

Reemployment after Retirement

Summary/Purpose: Regulations are given for the reemployment of retired University employees. This includes criteria for such reemployment and the determination of the rate of pay for faculty and staff.

Retired University employees may be reemployed in accordance with the policies of the Public Employees' Retirement System to perform related duties. Such employment relationships should not continue for an indefinite period of time and should not be viewed as "part-time jobs" after retirement.

The criteria for such employment must be its benefit to the University and cost effectiveness. Factors to be considered are the need for a special skill or skills which the retiree possesses, the need for the training of a replacement, and the scarcity of such skill(s) in the employment area.

The rate of pay received by retired staff employees may be the rate the employee was earning at the time of retirement if reemployed to perform the same job. In other instances, the rate will be established in accordance with "new hire flexibility" provisions of the Variable Compensation Plan (VCP), if a classified position. If not classified, the rate will be based upon a competitive rate for the work performed determined in conjunction with the Department of Human Resources.

The compensation rate for retired faculty members will be determined by the duties performed by the retiree and will normally be less than the salary rate at the time of retirement.