

HORRY-GEORGETOWN TECHNICAL COLLEGE

POLICY

Number: 3.4.5
Title: Separation Incentive Programs
Authority: Section 9-1-1140(H) and 9-11-50(H) of the
1976 Code of Laws of South Carolina,
As Amended and the SC General Appropriations Act
Responsibility: Vice President, Human Resources and Employee Relations
Date Approved: 05-09-2002
Last Cabinet Review: 06-15-2018
Last Revision: 06-15-2018

Chairperson

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.

This policy statement authorizes two procedures, the Retirement Incentive and Voluntary Separation Programs.

It is the policy of Horry-Georgetown Technical College that the College may choose to implement one or both of the separation plans should financial circumstances warrant the use of such a program. Should the College opt to participate in either of these programs a written plan must be developed in consultation with the State Board for Technical and Comprehensive Education (SBTCE) Human Resource Services, the Division of State Human Resources (DSHR) and the Public Employee Benefit Authority (PEBA) Retirement Benefits. Written plans must then be submitted for approval by the SBTCE Executive Director, and/or his designee, prior to submission to DSHR for final approval.

No employee may participate in both the Voluntary Separation Program and the Retirement Incentive Program.