

**California State University East Bay
2024 Voluntary Separation Incentive Program (VSIP)
FAQ**

The following questions and quick responses have been assembled to help you learn more about the CSUEB 2024 Voluntary Separation Incentive Program (VSIP) and assess if this opportunity is right for you.

Please note that these FAQs will be updated regularly. Check back in and make sure to read these FAQs and the entire VSIP Program before contacting Human Resources with questions.

QUESTION	RESPONSE
What is the 2024 Voluntary Separation Incentive Program (2024 VSIP)?	The 2024 VSIP is a program designed to create an incentive for CalPERS retirement eligible employees who have 10 years of CSUEB experience to separate from the University on June 30, 2024.
Who is eligible to participate in the VSIP?	For eligibility requirements, please review the TERMS AND CONDITIONS
Am I eligible to participate in the 2024 VSIP?	Please review the TERMS AND CONDITIONS for eligibility requirements.
If I am eligible for the VSIP, do I have to take it?	No. This is a strictly voluntary program.
What are the Terms and Conditions of the 2024 VSIP?	The terms and conditions of the program may be found here .
Is there a specific time I need to separate?	You must separate on June 30, 2024, unless the position you hold is considered critical or hard to replace by the appropriate administrator, Division Vice President and President. In that case, the separation date may be deferred until an agreed upon date by Division Vice President in order to ensure business continuity.
Does my supervisor have to approve my participation in this program?	Supervisor approval is required in order to ensure that there is a business continuity plan in place before your departure.
Is retirement a condition of the VSIP?	No, an employee does not have to retire after separating from CSUEB through the VSIP. Eligibility to participate only requires that an employee be CalPERS retirement eligible, but there is no requirement to retire. However note, you must retire within 120 days of your separation from CSUEB to maintain benefits in retirement.

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What will happen with my accrued vacation, sick leave hours, and CTO?

Upon separation, when Payroll calculates your final earned pay, it will also calculate and authorize for payout, your:

date; and

Earned cash value.

Please note:

ve hours are not paid out.

separation, you can have your unused sick leave reported to CalPERS (for conversion to service credit).