

EMPLOYEE BUYOUTS/ SETTLEMENTS

Annual Report

January 1, 2020 through December 31, 2020



BOARD OF REGENTS
MARCH 2021

Joe Reynolds, Chief General Counsel

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

Section 49, Chapter 3, Title 4 of the Handbook

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

OVERVIEW :

Reported Buyouts/Settlements By Institution January 1, 2020 to December 31, 2020

TMCC (13) \$543,992 (increase from 2019)

WNC (4) \$196,327 (increase from 2019)

GBC (3) \$184,001 (increase from 2019)

UNLV (2) \$90,409 (decrease from 2019)

UNR (2) \$53,144 (decrease from 2019)

System Administration (1) \$27,102 (decrease from 2019)

DRI (1) \$7,308 (decrease from 2019)

CSN None (decrease from 2019)

NSC (none)

Total Buyout/Settlements (26) = \$1,102,283

PRIOR YEARS: Number of Buyouts/Settlements

Buyouts/Settlements July 1, 2016 to June 30, 2018 (103)*

52 Average Annual Buyouts/Settlements



Buyouts/Settlements January 1, 2019 to December 31, 2019

18 Buyouts/Settlements

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

CURRENT YEAR: Number of Buyouts/Settlements

Buyouts/Settlements January 1, 2020 to December 31, 2020

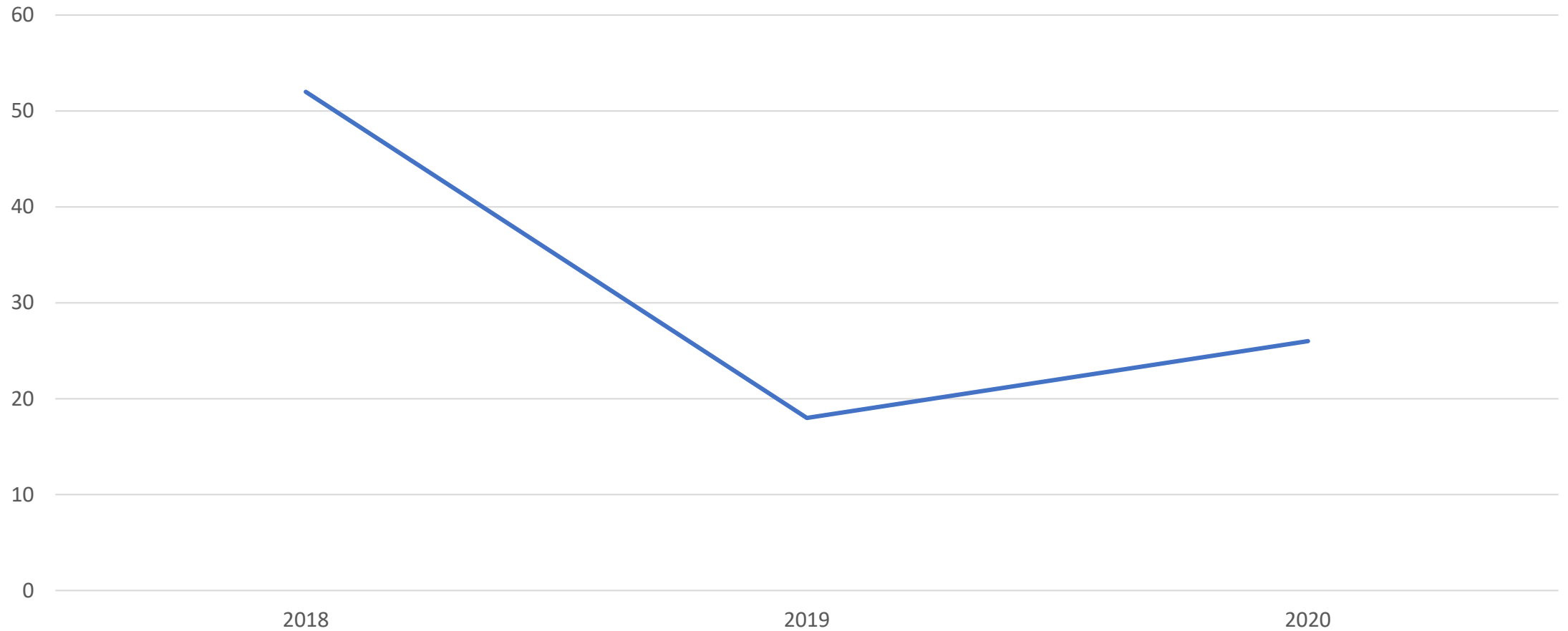
26 Buyouts/Settlements



Buyouts/Settlements January 1, 2019 to December 31, 2019

18 Buyouts/Settlements

Number of Buyouts/Settlements



PRIOR YEARS: Amount of Buyouts/Settlements

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



Previous Amount 2019 (\$713,631)

*NOTE: Includes amounts from UNLV's Voluntary Separation Incentive Program during those years.

