a different local government and continue to draw retirement benefits that are based entirely upon service with the local government if the following conditions are met:

1. the population of the local government from which the person retired is greater than the population of the employing local government;

2. the annual earnable compensation received from the employing local government is less than the average final compensation used by the retirement system in calculating such person's retirement benefits;

3. the chief legislative body of the employing local government certifies in writing to the retirement division that the person has the requisite experience, training, and expertise for the position to be filled and that no other qualified people are available to fill the position.

1. CROSSVILLE'S RETIREMENT INCENTIVE

A retirement incentive program is offered by the City under the following guidelines:

a. All employees who become eligible for retirement must apply for retirement incentive benefits by July 31 of the fiscal year within which they wish to retire, except in the case of an unforeseen disability.
b. The Finance Director and/or City Manager must counsel each applicant for the retirement incentive program on the impact of retirement as it relates to expected benefits and incentive pay. The applicant must sign a statement acknowledging that counseling was provided and understood.
c. Members meeting full service requirements, or who will meet them during the fiscal year, will be offered a flat fee of $2,500, with an additional bonus of $500 for 20 to 29 years of service, and another $500 bonus for 30 years or more of service, <u>or</u>
d. Persons eligible for early retirement, or who will be eligible during the fiscal year, will be offered a bonus equivalent to fifty percent (50%) of the savings realized by the City over the period of time effected by early retirement, or $2,500, whichever is greater, up to $5,000. Savings under this provision will be calculated by subtracting what a new employee, beginning at the first step of the pay classification, would make from what the current employee would make up until eligible for full retirement. For example, an employee eligible for early retirement now but not eligible for full retirement for another two years could take advantage of this policy. Savings would be calculated by totaling the employee's expected salary for two years (according to the current pay plan), and subtracting what a new employee would be paid over the same period and under the same pay plan at the beginning pay level. The savings would be calculated by taking the current salary of the retiree, times 2 years, times 50%. The maximum bonus would be $5,000.