



### **3.06 EMPLOYMENT OF RETIREES**

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**Rule**

A [Public Employee Retirement System \(PERS\)](#) retiree who is receiving a service retirement allowance may be employed by the City of Portland without loss of retirement benefits as long as the period does not exceed 1040 hours in a calendar year (January to December). Reemployment of such employees is solely at the request of the appointing authority and approval of the Director of Human resources and subject to the following conditions:

1. Employment shall not exceed 1040 hours in any one calendar year;
  2. Reemployment shall be to a classification in which the retiree previously held status;
  3. The retiree shall not have the benefit of any previously acquired seniority; and
  4. No permanently appointed employee shall be displaced by reemployment of a retiree.
  5. Upon approval of the Bureau Director or designee.
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**Salary of Retiree  
Appointments**

The salary rate of retirees shall be at a place in the salary range for the classification to which they are returning that affords them the least reduction in pay from the rate at retirement.

Retirees are not eligible for annual salary increases other than Cost of Living (COLA) increases granted to all employees in the particular classification.

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**Limitations of Retiree  
Status**

Working after retirement for the City of Portland constitutes a new employment relationship. Any employee returning as a retiree appointment shall not receive vacation and sick leave, or additional retirement benefits. Retirees may receive holiday pay if they are in pay status the day before and the day following the holiday. Retirees have no seniority rights for purposes of layoff and recall and do not require "just cause" for discipline or removal from a position.

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**Retiree Health Benefits**

Retirees who continue to work without a break in service at the time of retirement are eligible for City paid insurance benefits for the first 1040 hours worked if the employee retired from a benefits eligible position. After a break in service, a retiree is no longer eligible for City paid benefits.

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**Administrative Rule  
History**

Adopted by Council March 6, 2002, Ordinance No. 176302  
Effective April 5, 2002

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