

Rehiring Retirees

Employees – Human Resources

CWU Policy 301-19

Effective: September 21, 2018

Policy Review Date: YEAR

Policy Executive: Senior Vice President – Finance and Administration

Responsible Office/Unit: Human Resources

Policy Statement:

Applicability:

Content:

Policy

Appendix A – Rehiring Retirees Procedure

(1) Rehiring Retirees Policy

- A. The Rehiring Retirees policy provides guidance and direction to appointing authorities when hiring an individual who has previously retired under either the Public Employees Retirement System (PERS), Teachers Retirement System (TRS), Law Enforcement Officers and Fire Fighters' (LEOFF) retirement systems and the CWU Retirement Plan (CWURP).
- B. This policy is to be used in conjunction with applicable RCW, WAC, collective bargaining agreements, retirement plan documents, Department of Retirement Systems (DRS) guidelines, and any university procedures guiding recruitment activities.
- C. Central Washington University recognizes the value of hiring individuals who have previous experience working in the public service arena.

(2) Policy Principles

- A. This policy is guided by the following principles:

1. Certain retirees who are rehired are limited to the number of hours they can work without impacting their current pension.
2. Rehiring of retirees from the PERS, TRS, LEOFF and CWURP plans complies with all applicable RCW's, WACs and retirement plan documents.
3. In order to maximize the availability of these individuals appointing authorities must follow specific procedures as outlined by the Human Resource Department to rehire a retiree.
4. The Human Resources Department will develop procedures for the rehiring of retirees.
(CWU 301-19)

History:

*PAC: 10/3/07; 3/18/09; Responsibility: Vice President of Business & Financial Affairs; Authority: Cabinet/UPAC;
Reviewed/Endorsed by: Cabinet/UPAC;
Review/Effective Date: 04/17/2013; 09/21/2018; Approved by: James L. Gaudino, President
Reformatted and Assigned new Policy Number - Previous Policy CWUP 2-30-210, June 2025
Attached Procedure CWUR 3-40-150 as Appendix A, June 2025*

Appendix A - Rehiring Retirees Procedure

(1) Applies to:

- A. Supervisors who are engaging in an employment relationship with new hires who previously retired under the Public Employees Retirement System (PERS), Teachers Retirement System (TRS), or Law Enforcement Officers' and Fire Fighters' (LEOFF) or CWU Retirement Plan (CWURP)

(2) Administrative Responsibility

A. Appointing Authorities shall:

1. Consult with their Human Resource Representative when considering hiring any retiree from a public retirement system, including CWURP.
2. Hire the retiree through an established recruitment and hiring process used by the University.
3. At no time prior to the retirement of individual PERS or TRS employees engage in a written or verbal agreement with the employee to resume employment with the same employer following retirement.
4. Not hire a PERS or TRS employee until one full calendar month after their retirement date.

B. Human Resources shall:

1. Provide guidance and consultation to supervisors and managers who desire to re-employ retiree staff members.

C. Employees shall:

1. Cooperate with the university and DRS regarding monitoring hours worked. (It is the employee's responsibility to stay in compliance with their available hours.)