http://trib.com/news/state-and-regional/govt-and-politics/lawmakers-push-for-early-retirement-program-to-address-budget-shortfall/article_d38c6571-2d24-58db-8e07-5558106535ef.html

FEATURED

Lawmakers push for early retirement program to address budget shortfall

Laura Hancock 307-266-0581, Laura.Hancock@trib.com Jan 17, 2017

Jenna VonHofe, Star-Tribune

Buy Now

Maintenance technician Daniel Jaskowak, a 33-year employee of the Wyoming Department of Transportation, gives a tour of WYDOT's maintenance facility on Tuesday in Casper. A bill under consideration by the Wyoming Legislature would offer early retirement packages for state employees.

CHEYENNE — Ten lawmakers are sponsoring a bill that offers early retirement to state and University of Wyoming employees as state leaders look to save money in the face of a large budget shortfall.

Nearly 2,000 employees would qualify for early retirement under Senate File 95. Workers would qualify based on a formula that considers their age and years of service, said Sen. Curt Meier, R-LaGrange, the legislation's primary sponsor.

There are just under 8,000 employees who work for the state of Wyoming. At the University of Wyoming, there are 3,000 employees.

Lawmakers are grappling with an estimated $400 million shortfall in the current two-year, $3 billion budget cycle. Gov. Matt Mead made $250 million in cuts last summer, leaving the Wyoming Legislature with about $150 million to either cut or use savings to fill.

"I don't want to give people pink slips," Meier said. "If we need to make some reductions, we should give the executive (branch) some options."

SF95 would go into effect immediately if it becomes law. Employees could notify their superiors and the Wyoming Retirement System they want to leave as soon as April 1. People can retire through June 30, 2019.

The measure will cost the state up front, but over the long term, money would be saved, Meier said.

The state would have to pay out unused vacation and sick time. Employees age 61 and older would be given a bonus of three months of their salaries. And the state would make monthly payments of 20 percent of an employee's salary until age 62 for some state and UW employees. The state would make monthly health insurance payments until a retiree is 65.

In the fiscal year that begins June 1, the state would have to pay out an estimated $41 million to retirees. Over the following two years, Wyoming would have to pay $34.4 million.

But since there will be fewer salaries to pay, the nonpartisan legislative staff has estimated $56 million in savings for the year beginning June 1. Nearly $108 million will be saved over the following two years.

SF95 was filed and made public Monday. The Wyoming Public Employees Association, a group that represents state employees, hasn't yet taken a position on the new legislation, said Betty Jo Beardsley, the group's executive director.

UW Vice President Chris Boswell noted the school is put together an early retirement program for faculty, as an effort to save money. Professors have until Feb. 1 to submit applications to leave.

"We'll be interested to see how this might dovetail with existing UW early separation incentives underway right now," he said.

The bill allows agencies to rehire new people to make up for a loss of retired employees. The number of employees an agency can hire is based on its size.

The idea, Meier said, is to obtain new labor for lower wages. Although if employees take early retirement, they are eligible to be rehired, but not in the same position that they held before they left. For instance, a professor at UW could be hired back in another position, such as an administrator, he said.

The cost to hire new people has been factored in the Legislation.

Meier said SF95 is based on a similar law enacted in the 1990s, when the state experienced a steep decline in energy revenue. But the 1990s law did not take into consideration new hires.

"If you look at (SF95) you do actually save money," he said. "That was one of the problems with the bill in the '90s, it didn't have a provision to not hire some of the people back. At the end of the day, in about three years, most people were hired back and it cost the state money."

Meier said a lot of institutional knowledge will be lost if longtime employees leave state employment.

"The negative thing is we're going to have a brain drain," Meier said.

In addition to Meier, sponsors include Sens. Ogden Driskill, R-Devils Tower, Stepan Pappas, R-Cheyenne and Drew Perkins, R-Casper, and Reps. Bill Haley, R-Centennial, Hans Hunt, R-Newcastle, Mark Jennings, R-Sheridan, David Miller, R-Riverton, Cheri Steinmetz, R-Lingle, and Dan Zwonitzer, R-Cheyenne.

