

ADVISORY GROUP ON Civil Service and Employee Benefits **PROPOSAL #:** AGCS #49
SUBJECT: Layoff avoidance: retirement incentive **DATE ADOPTED BY ADVISORY GROUP:** November 23, 2009
COMMISSION ACTION: ADOPTED **DATE:** December 1, 2009 **RECOMMENDATION #:** 175

RECOMMENDATION: To the extent that agencies employ the retirement incentive layoff avoidance measure of Civil Service Rule 17.9, the agency should abolish the position vacated by each retiree or the agency should abolish other positions which provide the same savings that would be gained from abolition of the vacated position.

Summary Description/Nature of Change	Key/Implementation Responsibilities	Need	Action Needed	Benefit/Saving	Done/ Study
To the extent that agencies employ the retirement incentive layoff avoidance measure of Civil Service Rule 17.9, the agency should abolish the position vacated by each retiree or the agency should abolish other positions which provide the same savings that would be gained from abolition of the vacated position.	Agencies	To maximize the savings realized by utilization of the retirement incentive layoff avoidance rule	Agency implementation	Extends savings gained by the layoff avoidance for as long as the agency's positions remain reduced and salaries are kept at current levels.	