

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

### **Benefits - Police Officers Retirement System (PORS)**

South Carolina Code of Laws 9-11-90(4)(a) state "a retired member of the system who has been retired for at least fifteen consecutive calendar days may be hired and return to employment covered by this system or any system provided in this title without affecting the monthly retirement allowance he is receiving from this system".

If an employee is a member of PORS and interested in returning to state government employment after retirement, the employee should be advised of the following:

- The \$50,000 earnings limitation for employees retired under PORS has been eliminated.
- Upon retirement, the employee will be paid out for any unused annual leave up to 45 days and forfeit any sick leave not credited towards his/her retirement service credit.
- The employee must be retired for at least fifteen consecutive calendar days prior to returning to employment with state government.
- The employee has no guarantee to the same position or the same salary earned upon retirement. The vacant position should be posted by the agency.
- A retired member of PORS who is hired by an agency in an FTE position will not have grievance rights under the State Employee Grievance Procedures Act and not have reduction in force rights.
- Upon returning to state government employment, the employee will not serve a probationary period since the employee will be exempt from the State Employee Grievance Act. The employee's review date will be established twelve months from the date rehired.
- If the employee is hired into an FTE position, the employee shall be given credit for his/her prior state service and service as a certified employee in a permanent position of a school district of the State for purpose of computing bonus annual leave earnings.

- If the employee is hired into an FTE position, the employee will have a choice of remaining on retiree insurance or insurance as an active employee.
- If the Employee is hired in a temporary capacity, the employee will be subject to the policies and procedures governing that position.
- Upon returning to state government employment, the employee no longer receives longevity pay.
- A retired member of PORS who is hired by an agency in an FTE position will not be eligible for a lump sum payment for unused annual leave upon separation.