




State of Idaho
DIVISION OF HUMAN RESOURCES
Executive Office of the Governor

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MEMORANDUM

TO: Agency Human Resources
Agency Payroll/Fiscal Officers

FROM: Lori A. Wolff, Administrator 
Division of Human Resources

SUBJECT: PERSI RETIREE REEMPLOYMENT GUIDANCE

[House Bill 555](#), approved during the 2022 legislative session, allows state agencies to rehire public service¹ retirees who retired prior to January 1, 2022, without any impact to their retirement benefit. Retirees may be rehired effective April 1, 2022, or after.

Agencies who wish to employ retirees in accordance with House Bill 555 must do so following the below process:

- For classified positions:
 - The retiree must apply for, and meet the minimum qualifications of, an open position.
 - The retiree must be listed in the top 25 of a hiring list.
 - The retiree must be offered benefits if the position is benefit eligible.
 - The retiree is eligible for all benefits aside from PERSI and the ability to convert unused sick leave following their retirement towards their insurance premiums.
 - The retiree will accrue credited state service, sick, and vacation hours if the position is eligible.²
- For non-classified or temporary positions.
 - The temporary hour limit of 1,385 hours in a 12-month period will not be waived.
 - The retiree must be offered benefits if the position is benefit eligible.
 - The retiree is eligible for all benefits aside from PERSI and the ability to convert unused sick leave towards their insurance premiums.
 - The retiree will accrue sick and vacation hours if the position is eligible.

¹ Must have retired from a PERSI employer.

² The retiree is not eligible to have their unused sick leave reinstated if it was used for the purposes of health insurance premiums.

- General Guidance:
 - If there is a current retiree who qualifies for this program, the retiree’s information in the system **must** be updated to reflect their retirement eligibility status as noted below.
 - When setting up the appointment in IPOPS, agency payroll should mark “N” for Retirement Eligibility and “NE” for Retirement Plan. If an agency has a current employee³ who is eligible for PERSI Reemployment in accordance with House Bill 555, they must separate the individual and rehire them using the retirement codes “N” and “NE.”

This legislation includes a sunset clause providing this legislation, and employment of qualified retirees, will end on June 30, 2026. At this time, the retiree must decide if they wish to continue their employment with the state, which will impact their retirement benefits, or submit their resignation. Retirees should consult with PERSI on the impacts of their decision.

Related employer forms can be found here: <https://www.persi.idaho.gov/docs/forms/RS131.pdf>.

³ All employee types including temps.