



Administrative Policies and Procedures

Procedure Number	Subject	Effective Date	Revised Date
HR-1.4.20	Employment Beyond Retirement	07/01/07	

1.0 Purpose

To establish the policy for the rehiring of individuals who retired from BC or the University System of Georgia, or who have retired from another State of Georgia entity and are receiving a retirement benefit from the Teacher's retirement System of Georgia.

2.0 Policy

2.1 When an individual retires from the University System of Georgia and is receiving benefits from the Teacher's Retirement System, the Employees Retirement System, or the Regent's Retirement Plan, he/she shall not be reemployed by the University System of Georgia without the prior approval of the Board of regents. When an employee has retired from the University System of Georgia, he/she may be reemployed by the University System of Georgia under the following conditions:

- The reemployment of a University System of Georgia retiree must be approved by the Board of Regents;
- A rehired retiree must have a minimum break of 30 days between the effective date of his/her retirement and the effective date of his/her reemployment;
- The work commitment of a rehired retiree must be less than half-time (i.e.: less than 50%);
- The salary that is paid to a rehired retiree must be less than 50% of the annual benefit-base compensation amount that he/she was earning at the time of his/her retirement; and
- The salary that is paid to a rehired retiree must be consistent with his/her work commitment.

2.2 Re-employment following retirement will always be in a temporary non-benefits eligible position. The temporary period must be defined as part of the request to rehire.

2.3 Retirees with TRS as their Retirement Plan – When the USG retiree is receiving benefits as a retiree of the Teacher's retirement System of Georgia or the person to be hired is a retiree under TRS but retired from another state entity, BC Human Resources must secure the approval of TRS prior to the retiree resuming work to ensure that



the retiree's retirement benefit under TRS is not in jeopardy. Failure to ensure that the terms of a retiree's reemployment comply with TRS policy may result in repayment obligations to TRS.

3.0 Procedure

3.1 When rehiring a retiree who is receiving a benefit from the Teacher's Retirement System of Georgia, the department must submit a Personnel Action Form to Human Resources.

3.2 Human Resources must:

- Secure Board of Regents' approval for the rehire, if a former USG employee, in compliance with the BOR policy and section 2.0 as outlined above; and,
- Secure TRS approval for the rehire, if the retiree to be rehired is receiving retirement benefits from TRS.
- Notify the requesting department following responses from the BOR and TRS.