



## Reemployment of Faculty and Staff, Policy 4.25 Frequently Asked Questions

### 1. Am I guaranteed an opportunity to return to the university, in either my same or another position, if I retire?

No. All reemployed retiree positions must be approved by the Office of Academic Affairs (for faculty appointments) or the Office of Human Resources (for staff appointments). Reemployment as a retiree is not an entitlement. The appointment is based on the needs of the unit rather than the desire of the individual, with particular attention to the ways the reappointment can benefit the university.

### 2. Do temporary reemployed retiree appointments need to be approved?

All regular, temporary and term reemployed retiree appointments must be approved, regardless of length.

### 3. Does reemployment after retirement affect the individual's service dates?

Yes. Refer to [Employee Service Dates Job Aid](#) for information on if, when and how to adjust the specific service dates.

### 4. How will a reemployed retiree accrue vacation leave?

Reemployed retirees will accrue vacation based on their post-retirement rehire date. A reemployed retiree's prior service with the university, the State of Ohio, any political subdivision of the State of Ohio or a regional council of government does not count toward service credit.

### 5. Is a break in service required if I want to return to work?

A full two calendar month break is required between the retirement date and the reemployment date. This applies regardless of classification for OPERS, STRS and ARP retirees. For example, if you retire from Ohio State June 6 you become a retiree with the systems beginning July 1. You must sit out two full calendar months, including July and August. You can return to work on September 1.

### 6. The request for rehire form states immediate return. Can a retiree return to the university without a break in service?

In very rare instances there may be a need for a retiree to return to the university immediately, without a break in service. Staff appointments must be approved by OHR and faculty appointments by OAA. Any retiree that is approved to return to the university immediately will forfeit their retirement system benefit for the two months following their retirement.

For STRS retirees only: STRS requires all faculty to have a minimum one-day break between the last day of employment as a faculty member and the first day of employment as a reemployed retiree. This one-day break must be the last workday of the month before the service retirement date or the first workday of the retirement month. The one-day break must be a regular workday and cannot be over a weekend or holiday.

- Employee retires on Friday, May 31.
- Retiree must have a one-day break in employment on a workday, Monday, June 3.
- Retiree can be rehired effective Tuesday, June 4.

### 7. If I return at less than 75% FTE, do I need to take more than a 25% cut in my pay?

No. The policy dictates a 25% cut in pay, regardless of FTE, when a retiree is reappointed to the same position held immediately prior to retirement. The intention of the policy is to have reduction in pay upon returning.

Example 1: Exempt position

- Employee retired @ salary of \$100,000 annually.
- Employee can be rehired to their same position at a salary **no greater than** \$75,000 regardless of the FTE (appropriate compensation and market principles **must** apply though, e.g. should not have this person return \$75,000 at 50% FTE).

Example 2: Non-exempt position

- Employee retired with an hourly rate of \$20/hour and a salary of \$41,600 when annualized.

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- Employee can be rehired to their same position at an annualized salary **no greater than** \$31,200 regardless of the FTE (unless position is covered by a bargaining unit, then the bargaining unit rate applies).

### 8. Do reemployed retirees contribute to retirement?

Yes. All reemployed retirees are required to pay into a retirement system. Options as a retiree are different from a regular employee. Refer to [Retirement Program Choices: Choosing between the ARP and OPERS or STRS Reemployed Accounts](#) for information on options. To make a retirement choice, the retiree must complete the [Retirement Program Election Form OPERS/STRS Reemployed Retirees](#) and return it to the Office of Human Resources within 120 days of the reemployment date.

### 9. If I retire and return to university employment, do I continue to pay for my Retiree Group Term Life Insurance (Retiree GTLI) if elected when I retired?

If you return to the university in a position eligible to participate in GTLI (see [Benefits Overview for Faculty and Staff](#)), you no longer qualify for Retiree GTLI since you will be an active employee. Your Retiree GTLI goes on hold until you return to the retiree/inactive employee status. Your GTLI benefit will be based on your reemployed retiree salary and not your salary at retirement. Once your reemployment terminates, you may participate in Retiree GTLI again as long as you are under age 70. Your Retiree GTLI benefit will be based on your salary at the time of retirement. If you return to the university in a position not eligible for GTLI, you will be eligible to continue participating in Retiree GTLI through the university up to age 70.

### 10. Are reemployed retirees eligible for health benefits?

Benefit eligibility and cost of medical coverage through the university for a reemployed retiree is based on the standard hours and appointment classification that is associated with the job. For more information, refer to the [Benefits Eligibility Book](#) and [Health Plan Rates](#). OPERS and STRS retirees must follow OPERS/STRS guidelines regarding medical enrollment, as outlined in the chart below.

