The State of South Carolina allows state agencies to implement incentive programs (summarized below) to realign resources and/or permanently downsize based on the ability to demonstrate recurring cost savings. Decisions to implement voluntary incentive programs are made by each VP/Dean based on their division’s strategic needs and priorities, not to cut the budget, but instead to reallocate positions or funding.

**Voluntary Retirement Incentive Plan (RIP)**
The Voluntary Retirement Incentive Plan is designed to provide an incentive to employees to retire or retire early if they meet eligibility and elect to participate. The plan can only apply to members of the SC State Retirement System Plan (SCRS) or Police Officers Retirement Plan (PORS).

**Eligibility to Participate:**
- The criteria to determine eligibility is based on the division strategic needs/priorities, and retirement eligibility rules. Eligibility can include particular departments, years of service, and job codes.

**SC State Retirement System (SCRS) Eligibility Rules:**
Employees with a membership date in the SC Retirement System prior to July 1, 2012 are classified as a class II members. Class II members that meet the following requirements (including service time purchased through the incentive program) are considered eligible to retire from the South Carolina Retirement System (SCRS):
- **Normal Retirement (Unreduced Benefit):**
  - 28 years of SCRS service credit, five years of which must be earned; or
  - Age 65 with five years of earned SCRS service credit.
- **Early Retirement (Reduced Benefit):**
  - Age 60 with at least five years of earned SCRS service credit. Your benefit is permanently reduced 5 percent for each year of age less than 65; or
  - Age 55 or older with 25 years of SCRS service credit, five years of which must be earned. Your benefit is permanently reduced 4 percent for each year of service less than 28.

**Incentive:**
- Service credit purchase for a specified number of years/months/days, not to exceed the cost of one year’s base salary.

**Voluntary Separation Program (VSP)**
The Voluntary Separation Program is designed to provide an incentive to employees to separate from employment if they meet eligibility and elect to participate.

**Eligibility:**
- The criteria to determine eligibility is based on the strategic needs/priorities, and can be established to include particular departments, years of service, and job codes.

**Incentive:**
A separation payment not to exceed one year’s base salary, and up to one year of the employer portion of health and dental benefits.