



Early Exit Program ([EEP](#)) FAQs

What is the Early Exit Program?

The EEP is a program designed to create an incentive for CalPERS Service Retirement-eligible employees to separate from their current position at the university.

Am I eligible to participate in the EEP?

Please review the [Terms and Conditions](#) document for eligibility requirements.

What are the Terms and Conditions of the EEP?

The terms and conditions of the program may be found here:

<http://web.sonoma.edu/hr/payroll/EEP-Terms-and-Conditions.pdf>

What is the severance package amount?

Please see the severance package section of the [Terms and Conditions](#).

Is retirement a condition of the EEP?

No, an employee does not have to retire after separating from SSU through the EEP. Eligibility to participate only requires that an employee be CALPERS Service Retirement eligible, but there is no requirement to retire.

Will employees who choose this voluntary program be eligible for health insurance after separating from the University but retiring at a later date?

Benefits generally end following the month of separation. For example, if separation occurs on June 30, 2021, active employee benefits will end on July 31, 2021. If you wish to remain benefits-eligible into retirement, the CalPERS retirement date must be within 120 days of the separation date from the benefits-eligible position. Therefore, if you retire after 120 days, you would be eligible for your pension but no longer eligible for health benefits into retirement. Please contact Payroll and Benefits at payroll@sonoma.edu for further benefit information.

May I receive additional service credit, as with a Golden Handshake incentive?

No, Golden Handshake retirement incentive is administered and directed by the Governor's Office. SSU does not have the authority to make service credit decisions. The EEP only provides a financial incentive.

Is the deadline negotiable?

This timeline is designed to provide an appropriate planning opportunity to both employees and managers and must be applied consistently to ensure that everyone is treated fairly. The program outlines the deadlines that may be adjusted meeting the parameters.



Do I need to sign the First Separation Agreement and Release?

This form must be signed to participate in the EEP. Participants will receive 80% of their calculated maximum severance benefit in exchange for signing this form.

Do I need to sign the Final Separation Agreement and Release?

To receive the final 20% of the calculated severance, EEP participants are required to sign the Final Release on their last day of employment.

Will this program be offered in the future?

This is a one-time program, but may be extended at the discretion of the University.

If I am eligible for the program, do I have to participate?

No, this is a strictly voluntary program.

Does my Appropriate Administrator have to approve my participation in this program?

No, should an employee choose to participate in the program the supervisor will be notified of the separation date chosen by the employee.

When will my Appropriate Administrator be notified?

Employees are encouraged to inform their Appropriate Administrator of their intent to participate in the EEP when submitting their application. Upon receipt of the executed First Separation Agreement and Release, HR will notify your Appropriate Administrator of your intended separation date.

How and when is the incentive going to be paid?

The incentive will be paid in a lump sum with the applicable taxes withheld, within thirty (30) calendar days of the separation date.

How is the EEP lump sum taxed?

The lump sum will be taxed based on the bonus tax rate of 22% for federal withholdings and at least 6.6% for state withholdings. Medicare and social security taxes will also be withheld.

Is there a specific date I need to separate?

Any date on or before July 31, 2021, unless the position is considered critical or hard to replace by the appropriate administrator and the Division Vice President.

What will my CalPERS retirement package look like?

Please sign into your [myCalPERS](#) account and use the Calculate My Retirement Estimate tool to determine an estimate of your retirement benefit package. You can log into your myCalPERS account by following this link to the [myCalPERS](#) login page.



If I participate in the EEP, may I still work for the campus as a retired annuitant?

Employees must retire through CalPERS in order to be considered as a retired annuitant. Rules governing retired annuitants may be found by following the [CalPERS Retired Annuitant](#) link.

If I participate in the EEP and do not retire, can I be re-hired by SSU at a later date?

Yes, there is nothing prohibiting an employee from re-applying to another position at SSU.

I am a faculty member and I have applied for FERP. Can I participate in the EEP?

If a faculty member wishes to participate in the EEP, the faculty member must rescind their FERP application in order to be eligible for the EEP.

If I participate in the EEP will I still get my vacation payout?

Your final accumulated vacation accruals will be paid out on your final check. Please consult [Payroll and Benefits](#) for further information.

May I participate if I already have submitted my intent to retire?

Yes, you may participate in the EEP if the date of retirement fits into the parameters of the program.

I am currently employed as a Rehired Annuitant or as a FERP, am I eligible for the EEP?

No, you have already CalPERS Service Retired, therefore do not qualify for the program.