

# Public Employees' Pension Reform Act (PEPRA)

**Disclaimer:** *CalPERS is governed by the Public Employees' Retirement Law. The statements in this document are general. The Retirement Law is complex and subject to change. If there is a conflict between the law and this document, any decisions will be based on the law and not this document.*

This webcast, like our previous ones, will be available as a video on our [CalPERS YouTube Channel](#).

## Agenda

The topics covered are:

- Public Employees' Pension Reform Act (PEPRA)
- Working After Retirement

## Public Employees' Pension Reform Act (PEPRA)

The California Public Employees' Pension Reform Act (PEPRA) took effect on January 1, 2013. PEPRA changes the way CalPERS retirement and health benefits are applied, changed the retirement formula and minimum retirement age and places compensation limits on members. Enrollment level determinations are made for every new enrollment in CalPERS.

If you were hired and enrolled in CalPERS prior to January 1, 2013, you're considered classic members for that enrollment and will retain the existing benefit enrollment levels for future service with the same employer.

If you leave your CalPERS employer and return to the same employer, you are still a classic member and keep the same benefits.

If you leave your classic member position and later take a position with a new CalPERS employer, you are considered a new member subject to PEPRA. This would affect how your benefit is calculated.

If you became a CalPERS member after January 1, 2013, your employer will provide and have you complete the **Reciprocal Self-Certification** form. This form is used to validate if you worked under any other California retirement system to determine if you are a classic or new member.

Below are some of the key subject areas affected by PEPRA and the greatest impact is felt by "new" CalPERS members.

As defined by PEPRA, you're a new member if:

- You, as a new hire, joined CalPERS for the first time on or after January 1, 2013, and **you have no prior membership** in another California public retirement system.
- You, as a new hire, joined CalPERS for the first time on or after January 1, 2013, and you were a member of another California public retirement system prior to that date, but **you're not eligible to reciprocity** upon joining CalPERS.
- You joined CalPERS prior to January 1, 2013, who, on or after January 1, 2013, you're hired by a different CalPERS employer following a break in service of more than six months.

- All State of California departments, including California State Universities, are considered the same state employer.
- All school county offices and districts are considered the same school employer.
- Each public agency is considered a separate employer.

To learn about reciprocity information, you can view [When You Change Retirement System \(PUB 16\) \(PDF\)](#).

In addition, you can view the [Summary of PEPRA \(PDF\)](#) for CalPERS' interpretations on key areas of PEPRA and related changes to the [California Public Employees' Retirement Law \(PERL\)](#).

## Working After Retirement

If you're a retiree and interested in working for a public employer in the same retirement system from which you retired (without reinstatement from retirement), PEPRA has certain requirements that need to be met.

These PEPRA requirements include, but are not limited to:

- A 180-day waiting period is required when you retire from a public employer before you can return to work within the same retirement system without reinstating from retirement, unless a specified exception applies. This 180-day wait period begins on the date of your retirement.
- You're prohibited from working more than 960 hours per calendar or fiscal year, depending upon the retirement system. For CalPERS, it is per fiscal year.

Learn more about [Working After Retirement](#).

## Additional resources include:

- [Register](#) for our monthly webinars
- Customer Contact Center **888 CalPERS** (or **888-225-7377**)
- Watch our [YouTube Videos](#)