

Texas Woman's University University Regulation and Procedure

Regulation and Procedure Name: Return to Work TRS Retirees and TRS Care Surcharges

**Regulation and Procedure
Number: URP: 05.472**

Policy Owner: Finance and Administration

POLICY STATEMENT

The purpose of this policy is to outline the Texas Woman's University ("TWU") policy and procedures for employment of certain Teacher Retirement System of Texas ("TRS") retirees.

APPLICABILITY

This policy is applicable to TWU Employees.

DEFINITIONS

None

REGULATION AND PROCEDURE

I. General Information

A. Effective September 1, 2005, State law required TWU to pay a monthly pension surcharge for an individual who retired from TRS after August 31, 2005 and who returned to work in a benefits-eligible position. For these retirees, TWU must also pay the state health benefit premium for a retiree in a benefits-eligible position and his/her dependents covered under TRS-Care health coverage. TRS-Care is the group health benefits program administered by TRS for public school retirees.

B. The premiums described above do not apply to a TRS retiree:

1. Who retired prior to September 2005, or
2. Who is working less than half-time

- C. Because of the increased costs of employing certain TRS retirees, a documented exception must be approved by the appropriate Vice President/Provost and the Vice President for Finance and Administration prior to offering a benefits eligible position to a TRS retiree who retired September 2005 or later.

II. Procedure

- A. Prior to making a job offer, the hiring supervisor must:
1. Contact the Office of Human Resources to determine the amount of the TRS Care Surcharge.
 2. Complete the Return to Work Retiree Surcharge Authorization Form.
 3. Forward the forms to the appropriate VP/Provost for approval.
- B. If a hiring exception has been approved by a VP/Provost and the VP for Finance and Administration, a copy of the TRS Data Form (for TRS-Care enrollees) and the Return to Work Retiree Authorization Form will be returned to the hiring supervisor and the forms will be forwarded to the Payroll Department.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, Board of Regents policies, or internal processes or procedures.

REFERENCES

None

FORMS AND TOOLS

[Return to Work Retiree Surcharge Authorization Form](#)

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