

WEST SLOPE WATER DISTRICT

RESOLUTION NO. 06-2020

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE WEST
SLOPE WATER DISTRICT TO ADOPT A DISTRICT POLICY FOR WORK
AFTER PERS RETIREMENT**

WHEREAS, On January 1, 2020, under Oregon SB 1049, PERS retirees who retire after reaching normal retirement age may return to work full time while still receiving full pension benefits under PERS.

WHEREAS West Slope Water District desires to retain employees who have retired under PERS and are beneficial to the public interest.

NOW, THEREFORE, BE IT RESOLVED BY THE DISTRICT'S BOARD OF COMMISSIONERS TO:

- Section 1) Adopt Exhibit "A" as a new District policy for Work after PERS
- Section 3) Include the new policy (Exhibit "A") in Section 6 of the District's Employee Manual.

Adopted this 16th day of September, 2020

WEST SLOPE WATER DISTRICT

By: Charlie Conrad
Charlie Conrad, Board Chair

ATTEST

By: Andy Smith
Andy Smith, Treasurer

Exhibit A Resolution 06-2020
WEST SLOPE WATER DISTRICT
WORK AFTER PERS RETIREMENT POLICY AND PROCEDURE

OBJECTIVE: To establish procedures for implementing Work After PERS Retirement.

AUTHORITY: The authority to issue or revise these procedures is reserved to the District's Board of Commissioners.

DEFINITIONS:

PERS Retiree: A person who has completed the requirements to be vested under Oregon PERS, has met the criteria to retire through PERS, and has officially retired through Oregon PERS prior to the current date.

Normal Retirement: PERS retirement of an employee that meets Oregon PERS' definition and requirements of normal retirement with regular retirement benefits.

Early Retirement: PERS retirement of an employee that meets Oregon PERS' definition and requirements of early retirement with reduced benefits.

Regular Position: Full time regular employment. 40 hours per week with no predetermined end date.

Temporary Position: 40 hours per week or less with an estimated predetermined end date.

Part Time Regular: Less than 40 hours per week with no predetermined end date.

PROCEDURE:

1. An employee is required to provide written notice of their intent to retire at least thirty (30) days prior to their last day of regular employment with the District.
2. The employee's supervisor shall document that the employee meets the overall job requirements and it is in the public interest to re-employ the PERS Retiree because of the person's knowledge, skills, and abilities.
3. An employee who retires from PERS on or after normal retirement age can continue to receive pension benefits (without accruing any new benefits) and may return to work with no statutory limitations on the number of hours worked.
4. An employee who retires from PERS earlier than normal retirement age can continue to receive pension benefits (without accruing any new benefits) and may return to work with no statutory limitation on the number of hours worked provided the effective date of return to employment is more than six (6) months after retirement date.
5. When an employee retires from PERS:

- 5.1. Any accrued but unused vacation leave and compensatory time will be paid out.
- 5.2. Any unused Floating Holiday and Sick Leave will not be paid out and will be zeroed.
6. An employee needs to return to work at the District as a PERS retiree on or after their PERS retirement date. The employee cannot return before their PERS retirement date.
7. A retiree returning to employment will receive the benefits associated with their new position or employment assignment.
8. The following provisions will apply when a PERS Retiree is appointed into the same position or classification as held prior to retirement:
 - 8.1. Starting salary shall be at a position in the salary range no higher than previously held.
 - 8.2. If reemployed within 30 days or less after the date of termination of employment, then the Employee will continue with the same Benefit elections (Medical, Dental and Vision) that such individual had before termination.
 - 8.2.1. An employee can request a change to their benefits as this is a qualified life event.
 - 8.3. Vacation leave balance will not be reinstated and will begin at zero.
 - 8.4. Vacation leave will accrue at the same level the employee accrued prior to retirement.
 - 8.5. Sick leave balance will not be reinstated and will begin at zero.
 - 8.6. Sick leave will accrue at the same level the employee accrued prior to retirement.
 - 8.7. Unused Floating Holiday will be reinstated provided it is in the same calendar year as it was granted.
 - 8.8. This restart does not start a probationary period.
9. The following provisions will apply when a PERS Retiree is appointed into a regular position in a different position as held prior to retirement:
 - 9.1. Salary shall be paid at any rate in the salary range for the new position.
 - 9.2. If reemployed within 30 days or less after the date of termination of employment, then the Employee will continue with the same Benefit elections (Medical, Dental and Vision) that such individual had before termination.
 - 9.2.1. An employee can request a change to their benefits as this is a significant life event.
 - 9.3. Vacation leave balance will be zero.
 - 9.4. Vacation leave will accrue at the same level the employee accrued prior to retirement.
 - 9.5. Sick leave beginning balance will be zero.
 - 9.6. Sick leave will accrue at the same level the employee accrued prior to retirement.
 - 9.7. Unused Floating Holiday will be reinstated provided it is in the same calendar year as it was granted.
10. The following provisions will apply when a PERS Retiree is appointed into a Temporary, or part-time assignment in a different position as was held prior to retirement:
 - 10.1. Salary shall be paid at a rate that is with-in the salary range for the position.
 - 10.2. Employee will only be eligible for benefits that are offered to Temporary, Seasonal or Part-time employees.
11. PERS Retirees that are in a position that is not eligible for health benefits may continue to exercise COBRA rights or retiree program benefits that are available to them.