



## CITY OF PROVIDENCE

### 3.8 REEMPLOYMENT OF RETIREES

#### Purpose

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The purpose of this policy is to establish guidelines and procedures regarding the reemployment of retirees who have previously retired from the City of Providence. This policy is intended to ensure compliance with applicable state laws, code of ordinances and retirement regulations, promote transparency, and maintain equitable hiring practices.

#### Scope

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This policy applies to all City departments, including previous non-union and union employees, where consideration is being given to re-hiring a retiree for any period of time.

Nothing in this policy shall supersede, modify, or diminish any rights, benefits, or obligations contained within applicable collective bargaining agreements (CBAs) or laws. In the event of a conflict, between this policy and a CBA, the CBA shall prevail for covered employees. For all other employees not covered by a CBA, this policy shall govern.

#### Definitions

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**Retiree:** Any individual who has officially retired from a position within the City of Providence and is receiving a pension.

**Rehire:** Employment or re-employment of a retiree in any capacity, including part-time, seasonal, or temporary roles.

#### Policy

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##### 1. Eligibility and Restrictions

- A. Rehiring retirees must comply with all applicable City Ordinances. Retirees receiving a pension may work no more than 75 full working days per calendar year or 150 part-time days impacting their pension benefit.
- B. Retirees may only be rehired on a temporary basis for the sole purpose of training and transferring institutional knowledge to current employees; they shall not be rehired to perform the full duties of their former position, including any other bargaining unit position. Such allowance is expected to adhere to the standard of critical need for skills or expertise that cannot be readily filled through competitive recruitment; Time-sensitive operational demands; or cost-efficiency or project-specific necessity.
- C. Rehired retirees may work in any increment or schedule as determined by departmental need, provided their total hours do not exceed the equivalent of 75 full working days or 150 part time days within the calendar year.
- D. The following standards as expanded upon in City of Providence Ordinance and collective bargaining agreement (CBA) shall be understood by departments engaging in the rehiring of a retiree:
  1. **Sec. 17-8.** - Restriction on employment of persons drawing city pension.
  2. Retired Police are allowed per Ordinance to work additional days to do detail - The process is codified in the applicable Police CBA

##### 2. Approval Process



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All retiree rehire requests must be submitted through the digital status change form process and will follow the same approval workflow as a new hire, including required approvals from the Finance Department, the Mayor's Office, and the Department of People and Culture (DPC). Status change forms will be reviewed to ensure compliance with budgetary and pension regulations.

### 3. **Compensation**

Pay rates must be consistent with established pay plans and comparable to similarly situated employees, not influenced by previous earnings or retirement status.

### 4. **Conflict of Interest / Break in Service**

- A. A bona fide break in service is required prior to any rehire to avoid "pre-arranged reemployment" situations prohibited under IRS regulations and Rhode Island law.
- B. Retirees must not have had a prior agreement to return to work before their retirement date.
- C. No retiree may be rehired into a non-bargaining unit supervisory role over their previous subordinates without approval from the Chief People Officer to avoid perceptions of favoritism or conflicts of interest.

### 5. **Compliance**

- A. All City departments, supervisors and retirees are responsible for adhering to the provisions of this policy.
- B. Failure to adhere to the provisions of this policy may result in administrative action, including the revocation of the retiree's work assignment and corrective measures for the requesting department.
- C. Departments that rehire retirees outside of the approved process such as bypassing required approvals, misclassifying the nature of the assignment, or assigning duties beyond training and knowledge transfer, will be subject to review by the Department of People and Culture. Repeated or willful violations may lead to disciplinary action for responsible parties, up to and including restrictions on future hiring authority.

#### **Related Policies:**

Criminal Background Disqualification  
Job Request and Modification Policy  
Student Interns - Paid and Unpaid  
Hiring Policy

#### **Other Related Information:**

[Local 1033 Collective Bargaining Agreement](#)

**City of Providence Ordinance - Sec 17-8**