her retirement based on calculations made by the Department of Human Resources through January 31, 2020.
- B. Serrano has been paid the vacation leave in her account of 320 hours or \$5,606.40.
- C. Serrano has also paid her sick leave account balance, which was 32.28 hours or \$565.55.

- D. Serrano is also provided a health care credit benefit of \$22,572, which is the equivalent of five years of health and dental benefits in accordance with the Retirement Incentive Policy. Those credits are credited to a personal health care reimbursement account and may be utilized as provided in the sick leave policy. Once the full amount is used in its entirety, this Agreement shall be terminated and of no further effect.

**SECTION FOUR
MISCELLANEOUS**

- A. Amendments. This Agreement may only be amended by the Parties by a written amendment approved and signed by the Parties.
- B. Captions and Headings. The captions and headings herein are for convenience of reference only and in no way define, limit or describe the scope or intent of any sections or provisions of this Agreement.
- C. Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one of the same instrument.
- D. Entire Agreement. This Agreement contains the entire agreement between the Parties, and no statement, promises or inducements made by either party or agents for either party that are not contained in this written agreement shall be binding or valid.
- E. Governing Laws. It is understood and agreed by the parties hereto, that this Agreement shall be governed by the laws of the State of Utah.

DATED this ____ day of January, 2020.

BOARD OF COUNTY COMMISSIONERS
OF WEBER COUNTY

By _____
Scott Froerer, Chair

Commissioner Froerer voted _____
Commissioner Harvey voted _____
Commissioner Jenkins voted _____

ATTEST:

Ricky Hatch, CPA
Weber County Clerk/Auditor

Human Resources
Date: _____

Kary Serrano
Date: _____