

2022 Reform Pension Board Retirement Planning Seminar
Hyatt Regency Miami
Miami, FL

Some New Approaches to Negotiating Your Retirement Contract

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Pre-planning and professional advisors

- Accountant, financial planner and other advisors, counsel
- Looking at your current Agreement and obligations; Bylaws

Educating lay leadership on the subject of Emeritus status and retirement contracts generally

- Other considerations: tenure in the particular job, relationship with lay leaders

Timing of retirement contract negotiations — don't wait until it is too late

- The earlier the better for their planning (and funding) and yours
- Talking to the "right" Board — negotiation dynamics

Announcing your retirement date

- Only after your retirement contract is successfully negotiated

Finding the right narrative

- What does the Movement say?
- A "thank you for past service" has not worked well since at least 2008
- Tangible benefits you can offer in exchange, including the importance of fundraising and development in retirement

The specifics of your retirement contract:

1. Rabbi Emerita/us status — Gold Book is relevant; includes lifetime membership at Temple.
2. Lifetime health insurance for Rabbi (and spouse); at age 65, Temple pays for Medigap insurance policy/prescription drug plan (Medicare Part D); Medicare premiums (Part B).
 - Alternative funding mechanisms: Pre-funding at RPB for Rabbis 50+ (2023 ER+EE = \$73,500)
 - Post-termination for up to 5 years – ER contributions not to exceed amount received by

Rabbi in final year (pre-termination)

3. Lifetime long-term care insurance; Temple assumes premium at retirement.
4. CCAR dues paid by Temple.
5. Convention allowance — amount and duration of benefit.
6. Use of office; administrative assistance - as needed so as not to interfere with full-time clergy.
7. Unused sabbatical payout at end of agreement.
8. Rabbinic duties; any continuing obligations? Compensation for regular and recurring post-retirement duties.
9. Facilities naming rights; one Rabbi had library named after him; another had the chapel, etc...
10. Website, letterhead, other publications.
11. Laptop and/or desktop computer becomes property of Rabbi.
12. Retirement "salary" or Office of the Rabbi Emeritus — a stipend paid annually to Rabbi.
13. Burial plots for Rabbi (and spouse) in Temple-owned cemetery.
14. Mergers and changes of form.
15. Why do I still need good dispute resolution language?