

2019-21 Voluntary Separation and Retirement Outcome Report

Agency Name: Superintendent of Public Instruction

Plan Effective Date: 7/21/2020

Cost Recovery Deadline:

7/21/2022

(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.

OSPI offered a separation incentive and a retirement incentive to eligible employees. We shared the program details with all employees, noting that we may target positions or areas of the agency identified as most suitable for eligible employees to receive offers. When receiving interest, we considered if we could leave these positions unfilled for a period of time or abolish each position in order to realize savings. Our goal for the incentive program was to reduce salary costs and FTE usage and to make more effective use of human resources. To identify positions or areas of the agency suitable for offers, we considered business needs and noted we may need to limit or stagger offers to avoid significant disruption of services. Considerations also included retention of key positions, occupations and skills that are key to achieve our mission and priorities, retention of adequate levels of skilled, talented employees in needed occupations and locations, reduction of supervisory levels and overhead positions, difficulty or cost of replacing employees with particular skill requirements or in certain locations, potential disruption due to the overall loss of experienced workers, and overall cost of the incentives. The calculation method for each retirement or separation approved was \$10,000 base amount plus \$1,000 for every year of service, to a maximum incentive offer of \$25,000.

*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 6/30/19	4. Net Savings as of 6/30/2019 (#3 minus #2)	5. Projected Savings from 7/1/19 to Cost Recovery Deadline	6. Total Net Savings (#3+#5) minus # 2
E Mathews/Separation	\$ 13,000	\$ -	\$ (13,000)	\$ 13,000	\$ -
L Fazzari/Retirement	\$ 25,000	\$ -	\$ (25,000)	\$ 25,000	\$ -
M Johnson/Retirement	\$ 25,000	\$ -	\$ (25,000)	\$ 25,000	\$ -
M Dooley/Retirement	\$ 25,000	\$ -	\$ (25,000)	\$ 25,000	\$ -

J Hess/Retirement	\$ 20,000	\$ -	\$ (20,000)	\$ 20,000	\$ -
Totals	\$ 108,000	\$ -	\$ (108,000)	\$ 108,000	\$ -