

YAKIMA COUNTY
REHIRE POLICY FOR EMPLOYEES RETIRED UNDER THE PUBLIC EMPLOYEES’
RETIREMENT SYSTEM (PERS)
POLICY NO. HR-11

- I. **General** – Yakima County has an obligation to ensure it has adequate, qualified staff to meet its public mission. Yakima County has had limited success in filling some of its highly technical positions. It is expected that as opportunities in the job market continue to expand, additional recruiting difficulties may materialize. When necessary, and under the terms of this policy and RCW 41.40.037, Yakima County may hire individuals who are currently receiving a retirement benefit from the Public Employees’ Retirement System (PERS) Plan 1, Plan 2 or Plan 3.

- II. **Purpose** – the purpose of this policy is to define the policy and procedures for hiring individuals who are retired under the PERS Plan 1, PERS Plan 2 or PERS Plan 3 as required by RCW 41.40.037.

- III. **Responsibility**
 - A. Human Resources shall ensure that the requirements set forth in this policy are followed in a consistent manner.

 - B. Human Resources shall maintain this policy.

- IV. **Policy** - If there is a shortage of qualified applicants for a position, Yakima County will consider applicants that are currently retired from the PERS Plan 1, PERS Plan 2 or PERS Plan 3 system for reemployment pursuant to RCW 41.40.037. A shortage of applicants is defined as less than five (5) qualified, eligible, and available applicants, excluding the retired member.

- IV. **Procedure** For Yakima County to consider hiring a PERS Plan 1, PERS Plan 2, or PERS Plan 3 retired employee, the following criteria must be met:
 - A. All recruitments must conform to the provisions in the Recruitment and Orientation Procedures and any applicable collective bargaining agreement.

 - B. A position must be posted for a minimum time period of two (2) weeks. The two (2) week period may be cumulative of multiple recruitment periods for the same position.

 - C. A shortage of applicants must exist as defined in Section IV of this policy.

 - D. In order to consider a qualified PERS Plan 1, PERS Plan 2, or PERS Plan 3 retired individual, the individual must have been separated from all Department of Retirement Systems (DRS) covered employment and be receiving a retirement benefit under PERS. Separation from covered employment occurs when a person has terminated all

employment with a DRS covered employer. Separation from service or employment does not occur when an employee or employer have a written or oral agreement to resume employment with the same employer following termination. PERS separation definitions have been updated to clarify that, “mere expressions or inquiries about post-retirement employment by an employer or employee that do not constitute a commitment to reemploy the employee after retirement are not an agreement.”

- E. Yakima County shall retain records of the procedures followed and decisions made in hiring the retiree, and these records will be provided to the State Department of Retirement Systems in the event of an audit; and

Provisions of this policy shall be followed, unless they conflict with negotiated labor contracts which will take precedence to the extent applicable.

DONE this ____ day of _____ 2015

J. Rand Elliott, Chairman

Michael D. Leita, Commissioner

Attest: Tiera L. Girard
Clerk of the Board

Kevin J. Bouchey, Commissioner
*Constituting the Board of County Commissioners
for Yakima County, Washington*

Adopted Copy Available at
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