



**Minnesota**  
STATE COLLEGES  
& UNIVERSITIES

HUMAN RESOURCES

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July 22, 2015

Legislative Reference Library  
645 State office Building  
100 Rev. Dr. Martin Luther King Jr. Blvd.  
St. Paul, MN 55155

Dear Sir/Madam:

In accordance with Minn. Stat. §136F.481, the Minnesota State Colleges and Universities are required to report annually to the Legislative Reference Library the number and types of early separation incentives that were offered and utilized under this chapter. During fiscal year 2015, a total of 37 incentives were implemented at 9 of our colleges and universities. Under this program, incentive payments are made to either the State's Health Care Savings Plan (HCSP) or paid in the form of cash, depending upon a formula. The numbers and types of incentives are reported for each institution on the attached spreadsheet.

Please let me know if you should have further questions regarding this data.

Sincerely,

Mark Carlson  
Vice Chancellor for Human Resources

cc: Bernie Omann, Government Relations

**Minnesota State Colleges and Universities****Board Early Separation Incentive (BESI) Payments****to Employees Who Terminated in FY15**

| College/University:                              | Number of Incentives Offered and Utilized | BESI Allocation   |                   |                     |
|--|---|-------------------|-------------------|---------------------|
|  |   | HCSP              | Cash              | Total               |
| Anoka Technical College                          | 3   | \$ 59,483         | \$ 42,282         | \$ 101,765          |
| Hibbing Community and Technical College          | 2   | \$ 81,750         | \$ -              | \$ 81,750           |
| Century College                                  | 9   | \$ 186,253        | \$ 135,359        | \$ 321,611          |
| Northwest Technical College - Bemidji            | 3   | \$ 82,194         | \$ 51,612         | \$ 133,806          |
| Northeast Higher Education District Service Unit | 1   | \$ 20,000         | \$ -              | \$ 20,000           |
| Northland Community and Technical College        | 1   | \$ 15,000         | \$ -              | \$ 15,000           |
| Normandale Community College                     | 3   | \$ 121,712        | \$ 50,319         | \$ 172,031          |
| St. Cloud State University                       | 15  | \$ 297,221        | \$ 576,519        | \$ 873,739          |
| <b>TOTAL:</b>                                    | <b>37</b>                                 | <b>\$ 863,612</b> | <b>\$ 856,090</b> | <b>\$ 1,719,702</b> |

Prepared by:

*Toni T. Munos**System Director, Academic HR**July 21, 2015*