

2019-21 Voluntary Separation and Retirement Outcome Report

Agency Name: Peninsula College

Cost Recovery Deadline: **June 22, 2023**
(2 years after effective date of agency plan)

Plan Effective Date: June 22, 2021

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.

Peninsula College's incentive program was strategically utilized to avoid disruption of services while maximizing the use of our human resources to continue the achievement of Peninsula College's mission and goals, and maintain services within established minimum standards. Certain identified positions included those no longer critical to the College's mission and goals. Incentive options were not used on the basis of individual or personal factors.

Two positions were identified as meeting the eligibility. One Faculty position due to extremely low enrollment, therefore no impact to continuing students and one custodial position.

The employee's received a "separation payment" according to a formula as the followings, no more than \$25,000:

Years of Service	Separation Payment
Fewer than 3	None
3-4	3 weeks of pay
5-9	1 month of pay
10-14	2 months of pay
15-19	3 months of pay
20-24	4 months of pay
25+	5 months of pay

*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
Yesiki, Ancher / Retirement / Eliminated Custodial 3 position, replaced with Custodial 1	\$ 18,950	\$ -	\$ (18,950)	\$ 23,958	\$ 5,008
Hanson, Michael / Retirement / Education Program put on hiatus due to very low enrollment - plan to review/revamp over next two years	\$ 10,285	\$ -	\$ (10,285)	\$ 61,708	\$ 51,423
Totals	\$ 29,235	\$ -	\$ (29,235)	\$ 85,666	\$ 56,431