



## Office of the President

University Library 632 | 700 University Avenue | Monroe, LA 71209-3000  
P 318.342.1010 | F 318.342.1019 | ulm.edu

August 22, 2023

Mr. Byron Decoteau, Jr.  
Director, Department of Civil Service  
P.O. Box 94111  
Baton Rouge, LA 70804-9111

Dear Mr. Decoteau:

In accordance with Civil Service Rule 17.9, the University of Louisiana at Monroe (ULM) is requesting approval to implement a layoff avoidance measure in the form of a retirement incentive. We propose to offer employees who are eligible for regular retirement, an incentive to do so in the form of a one-time lump sum payment.

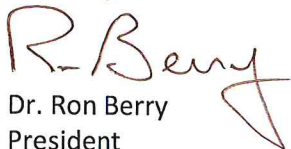
This will apply equally to all classified ULM employees who are eligible to retire in accordance with regular state retirement system regulations. Any employee who is eligible to retire may elect to participate in this retirement incentive program.

This measure is being requested due to budgetary reductions required to offset an existing fiscal deficit of \$4,000,000. We propose to offer eligible employees a payment of 50% of the savings realized by the agency in Fiscal Year 2023-2024, as a result of the employee's retirement. This will be applied uniformly to all eligible employees who opt to take advantage of this opportunity. A similar measure will be presented to tenured faculty members. Those eligible employees will be offered a payment of 50% of the savings realized by the agency in Fiscal Year 2023-2024.

Upon approval of this request, the effective dates of this plan will be September 5, 2023 – December 31, 2023. Interested employees will be required to respond within 20 business days. All employees who wish to participate in this plan must retire on or before December 31, 2023, to be eligible. Employees shall receive no payment under this plan prior to the employee's separation date.

Thank you for your consideration of this request.

Sincerely,

  
Dr. Ron Berry  
President

**#TAKEFLIGHT**