



THE STATE UNIVERSITY of NEW YORK

MEMORANDUM

June 18, 2010

Monica Rimai
Senior Vice Chancellor and
Chief Operating Officer

System Administration
State University Plaza
Albany, New York
12246

518 320 1281
fax - 518 320 1544

monica.rimai@suny.edu
www.suny.edu

TO: Valerie Gray
Director of State Operations

FROM: Monica Rimai
Senior Vice Chancellor and Chief Operating Officer

SUBJECT: 2010 Retirement Incentive Program

As required by Budget Bulletin B-1190 issued by Bob Megna on June 3, 2010, the State University of New York plans to participate in both Part A and Part B of the State-wide Early Retirement Incentive program enacted under Chapter 105 of the laws of 2010.

A copy of the University's plan is attached. Essentially, the State University Board of Trustees plans to adopt a resolution at its June 29, 2010 meeting electing to allow each campus to elect to participate in the retirement incentive program. The plan addresses open periods for Part A and Part B, and establishes the methodology for achieving the required 50% savings over a 2-year period.

If you need additional information or have any questions, please ask your staff to contact Curtis Lloyd at curtis.lloyd@suny.edu or (518) 320-1192.

Attachments

cc: Chancellor Zimpher
David Lavalley, Interim Sr. Vice Chancellor for Academic Affairs and Provost
John O'Connor, Vice Chancellor & Secretary of the University
Johanna Duncan-Poitier, Chancellor's Deputy to the Education Pipeline
Campus Presidents
Campus Business Officers
Campus Personnel Officer
Curtis Lloyd, Associate Vice Chancellor for Finance & Administration
David Morrell, University-wide Benefits Administrator

State University of New York Retirement Incentive Plan: 2010-11

Chapter 105 of the Laws of 2010 authorized a two track retirement incentive Program for State employees, including those at the State University of New York. The State University Board of Trustees plans to formally adopt a resolution at its June 29, 2010 meeting electing to participate in the retirement incentive program. Subsequent to adoption by the Board of Trustees, each campus president will independently elect to participate in the retirement incentive program. Campuses may also elect not to participate.

I. Overview of Plan

The State University will use the Retirement Incentive Program as a management tool to maintain academic services and quality in the face of resource constraints and the expectation of permanent workforce reductions. It will provide us an opportunity to reshape and reinvigorate our workforce on a university-wide basis.

As part of the development of an aggressive workforce management plan that enables SUNY to maintain essential academic services, campuses will be afforded the flexibility to selectively refill critical faculty and non-faculty positions at our campuses. Refilling of faculty and non-faculty positions will be focused on those positions that are absolutely vital to ensure the delivery of essential academic services and programs and minimize disruptions for our students.

The University will be called upon to develop strategic financial/personnel plans which set forth the criteria that each campus president will employ in reviewing requests for the selective refilling of faculty positions. Such procedures shall include a determination that the position to be refilled is essential and consistent with the strategic priorities for that campus.

The plan below describes how SUNY anticipates implementing the Retirement Incentive Plan at its campuses.

II. Targeted Retirement Incentive (Part A)

Consistent with prior incentive programs, campuses target the titles and number of positions within each title (by department or organizational unit, as needed) that are eligible to participate in the incentive program.

Campuses may set a single open period for unclassified service positions and classified service positions, provided that the open period ends by December 31, 2010. The open period must be at least 30 days but may not exceed 90 days in length. Campuses should set the open period in order to maximize the number of employees participating in the program.

III. "55/25 No Penalty" Retirement Incentive (Part B)

State University is completing a health and safety determination of the employees who are eligible for participation in this portion of the incentive. It is expected that a limited number of employees will be in positions that are critical to the health and safety of employees or students or patients at the various hospitals operated by the health science centers.

State University will participate in the state-wide open period for Part B of the program; which starts July 1, 2010 and ends September 28, 2010.

IV. Refilling of Positions

Previous legislation authorizing retirement incentives afforded flexibility to the State University in the refilling of faculty and non-faculty positions vacated through such retirements. This flexibility reflected the unique nature of the programmatic, workforce management and professional development challenges facing the State University in the increasingly competitive higher education environment. In essence, SUNY was authorized to demonstrate the achievement of budgetary savings as an alternative to the elimination of vacated positions. The current legislation also contains such authorization. The challenges facing SUNY remain the same and, in fact, have intensified. In order to effectively implement plans to reshape and reinvigorate their workforce, State University campuses need the ability to selectively hire replacements for faculty and non-faculty members who retire through the incentive. These replacements can be in new and emerging specialties and can help the University achieve its goals to generate more research and thereby attract more funds to New York State.

Guidelines for the refilling of positions under Parts A and B of the incentive program will be the same.

V. Savings Plan

The University will be called upon to develop strategic financial/personnel plans which set forth the criteria that each campus president will employ in reviewing requests for the selective refilling of faculty positions. Such procedures shall include a determination that the faculty positions to be refilled are essential and consistent with the strategic priorities for the University.

SUNY plans to achieve the required 50% saving over 2-years by completely eliminating certain positions vacated via the retirement incentive program. Certain other positions deemed necessary will be delayed prior to backfilling, and other necessary positions will be backfilled at lower level and/or salaries (for example: Assistant Professor instead of Professor).

VI. Reporting

Campus presidents will report to System Administration by item the retirees and the positions to be held vacant through this program. Campuses will also demonstrate how they will achieve the 50% savings consistent with the above savings plan.