



Postretirement Employment Policy

The following conditions apply to the hiring of individuals who have retired from full-time employment with BYU or any other employer owned, controlled, operated by, or affiliated with The Church of Jesus Christ of Latter-day Saints (Retirees).

Retirees may be reemployed on a part-time basis during the three-year period immediately following their retirement, if approved by the dean or director over the unit seeking to hire the Retiree. The hiring unit is responsible for any additional costs associated with the Retiree's employment, including the employer's share of the cost of providing medical and other employee benefits. In general, a Retiree should not be reemployed unless the hiring unit expects that the Retiree's services will be needed for a period of at least one term or two continuous months.

A Retiree must have had a 26-week break between the date of retirement and the date of reemployment if the individual

- was eligible for Deseret Mutual Benefits Administrators (DMBA) medical benefits immediately prior to retirement, and
- is not enrolled in the DMBA retiree medical plan on the date of reemployment.

A Retiree may begin part-time reemployment immediately after retirement without a 26-week break, subject to review by Human Resource Services and approval from the dean or unit director, if the Retiree

- is enrolled in the DMBA retiree medical plan on the date of reemployment, or
- was not eligible for the DMBA employer medical plans immediately prior to retirement.

Appointment of Retirees to Faculty Positions

Retirees may be contracted to perform part-time university teaching or research assignments that are critical to the needs of the university to (1) cover essential teaching assignments, (2) provide needed expertise in specific disciplines, or (3) assist in special research projects. Appointments for Retirees who teach or perform research cannot exceed the combined equivalent of 20 hours per week (up to 7.5 credit hours per semester or 3.5 credit hours per term).

Appointment of Retirees to Administrative and Staff Positions

Retirees may be hired in a part-time hourly classification to offer short-term or specialized assistance. These individuals are limited to 20 hours per week and may not work more than 910 hours per calendar year.



Benefits for Postretirement Employees

Postretirement employment at BYU is in an excluded class, and Retirees do not accrue additional retirement benefits through the university or DMBA. Income paid to Retirees is in addition to any regular DMBA retirement income.

Conduct

Retirees hired for postretirement employment must comply with all university policies applicable to employees, including the [Personnel Conduct Policy](#).

APPROVED: 24 Apr 2023

PRIOR VERSION: 10 Feb 2014

APPLICABILITY: This policy applies to all university organizations and all full-time and part-time employees (faculty, administrative, and staff) who retire from a Church-affiliated employer.

POLICY OWNER: Academic Vice President, Administration Vice President and CFO

RESPONSIBLE OFFICE: Staff & Administrative Employment and Faculty Compensation

IMPLEMENTING PROCEDURES: [Postretirement Employment Procedures](#)

RELATED POLICIES:

- [Administrative and Staff Employment Policy](#)
- [Campus Benefits and Recognition Award Policy](#)
- [Church Educational System Honor Code](#)
- [Emeritus Faculty Status Policy](#)
- [Expectations of a Faculty Appointment Policy](#)
- [Faculty Leaves Policy](#)
- [Part-time One Employer Policy](#)
- [Personnel Conduct Policy](#)
- [Volunteer Policy](#)