

RE-EMPLOYMENT OF RETIRED/RESIGNED EMPLOYEES**SECTION 1****Application and Selection Process for Current Employees**

Employees who choose to retire/resign from the College under the provisions of the Public Employees Retirement System may be rehired under the following conditions:

- A. Sixty (60) days' notice of intent to retire and a statement of interest in remaining in their current position is required;
- B. The employee will be notified of whether or not the employee will be rehired within thirty (30) days after receipt of the employee's application for reemployment upon retirement. The employee may withdraw that application within ten (10) days of notification by the College;
- C. The Employer reserves the sole right to extend the offer of rehiring to a retired employee to the same position. The decision of granting or denial of rehiring is not subject to the grievance procedure and is not subject to an unfair labor practice complaint for breach of contract.
- D. If selected for rehire, an employee will:
 - a. retire/resign from the College and with PERS; the College retirement/resignation will follow all the normal processes including zeroing out all leaves and seniority
 - b. for PERS Tier 1 or 2 retirees:
 - i. limit the number of hours worked to 1039 hours in a calendar year or as allowed by PERS.
 - ii. continue employment immediately
 - c. for PERS OPSRP retirees:
 - i. limit the number of hours worked to 599 hours in a calendar year or as allowed by PERS.
 - ii. continue employment in 6 months
 - d. continue in the same position at the employee's current salary
 - e. be considered, if faculty or classified, to be a member of the bargaining unit with these considerations:
 - i. the employee will have the status of a new employee with a new hire date
 - ii. the employee will not be subject to a probationary period
 - iii. the employee will not be required to apply for the position vacated by retirement

SECTION 2**Employment of PERS Retirees Process**

Employees who have retired from the College and under the provisions of the Public Employees Retirement System, and whose retirement date allows them to be subsequently considered for full or part-time employment with the College may be rehired under the following conditions:

- A. Retirees will be required to participate in the regular hiring process, including submitting an application and possibly being scheduled for an interview.
- B. Salary placement will be determined based upon the normal criteria.
- C. Employment may continue immediately if PERS Tier 1 or 2 retirement; if OPSRP retirement, according to PERS regulations, a six (6)-month break is required.
- D. The employee (if faculty or classified) will be considered to be a member of the Union's bargaining unit with all the contractual rights of membership.

All Rehired/Hired Retirees' (from PERS, Social Security, or other System) Responsibilities

- A. The employee is solely responsible for any hour limitations and any other limitations governed by PERS, Social Security, or other retirement system.
- B. Employment may continue immediately if PERS Tier 1 or 2 retirement; if OPSRP retirement, according to PERS regulations, a six (6)-month break is required.
- C. Changes to PERS, other state and/or federal legislation which impact this procedure, will immediately supersede this procedure.
- D. If PERS retirement is retracted and PERS invoices the Employer for the employee share (6%), the Employer will withhold that amount from the employee's wages.
- E. PERS retirees will sign Human Resource's *Rehired Retired Employee Agreement (form on next page)*.

**SOUTHWESTERN OREGON COMMUNITY COLLEGE
RE-HIRED/RETIRED EMPLOYEE AGREEMENT**

I agree to the terms stated in the College Procedure APP 7105A. If I, or the College, is invoiced by PERS for the 6% contribution, I agree to have it deducted from my gross salary as it is my financial obligation. I will fully separate from the College on_____.

Employee:

Chief Human Resources Officer:

Signature

Signature

Printed Name

Printed Name

Date

Date

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