



## Return to Work Proposal Advantages and Disadvantages

	Advantages	Disadvantages
<b>Cities</b>	<p>The proposal eliminates a hiring inequity between cities located in geographically distanced areas (e.g., Panhandle, West Texas, and Coastal Plains) and cities clustered in large population centers (e.g., Metroplex and Houston areas).</p> <p>Provides all TMRS participating cities with a fair and consistent reemployment policy and a pool of trained workers for often difficult-to-fill positions.</p>	None
<b>Retirees</b>	<p>Provides TMRS retirees who may need to work for financial or personal reasons with reemployment opportunities that are currently available to retirees of other Texas statewide retirement systems.</p> <p>Upon reemployment after a one-year break in service, retirees would receive a salary and continue to receive their retirement benefit.</p>	None
<b>TMRS</b>	<p>The one-year break in service is consistent with IRS guidance.</p> <p>Makes TMRS' return to work policy consistent with the other Texas statewide retirement systems.</p> <p>There is no known opposition to this proposal. It is supported by the TMRS Board of Trustees, TMRS participating cities and all stakeholder groups.</p>	None