

TO:	Cumberland County Commissioners
FROM:	James H. Gailey
DATE:	May 10, 2024
SUBJECT:	Retire/Rehire Policy

Requested Action:

Amend the Non-Union Personnel Policy to incorporate a Retire/Rehire Policy.

Background & Purpose of Request:

Over the last two years, the County has experienced significant policy changes at MainePers. Many of the MainePers changes have come involving the retire/rehire allowances. Increase percentages and penalties have been instituted impacting the employer and employee. There are many reasons for MainePers to move in this direction and it seems that consistently changing this policy will be the norm for the foreseeable future.

County staff began discussing the need for a policy last fall. The policy was part of a larger amendment to the non-union personnel policy that staff were working on for Commissioner review. The Policy defines the County's openness to discuss the rehire/retire status, but with conditions. Knowing MainePers could potentially be changing their policies, I and HR have been very open with non-union staff (typically public safety) the County will be developing its own policy on how to address retire/rehire requests.

Staff have obtained a number of policies from cities and towns to use as a guide in developing the County's policy. Due to scheduling, staff are continuing to fine-tune the policy and will send it to the Commissioners prior to the May 13th meeting.

If a motion is to be made, I ask that the Commissioners put an effective date of April 1, 2024 for the policy adoption.

Funding Amount and Source: Not applicable

Attachments: Policy will be forwarded at time of completion.

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