

**HIDALGO COUNTY, TEXAS
PERSONNEL POLICY MANUAL**

Procedure: PRE.1
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POST-RETIREMENT EMPLOYMENT POLICY

I. POLICY

Hidalgo County requires all of its employees to participate in the Texas County & District Retirement System. This policy applies to retirees who seek reemployment with Hidalgo County.

II. PROCEDURE

- A. Hidalgo County can rehire retirees after a bona fide separation of employment without a suspension of their monthly annuity.
- B. A bona fide separation means a separation that is not based on sham, collusion, or subterfuge, and without promise, agreement, or understanding between employer and employee that the person would be rehired after retirement.
- C. A retiree who resumes employment with Hidalgo County must have had a break in service of at least three (3) full calendar months and must have a true and bona fide separation.
- D. Any Hidalgo County department or office considering a retiree should first consult with the Human Resources Department. Human Resources, together with the County Treasurer, the County Auditor, and a representative from the Office of Budget & Management will make the appropriate recommendations to the Commissioners Court regarding retirees.
- E. Any retiree who is rehired consistent with this policy will establish a new membership with TCDRS and will be considered to be a new member for the purposes of beneficiary determination and benefit selections.