

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 3.02.06 RETIRE / REHIRE POLICY

If the Superintendent determines that it is in the best interest of the Board to employ or reemploy an individual who has retired from Ohio public service through one of the State of Ohio retirement systems, the following will apply:

- A. If it is a contracted management position, the employee will receive the following compensations:
 - 1. Annual salary shall be established as a minimum, at the entry level of the range for the position being filled or a maximum, not greater than eighty percent of the maximum range for the position being filled;
 - 2. Insurance benefits and level of benefits as established by Board policy for management level employees contingent upon the number of hours worked;
 - 3. Vacation leave will accrue at the appropriate level based upon the number of years of prior public service and is available as accrued;
 - 4. Personal leave will be allotted in accordance with current Board policy; and
 - 5. Sick leave will accumulate at the rate established by Board policy, except that the employee shall accumulate sick leave from a floor of zero.

- B. If the position is a non-management or classified civil servant position the benefits are:
 - 1. Sick leave will be accrued at the rate of 4.6 hours for each 80 hours worked, except that the employee shall accumulate sick leave from a floor of zero;
 - 2. Personal leave will be allotted in accordance with current Board policy;
 - 3. The individual will begin accruing seniority as a new hire if there is a break in service of 31 days or more;
 - 4. If it is a full time position, health insurance, life insurance, and any other insurance benefits will be offered in accordance with current Board policy; and

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5. Annual salary shall be established as a minimum, at the entry level of the range for the position being filled or a maximum, not greater than eighty percent of the maximum range for the position being filled.
6. ORC 9.44 states that an employee who has retired in accordance with the provisions of any retirement plan offered by the state, who is employed by the state or any political subdivision of the state, such as the County Board, shall not have prior service with the state or any political subdivision of the state counted for the purpose of computing vacation leave.

Retire-rehired employees will have their vacation leave available for use as it is accrued.