

Contact: Tim Cook

**EXTENSION OF THE UNIVERSITY OF NORTHERN IOWA
EARLY RETIREMENT INCENTIVE PROGRAM**

Actions Requested: Consider approval of an extension of the application period for the Early Retirement Incentive Program (ERIP) for the University of Northern Iowa; from April 23, 2012, to April 30, 2012.

Executive Summary:

On March 5, 2012, the Board of Regents approved an Early Retirement Incentive Program – Early Separation Incentive Program to shape, redirect and focus the faculty work force at the University of Northern Iowa. The original program stipulated a period ending April 23, 2012 for receipt of applications for participation. It is proposed to extend the application period through April 30, 2012.

The program with the revised application date is shown in Appendix 1.

Appendix A

**University of Northern Iowa
Proposed 2012 Early Separation Incentive Program**

The proposed ESIP does not create a right for the employee. The request to participate in the program may not be approved if it is deemed not in the best interest of the University of Northern Iowa. Each application will be reviewed on an individual basis and will be subject to the approval of the Executive Vice President and Provost. Acceptance of the application shall be considered as a voluntary resignation effective on the date cited by the applicant on the application form.

The proposed program is a one-time program in which eligible employees have a defined 'window' period for application.

1. Proposed Benefits:

- (a) Payment of accrued sick leave, not to exceed \$2,000, for those who are either resigning or retiring. For those who meet the requirements to elect retirement, having attained age 55 and applying to begin at least minimum retirement benefits, this payment is made pursuant to IA Code 70.23.
- (b) Payment of one (1) year of salary based upon employee's appointment salary on the date of retirement or resignation.
- (c) Cash payment equal to the value of eighteen (18) months of COBRA premium for health and dental insurance based upon their coverage contract as of March 6, 2012.

2. Eligibility – Faculty members who hold a tenured appointment as of March 6, 2012 in a program area finally identified for closure and/or restructuring by the University.

Individuals who are in their final year of phased retirement are not eligible to participate in this plan.

3. Application Requirements:

- (a) Employees who meet the eligibility requirement must apply for the ESIP by April 30, 2012. No applications will be accepted after April 30, 2012. The decision to request such a benefit is voluntary and initiated by the employee. Employees who elect to participate will be provided seven (7) days to revoke their election.

4. Commencement of Early Retirement:

- (a) Employees must fully resign or retire no later than June 29, 2012.

5. Re-employment:

- (a) Re-employment into a benefits eligible position is not permitted.

6. Backfill of Vacated Positions

- (a) Restricted based upon need.