

**BOARD OF REGENTS  
BRIEFING PAPER**

**1. AGENDA ITEM TITLE: 2019 Annual Report: Employee Buyouts/Settlements**

MEETING DATE: March 5-6, 2020

**2. BACKGROUND & POLICY CONTEXT OF ISSUE:**

In November 2018/February 2019, the Board of Regents approved a new policy to require the Office of the Chancellor to present a public annual report to the Board regarding employee buyouts/settlements from NSHE institutions. That new policy is set forth in Section 49, Chapter 3, Title 4 of the NSHE Handbook. This agenda item will provide information to the Board on NSHE's first annual report on employee buyouts/settlements for the calendar year 2019.

**3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:**

N/A

**4. IMPETUS (WHY NOW?):**

Section 53, Chapter 3, Title 4 of the NSHE Handbook requires that an annual report be publicly submitted to the Board. The March 5-6, 2020, Quarterly Board Meeting is the first opportunity to present the report for calendar year 2019.

**5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:**

Not Applicable to NSHE Strategic Plan Goals

**6. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:**

This agenda item supports greater accountability and transparency among NSHE institutions.

**7. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:**

N/A

**8. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:**

N/A

**9. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:**

N/A

**10. COMPLIANCE WITH BOARD POLICY:**

Consistent With Current Board Policy: Title 4, Chapter 3, Section 49 of NSHE Handbook

Amends Current Board Policy: Title # \_\_\_\_\_ Chapter # \_\_\_\_\_ Section # \_\_\_\_\_

Amends Current Procedures & Guidelines Manual: Chapter # \_\_\_\_\_ Section # \_\_\_\_\_

Other:

Fiscal Impact: Yes \_\_\_\_\_ No

Explain: \_\_\_\_\_

# Employee Buyouts/Settlements: Annual Report

January 1, 2019 through December 31, 2019



BOARD OF REGENTS  
MARCH 2020

Joe Reynolds, Chief General Counsel

# **In November 2018/February 2019, the Board adopted a new policy regarding the annual reporting of employee contract buyouts**

## Section 49, Chapter 3, Title 4 of the NSHE Handbook

- Notice must be approved in writing by the institution President and reported by the institution's General Counsel to the NSHE Chief General Counsel within five (5) business days of the President's approval.
- Report shall occur on a form prescribed by the NSHE Chief General Counsel that includes the name and title of the employee, the institution, the relevant dates, the amount of the buyout, and a justification.
  - The Chancellor shall prepare a public annual report to the Board.

# Reported Buyouts/Settlements By Institution

## January 1, 2019 to December 31, 2019

- UNLV (6) \$347,406
- UNR (4) \$91,201
- CSN (3) \$77,295
- TMCC (2) \$71,988
- DRI (1) \$40,000
- GBC (1) \$25,000
  - NSC None
  - WNC None
- System Administration (1) \$60,741
- **Total Buyout/Settlements (18) = \$713,631**

# Compare 2019 Reports

to Average July 1, 2016 to June 30, 2018 Reports

Previous Buyouts/Settlements 2016 to 2018 (103)\*  
= 52 Average Per Year

Total Annual Reports 2019 (18)

**65% Average Annual Decrease**

\*NOTE: This number included those from UNLV's Voluntary Separation Incentive Program

# Compare 2019 Amounts to Average July 1, 2016 to June 30, 2018 Amounts

Previous Amounts 2016 to 2018 (\$8,861,268)\*  
= \$4,430,634 Average Per Year

Total Annual Amounts 2019 (\$713,631)

**84% Average Annual Decrease**

\*NOTE: This amount included those from UNLV's Voluntary Separation Incentive Program

# University of Nevada, Las Vegas (UNLV)

## 6 Total Buyouts/Settlements

\$175,844

\$57,645

\$57,425

\$26,848

\$16,394

\$13,250

**UNLV 2019 Total = \$347,406**

# University of Nevada, Reno (UNR)

## 4 Total Buyouts/Settlements

\$44,238

\$17,682

\$15,000

\$14,281

**UNR 2019 Total = \$91,201**



# College of Southern Nevada

## 3 Total Buyouts/Settlements

\$46,681

\$17,148

\$13,466

**CSN 2019 Total = \$77,295**

# Truckee Meadows Community College

## 2 Total Buyouts/Settlements

\$54,988

\$17,000

**TMCC 2019 Total = \$71,988**

# Great Basin Community College

## 1 Total Buyout/Settlement

\$25,000

**GBC 2019 Total = \$25,000**

# Desert Research Institute

## 1 Total Buyout/Settlement

\$40,000

**DRI 2019 Total = \$40,000**

# Western Nevada College & Nevada State College

## **No Buyouts/Settlements**

# System Administration

## 1 Total Buyout/Settlement

\$60,741

**System Administration 2019 Total = \$60,741**