

October 24, 2019

20-062

AUTHORIZATION FOR COLLEGE PRESIDENT TO
APPROVE COMPENSATION FOR RE-EMPLOYED PERS
RETIREES

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REPORT: Senate Bill 1049, passed in the 2019 Oregon legislature, makes changes to the Public Employee Retirement System (PERS). Changes include temporarily allowing PERS retirees to continue working after retiring without a limitation on their work hours during the period of January 1, 2020 through 2024.

The temporary re-employment of PERS retired faculty and staff under SB 1049 would allow PCC to retain employees with specific professional expertise, job knowledge, skills, training and/or competencies needed to serve our students through instruction, support services and the operation of the College.

Board Policy B 213 grants the College President authority to appoint employees of the College in a manner consistent with College personnel systems and collective bargaining agreements. However, re-employment of PERS retirees may necessitate adjustment to current compensation systems to maintain pay equity. Re-employment of PERS retirees may also necessitate memorandums of understanding relative to certain labor agreement provisions.

RECOMMENDATION: That the Board of Directors delegates to the College President the authority to approve compensation for post-retirement employment of PERS retirees. This authority is granted from January 1, 2020 through 2024, and will be automatically extended if the Oregon legislative assembly extends the sunset date of SB1049. This delegation includes the authority to enter into memorandums of understanding, and to approve labor agreement memorandums of understanding to accommodate post-retirement employment of PERS retirees.