

**LEELANAU COUNTY  
BOARD POLICY**

GENERAL SUBJECT: Administration/General  
(County Administrator)

Policy No. **18**

SPECIFIC SUBJECT: Re-Employment after MERS Retirement Policy

Adopted: 05/16/2006

Revised: 10/08/2013

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APPLIES TO: All Leelanau County Employees and Elected Officials.

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**PURPOSE:** The eligibility for, and terms and conditions of re-employment with the County after a MERS retirement from the County is governed by the MERS Plan and policies in effect, and as such Plan and policies may change from time to time. Employees and elected officials should contact MERS regarding eligibility, restrictions or conditions of re-employment with the County after a MERS retirement from the County.

During any period of re-employment, the employee may be required to sign an employment contract for a specified period of time.

Employees who are re-employed by the County as regular employees after retirement shall:

1. Accumulate vacation leave as a new employee based on the employee's date of re-employment with the County as allowed by the appropriate union contract and/or the personnel policy.
2. Be granted holiday(s) and personal leave the following benefit year as allowed by the appropriate union contract and/or the personnel policy.
3. Not be eligible for retirement contributions or longevity pay (the employee may still participate in the 457 Deferred Compensation Plan.)
4. Health, vision, dental, short term-long term disability, or life insurance will be reinstated based on the County's policy for new hires.

An employee who wishes to remain employed by the County in another classification will have to participate in any required recruitment process, and will receive the rate of pay as

determined by the County in the pay range of the new classification. A full or partial recruitment process may be required by the Employer's discretion when the employee wishes to be re-employed in the same position.

Elected Officials who have left office for a minimum of thirty (30) days and who are re-elected, appointed, or are employed by Leelanau County are eligible under this policy. Benefits as identified in No. 4 above would apply to Elected Officials as well.