



Office of the Mayor  
City of Columbus  
Ohio

## **POLICY ON REHIRE OF RETIRANTS**

It shall be the Policy of the City of Columbus, Department of Human Resources to review recommendations for the re-employment of retired City of Columbus employees within the parameters of the following guidelines:

- I) At the discretion of the appointing authority, retirants from the Public Employees Retirement System of Ohio (PERS) or the Ohio Police and Fire Pension Fund may be recommended for re-employment where operational efficiency, recruitment and retention issues or other relevant factors necessitate such action. Such recommendation shall be approved by the Director of the Department of Human Resources prior to submission to the Civil Service Commission.
- II) The conditions under which a retirant may be re-employed shall be dictated by the applicable provisions of the Ohio Revised Code and Ohio Administrative Code governing the respective retirement systems.
- III) The appointing authority's exercise of discretion as outlined in section I does not supercede the application of relevant provisions of the respective collective bargaining agreements governing the wages, hours, terms and conditions of employment of City of Columbus bargaining unit employees.
- IV) A City of Columbus retirant may not be engaged as an independent contractor by the City of Columbus.
- V) All recommendations for re-employment shall be considered on a case-by- case basis. No approval of a recommendation for re-employment shall be considered precedent setting.