

**UNIVERSITY OF WISCONSIN-EXTENSION UNCLASSIFIED PERSONNEL GUIDELINES**  
**(UPG)**

**UPG #13**

**REAPPOINTMENT OF RETIRED UW-EXTENSION FACULTY AND ACADEMIC STAFF**

**13.01 Policy Statement**

The appointment of a retired UW-Extension faculty or academic staff person requires the prior approval of the division dean or director. A retired person is one receiving an annuity from the Wisconsin Retirement System. The appointment of such an individual is limited by the provisions of 13.04 and the following parameters:

1. Salary rate not to exceed the full-time equivalent at retirement.
2. Appointments must be made on an annual fixed term basis.

**13.02 Individuals Who Retired Under the Wisconsin Retirement System**

Each retiree considering reemployment should assess the implications of reemployment in terms of his/her retirement benefits under the Wisconsin Retirement System (Wis. Stats s. 40.26) and must comply with the provisions of 13.04.

**13.03 Individuals Who Retired Under the Federal Civil Service Retirement System**

A Federal Civil Service Retirement annuitant employed under any Extension appointment must be given a Federal appointment as a reemployed annuitant if any of the reemployed annuitant's time is to be spent on Extension program work.

Each retiree considering reemployment should assess the implications of reemployment in terms of his/her retirement benefits under the Federal Civil Service Retirement System. This is discussed in Chapters IV and VI of the "Administrative Handbook for Cooperative Extension Work." Where it is indicated that the Office of Personnel Management should or must be contacted about the reemployment of an annuitant, correspondence should be directed to the Office of Personnel Management, Compensation Group, Washington, D.C. 20415.

**13.04 Restrictions on Reemployment**

An employee may secure work with any private employer after retirement and have no reduction in their Wisconsin Retirement System annuity. However, in order to accept work with an employer that participates in the Wisconsin Retirement System, two conditions must be met:

1. The employee may not have an enforceable contract to return to work prior to your date of termination; and
2. The employee must have a 30-day break in employment that is determined by the latest of these three dates:
  - (a) 30 days after the employee's termination date; or
  - (b) 30 days after the employee's Wisconsin Retirement System retirement annuity application is received by the Wisconsin Department of Employee Trust Funds; or
  - (c) 30 days after the employee's annuity effective date.

If an employee returns to work for the same employer, the above restrictions apply even if the new position would not normally qualify for the Wisconsin Retirement System (i.e., LTE appointments).

**Approved by UWEX Executive Committee, October 14, 1985**  
**Revised October, 1995**

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