

2019-21 Voluntary Separation and Retirement Outcome Report

Agency Name: DOL

Plan Effective Date: 7/1/2019-6/30/2021

Cost Recovery Deadline: 6/30/2023

(2 years after effective date of agency plan)

Please describe the Voluntary Separation and Retirement Program for your agency in the space below. Include information on any resulting service delivery changes and agency efficiencies.

DOL will maintain adequate staffing levels, retention of positions key to the achievement of agency goals and mission, and avoid disruption due to loss of experienced personnel. Targeted positions may include those otherwise subject to termination resulting from budget reductions, re-organization, or restructuring. Preference will be given to the reduction of supervisory levels and overhead positions, and those no longer critical to the agency mission and goals. Positions shall be strategically identified to avoid disruption of government services while maximizing the use of our human resources. Incentive options shall not be targeted on the basis of individual or personal factors.

For each employee who received a voluntary separation, retirement or downshifting incentive, please report that participation, including the **cost of the incentive payment** as well as **expenditure savings**. Please also include any additional savings expected starting July 1, 2019 through your deadline at the end of your two-year cost recovery period. Please do not include any savings expected after your deadline.

(Enter information for each employee in a separate row of the table. Add rows/pages as needed.)

1. Employee/Incentive Type/Description	2. Incentive Cost	3. Savings through 6/30/21	4. Net Savings as of 6/30/2021 (#3 minus #2)	5. Projected Savings from 7/1/21 to Cost Recovery Deadline	6. Total Net Savings (#3+#5) minus # 2
Doug Gill - 12/1/2020	\$ 25,000	\$ 54,559	\$ 29,559	\$ 187,058	\$ 216,616
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -

