

RESOLUTION R-2002-082

Authorizing Guidelines for Rehiring Retirees

BE IT RESOLVED by the Mayor and City Council of the City of Columbia, South Carolina this 18th day of December, 2002, that the following guidelines for rehiring retirees is adopted:

1. The employee must qualify for retirement under the guidelines of the South Carolina Retirement System, or the Police Officers Retirement System.
2. A retired member of the South Carolina Retirement System or the Police Officers Retirement System has no guarantee to any position or to the same salary earned prior to retirement.
3. The vacant position shall be posted for recruitment, the same as other City vacancies, as outlined in the City of Columbia handbook.
4. The interested candidate must apply, follow the established City procedures, and be selected via the normal hiring process for the respective position.
5. The retired member of the South Carolina Retirement System must be retired, at a minimum, for the period designated by State law to qualify for re-employment as a retiree.
6. Upon retirement, the retired member of the South Carolina Retirement System or Police Retirement System will be paid out for any unused annual leave and or sick leave in accordance with City policy.
7. A retired member of the South Carolina Retirement System or the Police Officers Retirement System will not have grievance rights under the City Employee Grievance Procedure and will not have reduction in force rights.
8. The job performance review date will be effective on the date of rehire for all City employees according to the City of Columbia Performance Evaluation Guidelines.
9. If a retired member of the South Carolina Retirement System or the Police Officers Retirement System is hired under these guidelines into a position that accrues leave, the individual shall not be given credit for his prior City service for purposes of accruing annual leave and /or sick leave. All rehires will accrue annual and sick leave if eligible under City policy.
10. A retired member of the South Carolina Retirement System or the Police Officers Retirement System who is hired by the City of Columbia into a position that earns leave is subject to the South Carolina Code of Laws 9-11-90 (4) and will not be eligible for a lump sum payment for unused annual or sick leave upon separation.
11. Retirees from the South Carolina Retirement System or the Police Officers Retirement System are not eligible for life insurance equal to one year's annual salary. Life insurance will be given to SCRS and PORS through the retirement system according to years of service.
12. Retirees from the South Carolina Retirement System or the Police Retirement System will be placed on retiree health insurance provided they have completed twenty years of City of Columbia service. Retirees are not eligible for dental insurance.
13. Upon returning to work for the City of Columbia after retirement, a retired member of the South Carolina Retirement System or the Police Officers Retirement System no longer contributes to the Retirement System. However,

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the employee could stop his or her retirement allowance and contribute to the retirement system under certain circumstances outlined by the SCRS.
14. All retirees are subject to any earnings limitations established by law. There are no earnings limitations for PORs.

Requested by:

Human Resources



Mayor

Approved by:

City Manager



City Manager

Approved as to form:

City Attorney



City Attorney

ATTEST:

City Clerk



City Clerk

Introduced: 12/18/2002
Final Reading: 12/18/2002

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