

RETIRE IN PLACE POLICY DRAFT (10/2/17)

Retire in Place – The Town of Waldoboro will not discriminate in who it hires based on retirement status. As such, if a retired person is legally permitted to work a full or part-time job, the Town shall consider this applicant the same as any non-retired applicant, even if this applicant will continue to receive retirement benefits.

In the case of a current employee wishing to retire and remain in his or her current position, the Town shall allow this “retirement in place” to happen for any employee subject to the following conditions:

- a. The decision to allow a “retire in place” is at the sole discretion of the Select Board.
- b. The employee shall retire at 11:59:59 pm on an agreed upon, specified date and will be rehired at 12:00:01 am at least 30 days after retirement date.
- c. The employee will be rehired at 75% of their salary at the time of retirement.
- d. The employee will work no more than 5 years after the date of retirement and is subject to reappointment by the Town Manager on an annual basis.
- e. The employee will not carry any earned sick, vacation or personal time previously accrued. And will be subject to the current policies of the Town as all new hires, including a physical prior to re-employment.
- f. The employee will be responsible for the full cost of dependent health care coverage. Employee is only eligible for the cash in lieu of health insurance for employee only.
- g. Upon the termination of employment with the employer (after retiring in place) there will be no payout of accrued time.
- h. The employee will not be a member of a union.