

## **517.1 RETIREMENT/REEMPLOYMENT PLAN**

This policy applies to classified and non-classified employees of the Madison County Board of MR/DD (County Board) following their retirement under PERS or STRS.

Upon their retirement, employees of the County Board may be reemployed by the Superintendent. The Superintendent, as the appointing authority, has full and final authority, in his/her sole discretion, to reemploy any retired employee. Employees wishing to retire and then be reemployed must notify in writing the Superintendent at least sixty (60) days prior to retirement.

Reemployed retirees will remain on the County Board Wage Schedule and agree to a wage reduction of twenty (20) % or seven (7) steps of the current step level, whichever is lower. The reemployed retirees shall remain on same step for the remainder of their reemployment.

If the sixty (60) day waiting period is not taken for the initial reemployment year, the twenty (20) % reduction will not occur until two (2) months after their retirement date.

Vacation and Sick leave shall be paid out at initial retirement per County Board policy and reemployed employees will start reemployment with zero (0) balances.

Sick leave will begin accruing at reemployment but will not be paid out at later separation from the County Board.

Vacation leave will begin accruing at reemployment with credit for all prior public service years.

All reemployed retirees who are reemployed full time qualify for the same insurance benefits as other full time employees.

Reemployed employees still must contribute to their respective retirement system.