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Date: February 25, 1998  
Approved: Doug Sweetland

**SOUTHWEST MINNESOTA STATE UNIVERSITY**

**POLICY**

**RETIREMENT AND SEPARATION BENEFITS**

**General Information**

It is necessary that, for benefits granted to retirees or those who otherwise separate from employment that are outside those specifically stated in the respective bargaining unit contracts, a review be performed to assure that the State is receiving a benefit.

**Policy**

1. Retirement and separation benefits outside those specifically stated in the respective bargaining unit contracts that are being considered to be offered to employees will be reviewed by the MnSCU Human Resources staff for appropriateness.
2. *De minimis* benefits may be offered without such review but will be reviewed with the President or his/her designee and documented in the official personnel file.