



Employment Beyond Retirement

Policy Statement

This policy follows the University System of Georgia (USG) Business Procedures Manual except where identified in the section labelled UGA Procedures below. All employees should adhere to the full Business Procedures Manual in addition to the UGA Procedures.

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.

Record Retention

[Refer to USG for Records and Retention](#)

Related information

Responsibilities

Responsible University Senior Administrator: Vice President for Finance & Administration

Responsible University Administrator: Senior Associate Vice President for Human Resources

Policy Owner: University Human Resources, [Talent, Diversity and Inclusion](#)

Policy Contact: Senior Director, [Talent, Diversity and Inclusion](#)

Contact Information: HRWeb@uga.edu or (706) 542-2222

Policy Dates

Effective Date: 7/19/2023 Date Last

Updated: 7/19/2023