

**CAPS Proposal
March 11, 2009**

Employee Retirement Incentive Program (New)

It is the policy of the state during a period of severe fiscal emergency to encourage the early retirement of career scientists eligible to retire, rather than to lay off career scientists with less tenure. Accordingly, the state agrees to offer limited but significant economic incentives to career scientists in order to promote early retirement and mitigate the need for layoffs. Effective April 1, 2009, each Unit 10 employee eligible to retire shall be entitled to two years age and two years service credit which shall be applied to the employee's CalPERS retirement annuity calculation. In order to participate in this program, eligible state scientists must retire on or before September 30, 2009 . Salary savings from this employee retirement incentive program shall be used exclusively to mitigate layoffs in Unit 10.

DPA

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