

AR 03-05

AN ADMINISTRATIVE REGULATION
ADDRESSING THE RE-EMPLOYMENT OF
RETIRED EMPLOYEES

Section 1. Purpose

Recent legislative changes provide New Mexico Public Employees Retirement Association (PERA) retirees the ability to return to employment with a PERA affiliated employer without being subject to an earnings limitation if, 1) The retired employee must be retired for at least 90 consecutive days from their retirement date, and 2) A retired employee who returns to work for a PERA affiliate is required to make contributions to the PERA fund at the same rate as other employees of the City of Hobbs. Contributions made by the retired employee are not refundable. When the employee leaves their position, the contributions remain with PERA.

Due to the recent legislative changes, the City of Hobbs recognizes the need to have a policy regarding the re-employment of retirees. However, we also recognize the need to ensure a career path for current employees. This policy has been developed to accomplish that goal.

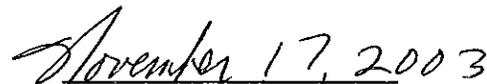
Section 2. Policy

This policy applies to the re-employment of PERA Retirees who retired with the City of Hobbs, drawing immediate retirement benefits, only; all other PERA retirees must complete the normal employment process.

1. Retiree will be required to complete an application. The retiree must meet the minimum qualifications for the position they are applying.
2. The retiree must successfully complete the interview process, personnel file review, background review, hold certifications/licensure required for the position, and perform departmental physical ability test.
3. Medical and/or psychological testing may be waived if re-employed within six months.
4. The retiree will not be eligible to participate in promotional examinations.
5. Service time will not be bridged for purposes of benefits accrual, seniority, and other tenure related benefits. The retiree will be required to complete the applicable probationary period.
6. Should the retiree fail to be re-employed within six months of initial retirement date, the retiree will be required to meet all pre-employment testing requirements.



Dan Dible, City Manager



Date