Retirement System Retired From	Retirement System Returning To	Medical Coverage Requirement	Who Must Enroll?
OPERS	OPERS or STRS	Individual must enroll in a university-sponsored medical plan if eligible unless enrolled in other comparable non-retirement plan medical coverage (e.g. spouse's/partner's employer plan).	Faculty/staff and their dependents
STRS	OPERS or STRS	Individual must enroll in a university-sponsored medical plan if eligible and if FTE is 75% or greater and not Medicare eligible.	Faculty/staff and their dependents
ARP	ARP, OPERS or STRS	No requirement. Individual may enroll for medical coverage with the university or other plan.	N/A

Individuals will be sent a new hire email and a Benefits Enrollment Packet with information on benefits eligibility and will also be eligible to make changes during the annual Open Enrollment period. Departments will be charged the appropriate [benefit composite rate](#) for the appointment classification.

If the retiree is approved to return to the university immediately, prior to a 30 day break in service, she/he will return to the health plans she/he was enrolled in at the time of retirement.

### 11. How do I qualify to be an Ohio State retiree?

To be an Ohio State retiree you must have 10 years of continuous Ohio State service in at least a 50% FTE regular appointment at the time of retirement.

### 12. If I retire and return to university employment, am I eligible for severance if my position is then terminated?

No. Reemployed retirees are not eligible for severance.

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**13. Are there different hiring procedures for retirees who are interested in returning to a bargaining unit position?**

Yes. Anyone interested in returning to a bargaining unit position, even if it is the same position they held immediately prior to retirement, must go through any competitive selection process provided for in the applicable collective bargaining agreement to be considered.

**14. Will being reemployed as a retiree impact my Faculty Emeritus status?**

No. Individuals who have been designated as faculty emeritus can be reemployed as a retiree.

**15. Why can an individual return to the same position they retired from without going through a competitive selection process?**

Individuals in these situations already competed for the position when they were originally hired and have demonstrated their ability to be successful in the role. If the position is not changing, it is assumed they continue to be the most qualified candidate.

**16. If I retire and return to a civil service position, do I have displacement and reinstatement rights if my position is abolished?**

No. Reemployed retirees are not eligible for displacement or reinstatement rights per the Classified Civil Service rules.

**17. If I return to the same classified civil service title that I occupied prior to retirement, do I need to serve a probationary period?**

Yes. Returning to any classified civil service title, even if you were certified in that title previously, requires completion of a probationary period.

**18. If I retire from and return to a classified civil service title, do my retention points carry over?**

Retention points are based on continuous years of university service. As service would be broken as a result of retirement, your retention points would start over.

**19. Are there different hiring procedures for Principal Administrative Officials?**

Additional hiring procedures are required for individuals who meet *both* of the following conditions:

- A. Name appears on the Board of Trustees agenda for hiring approval (principal administrative officials), including president, provosts, vice provosts, vice presidents, deans, chaired professorships, members of the president's council, director of the university libraries, chairs of academic departments, directors of schools and academic centers and such other administrative officials as determined by the president (not an exhaustive list; subject to change, see University Rule 3335-01-03).
- B. Retired through OPERS, STRS or ARP and is reemployed in the same position.
  - i. The following information defines same position:
    - 1. Title,
    - 2. Level of responsibility (job duties),
    - 3. Location,
    - 4. Benefit eligibility,
    - 5. FTE % and/or
    - 6. Salary.
  - ii. The salary assigned should be based on the essential job duties performed and cannot exceed 75% of their salary upon retirement.



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- iii. The new or different job should have reduced, changed or expanded essential job duties.

The vice president for human resources and the employing unit are responsible to work together to apply the following procedures when an individual is rehired to the same position and meets the qualifications described above:

- A. Provide public notice that the person is seeking to retire, draw a pension and return to work in the same position on the Board of Trustees agenda at least 60 days prior to the intended date of hire.
- B. Thirty days after the position appears on the Board of Trustees agenda a public hearing should be conducted.
- i. The vice president for human resources and a department official from the employing unit are responsible to take relevant information learned back to the decision makers.
- ii. The employing unit is responsible to record that the hearing has occurred in the personnel file.
- C. The hiring process will continue after taking into account information from the public hearing.

#### **20. Where Can I Obtain Additional Information?**

- Visit: [hr.osu.edu/policy](http://hr.osu.edu/policy), Policy 4.25
- Contact: OHR Talent Acquisition, 614-292-1050, [talentaquisition@hr.osu.edu](mailto:talentaquisition@hr.osu.edu)
- CCS Rules: [hr.osu.edu/Policy/CCS/index.aspx](http://hr.osu.edu/Policy/CCS/index.aspx)
- Collective bargaining agreements: [hr.osu.edu/elr/laborrelations.aspx](http://hr.osu.edu/elr/laborrelations.aspx)
- University Rule 3335-01-03 Administration of the university, [trustees.osu.edu/assets/files/bylaws/3335-1-03\\_002.pdf](http://trustees.osu.edu/assets/files/bylaws/3335-1-03_002.pdf)