

## Re-Employed Retirees, Policy on

<b>Title:</b>	Re-Employed Retirees, Policy on
<b>Policy Owner:</b>	Office of Human Resources
<b>Applies to:</b>	All State of Connecticut Re-Employed Retiree Employees
<b>Campus Applicability:</b>	All Campuses, including UConn Health
<b>Approval Date:</b>	June 26, 2023
<b>Effective Date:</b>	June 28, 2023
<b>For More Information, Contact</b>	Office of Human Resources
<b>Contact Information:</b>	(860) 486-3034 (Storrs/Regional) / 860-679-2426 (UConn Health)
<b>Official Website:</b>	<a href="http://www.hr.uconn.edu/">http://www.hr.uconn.edu/</a> <a href="https://health.uconn.edu/human-resources/">https://health.uconn.edu/human-resources/</a>

### Background

The University re-employs retirees who have particular expertise necessary to meet a variety of academic, clinical, research, programmatic and/or administrative needs at a cost savings or benefit to the University and the state of Connecticut. In addition, as a research university and recipient of federal and other grants, the University has significant contractual and compliance obligations to granting agencies. The ability to retain particular expertise in the clinical, academic, and/or research setting, particularly when those retired employees generate revenue or are supported by external funding, is appreciably served by the use of re-employed retirees.

### General Policy

The University may re-employ retirees when operational, administrative, and/or financial benefits dictate or when needed to maintain continuing operations. Except as otherwise provided below, re-employed retirees may not be re-employed for more than three calendar years and shall not work more than 120 days/960 hours during any one calendar year.

The hourly compensation rate for individuals rehired into the same position from which the individual just retired shall generally not exceed 75% of the hourly rate paid to such employee in the last pay period immediately prior to his or her retirement for 120 days of work. The compensation rate for individuals rehired into different jobs from which they retired should be consistent with the assigned

duties to be performed but shall generally not exceed 75% of the pre-retirement hourly rate. Faculty and other employees that are non-time reporters prior to retirement, and therefore do not have a pre-retirement hourly rate, shall be restricted to post-retirement compensation not to exceed 75 percent of their pre-retirement annual salary. Re-employed retirees are not eligible for annual mass salary adjustments. Re-employed retirees may receive adjustments to salary if warranted by the duties and responsibilities of the position as long as all other terms of this policy are met.

Unclassified rehired retirees can be hired into any special payroll title; classified re-hired retirees must be hired into the appropriate Job Code as identified by the State of Connecticut to allow for appropriate tracking.

Appointments of re-employed retirees shall be reviewed by the President, Provost, Executive Vice President of Health Affairs (at UConn Health), or their designee and Human Resources to assess the continued operational needs and to ensure conformance with this Policy. Proposals to re-employ retirees into senior administrative positions require prior review and approval by the President, Provost, Executive Vice President of Health Affairs, or their designee.

Some examples of appropriate uses for re-employed retirees include:

- Maintain employees with unique, specialized knowledge and skills where qualified replacements cannot be immediately recruited or where it is financially beneficial for the University to maintain their expertise;
- Provide qualified staff on a temporary or project basis when part or full-time positions are neither operationally sufficient nor financially beneficial;
- Prevent the loss of potential revenues generated on grants or contracts;
- Mitigate against a threat to patient or public safety;
- Meet immediate and essential staffing needs required by accrediting agencies (e.g., the Joint Commission, DPH, or other regulatory bodies);
- Secure the expertise of uniquely qualified researchers or staff in support of extramural funding or established grant projects;
- Cover contractually or legally mandated leaves of absence (e.g., FMLA);
- Provide clinical coverage to prevent the loss of clinical revenues or reduce use of agency staff through ongoing float positions;
- Maintain continuity of operations through employment of individuals with particular expertise or experience at a cost savings;
- Utilize employees with unique, specialized knowledge and skills for short-term projects or durational assignments.

### **Exceptions**

Exceptions to the compensation and/or three calendar year maximum may be made with approval of the President, Provost, or Executive Vice President of Health Affairs at UConn Health, or their designee.

Exceptions should be made when appropriately justified and reasonable in light of the goals expressed in the [State of Connecticut's Executive Order 27A](#) related to the re-employment of retired state employees. The maximum allotted time to work per calendar year for any rehired retiree is the equivalent of 120 days or 960 hours; exceptions may not be made to this provision of the Policy.

Some common exceptions include the following:

*Instructional/Academic/Research Positions*

Appointments of faculty and other staff who primarily perform research activities as re-employed retirees may be extended for the term of the extramural funding. Faculty who are hired in an academic capacity to mentor or advise students and provide other academic support to a School/College/Department.

*Clinical Positions*

Per diem, float, and direct patient care positions based on clinical need.

*Adjunct Faculty*

Employees who retire from state service and then serve as adjunct faculty. Teaching a maximum of 12 load credits per calendar year is equivalent to 120 days per calendar year.

*Seasonal Employees*

Employees who serve in seasonal roles, not to exceed three months in any calendar year.

The above are examples only and not intended to be exhaustive. Each exception request should be reviewed to determine if it is in the best interests of the University and consistent with the intent of this Policy.

**Approval History**

Approved by the Board of Trustees: April 21, 2009.

Revised and Approved by the Board of Trustees: August 7, 2013

Revised and Approved by Senior Policy Council: June 26, 2023

Approved by the President: July 11, 2023