



**Meeting Date:** January 22, 2020

**Submitted by:** Michael Di Lullo, Chief Administrative Officer

Ruth Joyce-Maynard, Human Resource, Health and Safety  
Coordinator

**Report No:** CAO-02-2020

**Subject:** Retirement and Long Service Awards Policy

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**Recommendation:**

**THAT the Retirement Policy and Long Service Awards Policy attached to Report CAO-2-2020 be approved.**

**Purpose:**

The intent of this report is to seek Council approval to adopt the updated Compensation Management – Retirement and Long Service Awards Policy.

**Background:**

The municipality adopted a Retirement and Long Service Awards Policy which came into effect on January 1, 2017. A revision was made to the policy by the Senior Management team in December 2019 to incorporate one change to enable our employees to join the Municipal Retirees Organization of Ontario (MROO).

The [MROO](#) provides a growing list of programs and services that are geared to members' needs and interests. Members receive information they can use about important issues in retirement and would be part of a unique group. The MROO is the only organization speaking for OMERS retirees and working to ensure they have a better retirement.

**Analysis:**

The review of the Retirement Policy that was undertaken by staff contains the following change.

- The addition of a one-time membership fee (\$25.00) to join the Municipal Retirees Organization of Ontario to recognize the dedicated service of retiring employees enrolled in the OMERS pension plan

**Financial Implications:**

The \$25.00 membership fee would be a minor expense, deemed optional at the retirees request, which would be borne by the municipality based on minimal retirements Middlesex Centre has each year.

**Strategic Plan:**

This matter aligns with following strategic priorities:

- 5c. Operational Excellence: Fostering a forward-looking workplace environment.
- 5f. Operational Excellence: Adapting to changing demands and expectations.
- Choose an item.

**Attachments:**

Appendix 1 – Retirement and Long Service Awards Policy