

Number: **BP 003**

Authority: Board of Directors, CCCERA
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Initiating Dept./Div.: Human Resources



BOARD POLICY

HIRING OF DISTRICT RETIREES

PURPOSE

To establish a policy for the hiring of District retirees.

POLICY

The District occasionally may have the need to hire a retired employee for business reasons. The District may hire, without reinstatement to the retirement system, a former District employee if the retiree is needed due to an emergency situation that has the potential to halt critical public services or if they possess a skill set needed to perform specialized work of a limited duration. The intent of the District in hiring any District retiree is to address a short-term need.

The Contra Costa County Employees' Retirement Association (CCCERA) and Section 7522.56 of the California Government Code dictate many of the rules governing the hiring of District retirees. The District may hire District retirees subject to the following conditions:

The retiree cannot work more than 960 hours per fiscal year. The 960-hour limit is inclusive for any service(s) performed by the retiree for any **employer** that is governed by the County Employees' Retirement Law (CERL).

The retiree's hourly rate of pay cannot be less than the minimum or exceed the maximum of the published salary range for the job classification for which they are hired.

The retiree will receive no service credit or retirement rights for the temporary assignment.

If the retiree received any unemployment insurance compensation in the 12 months preceding the appointment, he or she is ineligible to be reemployed by the District.

The retiree must wait 180 days following the effective date of retirement in order to be reemployed at the District UNLESS the District certifies that the appointment is necessary prior to conclusion of the 180-day waiting period and the action is approved in a public meeting by the Board of Directors. If the retiree received any retirement incentive from the District, he or she is ineligible to be hired prior to the 180 days.

[Original Retained by the Secretary of the District]