Follow political reporter Laura Hancock on Twitter @laurahancock

Laura Hancock

Star-Tribune reporter Laura Hancock covers politics and the Wyoming Legislature.

Termination for cause following acceptance into the VSIP program and prior to the agreed Separation Date may result in forfeiture of all rights, including Separation Payments, under the VSIP program.

Applicable Law

The VSIP shall be governed and construed in accordance with the laws of the State of Wyoming, without reference to its conflicts of law provisions.

Severability

If any provision of the VSIP is found, held or deemed by a court of competent jurisdiction to be void, unlawful or unenforceable under any applicable statute or other controlling law, all of the remaining provisions of the VSIP shall continue in full force and effect.

Nondiscrimination Statement

The University is committed to equal opportunity for all persons in all facets of the University's operations and is an Equal Opportunity/Affirmative Action employer. The University will provide all applicants for admissions, employment and all University employees with equal opportunity without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, genetic information, gender identity, creed, ancestry, political belief, any other applicable protected category, or participation in any protected activity. The University ensures non-discriminatory practices in all matters relating to its education programs and activities and extends the same non-discriminatory practices to recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment.

Previous retirement

Eligible employees who have previously retired from UW and were hired afterwards to an eligible position at UW will have low priority for acceptance into this VSIP program. If an eligible employee who has previously retired from UW is accepted into the VSIP program, any accrued sick leave that can be used pursuant to the paragraph above titled **"Information regarding other benefits"** will be limited to sick leave that has accrued since the most recent re- hire date.

End of the Program

The VSIP will terminate when all payments described herein have been provided.

Questions Regarding the VSIP

This program is being administered by the Office of Academic Affairs with the support of General Counsel and Human Resources. Retirement guidelines can be found at http://www.uwyo.edu/hr/employee-benefits/retirement/. (http://www.uwyo.edu/hr/employee-benefits/retirement/) The Provost and Vice President for Academic Affairs shall have the discretionary authority to determine eligibility for the VSIP payment and other consideration and to construe the terms of the VSIP, including the making of factual determinations. The decisions of the Provost and Vice President for Academic Affairs shall be final and conclusive with respect to all questions concerning the administration of the VSIP.

Questions or concerns about the VSIP should be directed to Tami Benham Deal, Associate Vice President of Academic Personnel, at 766-4286 or VSIP@uwyo.edu. (mailto:VSIP@uwyo.edu)

Questions or concerns about benefits or payments should be directed to Eric Goldenstein, Associate Director, Benefits, at 766-2437 or epgold@uwyo.edu (mailto:epgold@uwyo.edu)

Disputes regarding the application of the VSIP

If for any reason you dispute or disagree with the application of the VSIP to your situation, please contact the Provost and Vice President for Academic Affairs. The Provost and Vice President for Academic Affairs will accept only written disputes that are hand-delivered or postmarked within thirty (30) calendar days from the date of the occurrence of the matter giving rise to dispute or disagreement, or within thirty (30) calendar days after the disputant, through the use of reasonable diligence, could have obtained knowledge of the occurrence of the matter giving rise to the dispute or disagreement. Written disputes or disagreements sent by facsimile, electronic mail, or campus mail will not be accepted.

The Provost and Vice President for Academic Affairs will review the written dispute and provide a written decision within thirty (30) calendar days from the date of receipt of the written dispute. The Provost's decision is final; there is no additional review or appeal available.

VSIP Timeline Summary

- **Thursday, December 1, 2016:** Program formally announced and information available online.
- **Thursday, December 1 – Wednesday, February 1, 2017:** Eligible employees may voluntarily apply for the program.
- **Wednesday, February 15, 2017:** Deans (or supervisors if the eligible employee holds an administrative appointment and reports to a vice president or the president) will review all applications in their colleges (or units) and will submit a ranked list of applicants they want to accept into the VSIP to the Provost by February 15, 2017.
- **Monday, March 27, 2017:** Approved employees to the program will be notified no later than March 27, 2017.
- **Monday, April 3, 2017:** All eligible employees approved for the program by March 27, 2017, must execute their Separation Agreement by no later than April 3, 2017, and may revoke the executed agreement if they desire to by no later than 7 days beyond the date of execution of the Agreement.
- **Wednesday, April 5, 2017:** If any approved employee did not choose to execute their Separation Agreement, other eligible employees may be notified of acceptance to the program.
- **Wednesday, April 12, 2017:** Any eligible employee given notice of acceptance to the VSIP on April 5, 2017, must execute their Separation Agreement by no later than April 12, 2017, and may revoke the executed agreement if they desire to by no later than 7 days beyond the date of execution of the Agreement.
- **Monday, May 15, 2017:** First possible voluntary separation date for VSIP, unless upon request by a dean, the Provost has granted an exception.
- **Tuesday, August 22, 2017:** Last possible voluntary separation date for Academic Year employees (9 month).

