

How to On Hiring Retirees

Retiree will need to complete all new new-hire paperwork.

If hired into a budgeted position at 50% effort or greater the working retiree will receive vacation and sick leave as well as be eligible for insurance benefits.

A working retiree's salary should be established in accordance with System Regulations [33.99.05 - Part-Time employment](#) and [31.07.01 - Retirement and Employment after Retirement](#). Faculty and staff, including working retirees, occupying part-time positions, are paid at rates commensurate with their abilities, job duties, responsibilities and the time they devote to part-time work. Unless these attributes differ, the rate of pay for full-time and part-time employees in applicable positions must be proportional.

TRS Retirees

The retiree must have a full calendar month break in service and come back at no more than 50% or they will forfeit their annuity.

A retiree who retired after January 1, 2011, and had a break in service of 12 full consecutive calendar months may return to work without any loss of their annuity if they work greater than 50%.

Retirees are not eligible for longevity, but they will accrue vacation at their post-retirement state service, if they are in a benefit eligible position and working 12 months.

If working at more than 50% effort the department will have to pay a TRS Surcharge, which is a certain percentage of the retiree's wages, and the employee will forfeit their TRS annuity for that month.

Typically, retirees are hired into hourly wage positions working no more than 19 hours per week. This prevents the department from having to pay the TRS Surcharge and it prevents the retiree from forfeiting their annuity.

In addition, a monthly health benefit surcharge of \$535/month applies to individuals who are retired and enrolled in TRS-Care (i.e., individuals who retired from an Independent School District).

ORP Retirees

ORP retirees can return to work at any point in time with or without a break in service. Retiring does constitute a break in service.

No ORP deductions will be made from the retiree's wages or from the department.

They are not eligible for longevity, but they will accrue vacation at their post-retirement state service, if they are in a benefit eligible position and working 12 months.

CSRS Retirees

CSRS retirees cannot return to work in the exact same position as before retirement. The position must be "significantly different", such as less than full-time, working in a different county, etc.

CSRS does not dictate any mandatory break in service.

The CSRS retiree would follow the TRS or ORP criteria, based on the retiree's retirement plan other than CSRS.