



## HUMAN RESOURCES POLICIES AND PROCEDURES

Area: Employee Benefits

Subject: Employment Beyond Retirement

Applies To: Benefitted Employees

Sources:

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### **Purpose**

This policy ensures consistency among institutions of the University System as necessary and clarifies that TRSGA approval is also required for those TRSGA retirees who choose to return to work.

### **Policy**

When an individual retires from the University System of Georgia and is receiving benefits from the Teachers Retirement System of Georgia (TRSGA) or the Optional Retirement Plan (ORP), he/she shall not be re-employed by the University System without the prior approval of the hiring institution's president.

### **Procedure**

An individual, who has retired from the University System of Georgia and is receiving benefits from the Teachers Retirement System, the Employees Retirement System, or the Regent's Retirement Plan, may be eligible for reemployment on a part-time basis, by the University System. Reemployed of USG retirees by the University System of Georgia must fall under the following conditions:

1. The reemployment of a University System of Georgia retiree must be approved by the hiring institution's president. The institution must submit a copy of their hiring and approval procedures to rehire USG retirees to the Office of Faculty Affairs;
2. A rehired retiree must have a minimum break of at least one month between the effective date of his/her retirement and the effective date of his/her reemployment;
3. The work commitment of a rehired retiree must be less than half-time; i.e., less than 49%;
4. The salary that is paid to a rehired retiree must be either:
  1. No more than 49% of the annual benefit-base compensation amount that he/she was earning at the time of his/her retirement, with consideration for

the average merit increase percentages that have been applied since the employee retired, or;

2.No more than 49% of the average compensation for the position into which the retiree is being hired based on the institution's existing compensation plan, or, if not applicable, the average compensation of existing or previous incumbents; or;

3.No more than 49% of a reasonable market competitive rate for the position into which the retiree is being rehired as determined by the institutional chief human resources officer; and

5. The salary that is paid to a rehired retiree must be consistent with his/her work commitment