

## Early Retirement Incentive (ERI) Program

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**Month:** September 2025

**Administrator:** Scott Thomas

**Update:**

KRESA offers an early retirement incentive program as approved by the Board and described in the employee handbook. KRESA currently transfers an amount equal to 1.5% of staff wages to an internal service fund to provide for this benefit. Based on the current balance in the internal service fund, we are recommending reducing the rate to 0.5% of staff wages to fund this benefit beginning with the 2025-2026 fiscal year.

**Action Item:**

Approval to change the rate to fund the ERI benefit from 1.5% to 0.5% of staff wages beginning with the 2025-2026 fiscal year

**Fiscal Impact:**

Estimated savings of approximately \$500,000 on an annual basis

**Attachments:**

None

