

UNIVERSITY OF VERMONT

April 13, 2000

Summary

Full and official details are contained in the relevant documents.

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<p align="center">VOLUNTARY SEPARATION</p>	<p align="center">CURRENT FACULTY EARLY RETIREMENT (ERt)</p>
<p>TIMEFRAME This plan was approved by the Board of Trustees on April 4, 2000. Employees may apply during the period April 1, 2000 through October 1, 2000. Applications must be postmarked or received by the Provost's office (faculty) or Human Resources (administration and staff) no later than the close of business on October 2, 2000</p>	<p>TIMEFRAME This plan will be sunsetted by Board of Trustees on October 1, 2000. Applications with endorsement of dean and department chair must be postmarked or received by the Provost's office no later than close of business on October 2, 2000.</p>
<p>ELIGIBILITY AND INCENTIVES In all cases, decision to apply rests with the individual faculty or staff member. Incentives may be paid as lump sum or over period not to exceed two years, but in accordance with prevailing IRS regulations.</p> <p><u>Tenured Faculty*</u></p> <p>A. <i>At least 50 years of age on 10/1/00, and within a mutually agreeable 3-year time frame for departure. It is anticipated that most departures will occur by 6/30/02. All requests from eligible faculty members in this category will be approved. Position could be refilled if recruitment is approved centrally.</i></p> <p>Eligibility 10 complete years of full-benefits eligible service as of 10/1/00 Have not chosen ERt (current faculty early retirement program)</p> <p>Incentive One year's salary based on FY 00 compensation and FTE</p> <p>B. <i>Less than 50 years of age on 10/1/00, but with fit to the strategic needs of the unit and the University. A position must be eliminated (central approval required) of equal or greater FTE and salary.</i></p> <p>Eligibility 10 complete years of full-benefits eligible service as of 10/1/00</p> <p>Incentive One year's salary based on FY '00 Base Salary. Have not chosen ERt (current early retirement program)</p> <p><u>Officers of the Library*</u></p> <p><i>Must fit to the strategic needs of the unit and the University. A position must be eliminated (central approval required) of equal or greater FTE and salary.</i></p> <p>Eligibility 10 complete years of full-benefits eligible service as of 10/1/00. Have not chosen ERt (current faculty early retirement program)</p> <p>Incentive Minimum of 50% of FY 00 Base Salary Additional 2.5% of FY 00 Base Salary (i.e., equivalent to 1.3 weeks' salary for a 12-month appointment) for each year over 10 years of credited service up to a maximum total of 100% of Base Salary.</p> <p><u>Non-Tenured Faculty/ Administration/Staff*</u></p> <p><i>A position must be eliminated (central approval required) of equal or greater FTE and salary.</i></p> <p>Eligibility 10 complete years of full-benefits eligible service as of 10/1/00 Have not chosen ERt (current faculty early retirement program)</p> <p>Incentive Minimum of 50% of FY 00 Base Salary Additional 1.9% of FY 00 Base Salary (i.e., equivalent to 1 week's salary for a 12-month appointment) for each full year of credited service over ten years and up to a maximum of 67.3% of Base Salary (i.e., equivalent to 35 weeks of salary for a 12-month appointment)</p>	<p>ELIGIBILITY AND INCENTIVES FOR SUNSET PLAN</p> <p>Eligibility Full-Time Faculty Only* Must be 55 or older by 10/1/00. Must be younger than 64 on June 30, 2000. Must have 15 years of full-time credited service as of 10/1/00. Benefit period beginning the fiscal year after attaining age 62 until 65th birthday</p> <p>Incentive For each year that falls within the early retirement period (which begins the fiscal year after age 62), retiree will receive 40% of his/her average base salary for the last 3 years of active, full-time service.</p>
<p>* General Fund portion</p>	<p>* 1 FTE for 9 month terms and .75 for 12 month terms</p>

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VOLUNTARY SEPARATION	CURRENT FACULTY EARLY RETIREMENT (ERT)
<p>BENEFITS</p> <p>Those who are 55 or older on or before October 1, 2000 and who qualify will receive the post retirement benefit package available to current employees. In addition, those in this category whose application for this program is received by the close of business on June 30, 2000, will have the option of:</p> <ol style="list-style-type: none"> 1) grandparenting at present levels the employee portion of the premium for Medical Insurance as it would have been on July 1, 2000; or 2) a one-time cash bonus of \$5,000. <p>Those who are within no more than 5 years of qualifying for post retirement benefits (50 or older on or before October 1, 2000) will not forfeit post retirement benefits, but will be carried on administrative or bridging leave until they reach 55. If they so choose, they can bridge their Medical & Dental Insurance coverage by paying half of the COBRA cost of coverage.</p> <p>They can also continue their Group Term Life Insurance by paying the employee share of the premium for this coverage. At age 55, those in the group whose applications for the voluntary separation program were received by the close of business on June 30, 2000 will have their cost for Medical Insurance coverage grandparented at the same rate as faculty and staff who retired on June 30, 2000. Those who waived Medical and/or Dental Insurance coverage during the bridging period (from age 50 until 55th birthday) can, at age 55, enroll in the Medical and/or Dental Insurance plan during scheduled open enrollment periods and coverage will become effective the following January 1.</p>	<p>BENEFITS</p> <p>BCBS Medical and NE Delta Dental Insurance; tuition remission for retiree, spouse, and dependent children equal to that provided to active employees; life insurance benefits at preretirement level (max \$50,000) until 65, then reduced to half, minimum \$6,000, and terminated at 70.</p>
<p>TIMING</p> <p>At the discretion of the department chair or unit manager, phase out (by reducing FTE through Administrative Leave) or postponement of separation for up to 3 years with: benefit contributions to Medical, Dental and Life Insurance the same as FT employees, retirement contribution on actual salary, tuition remission the same as FT employees, Disability Insurance is based on reduced salary. It is anticipated that most phaseouts will be completed by 6/30/02.</p>	<p>TIMING</p> <p>Partial early retirement possible for maximum of 2 years if goals of department can be met. Prorated benefits; activity level may be lowered but not increased. Full retirement required by end of FY in which 65.</p>
<p>RETIREMENT</p> <p>UVM retirement contributions equal to 10% of the incentive payment for those enrolled at the time of separation. Employees must make minimum 2% or 3% salary reduction contributions.</p>	<p>RETIREMENT</p> <p>If applied for at 62, UVM 10% contribution to TIAA/CREF until age 65 based on final base salary.</p>
<p>REHIRE PROVISIONS</p> <p>This plan does not prohibit faculty or staff from apply for or returning to employment at UVM. However, any such arrangement would be without tenure and without credit for prior service and at the discretion of the department chair or unit manager.</p>	<p>REHIRE PROVISIONS</p> <p>Faculty member may not be on UVM payroll while receiving early retirement benefits.</p>
<p>RESTRICTIONS</p> <p>This program is designed for non-formula, general fund positions. Arrangements are possible for formula funded and non-general fund positions, and for those within bargaining units.</p>	<p>RESTRICTIONS</p> <p>Full-time clinical faculty eligible only if retiring from practice portion of UVM assignments.</p>