

Post-Retirement Employment

Brad Hanson

Chief, Employer Account Management Division



Three Options: For Retirees Working After Retirement



Reinstate to Active Status



Work as a Retired Annuitant



Work for Non-CalPERS Covered Employer



Reinstatement from Retirement to Active Status

Reinstate to Active Status

- CalPERS covered employer
- Member and Employer Certify Application (PUB 37)
- CalPERS must approve

Benefits

- Potentially higher final compensation
- Additional service credit earned

Items to consider

- Benefit formula
- Health benefits
- COLA



Work as a Retired Annuitant

Interim Appointment (Contracting Agencies ONLY)

- Higher level unique positions (Director, Chief Operations, City Manager).
- Deemed by the governing body to require specialized skills or during an emergency to prevent stoppage of public business.
- Cannot reappoint retiree to the same vacancy.
- Must be an active recruitment.

Extra Help

- Specialized skills for work of limited duration, e.g., backlog, special project, temporary excess work.
- Emergencies

Work as a Retired Annuitant - Restrictions

Limitations

- Compensation must be paid within the salary schedule for that position.
- Must not exceed 960 hours in a fiscal year.
 - Retirees can view hours in myCalPERS.
 - Letters at 600 and 700 hours.
- No contributions or service credit earned.
- All employers combined.
- No unemployment insurance during previous 12 months for prior RA employment.
- No additional compensation, incentives, or benefits.

Work as a Retired Annuitant – Restrictions, continued

Bona Fide Separation in Service

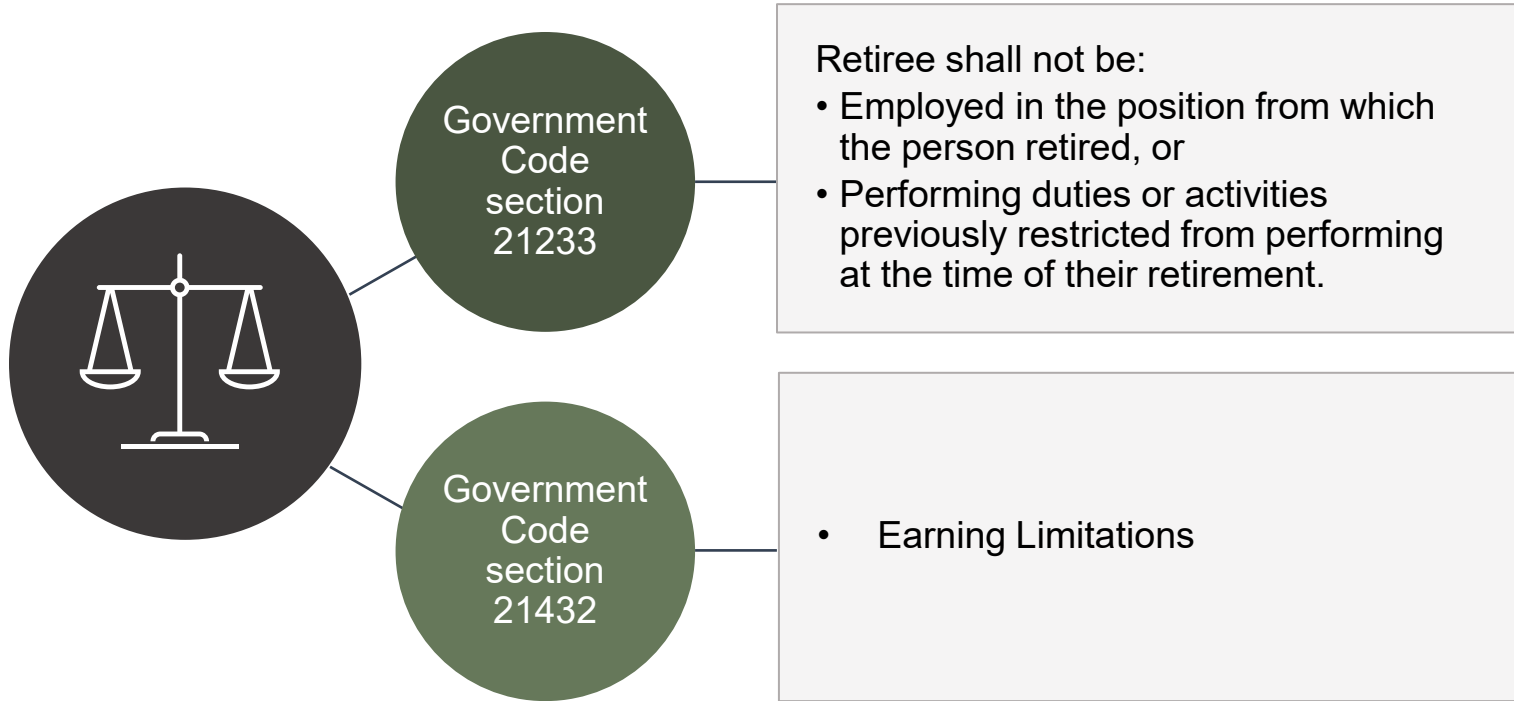
- Mandated waiting period post-retirement.
- 60-day break if retired earlier than normal retirement age.
 - Normal retirement age is defined in 2 CCR section 586.1
- No verbal or written predetermined agreements.
- Only exception is emergencies under Government Code section 8558 that require the employment of a retired person.
 - Only allows exemption from the 60-day requirement.

