Faculty Separation Incentive Choice Matrix

Please see full MOA for details and examples.

For Options U through Z, we recommend consulting with HR benefits coordinator.

*** None of the incentive options reduce Art. 41 employee-only or spouse/partner insurance.**

Eligible for Art. 41 employee or spouse insurance? Retiring or Resigning?	**Separating now through 12/31/2026**	**Separating 1/1/2027 through 6/30/2027**	**Separating 7/12027 through 12/31/2027**
Eligible for more than 30 months Art. 41 employee-only insurance or anyone for whom cash is more important than insurance*	$18,000 (recommended for this category of faculty for this separation date) ***OR***		
Eligible for more than 24 months Art. 41 employee-only insurance or anyone for whom cash is more important than insurance*		$15,000 (recommended for this category of faculty for this separation date) ***OR***	
Eligible for more than 18 months employee only Art. 41 insurance or anyone for whom cash is more important than insurance*			$12,000 (recommended for this category of faculty for this separation date) ***OR***
Alternative for Dec 31, 2027 separation date			**Option 3a:** (18 months' insurance)
Separating but not retiring from PERS; prefers insurance + cash, not eligible for Art. 41 employee or spousal insurance*	**Option X**: COBRA insurance for 18 months + lump sum of $11,640 ***OR***	**Option Z**: COBRA insurance for 18 months + lump sum of $5,820 ***OR***	[redacted]
Retiring from PERS, **not eligible** for Art. 41 employee only or spousal insurance*	**Option W:** OEBB insurance for up to 30 months insurance ***OR***	**Option Y:** OEBB insurance for up to 24 months insurance ***OR***	
Eligible for spouse/partner Art. 41 insurance for any length of time and/or **employee only Art. 41 insurance***	**Option U:** combined employee-only insurance + lump sum equivalent to value of 30 months insurance; Minimum lump sum = $19,000 (i.e. $18,000+ $1000)	**Option V:** combined employee-only insurance + lump sum equivalent to value of 24 months insurance; Minimum lump sum = $15,500 (i.e. $15,000+ $500)	