

## **RETIREMENT INCENTIVE AGREEMENT**

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

### **RECITALS**

The Parties recite and declare:

**WHEREAS**, Vanbeekum retired from Weber County in accordance with the State of Utah's retirement program on January 1, 2021; and

**WHEREAS**, Vanbeekum is also entitled to certain retirement benefits offered by the County pursuant to the Retirement Window Incentive in effect from January 1, 2021 to July 1, 2021; and

**WHEREAS**, the Weber County Department of Human Resources has calculated the compensation and benefits Vanbeekum is entitled to under terms of the policies which apply to Vanbeekum's retirement;

**NOW THEREFORE**, in consideration of the mutual covenants and agreements contained herein, County and Vanbeekum 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 five years after the date of the employee's retirement. However, the relevant provisions of county policies will continue to apply even after the termination of this Agreement.

### **SECTION TWO EMPLOYMENT STATUS**

Vanbeekum's employment with Weber County terminated effective at 5 p.m. on January 1, 2021. Vanbeekum is no longer a county employee and is not entitled to any of the benefits of employment except as specified in this Agreement. Vanbeekum 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. Vanbeekum has been paid the amounts specified in subsections B and C based on calculations made by the Department of Human Resources through January 1, 2021.

- B. Vanbeekum will be paid the remaining vacation leave in his account of approximately 144.47 hours which amounts to \$4,491.57.
- C. Vanbeekum will be paid his sick leave balance of approximately 178.56 hours, which equals \$5,551.43.
- D. Because Vanbeekum's spouse is currently employed with Weber County, Vanbeekum will receive health and dental coverage as part of his spouse's benefits. Vanbeekum is also entitled to coordination of benefits per the Weber County policy. Vanbeekum shall be paid \$409.69 per month for five years (\$24,581.40), which will be deposited into his spouse's reimbursement account. If for any reason Vanbeekum is no longer eligible for coordination of benefits during the five year benefit period, Vanbeekum may receive an amount equal to the monthly cost of 2-party coverage for the remaining months of the five years.
- E. Retirement Incentive. In accordance with the Retirement Incentive Window in effect from January 1, 2021 through July 1, 2021, Vanbeekum shall be paid 40 hours of incentive pay for every year of qualifying employment with Weber County (20.58 years) or \$25,593.29. Incentive pay shall be paid out in a lump sum upon retirement unless otherwise agreed by the County., if he otherwise qualifies for it under county policy.
- F. This Agreement is subject to all applicable requirements in the current version of Weber County Human Resources Policy 4-300: Insurance and Retirement Benefits. It is also subject to all applicable requirements in the Retirement Incentive Window memorandum dated October 6, 2020, including repayment requirements that may arise if the employee is rehired by Weber County.

#### **SECTION FOUR PAYMENT BY VANBEEKUM**

Vanbeekum shall pay the County any amount due under this Agreement within thirty (30) days of notification by County. Terms of payment for shared coverage may be on a quarterly or semi-annual basis as determined by the County. Payment for failure to notify of a change in status or eligibility for other coverage shall be due within thirty (30) days.

#### **SECTION FIVE MISCELLANEOUS**

- A. Amendments. This agreement may be amended in whole or in part at any time by the parties by a written amendment approved and signed by all Parties in the manner provided by law.

- B. Authorization. The individuals signing this agreement on behalf of the parties confirm that they are the duly authorized representatives of the parties and are lawfully enabled to sign this agreement on behalf of the parties.
- C. 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.
- D. 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.
- E. 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 and this Agreement may not be enlarged, modified or altered, except in writing, signed by the parties.
- F. 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 December, 2020.

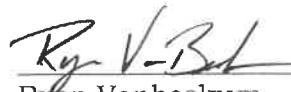
BOARD OF COUNTY COMMISSIONERS  
OF WEBER COUNTY

By \_\_\_\_\_  
Gage Froerer, Chair

ATTEST:

\_\_\_\_\_  
Ricky Hatch, CPA  
Weber County Clerk/Auditor

\_\_\_\_\_  
Human Resources  
Date: \_\_\_\_\_

  
\_\_\_\_\_  
Ryan Vanbeekum  
Date: 12/9/20