- **Thursday, August 31, 2017:** Last possible voluntary separation date for Fiscal Year employees (12 month).

Voluntary Separation Incentive Program

Share This Page:

UNIVERSITY UNVEILS 2015 EARLY RETIREMENT INCENTIVE PROGRAM

Beginning in May, eligible University Staff employees will be able to enroll in the new Early Retirement Incentive Program.

April 21, 2015
Katie McNally, katiemcnally@virginia.edu

Beginning in May, qualified University of Virginia Academic Division and **College at Wise** employees will have the opportunity to take advantage of an early retirement option.

Under the Early Retirement Incentive Program, eligible University staff members – those who are at least 55 years old with 20 or more consecutive years of state service – who choose to retire will receive a nine-month salary cash severance payment and a $9,000 health care subsidy. Both the severance pay and the health care subsidy are cash payments unique to the program, and are not included in U.Va.'s standard retirement benefit.

Development of the program began in the fall, when members of the University Staff Senate expressed interest in securing greater financial support for longtime employees who wished to retire.

"Over the past several years, we've heard from employees who've indicated they had an interest in retiring, but they were frustrated by barriers that prevented them from doing so," U.Va. Employee Relations Manager Gary Helmuth said.

The Early Retirement Incentive Program is specifically designed to remove common barriers such as health care costs and outstanding financial commitments for qualifying employees.

"We know a lot of our staff members are interested and ready to retire, but don't feel like they have quite the financial means to be able to do it," Vice President and Chief **Human Resource** Officer Susan Carkeek said. "This is a way to help our staff and at the same time provide some flexibility to the University."

Nearly 800 University staff members meet the age and eligibility requirements of the program. The new program is entirely voluntary – employees who qualify but wish to remain in their positions are not required to enroll. The intention is to give those employees who would like to retire the necessary support to do so.

The Early Retirement Incentive Program is a one-time-only offer. The program is designed to meet current demand, but will not be available as an annual option. Employees may enroll between May 4 and June 14; retirement dates will be staggered between Aug. 1 and Oct. 1. In some cases, retirement dates may be extended through Dec. 1 in order to accommodate multiple departures within a single area.

The plan is open only to salaried University staff who are at least 55 years of age with 20 or more years of consecutive state service as of June 14. Classified staff and administrative and professional faculty are not eligible to participate unless they convert to University staff by June 14.

As with any retirement decision, Carkeek recommends that staff members speak with family, friends and trusted advisers before enrolling. Employees should have a clear idea of the financial demands of retirement and account for possible health care and lifestyle changes. Interested staff members should also visit the **Early Retirement Incentive Program Resource Page** to find detailed plan information and answers to frequently asked questions.

In addition to serving individual employees, the program will also benefit the University's current financial challenges, opening hiring options for managers and allowing departments to better address their priorities.

"The Early Retirement Incentive Program is intended to provide management with a tool to redesign staffing plans and reallocate resources to achieve strategic priorities," Helmuth said. "Our counsel is that before a manager makes the decision to backfill the vacated position, they will evaluate whether there are opportunities to gain by redistributing duties and rethinking the way the work is done."

Prior to the enrollment period, managers will be notified of anyone in their department who is eligible for the program. This is intended as a courtesy so they can prepare for possible changes. Managers are advised not to discourage or persuade employees to sign up for the program.

The options created by early retirements will give the University additional avenues for addressing recent funding decreases, curbing spending and redirecting funds to priorities where they are most needed.

