January 26, 2021

Name, Title

Address

Address

Address

Dear Name,

It is our pleasure to offer you reemployment in the [*School/Department]* in the College of Engineering at the University of Washington effective [*Month Day, Year*] until [*Month Day, Year*] at [*salary* *rate*] per month at [#] % FTE. In this capacity you will [*describe the work they will be conducting during their reemployment i.e. mentoring students/research/teaching/etc*].

Consistent with Washington State Law, a retired faculty member’s reemployment compensation threshold of 40% is based on the appointment percent and base salary at the time of retirement. Faculty members who retire from a 9-month appointment are eligible to earn up to 40% of their 9-month academic year base salary. Forty percent represents the maximum amount of annual compensation a retiree can receive from all funding sources and compensation plans.

Reemployed retired faculty members are subject to all applicable UW policies and procedures.

When reemployed, retirees are voting members of the faculty. Their participation in voting should be viewed as an obligation of reemployment.

Reemployed retired faculty members are not eligible for merit-based salary increases. Base salary may only be adjusted when across the board salary increases for all faculty members are authorized by the president. For more information on *Working After Retirement,* Visit the Academic HR website: <https://ap.washington.edu/ahr/working/leaving-the-uw/working-after-retirement/>

Depending on the circumstances of the reemployment, you may become eligible for certain benefits. Visit the UWHR Benefits website for a full understanding of the implications of a proposed reemployment plan: <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/return-to-work-after-retirement/>

I would like to say how incredibly excited we are to have you return to the [*Department*/*School*] in this capacity!

Sincerely,

[*Name Surname*], [*Director/Chair*]

[*Department/School*]

**Acceptance:**

I concur with the terms set forth in this offer letter and accept reemployment in the [*Department/School of X],* in the College of Engineering, at the University of Washington.

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[*Name of Retiree*] Date