



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

**POLICY: Separation Incentive Programs
Number: 5.4.8**

Responsibility: Human Resources
Last Updated: November 14, 2023
State Policy/Law: SC Code of Laws, Sections 9-1-1140(I) and 9-11-50(I); SC General Appropriations Act

Commission Chair

President

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It is the policy of the Technical College of the Lowcountry to allow the College the option to implement separation plans should financial circumstances warrant the use of such a program.

Should the College opt to participate, a written plan must be developed in consultation with the SBTCE Human Resource Services, the Division of State Human Resources (DSHR), and, as applicable, the Public Employee Benefit Authority (PEBA). Written plans must then be submitted for approval by the SBTCE Executive Director/System President, and/or designee, prior to submission to DSHR for final approval.

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

Procedures:

5.4.8.1 Retirement Incentive Program

5.4.8.2 Voluntary Separation Program