



Home of the Tualatin River National Wildlife Refuge

## RESOLUTION 2022-068

### AUTHORIZING WORKBACK POLICY FOR SHERWOOD POLICE DEPARTMENT

**WHEREAS**, the City has a need to implement a PERS Retiree Workback Policy for the Police Department; and

**WHEREAS**, in order to successfully assist the City in addressing an anticipated increase in retirements in difficult-to-fill, highly specialized, and key management positions within the Police Department the Workback Policy will help the City to retain and attract experienced employees and/or candidates in these positions. This policy is further intended to help the City address the unfunded liability in the PERS system by redirecting PERS contributions as described in SB 1049 (2019); and

**WHEREAS**, the City's Police Department Chief and Human Resources has therefore determined that it is necessary and appropriate to approve and authorize the Policy in connection with workback for employees in positions identified at the City of Sherwood Police Department as well as re-employment for any PERS Retiree (internal or external), and within the parameters specified herein; and

**WHEREAS**, the Sherwood City Council recognizes the need to maintain a current and legally sound workback policy and approves the August 2022 policy.

### **NOW, THEREFORE, THE CITY OF SHERWOOD RESOLVES AS FOLLOWS:**

**Section 1.** The City Council approves the August 16, 2022 Sherwood Police PERS Retiree Workback Policy attached hereto as Exhibit A.

**Section 2.** This Resolution shall be effective upon its approval and adoption.

**Duly passed by the City Council this 16<sup>th</sup> of August, 2022.**

  
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Keith Mays, Mayor

Attest:

  
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Sylvia Murphy, MMC, City Recorder



## Administrative Policy

**Originating Department: Police Department/Human Resources**

**Policy Title: PERS Retiree Workback**

**Effective Date: August 16, 2022**

**Policy Statement:** The purpose of this policy is to assist the City in addressing an anticipated increase in retirements in difficult-to-fill, highly specialized, and key management positions by helping the City retain and attract experienced employees and candidates in those positions. This policy is further intended to help the City address the unfunded liability in the PERS system by redirecting PERS contributions as described in SB 1049 (2019).

**Eligibility:** The policy applies to all employees of the City of Sherwood's Police Department as well as any other PERS Retiree (internal or external) who is receiving a service retirement benefit under Tier One/Tier Two or the Oregon Public Service Retirement Plan (OPSRP), or who has elected to retire without a PERS service retirement benefit may be employed by the City subject to the provisions outlined below.

### Guidelines - Scope:

1. PERS Retirees may be employed in a regular, temporary, seasonal or on-call employment assignment.
2. The terms and conditions of the employment of a PERS retiree must be approved by the City Manager after consulting with Human Resources prior to the employment of the retiree. The City Manager shall determine whether it is in the public interest to employ the PERS Retiree because of the person's knowledge, skills and abilities.
3. The employment assignment of a PERS Retiree may be to a classification which they previously held in career status or to another classification provided the Retiree is qualified for in the classification. PERS Retiree's who have never worked for the City previously, must participate in a competitive recruitment process.
4. Oregon statutes may impose certain restrictions on the employment of a person receiving PERS and/or OPSRP retirement benefits. The employee is responsible for complying with statutory requirements. The City of Sherwood is not responsible for the impact upon the retirement benefits of a PERS or OPSRP Retiree resulting from their employment with the City.
5. PERS Retirees may continue their employment, subject to any statutory limitations, for as long as the City determines their services are needed or until the sunset date of SB 1049.
6. PERS Retirees may be appointed into their position or classification they most recently held provided the break in service is no longer than thirty (30) Days.
7. PERS Retirees may be considered for employment in positions other than the position or classification they most recently held, or who have never been employed by the City previously through applying and competing through a competitive recruitment process.
8. PERS Retirees who retire from PERS and return to work at the City of Sherwood, without having to apply through a regular hiring process do not have recall rights.

**Periodic Review:**

This policy shall sunset on December 31, 2024 or be reviewed by City Council should provisions extend by SB 1049 as needed, and updated as necessary.

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**Review and Authorization:**

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City Manager

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Date

Revision #	City Manager Signature	Date	Nature of Revision
1			
2			
3			