Employment Beyond Retirement

Policy Statement
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.

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. (See BOR Policy Manual regarding Retirement Policy)

Applicability
All units of the University System of Georgia are covered by this policy; any retiree of the USG or any person receiving retirement benefits from TRSGA and ORP who chooses to return to work with the University System of Georgia is also covered by this policy.

Who Should Read This Policy
All Human Resources personnel within the University System of Georgia should be aware of this policy; USG retirees and person’s receiving retirement benefits from TRSGA and ORP who may be considering a return to work with the University System of Georgia.

Definitions
These definitions apply to these terms as they are used in this policy:

- **Board of Regents (BOR):** The governing body of the University System of Georgia.
Retiree: Any person who has retired from the University System of Georgia under the criteria established in BOR Policy Manual regarding Retirement Policy and any person who has retired and who is receiving retirement benefits from TRSGA.

Process and Procedures
This policy establishes parameters within which a retiree of the University System of Georgia may return to work within the University System of Georgia, including limitations that may be necessary for compliance with the policies of the Teacher’s Retirement System of Georgia.

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:

• The reemployment of a University System of Georgia retiree must be approved by the hiring institution’s president. Institution’s must submit a copy of their hiring and approval procedures to rehire USG retirees to the Office of Faculty Affairs;

• A rehired retiree must have a minimum break of at least one month between the effective date of their retirement and the effective date of their reemployment;

• The work commitment of a rehired retiree must be less than half-time; i.e., less than 49%;

• The salary that is paid to a rehired retiree must be either:
  o No more than 49% of the annual benefit-based compensation amount that he/she was earning at the time of their retirement, with consideration for the average merit increase percentages that have been applied since the employee retired, or;
  o 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;
  o 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

• The salary that is paid to a rehired retiree must be consistent with their work commitment (BR Minutes, April 2002; November, 2007; October 2008).
Responsible Parties and Contact Information

<table>
<thead>
<tr>
<th>Party</th>
<th>Responsibility</th>
<th>Phone/Email/URL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Vice Chancellor for Total Rewards, USG</td>
<td>Ensure compliance with policy.</td>
<td>404-962-3235 <a href="mailto:usg-hr@usg.edu">usg-hr@usg.edu</a></td>
</tr>
<tr>
<td>Institution Chief Human Resources Officers</td>
<td>Ensure compliance with policy.</td>
<td>See University System HR Officer Listing</td>
</tr>
</tbody>
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Website Address for This Policy

- Policy Manual Section 8

Appendices (Internal Documents, Forms and Web Links)

- Sample Rehire Retiree Form

Related Documents and Resources (External)

- Teacher Retirement System of Georgia Website