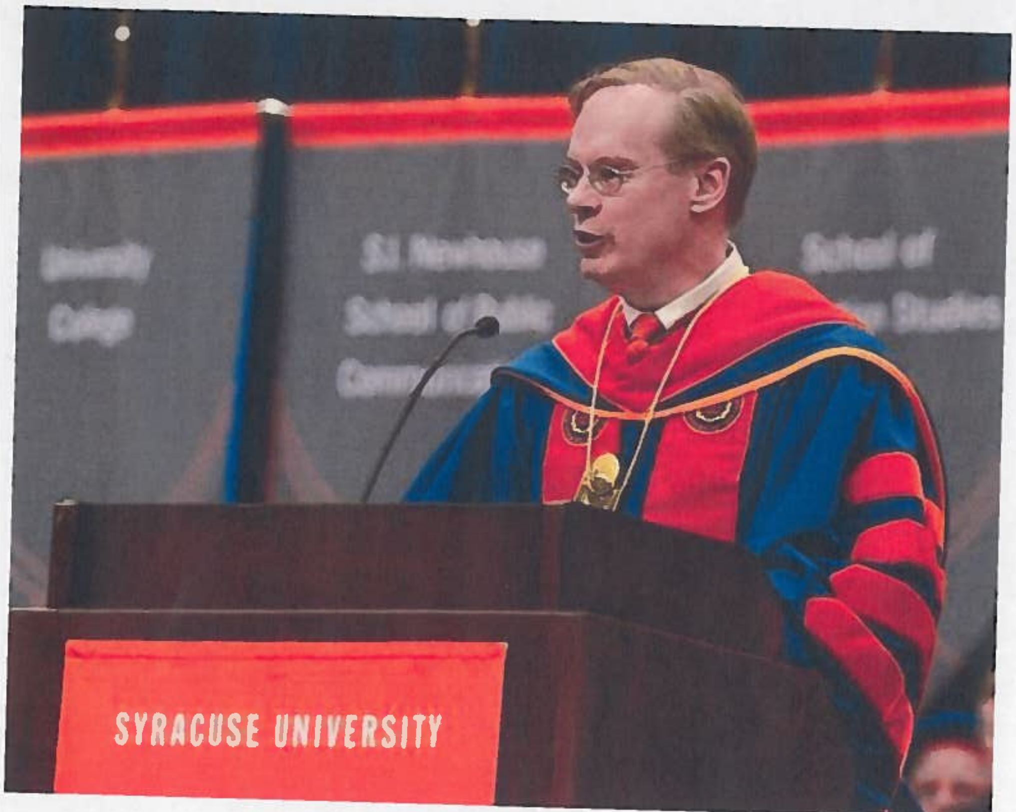
"This is a benefit for our employees who want to retire and a win for the University. The benefit for the University is an innovative financial management tool to help reallocate resources during some challenging budget times," Carkeek said.

MEDIA CONTACT

Anthony P. de Bruyn

University Spokesperson
Office of University Communications

Syracuse University is offering an early retirement plan to cut staff



SU Chancellor Kent Syverud at the 2015 Syracuse University and SUNY ESF commencement. Syracuse University is offering buyouts to staff to cut costs. Stephen D. Cannerelli | scannerelli@syracuse.com

By Marnie Eisenstadt | meisenstadt@syracuse.com
Email the author | Follow on Twitter
on June 30, 2015 at 12:50 PM, updated June 30, 2015 at 3:32 PM

SYRACUSE, N.Y. -- Syracuse University is offering staff members an employee buyout plan in an effort to trim staff costs.

Staff whose age plus years of service equals 65 or more will be eligible for the buyout, according to a memo sent out today by Andrew Gordon, senior vice president of and chief human relations officer for the university.

Related Story: Read the letter Syracuse University sent to staff explaining the buyout offer

The buyout is a one-time payment equal to half of the staff member's salary. Staff who take the deal also will receive extra money for medical, dental and vision care. Faculty are not eligible.

The university would not say how many staff are eligible for the buyout. There are 3,280 full-time staff and 330 part-time staff. The total workforce at Syracuse University is 4,400 and the budget is $1.28 billion.

"The program is designed to realign the staff workforce in a proactive, positive way that better reflects our strategic academic and student-experience priorities and reduces the likelihood of future staff reductions," Gordon wrote.

