

Treasure Valley Community College

Code: GCPC/GDPC
Adopted: 5/19/20

Re-employment After PERS Retirement

Treasure Valley Community College recognizes that re-employing certain Oregon PERS-retirees in positions that are difficult to fill may benefit the College. TVCC would be able to retain employees with specific professional expertise, job knowledge, skills, training and/or competencies needed to serve our students through instruction, support services and the operation of the College.

The President, upon recommendation by the appropriate Vice President, may approve post-retirement employment as a temporary employee when it is in the public interest(s) to do so. Post-retirement employment will generally be to the same position held at the time of retirement; however, the President may approve temporary employment to a different position based on College needs.

Post-Retirement Employees (PRE) who return as full-time employees shall only be permitted to work full-time for up to one (1) year after the date of retirement and shall be considered temporary employees. A full-time employee may be approved to return longer than one (1) year in accordance with a Collective Bargaining Agreement. In addition, an employee may be allowed to return in a part time capacity for a period longer than one year upon approval by the President. If a PRE is an administrator at the time of retirement, she or he may work for any period of time at the discretion of the President.

The time allowed for re-employment of any employee shall be based upon the need of the College and decided by the President but shall not exceed the times set forth above. If the PRE is employed in the same position, the salary shall remain the same. If the PRE is reemployed in a new position, the President, in consultation with Human Resources, shall determine the salary.

PRE's will continue to receive the regular benefits package (i.e. health, leave accruals, etc.), as permitted by law, applicable to their position in accordance with College policy and/or applicable Collective Bargaining Agreement. Because vacation leave is paid out, personal leave is abandoned, and sick leave for tier 1 and 2 is reported to PERS at the time of retirement from PERS, post-retirement employees will be re-employed with zero balances for vacation, personal, and sick leave.

All employees intending to retire under the PERS system shall be permitted to request re-employment by using the appropriate form and submitting the form to the supervising Vice President in a manner and time as set forth in GCPC/GDPC-AR.

Re-employment will not be permitted unless the approved by the Vice President and President. If an employee retires under PERS and is not approved for re-employment or has not applied for re-employment, the retirement shall have the same force and effect as the employee's resignation.

This policy shall automatically sunset on December 31, 2024.

END OF POLICY

Legal Reference(s):

[ORS Chapter 237](#)

[ORS Chapter 238](#)

[ORS 243.303](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2012).

Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461 (2012).

OR. CONST., art. IX, §§ 10-13.