

# Wood County Board of Developmental Disabilities

## POLICY

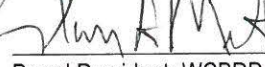
**Policy #:** 01-ALL-ALL-0201  
**Effective Date:** 10-02-2014  
**Person Responsible:** Superintendent

**Subject:** Retire/Rehire  
**Last Revision:** 02-16-2016

**Approvals/Date:**

  
Superintendent, WCBDD

12/11/17  
Date

  
Board President, WCBDD

12/11/17  
Date

**Definitions:**

**Retirement** - Service retirement under a state retirement system in the State of Ohio.

**Retirant** - An individual who has retired from a position covered by any state retirement system in the State of Ohio.

**General Statement**

1. Individuals who have retired from a position covered by a state retirement system in the State of Ohio and who will be receiving retirement benefits from a state retirement system in the State of Ohio may be re-employed by the Board. The provisions of this policy apply to an individual who retired while an employee of the Board.
2. This policy is applicable to classified civil servants who are re-employed by the Board following their retirement from a position covered by a state retirement system in the State of Ohio. The Superintendent has authority to approve any recommendation to offer employment to an individual who is covered by this policy.
3. This policy is applicable to unclassified employees whose employment is governed by a management contract. The terms of re-employment will be approved by the Superintendent, subject to review by the Personnel Committee of the Board before an offer of re-employment is made.
4. This policy is applicable to the Superintendent. The Board retains the discretion to re-employ the Superintendent following his/her retirement. If the Board approves the re-employment of the Superintendent following his/her retirement, the Board will follow all applicable procedures required by the appropriate retirement system, including, but not limited to, those contained in Ohio Revised Code Sections 145.381 or 3307.353.
5. There shall be no expectation that any individual shall be offered employment following retirement. Except as otherwise provided by this policy and the accompanying procedures, the Superintendent, as the appointing authority, has full and final authority, in his/her sole discretion, to re-employ any individual in accordance with the provisions of this policy and the accompanying procedures. The process may include, but is not limited to, an assessment of operational needs and/or the result of an interview process.

**Compensation**

1. As a condition of re-employment, classified employees who are offered a position with the Board following retirement shall agree, if retiring from Board service, to a reduction in pay as applicable. As a result, retirants who are former Board employees re-hired under this policy will be placed on the appropriate range and level not to exceed 10 years based upon date of hire in current position. Unclassified Management Contracted Employees shall be compensated by the Board not to exceed 10 years of service, provided employer's obligations under State minimum wage laws are not violated. All other outside WCBDD retirants hired shall be compensated within the salary range established by the board for the position. Retirants who are employed by the Board shall be eligible for increases in pay in accordance with Board policy.

**Fringe Benefits**

1. A retirant who is re-employed by the Board may be eligible for the Board's health insurance plan provided the individual works the minimum number of hours necessary to qualify for insurance benefits in accordance with Board policy. A retirant who is re-employed by the Board is eligible to receive benefits provided to other employees, in accordance with Board Policy.

**Sick Leave**

1. A retirant who is re-employed by the Board may be credited for any accumulated but unused sick leave, provided the individual did not elect to cash out sick leave upon retirement in accordance with Section 124.39 of the Revised Code, any other provision of the Revised Code, or any policy of the Board. Retirants re-employed by the Board who were paid out or transferred sick leave pursuant to Section 124.39 of the Revised Code, any other provision of the Revised Code, or Board policy are not entitled to cash out sick leave again upon separation from the Board.
2. Retirants re-employed by the Board who are classified civil servants are eligible to accrue sick leave upon re-hire. Retirants who are unclassified management employees or the Superintendent shall receive sick leave under the terms of the employment contract.

**Vacation Leave**

1. Retirants re-employed by the Board who are classified civil servants are eligible for vacation leave in accordance with Ohio Revised Code Section 325.19 and Board Policy. An employee who has retired in accordance with the provisions of any retirement plan offered by the state and who is employed by the state or any political subdivision of the state on or after June 24, 1987, shall not have prior service with the state, any political subdivision of the state, or a regional council of government counted for the purpose of computing vacation leave (ORC 9.44). Retirants who are classified civil servants are entitled to payment of all accrued and unused vacation leave upon retirement from their position