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October 15, 2008

To: UCSC Academic and Staff Employees  
Fr: Willeen McQuitta, Assistant Vice Chancellor, Staff Human Resources  
Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

**Formal Review: Policy on Reemployment of UC Retired Employees into Senior Management Group and Staff Positions**

The University invites your comments on the proposed policy on Reemployment of UC Retired employees into Senior Management Group and Staff positions.

This policy governs the reemployment of all former UC employees (Senior Management Group (SMG) members, staff personnel and academic appointees) who have separated from University employment and have elected monthly retirement income or a lump sum cashout from the University of California Retirement Plan (UCRP), and who are rehired into SMG or staff positions.

The policy which replaces the *Guidelines for Rehire of UC Retirees* was developed to:

- (1) ensure compliance with Internal Revenue Service restrictions on distributions of pension benefits prior to an employee's separation from service or attainment of "normal retirement age" as defined under UCRP and
- (2) address the University's concerns regarding operation of a public retirement plan, administrative feasibility, and compliance with University policy.

Details about the proposed policy may be found at:

[http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/proposed\\_policies/Reemployment\\_UCRetired\\_EmployeesOct%202008.pdf](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/proposed_policies/Reemployment_UCRetired_EmployeesOct%202008.pdf)

Comments may be provided by November 3, 2008. Academic employees and SMG members should direct their comments to Terilynn Bench at [tbench@ucsc.edu](mailto:tbench@ucsc.edu). Staff employees should direct their comments to Cathy Schoenfeld at [pafc@ucsc.edu](mailto:pafc@ucsc.edu).