In May, **Chancellor Kent Syverud** said he was looking at ways to cut costs. The university had been spending more than it was bringing it, and individuals schools were not required to be self-sustaining. That, Syverud said, had to change.

Between 2012 and 2014, the university began each year paying off the previous year's losses. In 2014, that number was $13 million.

Any money saved through the cuts would be invested in the university and campus to support students and the university's academic priorities, said Kevin Quinn, senior vice president of public affairs.

Any staff member who qualifies for the buyout and requests it will be allowed to take it, Quinn said. He said there is no set target for savings that must be achieved by the program. There is also no limit on how many staff members can take the deal.

Quinn said the goal of the buyout offer is to eliminate the need for future staff cuts.

Staff who take the deal who are not yet old enough for retirement will not be able to get their retirement money early.

Eligible staff will receive an email Wednesday telling them their are eligible, followed by a letter in the mail.

Staff will have about a month to consider the deal. The deadline to decide is Aug. 5.

Syracuse University has a list of questions and answers about the program on its **website**.

Contact Marnie Eisenstadt anytime: **email** | **twitter** | 315-470-2246

VOLUNTARY SEPARATION INCENTIVE PROGRAM SUMMARY

The opportunity for **tenure track faculty, clinical faculty and academic personnel with extended term appointments (hereinafter "eligible employee")** to apply for the FY 2017 Voluntary Separation Incentive Program (VSIP) is limited. The application period begins on Thursday, December 1, 2016, and ends on Wednesday, February 1, 2017. Applicants approved for the program will have to separate from the University between May 15, 2017 and August 22, 2017 (if Academic Year employee) or August 31, 2017 (if Fiscal Year employee). Approved employees will be required to sign a Separation Agreement with a release of claims, described later in this document. Additional information, including a template of the Separation Agreement can be reviewed on-line at www.uwyo.edu/acadaffairs/VSIP/ (http://www.uwyo.edu/acadaffairs/vsip/).

Each eligible employee with an *academic year* appointment who separates from the University in accordance with the VSIP will receive a one-time payment of their 9-month budgeted salary as of September 1, 2016, not to exceed $150,000. Participants may receive supplemental pay for J-term and 2017 summer session (providing the separation date falls after the conclusion of summer session), but supplemental salary is not included in the one-time payment.

For eligible employees who have *fiscal year* appointments, the one-time payment will consist of 9/12ths of their budgeted salary, not to exceed $150,000.

All payments are subject to deductions required for taxes, or required benefits or obligations existing upon separation for the eligible employee. The funds available for the VSIP are limited; therefore, it is possible that some applicants will not be approved for the program.

This VSIP is not an entitlement. A fundamental requirement of this program is that any participation in the program must meet the needs of the University as determined by departmental and college administration, and ultimately is the decision of the Provost and Vice President of Academic Affairs. Not every eligible employee's application to participate in the program may be accepted.

Participation in the VSIP is voluntary. Submitting an application to the VSIP is voluntary for all eligible employees. Eligible employees are encouraged to consider the program; however, no one is required or not required to apply. Application to the VSIP will not in any way change the current employment relationship with the University.

Eligibility

Eligible participants will be limited to those academic personnel whose positions are provided for in the University's agency 067 budget who: (1) currently hold tenure track and clinical faculty positions or extended term positions, and (2) have been employed in benefitted positions at the University of Wyoming for at least 20 years as of August 22, 2017 (for Academic Year employees) or August 31, 2017 (for Fiscal Year employees). Years of employment do not have to be consecutive.

- If you are uncertain if you meet the eligibility requirements, contact the Office of Academic Affairs at 766-4286 or VSIP@uwyo.edu. (mailto:VSIP@uwyo.edu)
- If your separation date is also your retirement date, contact Eric Goldenstein, Associate Director, Benefits, at 766-2437 or epgold@uwyo.edu (mailto:epgold@uwyo.edu)for retirement counseling.

