

## 2019-21 Voluntary Separation and Retirement Outcome Report

**Agency Name: Department of Social and Health Services**

**Plan Effective Date: 10/2019**

**Cost Recovery Deadline: 10/2021**

*(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.*

*DSHS met the criteria set forth by the Legislature and participated in the 2019-21 Voluntary Retirement Separation Incentive Program (VRSIP). The program was used at DSHS Management's discretion and was applied as a tool to reduce salary costs and FTE usage during the 2019-21 Biennium. At management's discretion, employees were offered up to \$1,000 per service year, not to exceed \$25,000. Overall costs were considered. Disruption and impact to delivery of services and efficiencies were considered in the selection of eligible employees. Employees who were offered and accepted the incentive are listed below.*

*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.)*

| <b>1. Employee/Incentive Type/Description</b>           | <b>2. Incentive Cost</b> | <b>3. Savings through 6/30/21</b> | <b>4. Net Savings as of 6/30/2021 (#3 minus #2)</b> | <b>5. Projected Savings from 7/1/21 to Cost Recovery Deadline</b> | <b>6. Total Net Savings (#3+#5) minus # 2</b> |
|---|--------------------------|-----------------------------------|---|---|---|
| Isackson, John/Retirement/Vacant until savings achieved | \$ 43,015.30             | \$ 44,246.00                      | \$ 1,231  |   | \$ 1,231                                      |
| Cullom, Robert/Retirement/Vacant until savings achieved | \$ 15,778.85             | \$ 16,798.00                      | \$ 1,019  |   | \$ 1,019                                      |
| Chris Cruzan/Retirement/Vacant until savings achieved   | \$ 52,774.30             | 56,141.00                         | \$ 3,367  |   | \$ 3,367                                      |
| Federico, Robert/Retirement/Eliminated                  | \$ 34,354.14             | \$ 39,636.00                      | \$ 5,282  |   | \$ 5,282                                      |

|   |                   |                   |                  |                  |                  |
|---|-------------------|-------------------|------------------|------------------|------------------|
| Bobbi Ferguson/Retirement/Vacant until savings achieved     | \$ 53,297.24      | \$ 53,609.00      | \$ 312           |                  | \$ 312           |
| Alan Hafey/Voluntary/Vacant until savings achieved          | \$ 35,943.00      | \$ 56,051.00      | \$ 20,108        |                  | \$ 20,108        |
| Bhupinder Kaur/Retirement/Eliminated                        | \$ 48,129.63      | \$ 48,662.00      | \$ 532           |                  | \$ 532           |
| Linda McKenna/Retirement/Eliminated                         | \$ 26,412.26      | \$ 41,275.00      | \$ 14,863        | \$ 11,793        | \$ 26,656        |
| Judi Pavao/Retirement/Vacant until savings achieved         | \$ 34,161.81      | \$ 56,051.00      | \$ 21,889        |                  | \$ 21,889        |
| Karen L. Smith/Retirement/Vacant until savings achieved     | \$ 33,250.00      | \$ 33,499.00      | \$ 249           |                  | \$ 249           |
| Jamie Spencer/Retirement/Eliminated                         | \$ 26,243.89      | \$ 38,022.00      | \$ 11,778        |                  | \$ 11,778        |
| Debra Waters/Voluntary/Vacant until savings achieved        | \$ 34,711.83      | \$ 35,014.00      | \$ 302           |                  | \$ 302           |
| Thanh-Huong Nguyen/Retirement/Vacant until savings achieved | \$ 41,983.00      | \$ 11,512.00      | \$ (30,471)      | \$ 34,538        | \$ 4,067         |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
|   |                   |                   | \$ -             |                  | \$ -             |
| <b>Totals</b>   | <b>\$ 480,055</b> | <b>\$ 530,516</b> | <b>\$ 50,461</b> | <b>\$ 46,331</b> | <b>\$ 96,792</b> |