



Minnesota
STATE COLLEGES
& UNIVERSITIES

Human Resources Guideline & Interpretation

Re-Employment of Retirees

RET0003

Purpose: To provide guidelines to campuses regarding Board Policy 4.6 on Re-employment of Early Retirees.

Affects: All system colleges, universities, and the office of the chancellor

Authoritative References: [MnSCU Board Policy 4.6 Re-employment of Early Retirees.](#)

Required Forms: None

Responsibility for Implementation: Campus hiring authorities and Human Resource Directors.

Attachments: None

Introduction: Various legislative, contractual, and personnel plans provide incentives for employees to retire early. Typically, these incentives take the form of a cash payment, based on years of service and/or age, and/or payment of employer-paid health and dental insurance premiums until the age of sixty-five (65).

Interpretive Guidelines:

Board policy allows the re-hire of an early retiree for limited periods when necessary to provide program continuity or expertise not readily available with the approval of the college or university President (or Chancellor for the Office of the Chancellor).

The President must approve any such hires for a campus. The Chancellor must approve any such hires in the Office of the Chancellor.

Documentation: Colleges and universities must maintain documentation showing that the President (or the Chancellor for the Office of the Chancellor) personally approved any rehire of an early retiree under Board Policy 4.6.

Original approval: April 25, 1995
Last Reviewed: September 26, 1996
August 23, 2001

Bill Tolsted

Vice Chancellor, Human Resources

August 23, 2001

Date