Application Procedure

The application period for the VSIP begins on December 1, 2016, and ends on February 1, 2017. Applications submitted later than midnight on February 1, 2017, will not be considered. To apply for the VSIP, you must complete the application form found at www.uwyo.edu/acadaffairs/VSIP/ (http://www.uwyo.edu/acadaffairs/vsip/)and submit it, along with a comprehensive vitae, as email attachments to VSIP@uwyo.edu. (mailto:VSIP@uwyo.edu) Please add your *last name_first name* to the file name before submitting the application form and vitae (e.g., Doe_Jane_VSIP_application_form.docx).

Receipt of applications will be acknowledged electronically.

Applicants approved for the VSIP must separate from the University between May 15, 2017 and August 22, 2017 (if Academic Year employee) or August 31, 2017 (if Fiscal Year employee). An attempt will be made to honor the requested date of separation; however, the date may have to be modified to accommodate the unit's needs. Upon request by a dean, the Provost may grant exceptions to separation dates.

If you complete and submit the application form, you are indicating that you desire to voluntarily separate employment with the University in exchange for the VSIP payment. While it is the intention of the University to allow as many eligible members to participate in the VSIP as possible, the University has a limited amount of funding for this program.

Applications will be prioritized according to the methodology determined by the Provost to best support the College and University. Upon receipt of your application form, the Office of Academic Affairs will request a comprehensive list of your grants and contracts from the Office of Research and Economic Development. The Provost and your Dean, if applicable, may also request additional information to determine if your application will be approved.

You may withdraw your application form at any time *before* you submit the executed Separation Agreement described below. To withdraw your application, you must complete the Voluntary Separation Incentive Program Application Withdrawal Form found at www.uwyo.edu/acadaffairs/VSIP/ (http://www.uwyo.edu/acadaffairs/vsip/)and submit it to VSIP@uwyo.edu. (mailto:VSIP@uwyo.edu)

Notification. Applicants will be notified whether or not their application has been approved by no later than March 27, 2017.

Separation Agreement. All approved employees must execute and submit their Separation Agreement by no later than 5 p.m. on April 3, 2017, or they are no longer eligible to participate in the program. All approved employees who execute their separation agreement will have 7 days following their execution of the Separation Agreement to revoke the Separation Agreement (e.g., if you submit the signed Separation Agreement on April 3, you have until April 10 at 5p.m. Instructions on how to submit the Separation Agreement are given below under

"SEPARATION AGREEMENT WITH WAIVER AND RELEASE."

It is possible that not all who are approved for the program will choose to execute their Separation Agreement, which would provide an opportunity to include other eligible but initially not included applicants. Thus, it is possible that some applicants would be notified that they are approved for the program no later than April 5, 2017. Any applicant approved and notified on April 5, 2017, will have until no later than 5 p.m. April 12, 2016, to execute and submit their Separation Agreement, and 7 days following the execution of the Separation Agreement to revoke the Separation Agreement.

VSIP Payment

Each eligible employee who has been approved and does not revoke their executed Separation Agreement will receive a one-time payment of their 9-month budgeted salary as of September 1, 2016, not to exceed $150,000. For eligible employees who have fiscal year appointments, the one-time payment will consist of 9/12ths of their budgeted salary, not to exceed $150,000.

The payment will be made with the employee's final check. If an employee elects lump sum the final check will be after the last working day and no later than the end of the month; if the employee elects *terminal leave* the final check will be after the end of the leave and no later than the end of the month. All federal and state taxes and other deductions will be withheld as required by law. The VSIP payment does not count as "earnings" for Wyoming Retirement System ("WRS") or TIAA purposes and is, therefore, not eligible for WRS or TIAA contributions. However, any accrued vacation or sick leave that is taken as terminal leave will count as "earnings" for WRS or TIAA purposes.

Potential post-separation activities

The University may agree to additional provisions such as potential involvement in post separation research or instructional activities or access to lab, office or studio space. Requests for additional provisions post-implementation of the Voluntary Separation should be submitted to the Dean/Supervisor. Final approval must be granted by the Provost and Vice President for Academic Affairs.

Information regarding other benefits

Accrued and unused vacation payments due to an employee at the time of separation from the University shall be paid in accordance with University regulations.

