


<h2 style="margin: 0;">Campbell County Fire Department</h2> <h3 style="margin: 0;">Policy</h3>		
<p>General Administration</p>	<p><i>Retirement</i></p>	 <p>900.212</p>

PURPOSE:

Generally, retirement occurs when an employee concludes their working career with the Fire Department.

SCOPE:

This policy applies to all members and employees of the Campbell County Fire Department (CCFD) organization.

POLICY:

- A. Employees planning to retire after having met the requirements under the applicable Wyoming Retirement Systems Plan should submit advance notice to the Fire Department as soon as possible but no later than ninety (90) days prior to the planned retirement date.

- B. The Fire Department may at its discretion set a mandatory retirement age for certain jobs where age is a bona fide occupational qualification and where that qualification is reasonably necessary to the normal operation of the agency.

- C. Employees who retire and 1) are at least 60 years of age and 2) have at least seventeen (17) years of service with the Fire Department, at least ten (10) of which are continuous immediately prior to retirement, are eligible to continue Medical coverage for themselves and their spouse until reaching the age of Medicare eligibility. Employees should refer to the Campbell County Employee Medical Benefit Document for further information and detailed eligibility requirements and restrictions. Retiring employees are eligible to receive pay for accrued but unused vacation, holiday, and compensatory time. All employee benefit plans and programs are subject to amendment or termination, even after retirement, at the sole discretion of the Fire Department.

- D. The Fire Department will distribute to employees any literature available concerning retirement benefits and post notices required by law.

- E. The Fire Department may conduct or sponsor, on a periodic basis, a pre-retirement counseling program which is open to all employees. Employees are encouraged to notify Wyoming Retirement System as soon as possible of their intent to retire.

- F. All Eligible retiring employees may be able to reapply for employment, and those who think they may be interested in future employment with the Fire Department should make that interest known at the exit interview.

<p>Initial Approval: 3/28/07; 3/24/10; Revision Date: 3/16/2011</p>	<p>Page 1 of 2</p>	<p>Sam Saunders, Chairman</p> <p>ORIGINAL SIGNED</p>
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G. Retired employees will continue to receive the employee newsletters and are welcome at all Fire Department and county employee social functions.

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