



1.32 COLERAIN TOWNSHIP RETIRE/REHIRE POLICY

Re-Employment

The rehiring of staff who have retired from employment with Colerain Township is not automatic, regardless of the post-retirement position that they desire.

1. Any person who has retired from employment with Colerain Township and wishes to be employed again with Colerain Township must apply for a position that has been posted and will compete with any other applicants as a part of the selection process.

Break in Service

Retirement of a staff member from Colerain Township will be considered a break in service. A retired staff member who is rehired will be considered a new hire beginning their first year of service.

Salary

A retired and then rehired employee, as described in this policy, will be placed on the applicable entry level salary for the position that they are filling. This employee's accruals for vacation and sick time will also be reset to that of a newly hired employee. The rehired employee will remain at this level and will not advance for additional years of service.

Contract

Retired and then rehired employees will be considered "at will" employees and will not be considered for a continuing contract of employment.

Vacation, Personal and Sick Leave

Any retired and then rehired employee will not be eligible to receive payment for unused vacation, personal days or any sick leave upon final separation of employment from Colerain Township.

Board of Trustees Meeting Notice

Any candidate who has retired and is seeking to be rehired will be noticed on the agenda of a public meeting of the Colerain Township Board of Trustees and will not be considered for hiring until a subsequent public meeting of the same nature.

ORC

All consideration for retire / rehire will be per applicable provisions of the Ohio Revised Code.