

**FLORIDA ATLANTIC UNIVERSITY POTENTIAL
VOLUNTARY RETIREMENT/ RESIGNATION INCENTIVE PROGRAM, PHASE 2,
FOR TENURED EMPLOYEES IN THE FACULTY PAY PLAN**

FREQUENTLY ASKED QUESTIONS

Florida Atlantic University is actively considering offering a

- c. Have submitted a notice of resignation or retirement that has been accepted prior to the application deadline for Phase 2 of the Voluntary Retirement/Resignation Program;
- d. Have received a notice of termination, separation, non-renewal, or lay-off;
- e. Have been issued any other terminal employment contract; and
- f. Employees terminated for misconduct (even after electing to participate in Phase 2 of the Voluntary Retirement/Resignation Program).

4. What if I receive part of my base salary through non-E&G or non-FEFP funds?

Employees with multiple sources of funding for their salaries would NOT be eligible for the Program.

5. Will I have my choice of retirement dates?

Yes, but with limitations. A condition of Phase 2 of the Program would be that the employee agrees to retire **on or before August 15, 2021 if the Summer semester is chosen or on or before December 17, 2021, if the Fall semester is chosen.** Either sen5.erl001 T

Applicants will be considered using factors such as University/College/Departmental needs and to the extent that each budgetary unit's fiscal, operational, and staffing circumstances allows. Assuming eligibility and feasibility, applicants will be approved by the Office of the Provost in consultation with the appropriate Dean.

10. What legal agreement would be required? WhWhl be -i(a)-2birel (a)1(f)3 (p)2c(u)1.1irel2 (a)1 (i)5h(ol)

It will be taxed as a supplemental wage payment at the IRS supplemental tax rate in effect at the time the payment is made. Additionally, Social Security and Medicare taxes will be withheld up to the taxable wage base limits. (See chart below for 2021 tax rates).

18. Would there be there a way to delay part of the payment until a subsequent year to minimize the tax impact?

No, the payment will be made as a lumpsum payment that will be taxable

insurance.

23. Will any dependents on my current insurance plan be covered if I elect the retiree health insurance or COBRA insurance?

As stated above, information regarding COBRA/retiree insurance will be discussed in further detail when you meet with an HR Benefits rep to file for retirement. People First will provide any details of retiree coverage and/or COBRA insurance when they contact you upon your retirement, as well. You can also visit the [People First website](#) for more information.

24. When will I know if I have been accepted into Phase 2 of the Program?

The University will begin to notify people of their status in the Program as soon as possible following the March 8, 2021 application deadline.

25. If I elect not to draw my state retirement benefits, can I still participate in Phase 2 of the Program?

Yes. If you elect not to apply or are ineligible for retirement benefits, you may still participate in the Program, but your separation will be recorded as your having *resigned* from the University.

26. If I am not accepted into Phase 2 of the Program, would my submission of a Request Form obligate me to retire anyway?

No. If not accepted into the Program, any terms and conditions of the Program are null and void for both the employee and the University.

27. Will I receive a copy of my fully-executed COBRA/retiree insurance election form?

chair/director/director or supervisor. Note that this letter will not affect or change the terms of your binding Agreement, but may be included in your official personnel file.

30. Will I face penalties if I retire early from the DROP program?

DROP participants can terminate from the DROP program at any time without generating penalties. However, the DROP lumpsum accrual amount will be determined by the number of months of participation in DROP. DROP members should contact the FRS if they have questions regarding their DROP accrual amount.

NOTE: DROP participants must begin receiving their state retirement benefit when they terminate employment; thus, they cannot elect to “resign” from the University.

31. Would time as a temporary (OPS) employee count toward the requirement of 10 years of continuous service?

No. To be eligible for participation in the Program, the employee must have 10 years of continuous service in a full-time position that was benefits generating.

32. Will my assignment include teaching and/or service?

If selected for this program and you are a tenured faculty member, your assignment will be 100% research/scholarship for the semester your retirement is effective. This will not include teaching or service.

33. I was awarded a sabbatical in either academic year 2020-2021 or 2021-2022. How will this program impact the terms of my sabbatical?

For those who participated in sabbatical leave in academic year 2020-2021, we are allowing a one-time exception to the sabbatical terms. FAU will waive the requirement to return to the university for a full academic year if you are selected for this program.

For those who were awarded a sabbatical for the 2021-2022 academic year and wish to participate in this voluntary program, you will need to rescind your sabbatical if selected for this program.

34. Is it possible that too many people in one department could apply for retirement at the same time?

Yes. Management will reserve the right to defer a faculty member’s participation in the Program until a later date, including delaying the effective date of retirement/resignation, if doing so is determined to be in the best interests of the University, based on consideration of factors including but not limited to student success, grant obligations, and potential short-term impacts on University operations. “Defer” in this case means that the University will retain a commitment to the full terms of the Agreement, but will work with the individual to choose a later resignation/retirement date and 100% research/scholarship assignment, as necessary. Each situation determined to be potentially adverse will be dealt with on a case-by-case basis. However, individuals cannot unilaterally defer their resignation/retirement date under the Program; as per the stipulation above, it must be on

or before December 17, 2021.

35. Can the University guarantee that my position in the department will be replaced if I retire?