

Policy:

An employee who has submitted the appropriate paperwork documenting their intention to retire from the Oregon Public Employees Retirement System (PERS) as of a specific date may be employed as a retiree by the City of McMinnville solely at the City's discretion. This policy applies to non-represented employees only. The Reemploying PERS Retirees Policy remains in effect until December 31, 2034, and may be subject to change at the City's discretion or due to changes in Oregon PERS rules.

Elements of the Policy:

The employment of PERS retirees is solely at the City's discretion and is available to new hires and employees in good standing who are not currently the subject of a disciplinary process. The City may choose not to reemploy a PERS retiree for any reason and employees who choose to retire should have no expectation of continued employment with the City. Reemployment of PERS retirees is subject to approval by the Human Resources Manager, who will coordinate with the City Manager, and the following conditions:

- Unless requested otherwise by the Department Head or designee, a current employee returning as a retiree will be reemployed to their previously held classification.
- No employee will be displaced by the reemployment of a PERS retiree.
- The employment of PERS retirees must be approved by the applicable Department Head or designee.
- Current employees returning as a PERS retiree will accrue paid leaves at the same rate as when they retired. Applicable leave accruals will be frontloaded and prorated by quarter to ensure the retiree has access to necessary leave accruals upon reemployment. If the employee has not used their floating holidays or management leave at time of retirement those leave balances will carry forward.
 - New hires employed as a PERS retiree will receive leave accruals in accordance with new hire policies.
- Tier I, Tier II, and OPSRP early retirees are not eligible for reemployment.
- Due to hours of work limitations, employed PERS retirees must meet PERS full-retirement eligibility rules to be eligible for reemployment:
 - Tier I retirees must be older than age 58 or have 30 years of service
 - Tier II retirees must be older than age 60 or have 30 years of service
 - OPSRP retirees must be older than age 65 or be older than age 58 and have 30 years of service.

Attachments:

- Request for Reemployment Form

Policy History:

Established 3/2021

Revised 11/2021

Approved 11/2021

Revised 11/2023