

## **SECTION 800.20**

### **Employment of Retirees**

Employing units may employ retirees receiving a Teachers Retirement System (TRS) benefit providing that the following requirements are met.

1. Retiree must have had a minimum of one-month's break in service.
2. Employment must not result in income to exceed 50% of the retiree's average compensation or final salary, whichever is greater. This provision also covers consulting agreements. For additional information regarding salary see [BOR Policy 802.08.03](#)
3. The reemployment of a University System of Georgia retiree must be approved by the President and continued employment must be approved each fiscal year. For faculty positions the Office of the Provost & Vice President for Academic Affairs should be notified prior to such employment commencing.
4. Non-University System retirees are required to notify the department of their retirement status and provide information required by the Teachers Retirement System to avoid jeopardizing their monthly benefits. The Human Resources Office should be notified when a TRS retiree is employed to make certain the appropriate authorization is processed with TRS.
5. Departments who improperly employ retirees and such employment results in improperly paid retirement benefits shall be required to reimburse the TRS for such payments.
6. The retiree has a legal obligation to notify the University of their retiree status and shall make restitution to the institution for any reimbursements paid by the institution as the result of their failure to provide such notice.