

Retirees Seeking Re-Employment with Cuyahoga County

Cuyahoga County employees who retire from the Ohio Public Employees Retirement System (OPERS) may be subsequently re-employed by the County to address operational needs. Re-employment after retirement is not an entitlement; however, certain retirees may possess institutional knowledge, as well as unique skills and experience that the County cannot efficiently and effectively obtain through the hiring process. Retirees who were re-employed by the County prior to the adoption of this policy will not be subject to this policy in their current positions.

A retiree seeking re-employment with the County is any individual:

- Who was previously employed by Cuyahoga County for an agency subject to the Employee Handbook;
- Who retired from the County through OPERS;
- Who was in good standing with the County at the time of retirement; and
- Who is seeking re-employment with a County agency that is subject to the Employee Handbook.

The County may hire a retiree seeking re-employment with the County to the same or a similar position held at the time of retirement to address operational needs and provided that the hiring agency has a succession plan. Such operational needs include, but are not limited to, the following:

- To retain and transfer specialized knowledge from the retiree to others;
- To manage operational and staffing needs while a search is in process or until a succession plan is ready for implementation;
- To maintain current capability during or in anticipation of an organizational redesign or restructuring; and
- To oversee or complete a significant County project or contract.

Procedure:

If the County desires to re-employ a retiree to the same or similar position held at the time of retirement, the hiring agency must submit a written request to the Department of Human Resources (on the form required by Human Resources, which is available through the County's Employee Self Service portal) detailing the operational need(s) justifying the re-employment, as well as the hiring agency's succession plan. The County Executive or Designee must approve all such requests before the hiring agency is permitted to move forward with the re-employment process.

Any person who has retired from employment with the County and seeks re-employment in a position that the County is required to post must apply for the position and compete with any other applicants as a part of the selection process and fulfill any other legal requirements for re-employment.

Compensation, Benefits, and Terms of Employment:

If a retiree seeking re-employment with the County is subsequently rehired to the same position held at the time of retirement, the re-employed retiree's base rate of pay must be at least 10% lower than the base rate of pay at the time of retirement.

If a retiree seeking re-employment with the County is subsequently hired into a position that is different from the position held at the time of retirement, the re-employed retiree will be paid consistent with the duties to be performed and within the pay range for the job classification.

If the County re-employs a retiree, it is the responsibility of the retiree to contact OPERS to discuss how the change in employment status may impact pension and benefit options.

Re-employed retirees will not be given credit for any prior service upon hire. Other benefit eligibility will be determined by the terms of the County's benefit plans and procedures and applicable law.

All re-employed retirees serving in unclassified positions serve at the discretion of the County Executive (or applicable appointing authority).

Commented [SN1]: Pat raised a fair point: Do we want to seek dispensation from the PRC? If a Business Services Manager (for instance) has enough service time to retire/rehire, we know the BSM meets the minimum qualifications for the job, presume they could pass a test and interview process. Couldn't they move to the front of the line rather than a process for the sake of completing a process.