



## **NWSEO's work helps usher in new Phased Retirement Plan**

(April 29, 2016) NWSEO's participation on the Department of Commerce Labor Management Forum, has created a policy that led to an agreement with NWS on the new Phased Retirement Implementation Plan. Employees in phased retirement status continue to work, but as a part-time employee, receiving half of their full-time annual salary, and approximately half of their annuity for the purpose of facilitating knowledge transfer (e.g., training, mentoring, advising, documenting, etc.) to ensure seamless continuity of agency operations.

1. Employee benefits of this agreement include:
2. Recruiting and retaining the best possible workforce,
3. Development of and sustaining a knowledge management tool,
4. the effective transfer of institutional and historical background and operational, 4) management effectiveness, and
5. Enhancing work-life balance by allowing employees to better manage their work and personal obligations.

This is one more example of labor and management working together at the DOC level to the benefit of NWS employees. Additional NWSEO work on the DOC Labor Management Forum includes Domestic Violence Policy, Telework Policy, and Workplace Violence Policy.

Below are the highlights of the Phased Retirement Implementation Plan:

- Retirement counseling will inform applicants regarding phased retirement estimate and a full retirement financials.
- Employees taking advantage of Phased Retirement Implementation will be paid 50 percent of their salary and will receive approximately 50 percent of their retirement annuity while in phased retirement.
- Phased Retirees are required to spend a minimum of 20% of your working hours (i.e., 8 hours of your biweekly work schedule when working 40 hours per bi-weekly pay period) conducting mentoring activities. Mentoring activities are defined in the application and may include, but are not limited to:
  - Knowledge transfer, (i.e., sharing information through on-the-job training, developing Standard Operating Procedures, developing and providing training);
  - Knowledge management (i.e., documenting, cataloging, storage on database, share strategies and processes used);
  - Succession planning (i.e., identifying and developing potential leaders);
  - Career Development (i.e., one-on-one mentoring, providing advice and guidance to an individual).

To be eligible to elect phased retirement, an employee must have been working a full-time work schedule for the 3-year period immediately before the effective date of a phased retirement election and must qualify for retirement under either the Civil Service Retirement System (CSRS), or the Federal Employees Retirement System (FERS). In addition, the Department of Commerce requires an employee to have received at least fully successful or equivalent performance ratings during the previous year to be eligible for phased retirement.

-NWSEO-

**No one cares more for National Weather Service employees than  
National Weather Service employees.**

**No one works harder for National Weather Service employees than  
National Weather Service employees.  
We are NWSEO.**