

## Vacation Accruals for Return-to-Work Retirees

Vacation leave accruals for return-to-work retirees are based on retirement and rehire dates\*. The table below provides examples of the different vacation leave accruals for return-to-work retirees who retired on June 1, 2005, or later:

Retirement Date	Rehire Date	Accrual Rate	Example
On or Before 5-31-2005	Prior to 9-1-2005	Accruals based on total state service (no change).	If the retiree retired 5-31-2005 and returned to work on 7-1-2005, his July, August, and September vacation accruals would use his total state service in the calculation just as before retirement.
On or Before 5-31-2005	After 9-1-2005	Accruals based on total state service (no change).	If the retiree retired 5-31-2005 and returned to work on 10-1-2005, his October vacation accrual would be based on total state service just as before retirement.
On or After 6-1-2005	Prior to 9-1-2005	Split accrual rates	If the retiree retired 6-30-2005 and returned on 8-1-2005, his August accruals will be calculated on total state service, but his September accruals and thereafter will be calculated based on state service since 8-1-2005.
On or After 6-1-2005	9-1-2005 or later	Accruals based on state service since retirement.	If the retiree retired 6-30-2005 and returned on 10-1-2005, his accruals for October and thereafter will be based on state service since 10-1-2005.

- New vacation accrual rates do not apply to returning Optional Retirement Program (ORP) participants; returning ORP participants are eligible for vacation accrual benefits based on total years of state service and other applicable vacation accrual policies.

### Contact Information:

#### Benefits Services

- Phone: (979) 845-4141
- Email: [hrcompbenefits@tamu.edu](mailto:hrcompbenefits@tamu.edu)