



Commonwealth of Pennsylvania
Office of Administration

Human Resources and Management

DATE: March 11, 2002

SUBJECT: Reemployment of Commonwealth Annuitants

TO: ALL HUMAN RESOURCE DIRECTORS OF ALL
DEPARTMENTS, INDEPENDENT ADMINISTRATIVE
BOARDS AND COMMISSIONS AND OTHER STATE
AGENCIES UNDER THE GOVERNOR'S JURISDICTION

FROM: Nancy Dering Martin
Deputy Secretary for
Human Resources and Management

This memorandum is intended to clarify Commonwealth pay policy for the reemployment of Commonwealth annuitants. The procedure for reemploying these individuals is outlined in Management Directive 515.20, "Reemployment of Commonwealth Annuitants."

Section 3(b) of the Directive outlines the level of pay for annuitants, who are hired on an emergency, temporary basis for up to 95 workdays per calendar year. That section states that "the rate of pay for an annuitant shall be the rate specified in the pay range for the step held at the time of retirement." It further states that should the annuitant return to a classification assigned to a higher or lower pay range, the promotion or demotion rules should be applied from pay range and step held at the time of retirement.

The rules stated above are the maximum pay level to which an annuitant may be reemployed. It is not the intent of Section 3(b) to preclude reemploying an annuitant at a rate of pay that is lower than the level specified in section 3(b). For example, if an annuitant's pay level at the time of retirement was Pay Range 8, Step 20, the annuitant may be reemployed at any level of pay up to Pay Range 8, Step 20. Likewise, if the annuitant was reemployed in a Pay Range 9 position, he or she could be placed at any step up to Step 18, which is the step for a standard 4-step promotion from Pay Range 8, Step 20.

If you have any questions about the pay placement of Commonwealth annuitants, please contact the Salary Administration Division at 783-8141.

cc: Secretary Fritz Bittenbender
William Martz