

The City sponsors two qualified retirement plans – the General Employees Retirement Plan and the Police Officers and Firefighters Consolidated Retirement Plan. Regular employees of the City are generally required to participate in one of those plans. In order to ensure protection of the qualified status of the plans, the practice described herein shall be followed in evaluating retired candidates for City job vacancies.

- I. When an employee completes an application for retirement with our Risk Management Department, he or she signs a document stating he or she understands these conditions, and has no intent to continue employment with the City beyond the scheduled retirement date.
- II. When Human Resources becomes aware that a retiree is being considered for a position at the City, whether through an employment application or discussion with a Department Manager, the request to rehire the Retiree shall be forwarded to the Risk Management Director for review.
- III. The Risk Management Director determines whether the Retiree may be rehired and continue to receive a retirement benefit from the City's defined benefit pension plan, or if the retiree is ineligible to be rehired. This shall require consultation with the Retiree, hiring Manager, Department Head and/or Charter Officer.

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