

Archive

Jeannine Raymond
Assistant Vice Chancellor
Human Resources
University of California, Berkeley
2199 Addison Street, Room 192
Berkeley, CA 94720-3540
(510) 642-7053

Berkeley HR

OFFICE OF THE CHANCELLOR		
NAME	DATE	INITIAL
Wilton		

July 9, 2013

July 9, 2013

-prev '09

*Delegation of Authority

*Personnel Mgmt

*Retirement

To: Chancellor Nicholas Dirks

Via: John Wilton
Vice Chancellor, Administration and Finance

From: Jeannine Raymond [Redacted]
Assistant Vice Chancellor, Human Resources

Subj: Recommend Delegation of Authority: Reemployment of UC Retired Employees into Senior Management Group and Staff Positions

This policy was implemented January 1, 2009 at a time when the Office of the President was trying to restrict the rehiring of retired UC employees. The process established by the policy requires that any campus manager who wishes to re-employ a retiree submit the request to the campus Chief Human Resources Officer, who either approves it or, if it is an exception to policy, endorses it before sending it to the Chancellor for approval. The policy does allow for the Chancellor to delegate approval authority for exceptions.

I am recommending that the Chancellor delegate approval authority for exceptions to the Assistant Vice Chancellor, Human Resources for the following reasons:

1. Requests are filling reasonable needs - In the 4.5 years the policy has been in place, all of the requests from campus managers have been based on justifiable business needs and none has ever been turned down. Requests are reviewed by benefits staff who confirm that the employee meets the policy requirements and that the proper documentation is in place. No retirees have been placed in Senior Management Group positions which would require Regents' approval.
2. Policy exceptions are justifiable - Over 90% of the exceptions that now require the Chancellor's approval are requests for extending an appointment beyond the allowable 12 months. The remainder are requests for additional time within the 12 month period. The types of work that typically require an extension are situations where the retiree's expertise is quite unique. Examples include an editor of a special collection, analysts who designed and built various software of facilities systems, and administrative professionals who are needed for cyclical work in high volume student affairs processing units. In all cases it is to the university's advantage - and quite cost effective - to have former employees who are willing to lend assistance as needed. The table below summarizes activity in FY 2013.

