

## **Present Policy**

**3.16 EMPLOYMENT OF TCDRS RETIREES.** A TCDRS retiree may be rehired into a regular full-time or part-time position after satisfying a 90 day waiting period from the effective date of retirement. Under no circumstance, shall any Tom Green County Department Head, Elected Official or other agent of the County make any prior commitments, agreements, or arrangements to rehire a TCDRS retiree after his/her retirement.

In emergency situations, or when in best interest of the County, a TCDRS retiree may be rehired, without a waiting period, as a temporary employee not to exceed 60 days. On rare occasions, when a department may need to employ a temporary employee beyond 60 days, a new appointment must be requested on a Personnel Action Form (PAF) and approved by Commissioners' Court.

## **Proposed Policy**

**3.16 EMPLOYMENT OF TCDRS RETIREES.** A TCDRS retiree may be rehired into a regular full-time or part-time position after satisfying a 90 day waiting period from the effective date of retirement. An employee who resigns and withdraws their funds from TCDRS may be rehired into a regular full-time or part-time position after satisfying a 90 day waiting period from their date of separation. Under no circumstance, shall any Tom Green County Department Head, Elected Official or other agent of the County make any prior commitments, agreements, or arrangements to rehire a TCDRS retiree after his/her retirement.

In emergency situations, or when in best interest of the County, a TCDRS retiree may be rehired, without a waiting period, as a temporary employee not to exceed 60 days. On rare occasions, when a department may need to employ a temporary employee beyond 60 days, a new appointment must be requested on a Personnel Action Form (PAF) and approved by Commissioners' Court.