

# Stark County Board of Developmental Disabilities

Policy 4.02 Retire - Rehire	Effective: 10/25/2016
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## RETIRE - REHIRE

### POLICY

The Board recognizes its obligation to ensure that future staffing needs are met through succession planning as well as through the monitoring of current organizational talent and ensuring that all employees have the opportunity for advancement. To this end, the Board creates and maintains a consistent approval process for the rehiring of former employees, or non-employees who have retired through one of the state retirement systems.

The Board sets requirements for the re-employment of retired employees from the state retirement systems. Employees who retire from the organization in good standing may be eligible for consideration for rehire if they provided the appropriate notice of retirement; participated in an exit interview; and received performance evaluations that reflected the employee's performance consistently met the requirements of the job. Reemployment after retirement or separation is not an entitlement and will only be considered when:

1. The Board has been unsuccessful in recruiting the vacated position and only to permit a more extensive recruitment search that is not to exceed three months;
2. The Board requests a retired employee to come back for a period that is not to exceed three months to provide mentorship or training to a management employee, or work on a specific project;
3. Positions cannot be recruited due to being in a high demand profession, e.g. occupational therapist, speech therapist, physical therapist;
4. A retired employee would like to work as a program substitute and work on an as needed basis.

Historical Resolution Information		Reviewer(s):
<b>Date</b>	<b>Resolution Number</b>	Director of Human Resources
9/28/13	09-66-13	
10/25/16	10-42-16	