

**AGENDA FOR TELECONFERENCE MEETING OF BOARD OF TRUSTEES
OF
UNIVERSITY OF CENTRAL ARKANSAS
AT
10:00 A.M.
ON
NOVEMBER 6, 2020
CALL-IN: 855-332-4181, ACCESS CODE: 4503173**

**Rev. Cornell Maltbia – Chair
Ms. Kay Hinkle – Vice Chair
Dr. Terry Fiddler – Secretary
Mr. Bunny Adcock
Mr. Curtis Barnett
Ms. Elizabeth Farris
Mr. Joe Whisenhunt**

I. CALL TO ORDER

II. ROLL CALL

III. COMMENTS ON ACTION AGENDA BY THE PRESIDENTS OF THE STAFF SENATE, STUDENT GOVERNMENT ASSOCIATION, AND FACULTY SENATE

- **Mr. Steven Shook, Staff Senate**
- **Mr. Jamaal Lockings, Student Government Association**
- **Dr. Jen Talbot, Faculty Senate**

IV. ACTION AGENDA

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III. ACTION AGENDA

A. Voluntary Employee Retirement Incentive

The administration is seeking approval of a Voluntary Employee Retirement Incentive (VERI) for employees who are 59 and a half (59.5) or older and have at least 10 years of total, full-time employment at the university as of December 31, 2020.

This plan will allow UCA to provide eligible faculty and staff with an attractive, completely voluntary retirement incentive, and it will allow leadership to plan strategically for the future.

Approximately 175 faculty and staff members who meet the criteria will be offered the opportunity to participate in the program. Those who elect to participate will receive 10% of their base salary as of December 31, 2020, along with 0.5% of their base salary for each year of service beyond the initial ten years, up to a maximum of 20% of the employee's base salary as of December 31, 2020. Additionally, each employee that participates will receive a \$300 per month contribution into a health reimbursement arrangement (HRA) for 36 months beginning the month following the effective retirement date.

Employees will have a 60-day election period to participate in the program. If approved by the Board, the election period will begin Friday, November 6, and will close at 4:30 p.m. on Monday, January 4, 2021.

Participating employees will have the option of retiring effective January 15, 2021, or May 15, 2021.

Therefore, the president recommends to the Board of Trustees the following resolution:

“BE IT RESOLVED: That the Board of Trustees hereby approves the Voluntary Employee Retirement Incentive plan described above, and that the president and such other officials of the University of Central Arkansas, as the president may from time-to-time designate, are hereby authorized and directed to enter into and execute such other documents, agreements, and instruments as are necessary and required to implement the retirement plan.”