

Stark County Board of Developmental Disabilities

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RETIRE – REHIRE

POLICY

The Board recognizes its obligation to ensure that future staffing needs are met through succession planning as well as through the monitoring of current organizational talent and ensuring that all employees have the opportunity for advancement. To this end, the Board creates and maintains a consistent approval process that is in accordance with federal and state laws for the rehiring of former employees, or non-employees who have retired through one of the state retirement systems. Reemployment after retirement or separation is not an entitlement.

Reemployment to the same, or similar, position held at the time of retirement may be considered based upon reasons that are in the best interest of the Board. Reasons to rehire a person in the same or a similar position held at the time of retirement include:

1. To retain and transfer specialized knowledge, or breadth of Board contacts from the retired employee to others.
2. To manage a function while a search is in process.
3. To maintain current capability during, or in anticipation of, an organizational redesign or restructuring.
4. To oversee or complete a significant Board project.
5. To address a need for positions that cannot be recruited due to being in high demand; or there is an insufficient applicant pool due to a workforce crisis.
6. A retired employee would like to work as a program substitute and work on an as needed basis.

Reemployment of a retiree will be for the duration of three (3) months, but no more than one (1) year. Any extensions beyond one year are at the sole discretion of the appointing authority, the Superintendent.

Employees who retire from the organization in good standing may be eligible for consideration for rehire if they provided the appropriate notice of retirement; participated in an exit interview; and received performance evaluations that reflected the employee's performance consistently met the requirements of the job.

When factors weigh in favor of rehiring a retiree, the appointment may occur subject to the other provisions of this policy and the following conditions:

1. It is the responsibility of the retiree to contact the appropriate retirement system to discuss how the change in employment status may impact pension and benefit options.
2. An employee who has retired through any public retirement system who is re-employed by the Board will not be given credit for any prior service credit upon rehire.

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3. An employee who retires and receives a cash benefit conversion of sick leave upon retirement is not eligible for another payout of accrued sick leave upon subsequent rehire and separation from the Board.
4. Other benefit eligibility will be determined by the terms of the Board benefit plans and procedures, and applicable law.
5. Board policies and procedures apply to rehired retirees.

<p>Historical Resolution Information</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Date</th> <th style="text-align: left;">Resolution Number</th> </tr> </thead> <tbody> <tr> <td>10/25/16</td> <td>10-42-16</td> </tr> <tr> <td>12/17/19</td> <td>12-56-19</td> </tr> <tr> <td>08/23/22</td> <td>08-46-22</td> </tr> </tbody> </table>	Date	Resolution Number	10/25/16	10-42-16	12/17/19	12-56-19	08/23/22	08-46-22	<p>Reviewer(s):</p> <p>Director of Human Resources</p>
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