

HUMAN RESOURCES ADMINISTRATIVE MANUAL  
EMPLOYEE BENEFITS & SERVICES: EMPLOYMENT BEYOND RETIREMENT



UNIVERSITY SYSTEM  
OF GEORGIA

# Employment Beyond Retirement

## CITATION REFERENCE

<b>OFFICIAL TITLE</b>	POLICY ON EMPLOYMENT BEYOND RETIREMENT
<b>VOLUME</b>	HUMAN RESOURCES
<b>RESPONSIBLE OFFICE</b>	USG HUMAN RESOURCES OFFICE
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## Policy Statement

When an individual retires from the University System of Georgia (USG) and is receiving retirement benefits from the Teachers Retirement System of Georgia (TRS), Employees' Retirement System of Georgia (ERS), or the Optional Retirement Plan of the University System of Georgia (ORP), the Individual may be eligible for reemployment with the USG on a part-time basis. The individual shall not be reemployed by any institution of the USG without the prior approval of the hiring institution's president. See BOR Policy Manual regarding [Retirement and Post Retirement \(BOR Policy 8.2.8\)](#)

This policy ensures consistency among USG institutions as necessary and clarifies that TRS approval is also required for those TRS plan retirees who choose to return to work for a USG institution.

Institutions and individuals considering reemployment must remain aware and comply with the policies, procedures and regulations associated with their retirement plan. Individuals who retire from other state entities and are considering employment with the USG should review their retirement plan for related return-to-work policies.

## Applicability

All units of the USG are covered by this policy; any retiree of the USG who is receiving retirement benefits from TRS, ERS and ORP and chooses to return to work within the USG is also covered by this policy.

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## Who Should Read This Policy

All Human Resources staff and hiring managers within the USG should be aware of this policy; USG retirees receiving retirement benefits from TRS, ERS and ORP who may be considering returning to work within the USG should also be aware of this policy.

## 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 USG under the criteria established in the BOR Policy Manual regarding [Retirement and Post Retirement](#), who is receiving retirement benefits from TRS, ERS and ORP.

## Process and Procedures

This policy establishes parameters within which a retiree of the USG may return to work within the USG, including limitations that may be necessary for compliance with the policies of the TRS, ERS and ORP.

An individual, who has retired from the USG and is receiving benefits from the TRS, ERS or the ORP, may be eligible for reemployment on a part-time basis, by the USG. Reemployment of USG retirees by an institution of the USG must fall under the following conditions:

- The reemployment of a USG 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 University System Office (USO) of Human Resources upon request.
- 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; or in accordance with the applicable retirement plan rules.
- 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 no more than 49% of the last compensation earned at retirement, or for TRS retirees the final average salary for the two (2) highest consecutive years of TRS membership service as used to determine a retiree's benefit at retirement, whichever is deemed higher; with consideration for the average Cost-of-Living Adjustment (COLA) increases granted to eligible retirees in accordance with applicable Retirement Plan Board policies that have been applied since the employee retired. See also, BOR Policy on Employment Beyond Retirement (8.2.8.3) and TRS Administrative Rule 513-5-.16.

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- The salary that is paid to a rehired retiree must be consistent with their work commitment and based on the job classification into which the retiree is being hired on the institution’s existing compensation plan, or a reasonable market competitive rate for the job into which the retiree is being rehired as determined by the institutional chief human resources officer.

Responsible Parties and Contact Information

<b>Party</b>	<b>Responsibility</b>	<b>Phone/Email/URL</b>
<b>Associate Vice Chancellor for Total Rewards, USG</b>	Ensure compliance with policy.	404-962-3235 <a href="mailto:usg-hr@usg.edu">usg-hr@usg.edu</a>
<b>Institution Chief Human Resources Officers</b>	Ensure compliance with policy.	See University System <a href="#">HR Officer Listing</a>

Appendices (Internal Documents, Forms and Web Links)

- [Board Policy Manual Section 8](#)

Related Documents and Resources (External)

- [Teacher Retirement System of Georgia Website](#)
- [The Optional Retirement Plan of the University System of Georgia](#)
- [Employees’ Retirement System of Georgia: Rehired Retiree policies](#)

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