

2019-21 Voluntary Separation and Retirement Outcome Report

Agency Name: Department of Enterprise Services

Plan Effective Date: 7/1/2019

Cost Recovery Deadline: 6/30/2021

(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.

Employees participating in DES' Voluntary Separation and Retirement Incentive plan are offered incentive payments of up to \$1,000 per year of state service, up to a maximum of \$25,000.

Only one employee participated in the 19-21 biennium. This employee was located within the Finance division, who had planned to reduce the size of their administrative team; the pandemic accelerated the change. The position has been kept vacant since the employee separated, and is projected to be held vacant through the end of the fiscal year.

*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
Vivian Lindenau / Separation Incentive / incentive was based on years of service, \$1,000 for each of her 24 years	\$ 24,000		\$ (24,000)	\$ 59,000	\$ 35,000
Totals	\$ 24,000	\$ -	\$ (24,000)	\$ 59,000	\$ 35,000