Work as a Retired Annuitant – Restrictions, continued

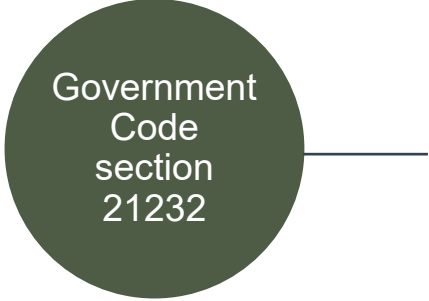
180-day Break Prior to Return

- Exceptions
 - The employer certifies the nature of the employment, and that the appointment is necessary to fill a critically needed position before 180 days have passed.
 - The appointment has been approved by the governing body of the employer in a public meeting.
 - The appointment may not be placed on a consent calendar.
 - Must be received and reviewed by CalPERS prior to first day of employment.
- Certain other categories, e.g., public safety officers or firefighters hired to perform functions regularly performed by a public safety officer or firefighter

Disability Retirement: Restrictions



Disability Retirement: Working in Permanent Positions



Government
Code
section
21232

- Applies to CalPERS covered & Non-CalPERS covered employers
- Full-time or part-time position
- Requirements
 - Bona Fide Separation in service
 - 180-day wait period
 - No unemployment insurance payments
 - Earnings Limit
 - State Employer Civil Service Eligibility for recruitment with a state agency employer



Consequences of Unlawful Employment

- Reinstatement to active membership
 - Retirement ceases
 - Overpayment of benefit owed
 - COLA restarts at time of new retirement
 - Potential health benefit impacts
 - Contributions required for service reported during violation period (if service is reportable)

OR

- Required repayment of all benefit payments during violation period

myCalPERS System and Retired Annuitant Information

Employer Information in myCalPERS

- 180-day wait period, first day retiree would be eligible to work without a waiver
- Normal retirement age

Member Self Service (MSS)

- Normal retirement age
- Total hours worked as a Retired Annuitant
- 180-day return date



Work for a Non-CalPERS Covered Employer

Service Retirees:

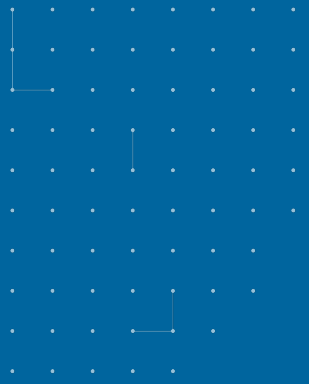
- No working after retirement limitations

Disability Retirees:

- Restrictions

Resources

- Public Agency & Schools Reference Guides
- A Guide to CalPERS Employment After Retirement (PUB 33)
- myCalPERS
- CalPERS Regional Offices
- Email - Working_After_Retirement@calpers.ca.gov
- CalPERS Website www.calpers.ca.gov
- CalPERS Contact Center **888-225-7377**



Questions

