

RESOLUTION #FY2017-22

Policy 8-Re-employment of Board Retirees

January 23, 2017

Whereas; The Wood County Alcohol, Drug Addiction and Mental Health Services Board Finance and Administration Committee has reviewed Policy 8-Re-employment of Board Retirees,

Therefore; be it resolved that the Wood County Alcohol, Drug Addiction and Mental Health Services Board approves effective January 23, 2017 Policy 8- Reemployment of Board Retirees. This Resolution is offered in the form of a motion from the Finance and Administrative Committee

Wood County Board of Alcohol, Drug Addiction and Mental Health Services
Policy 8
Re-employment of Board Retirees

At the sole discretion of the ADAMHS Board of Wood County, Board employees who retire under laws pertaining to the Ohio Public Employees Retirement System (OPERS) may, under the circumstances defined below and consistent with the laws pertaining to the Ohio Public Employees Retirement System (OPERS), be considered for re-employment with the Board in the same position they occupied when they retired. This policy in no manner guarantees that any Board employee will be considered for re-employment and no right accrues to any Board employee that consideration for re-employment will be undertaken.

The Executive Director may recommend to the Board the re-employment of an OPERS retiree if:

The Executive Director, with the concurrence of the Executive Committee, has determined that the position has not been or will not be abolished, the position description will not be fundamentally modified or the position classification changed and;

In the Executive Director's judgment, with the concurrence of the Executive Committee, it is determined that the re-employment of the Board employee will be provide an extraordinary and demonstrated benefit to Board operations and;

In the Executive Director's judgment, with the concurrence of the Executive Committee, and after reviewing performance evaluations, attendance and disciplinary, it is determined that the retired employee's work history with the Board is of such a nature that the employee's performance during the re-employment period is predictable with a high degree of certainty and;

The retired Board employee meets the current minimum qualifications for the position.

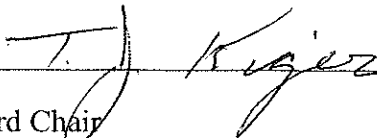
The Board shall fulfill its obligations under the Ohio Revised Code by providing appropriate notice and holding a public hearing regarding the matter of reemployment of the Board employee.

Re-employed Board employees, if approved for re-employment by a majority of the Board, will be employed as newly hired personnel for the purpose of compensation, accrual of vacation and sick leave. The re-employed employee will be paid at the minimum base salary for the position and will, for purposes of vacation and sick leave, have benefits as if they are a newly hired Board employee.

The retiring Board employee will be paid out any accrued vacation and sick leave owed to them upon their retirement pursuant to the Board's Personnel Policies and, if re-employed by the Board, begin accruing anew. Health benefits shall be determined in accordance with the provisions of the Ohio Revised Code and the OPERS. Any unclassified Board staff retiree, who has been duly reemployed by the Board, shall not exceed 5 years of continued employment with the Board and the employee shall enter into a binding agreement so stating.

Board Members	Yes	No	Absent	Abstain
Beverley Hirzel			X	
Casey Cromwell	X			
John Alexander	X			
Cary Wise	X			
Doug Cubberley	X			
Patrick Wise	X			
Randy Rothenbuhler	X			
Leanne Eby	X			
Marc Jensen	X			
Allen Baer	X			
Sue Moore	X			
Stan Korducki	X			
Jennifer Cumming			X	
Tom Kiger	X			

Finance and Administrative Committee made a motion and Stan Korducki seconded. Resolution passed.



 Board Chair

_____ 1-23-17
 Date