Voluntary Separation Incentive Program Announcement

UW-Platteville is offering a Voluntary Separation Incentive Program. This program comes at a time of imminent state budget cuts and is part of the university’s overall strategy to reduce operating costs and prioritize resources on a long-term basis.

To be eligible to apply for the program, individuals must meet four requirements. They must

- be, as of June 30, 2015, currently appointed as faculty, academic staff, permanent classified staff, project staff, or limited term employee staff;
- be age 55 years or older as of June 30, 2015;
- be vested with the Wisconsin Retirement System and eligible to receive an annuity under WRS;
- have a start date at UW-Platteville on or before June 30, 2010

Among the benefits are:

- One-time payment of half the employee’s current base salary;
  or,
- Payment to eliminate the age reduction factor that is normally applied to employees who retire early in the Wisconsin Retirement System (called an actuarial reduction payment or ARP).

Also, tenured faculty members who are eligible and who are approved will receive an additional incentive in recognition of their tenured status.

The Department of Human Resources is preparing packets for all those 55 or older with at least five years of continuous services. HR will contact eligible faculty and staff by email to notify these staff members of their eligibility to apply. Employees will then have 30 days to return their applications to HR. Should the application be approved, the approved applicant will receive a separation agreement. The approved applicants will have 45 days to consider the agreement. Those approved applicants that still wish to participate in the VSIP will return the signed separation agreement to Human Resources. Most separations under the VSIP will be during 2015-16. This is a completely voluntary program. No employee must apply or participate in the VSIP.
FAQs about the Voluntary Separation Incentive Program

Why is this being done?
The University of Wisconsin System is facing a potential $300 million reduction in the 2015-17 biennial budget. UW-Platteville is facing an estimated $5 million share of this and a $5 million budget imbalance. By offering this incentive, the university will enable employees to choose a separation option, create flexibility with any resulting savings, and respond to stated interest from employees in such a program.

How much could this program save?
The VSIP could save over $700,000 annually, depending on participation.

How many employees are eligible to apply?
UW-Platteville has 226 full-time employees 55 or older who have more than five years of continuous service to the university.

Who is not eligible for the plan?
Student employees, rehired annuitants and executives in management are not eligible to participate in this program. Those who have, before the implementation of the VSIP, given the university written notice of their intention to retire are not eligible for this program.

Will everyone be approved?
Not every individual application will be approved. Chancellor Dennis J. Shields has sole discretion over determination of eligibility and approval of any individual application, depending on specific institutional objections.

What would be some of the reasons for non-approval?
There are a number of different reasons. The decisions will be made based on the specific institutional objectives. For example, if all members of a department are eligible for the VSIP and apply, the chancellor may not approve all members leaving or at least leaving the university at the same time as that department would be completely vacant prior to the upcoming academic year.

Can someone reapply to work in 75 days?
No. While a number of the vacancies created by the VSIP will be filled, participants in the VSIP may not be considered for reemployment in any capacity for two years.