For any accrued and unused sick leave, as part of the VSIP, the employee will be allowed to choose one of three options: (1) converting up to 960 hours of accrued sick leave to a UW-paid contribution for group health insurance up to a maximum of 36 months; (2) receiving a one-time payment for ½ of the current sick leave balance as of the employee's last working day up to a maximum of 480 hours; or (3) terminal leave for ½ of the current sick leave balance as of the employee's last working day up to a maximum of 480 hours. As approved by the Board of Trustees on November 18, 2016, this option is an exception to the requirements outlined in UW Regulation 4-2.VI.B-C for the sole purpose of this Voluntary Separation Incentive Program.

For more information, please contact Eric Goldenstein, Associate Director, Benefits, at 766-2437 or epgold@uwyo.edu (mailto:epgold@uwyo.edu)or refer to: www.uwyo.edu/hr/employee-benefits/ (http://www.uwyo.edu/hr/employee-benefits/).

Forfeiture of tenure or extended term status

Tenured faculty members relinquish their indefinite tenure status upon their voluntary separation date. Extended term personnel relinquish their extended term status upon their voluntary separation date.

Information to be furnished

Upon request, eligible employees shall furnish any documentation and/or information the University considers necessary to administer the VSIP.

Separation agreement with waiver and release

Upon notification of acceptance into the VSIP program, the approved employee will be provided with the Separation Agreement prepared for signature. For all approved employees who receive a Separation Agreement prior to or on March 27, 2017, the signed Separation Agreement must be either hand-delivered or mailed to the Office of Academic Affairs (Dept. 3302, 1000 E. University Ave., Laramie, WY 82071), no later than 5 p.m. April 3, 2017. Approved applications will be automatically withdrawn if their signed Separation Agreements are not received (or postmarked) by 5 p.m. April 3, 2017.

For all approved employees who receive a Separation Agreement on April 5, 2017, the signed Separation Agreement must be either hand-delivered or mailed to the Office of Academic Affairs (Dept. 3302, 1000 E. University Ave., Laramie, WY 82071), no later than 5 p.m. April 12, 2017. Approved applications will be automatically withdrawn if their signed Separation Agreements are not received (or postmarked) by 5 p.m. April 12, 2017.

Recommendation of Attorney Review

Eligible employees are advised to contact an attorney at their own expense to discuss the VSIP, including but not limited to any tax consequences, and to review the Separation Agreement prior to executing the agreement.

Recovery of VSIP Payments made by mistake

Eligible employees shall return to the University any VSIP payment or other consideration, or portion thereof, made by a mistake of fact or law or paid contrary to terms of the VSIP.

Representations contrary to the VSIP

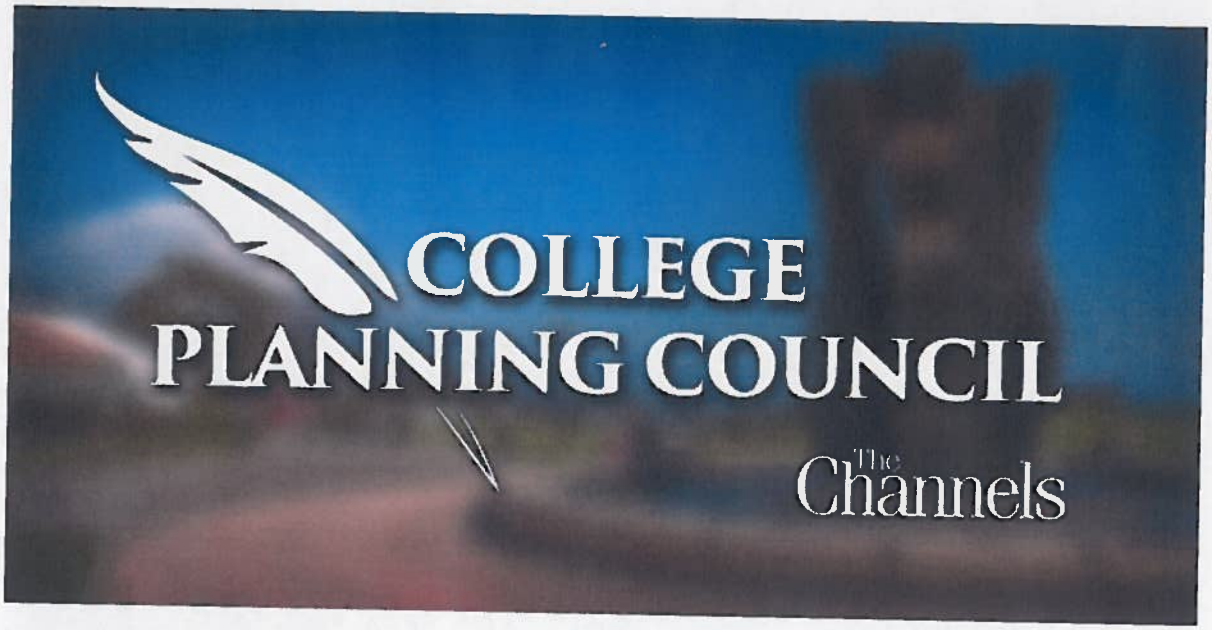
No employee, officer, director or agent of the University has the authority to alter, vary or modify the terms of the VSIP, except the President and the Provost and Vice President for Academic Affairs. Any such alteration, variation or modification must be in writing.

