

Ordinance 01-2024

Passed 02-15-2024

**AN ORDINANCE TO AMEND THE VILLAGE OF BRADNER PERSONNEL POLICY AND PROCEDURE MANUAL, SPECIFICALLY REGARDING THE RETIREMENT SECTION 5.14**

WHEREAS, The Council of the Village of Bradner passed Section 5.14 which established policy for Retirement of Village employees.

WHEREAS, after further deliberation and careful consideration and evaluation of the policy, Village Council has determined that it is necessary to amend the policy and procedure to address retiring/rehiring of Village of Employees.

NOW, THEREFORE BE IT ORDAINED BY COUNCIL FOR THE VILLAGE OF BRADNER, COUNTY OF WOOD, STATE OF OHIO, THAT:

Section 1. That effective as of January 1, 2024, a Section C. shall be added to Retirement Section 5.14, and should read as follows:

**(C) Re-Employment of retirees**

**(a) Policy**

Employees retiring from the Village of Bradner through a state retirement system or the alternative retirement program may be hired into a Village position in accordance with federal and state laws and Village policy. Reemployment after retirement is not an entitlement; however, individuals may possess institutional knowledge or other unique skills and experience requiring longer lead time for project completion and/or staffing and replacement initiatives. Retirees who have already been re-employed at the Village of Bradner prior to the adoption of this policy will not be subject to this policy in their current positions. Moving forward, however, retirees may only be rehired as outlined in this policy.

**(b) Purpose**

To provide uniform, consistent procedures relating to rehiring retirees. The Village strives to ensure that future staffing needs are met through succession planning or other appropriate sourcing procedures, with an emphasis on consideration of internal talent to provide opportunities for advancement and professional growth.

**(c) Scope**

This policy applies to the re-employment of retired Village of Bradner Employees. A retiree seeking re-employment is any individual:

1. Who was previously employed by the Village of Bradner in any capacity, and
2. Who left the Village of Bradner in good standing, and
3. Who retired, or who has applied for retirement, from the Village of Bradner, and
4. Who is seeking re-employment in any capacity with the Village of Bradner following retirement.

**(d) Rules**

1. Re-employment to the same or similar position held at the time of retirement may be considered based on reasons that are in the best interest of the Village of Bradner. A retiree rehired by the Village of Bradner in the same or similar position may work the same number of hours as they did prior to retirement at the same rate of pay or lower determined by the Village Council. Terms of payment (i.e. lump sum, hourly rate, monetary bonuses upon rehiring, etc.) for rehired personnel will be determined at the discretion of the Village Council.
  - a. Reasons to re-employ an individual in the same or a similar position held at the time of retirement include:
    - i. To retrain and transfer specialized knowledge or breadth of Village contacts from the retired employee to others.
    - ii. To manage function while a search for replacement is in process.
    - iii. To maintain current capability during or in anticipation of an organizational redesign or restructuring.
    - iv. To oversee or complete a significant Village project or grant.
    - v. To manage Village staffing needs that may vary with the lack of qualified applicants for a specific job requiring licensure and or certification required by law.
    - vi. An employee who retires and receives a cash benefit conversion of sick leave upon retirement is not eligible for another payout of accrued sick leave upon subsequent rehire and separation from the Village.
    - vii. All re-employed retirees serve at the discretion of the Mayor and/or Council of the Village of Bradner.
    - viii. Village policies and procedures apply to rehired retirees.

Section 2. All other provisions of Section 5.14 not specifically amended herein shall remain in full force and effect.

Section 3. All formal actions of Council relating to the adoption of this Ordinance and all deliberations of Council to such action were in meetings open to the public as required by law.

Section 4. That this Ordinance shall take effect and be in force at the earliest time permitted by law.

Passed 02-15-2024

  
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Mayor

Attest:

  
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Village Fiscal Officer

Approved as to Form:

  
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Village Solicitor