CURRENT YEAR: Amount of Buyouts/Settlements

Current Amount 2020: \$1,102,283 *

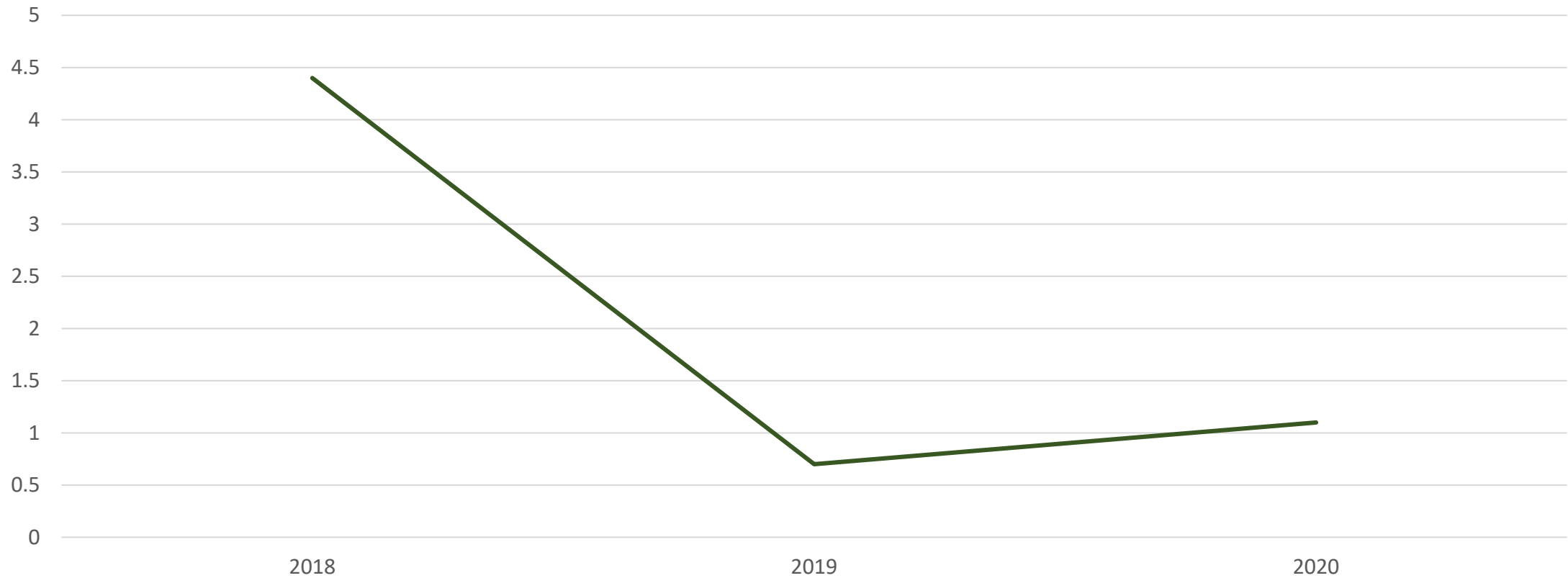


Previous Amount 2019: \$713,631

*NOTE: About 1/2 directly related to budget savings reorganizations.

Amount Paid for Buyouts/Settlements

Per Million



Truckee Meadows Community College

13 Total Buyouts/Settlements

\$60,859*

\$59,406

\$56,426*

\$49,690*

\$45,078*

\$41,927*

\$41,125

\$38,156*

\$37,159*

\$36,659

\$32,372*

\$25,135*

\$20,000

TMCC 2020 Total = \$543,992

(TMCC 2019 Total = \$71,988)

*NOTE: Directly related to budget savings reorganization.

Western Nevada Community College

4 Total Buyout/Settlement

\$54,181*

\$48,899*

\$44,638*

\$48,609*

WNC 2020 Total = \$196,327

(WNC 2019 Total = \$0)

*Directly related to budget savings reorganization.

Great Basin Community College

3 Total Buyout/Settlement

\$101,100

\$82,271

\$630

GBC 2020 Total = \$184,001

(GBC 2019 Total = \$25,000)

University of Nevada, Las Vegas

2 Total Buyouts/Settlements

\$85,140

\$5,269

UNLV 2020 Total = \$90,409

(UNLV 2019 Total = \$347,406)

University of Nevada, Reno

2 Total Buyouts/Settlements

\$37,427

\$15,717

UNR 2020 Total = \$53,144

(UNR 2019 Total = \$91,201)

System Administration

1 Total Buyout/Settlement

\$27,102

System Administration 2020 Total = \$27,102

(System Administration 2019 Total = \$60,741)

Desert Research Institute

1 Total Buyouts/Settlements

\$7,308

DRI 2020 Total = \$7,308

(DRI 2019 Total = \$40,000)

College of Southern Nevada

No Buyouts/Settlements

CSN 2020 Total = \$0

(CSN 2019 Total = \$77,295)

Nevada State College

No Buyouts/Settlements

NSC 2020 Total = \$0

(NSC 2019 Total = \$0)