No employment rights or contract

The VSIP shall not confer employment rights upon any person. Nothing contained in the VSIP will be construed as a contract of any kind between the University or any related entity and any person. No person shall be entitled by virtue of the VSIP to remain employed by the University and nothing in the VSIP shall restrict the right of the University to terminate the employment of any eligible employee.

Retirement program causes staff vacancies and reorganization

thechannels.org/news/2017/02/08/retirement-program-causes-staff-vacancies-and-reorganization/



GERARDO ZAVALA, Associate Editor
February 8, 2017 • 348 views
Filed under News, On campus

The College Planning Council made its first move to address the Supplemental Early Retirement Program vacancies and the reorganization of the Office of Educational Programs.

The Supplemental Early Retirement Program is designed to create incentives that increase and accelerate the retirement rate of City College staff in an effort to save the college money. Some positions will either be replaced, eliminated or turned into new positions. The college planning council is reorganizing these positions in a way that will meet the colleges needs while saving as much money as possible.

Among the people retiring and being replaced are Dean Ben Partee, Dean Marilynn Spaventa and Marsha Wright, director of Extended Opportunity Programs and Services.

Shelly Dixon, Director of the Professional Development Center, will not be replaced.

Faculty, management and support workers will face heavy losses.

Faculty vacated 24 positions and replaced 12. Management vacated six positions, three of which will be replaced, and gained two new positions. Support workers have vacated 20 positions, 13 of which will be replaced with one being eliminated.

Executive vice president Jack Friedlander and senior director Robert Else are retiring but will not be replaced. Research and assessment analyst Z Reisz will instead become Director of Institutional Effectiveness and Student Success and take on duties consistent with the job description.

The impact of reorganization projected for the next five years total $6,266,419 in savings for the Office of Educational Programs alone. This doesn't include the reorganization of other departments such as fiscal services, human resources or information technology which will also bring in savings.

"These savings take into account the loss of salaries to positions, costs of replacement positions and any payouts," said Dr. Paul Jarrell, executive vice president of educational programs at City College.

The City College projected in October that there would be a $9 million deficit in the 2017-2018 year. However, according to acting vice president of business services Lyndsay Maas, "we're looking at about a $4.5 million deficit for next year at this point in time."

This is because of measures such as the Supplemental Early Retirement Program and staff reorganization. The reorganization of the Office of Educational Programs alone has helped cut $991,104 from next year's $9 million deficit.

"It is unprecedented for a college of this size to have a $9 million deficit in a year," said superintendent Anthony Beebe. "It's a mountain of a magnitude that is indescribable and we cut that in half."

Maas plans on creating a subcommittee of the college planning council called the budget resource allocation committee (BRAC) that will help create a venue to work on addressing how the college will deal with the $4.5 million deficit the college is facing for the 2017-2018 school year.

Correction: Feb. 9, 2017

A previous version of this article mistakenly stated Lynsay Maas's title. Maas is acting vice president of business services, not fiscal services controller.

Correction: Feb. 14, 2017

A previous version of this article mistakenly stated that research and assessment analyst Z Reisz would take on the roles of executive vice president and senior director.