

Miami University Retirement Incentive

The Miami Retirement Incentive is designed to reduce the need for involuntary termination of employment through layoff and position elimination due to budgetary constraints (lack of funds). The University believes a program which seeks voluntary termination of employment before the University involuntarily terminates employment through layoff (classified staff) and position elimination (unclassified administrative staff) will provide a measure of workplace stability, provide for the more efficient operation of the University, induce current employees to continue their employment with Miami, and encourage persons to accept future offers of employment with Miami.

The University seeks to reduce the number of involuntary layoffs and position eliminations by establishing a retirement incentive in any year in which the University determines both layoffs and position eliminations are necessary due to budgetary constraints (lack of funds). Prior to issuing layoff and position elimination notices, the University will establish the retirement incentive pool; determine eligibility criteria and the amount of the individual incentive.

The University has determined that, due to budgetary constraints (lack of funds), it will be necessary to issue both layoff and position elimination notices. Thus, the University is announcing the 2008-2009 Miami Retirement Incentive. Applications for inclusion in the Miami Retirement Incentive will be accepted January 12, 2009 through February 27, 2009. The Retirement Incentive pool will be \$1,000,000.

- The University will pay a retirement incentive of \$10,000 per person. Retirement incentives are subject to income tax but are not subject to retirement contributions or included in the life insurance coverage calculation.
- The pool is open to full-time members of the classified staff and unclassified administrative staff¹ who are eligible for service retirement through one of the state retirement systems or the Miami University Alternative Retirement System on or before July 1, 2009.
- In the event more than 100 persons apply, those employees with more continuous full-time Miami service have the right to participate before those with less.
- Applicants who are selected to receive the retirement incentive must agree to retire on or before July 1, 2009 and irrevocably resign their employment with the University. Applicants who are selected will have 14 days to accept the offer of the retirement incentive and submit their irrevocable resignation on a form provided by the University. If the offer is not accepted by the applicant, the University will offer it to the next person on the list.
- Unclassified staff employees who receive the offer and also receive notice of position elimination must elect to receive either the benefits provided in Section 13.8 (including subsections A-D) of the *Miami University Policy and Information Manual (MUPIM)* or accept the retirement incentive plus one-quarter of the amount of professional leave the person would have been entitled to under Section 13.8.B in a lump sum. This election is irrevocable.
- Classified Staff who receive the offer and also receive notice of layoff must elect to receive either the bumping and recall/reinstatement rights available under the layoff or accept the retirement incentive. This election is irrevocable.

¹ Tenured members of the faculty who occupy administrative staff positions are not eligible to participate in the pool.