

2019-21 Voluntary Separation and Retirement Outcome Report

Agency Name:

Military Department

Plan Effective Date:

7/24/2020 **Cost Recovery Deadline:**

(2 years after effective date of agency plan)

7/24/2022

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.

MIL Employees are eligible to receive an incentive for retiring or separating from the agency if they meet the following conditions:

- * Employee must have permanent state status and three years of state service
- * Employee must have been eligible for normal retirement for at least 12 months
- * Employee is not eligible to receive unemployment
- * Employee must not already be receiving a state pension

Value of the incentive is \$1000 for every year of state service.

MIL will only pay a retirement or separation incentive if the agency believes it can recover at least double the value of the payment, in state funds, as a result of the employee's retirement or separation. The savings can be the result of intentionally holding the position vacant, hiring the replacement at a lower salary, organizational restructuring, or any other plan mutually agreed to by HR, Finance, and management staff.

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, 2021 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 6/30/2019 (#3 minus #2)	5. Projected Savings from 7/1/21 to Cost Recovery Deadline	6. Total Net Savings (#3+#5) minus # 2
Byron Maples - Human Resources Consultant 3 Retirement incentive; held position vacant for remainder of fiscal year. Plan to downgrade position to HRCA and hire at Step E, hiring approx. 10/1/2022.	\$ 12,000	\$ 69,064	\$ 57,064	\$ 59,435	\$ 116,499
David Brooks - Fiscal Analyst 5 Retirement incentive; held position vacant for 4.5 months. Hired replacement at same range/step; no ongoing savings.	\$ 22,000	\$ 42,928	\$ 20,928	\$ -	\$ 20,928
Totals	\$ 34,000	\$ 111,992	\$ 77,992	\$ 59,435	\$ 137,427