

Retired but Working at Georgia Tech

Staff Positions

Executive Summary

The retired but working (RBW) program at Georgia Tech began around the time of the Teachers Retirement System (TRS) retiree rehire process. Almost every University System of Georgia's (USG) has used a similar program. The RBW program was adopted by the USG as part of the Optional Retirement Plan (ORP). Georgia Tech's unique needs as a Research Institution has increased the use of the program due to specialized needs in security clearances, sponsored programs, highly specialized skill requirements, and the general difficulty of succession planning due to the nature of the institute.

The RBW program had 221* retirees to return to service in 2013. Many of the RBW employees were on a continuous assignment of five or more years. This was a deviation from the initial intent of the program being a temporary solution. During this time President Peterson distributed a memo outlining the Institute's and USG's policy on the process and recognition of the value of RBW employees. It was at this time that Georgia Tech began clarifying the use of RBW employees to align with the Institute's strategic goals.

As a continuation of the Institute to align with USG's policy, Human Resources (GTHR) sent a reminder and clarification of the RBW philosophy and policy to the Cabinet, deans, vice provosts, vice presidents, and managers in 2016. This generated a response for further clarification throughout the campus regarding intent and implementation of the RBW process.

GTHR responded by identifying opportunities to assist the campus with proper implementation by developing a guide to ensure clarity among potential RBW employees, managers, HR Business Partners/Representatives (HRBP/R) and unit leaders. This comprehensive guide includes instructions on policy, philosophy, requirements, the hiring process, and templates for consistent information and documentation while working with RBW employees.

Recently there have been changes in the TRS rehired retiree compensation policy. The USG policy has also been updated to ensure consistency with the TRS changes. These changes have created changes to the process of hiring a retiree. Due to these important changes, we are providing a comprehensive update to hiring retirees who are retired under the TRS or ORP.