

Lake County Board of Commissioners Retire/Rehire Policy

At the discretion of the Board of Commissioners, and in order to promote cost-effective delivery of services, retirees of the Ohio Public Employees Retirement System (OPERS) plan may be considered for reemployment where operation efficiency, recruitment and retention issues or other relevant factors necessitate such action.

- A. Based upon the Board of Commissioners' operational needs, the Board of Commissioners or designee, at his or her discretion, may initiate discussions with a retiree or a potential retiree regarding reemployment with the county.
- B. Reemployment of a retiree occurs when such retiree returns to work in an OPERS-covered or another Ohio retirement system-covered position after retiring under OPERS or another Ohio retirement system retirement plan. Only employees who retire with at least thirty (30) years of service in OPERS or another Ohio retirement system plan will be eligible for consideration to be rehired.
- C. In accordance with O.R.C. § 145.381, if the retiring employee is subject to hire through a board, then sixty (60) days prior to the proposed rehire date, the board must give public notice that the employee is or will be retired and is seeking reemployment. The public notice shall include the date, time, and location of a public meeting to discuss the proposed reemployment. The hiring board must then hold the public meeting between fifteen (15) and thirty (30) days prior to the retired employee's proposed rehire date.
- D. At the time of retirement, the employee must be paid for all unused vacation time accrued for three (3) years prior to the retirement date. When rehired, the employee will begin accruing vacation as a new employee. The employee will not receive credit for prior years' service in determining the vacation accrual rate.
- E. In accordance with O.R.C. 124.39 and the Board of Commissioners' sick leave payment policy, an employee may elect, if eligible, to receive payment of a portion of their sick leave upon retirement. If the employee requests payment of sick leave upon retirement, the employee will start with a zero balance and accrue sick leave as a new employee if rehired.
- F. If the employee does not request payment of sick leave upon retirement, he/she may retain the sick leave balance for use when rehired provided his/her rehire date is within ten years of his/her retirement.
- G. All retired employees who are rehired will be considered a new employee for purposes of sick leave benefits and will only be entitled to payment of unused sick leave upon separation of employment in accordance with the Board of Commissioners' sick leave payment policy. No prior years of service will count for purposes of receiving payment for sick leave upon separation of employment.
- H. Classified/unclassified employees who are rehired subsequent to taking OPERS retirement will receive no OPERS credit for prior service. Rehired employees will start a new period of classified/unclassified service for the purpose of calculating service credits in the event of layoff of other action affecting their employment.

- I. Employees are required to notify their appointing authority and the Board of Commissioners of their retirement date if they intend to seek reemployment after retirement.
- J. All retired and rehired employees who return to their previous position will be paid at the higher of the entry level point on that position's wage scale or 80% of their final wage rate at the time of retirement, so long as this puts the employee within their positions wage scale, as approved by the Board of Commissioners.
- K. Specific provisions relating to OPERS benefits under this policy are meant only to be informative and provide guidance. OPERS is a state agency, and any questions relating to OPERS benefits should be directed to OPERS.