

Voluntary Separation Incentive Program (VSIP) 2023

Rule of 75 Population

April 10-11, 2023



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HR

Welcome to the VSIP Information Session

- The decision to retire or leave an organization is a significant event
- The VSIP program is **voluntary; no pressure to elect the program**
- This information session will provide you with financial and retirement considerations. It **will not** provide you with personal advice.
- You are encouraged to contact vendors who can provide you with guidance (e.g., Fidelity, TIAA)
- You are also encouraged to contact a DePaul benefits specialist for specific benefits questions



Today's Agenda – April 10

Time	Topic	Presenters
2:00 – 2:30	Welcome VSIP Overview	HR
2:30 – 2:45	Medical Overview/COBRA	HR
2:45 – 3:15	Retirement & Financial Considerations	Multnomah
3:15 – 4:00	Q & A /Wrap-Up	HR Multnomah Fidelity TIAA



Today's Agenda – April 11

Time	Topic	Presenters
10:00 – 10:30	Welcome VSIP Overview	HR
10:30 – 10:45	Medical Overview/	HR
10:45 – 11:15	Retirement & Financial Considerations	Multnomah
11:15 – 12:00	Q & A /Wrap-Up	HR BCBS Multnomah Fidelity TIAA



VSIP Principles

1. Standard offer based on eligibility and program design;
no exceptions
 - Two packages offered for staff; individuals in each group offered the same incentives on the same timeline; benefits will differ
2. Voluntary participation – no pressure; yes or no decision
3. Trained, designated spokespersons can provide you with program information
4. The University may limit the number of program participants; however, limits imposed **only** if elections threaten programs, operations or finances



Voluntary Separation Incentive Program: Rule of 75 Staff

Program Eligibility

- Full-time exempt or non-exempt staff who are not retirement eligible
- Years of age and years of cumulative full-time service = **75** years or more as of June 30, 2023



VSIP Benefits

VSIP offers an array of benefits:

- One year 2022 W-2 gross wages, less applicable taxes
- Fully subsidized medical – July 1 through December 31, 2023
- Full vacation accrual, less 2023 vacation days taken

VSIP lump sum incentive and vacation will be paid out **on or before July 21, 2023**



Voluntary Separation Incentive Program

Vacation Payout

- Lump sum payment of their **2023 maximum accrual (up to 20 days)**, plus any carryover from 2022 (**up to 10 days**) less vacation days used as of June 30, 2023
- Payout subject to applicable income taxes
- Floating holidays and summer hours must be taken by June 30th or forfeited



Voluntary Separation Incentive Program: Rule of 75 Staff

Tuition waiver program

- Employees or their eligible dependents receiving a tuition waiver at the time of employment separation may continue benefits for the current term, plus one additional term
- Employees may defer the one additional term to the fall quarter given the curricula limitations during the summer term



VSIP: Rule of 75 Staff Example

John Smith

Program Component	Apply the Design
Eligibility	Full-time exempt, age 53 with 28 years of service
Compensation lump sum payout	<ul style="list-style-type: none">• 2022 W-2 gross wages = \$85,000• Lump sum payout = \$85,000, subject to applicable income taxes
Medical	<ul style="list-style-type: none">• Current medical election: PPO Plan, employee and spouse<ul style="list-style-type: none">• DePaul pays \$13,563.12 in premium costs through December 31, 2023• John assumes COBRA for the PPO Plan in 2024; amount TBD (Note 2023 total cost: \$27,126.24)
Vacation payout	15 days = \$4,903.85 (20 eligible days less 5 days taken)



Important Dates

March

April

June

March 27-28: Training for Joint Council and Delegates

March 30: BOT Approval

April 5: VSIP Announcements from President and HR

April 6-7: VSIP Packets Distributed to Eligible Staff via FedEx to homes

April 10-11: Virtual Information Sessions for Eligible Staff

April 14: Expression of Interest Forms Due to HR (non-binding)

April 20: Employment Separation Agreements Mailed

June 8: Separation Agreements Due to HR

June 30: Last Day Worked for VSIP Participants



Program Decision Resources

- Personalized program information packet:
 - Program details and timeline
 - “Expression of Interest” form
 - Medical plan information
 - FAQs
 - Information session details
- Information and Q & A Sessions (4)
 - Overview of VSIP
 - Financial and retirement considerations
 - Retiree medical and active medical plan information
 - Q & A with HR and vendors (Multnomah, TIAA, Fidelity, BCBS)



Medical Overview/COBRA



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COBRA Benefits

If you are currently enrolled in Benefits on June 30, 2023, you will receive a package from Health Equity/Wage Works related to benefits continuation under COBRA

- You will need to elect medical to continue coverage
 - DePaul will pay your medical coverage from July 1 until December 31, 2023
- You will also need to elect Dental/Vision/FSA to continue coverage
 - However, you will pay full cost of these coverages

Benefits in 2024 and beyond

What happens to your medical benefits on January 1, 2024?

Options:

- 1) You may continue medical benefits through COBRA from January 1 – December 31, 2024 but you will now pay the full cost
 - COBRA does have an Open Enrollment period
- 2) Enroll in coverage under a spouse's plan, if applicable
- 3) Evaluate plans in the Health Insurance Marketplace



Have Additional Benefits Questions?

If you have questions or would like to meet with a Benefits Specialist, visit the [HR & Payroll Help Center](#)

- Select Benefits / Benefits General Inquiry
- Under “What do you need help with?” select “Voluntary Separation (VSIP)”
- If you would like a 1:1 consultation, please enter whether you prefer in-person (14 E. Jackson, Suite 1300) or virtual (Zoom), and provide your availability
- An HR representative will reach out within 24 hours to answer your question(s) or set up an appointment

