



# WORKING AFTER RETIREMENT

## For FRS Pension Plan

July 2024



**MyFRS**

Florida Retirement System

## Reemployment Rules for Pension Plan Members

Returning to work or providing services to a Florida Retirement System (FRS) employer (see the definition of “FRS employment”) too soon after retirement could be a costly mistake. Read this brief flyer to be sure you don’t jeopardize your retirement.

### What You Need to Know

Once you become a Pension Plan retiree:

- You will not be able to rejoin the FRS — even if you are employed by an FRS employer.
- If you return to FRS employment before satisfying the required waiting period (termination requirements), your retirement may be voided and you may have to repay all benefits you have received, including any Deferred Retirement Option Program (DROP) payout.

### When do I become a Pension Plan retiree?

**Service Retirement** — You become a Pension Plan retiree once you have cashed or deposited a benefit payment (including direct deposit). You are considered retired as of your effective retirement date.

**DROP Participant** — If you participated in DROP, your effective retirement date is your DROP begin date and the calendar month following your DROP termination date is the beginning of your waiting period as a DROP retiree.



### FRS Employment Defined

**FRS employer:** Any agency that participates in the Florida Retirement System.

**FRS employment:**

- Being actively employed by **any** FRS employer in **any** capacity; and/or
- Providing any service to **any** FRS employer that may create an employment relationship through any arrangement (paid or unpaid), including OPS, adjunct, election poll work, temporary employment, or working through a third party that provides service to an FRS employer, etc.

**FRS-covered employment:**

A position that is eligible to be reported for FRS contributions.

### Caution!

The FRS termination law is very complex, and returning to FRS employment too soon after you’ve retired may have **significant financial consequences**.

Before retiring or returning to FRS employment, **we strongly recommend you call the Division of Retirement at 1-866-446-9377, Option 3.**

## When can a Pension Plan retiree return to FRS employment?

Returning to FRS employment within 6 calendar months of becoming a Pension Plan retiree may have significant financial consequences and require you to repay retirement benefits received, as described below.

If you are a Pension Plan retiree and return to FRS employment:	
<b>Within 6 Calendar Months</b>	Your retirement may be voided. To avoid jeopardizing your retirement, wait a full 6 <b>calendar</b> months after your service retirement effective date or DROP termination date, if applicable, before returning to FRS employment. If voided, you and the FRS employer will be required to repay all of the Pension Plan benefits you have received, including any DROP payout. <sup>1</sup>
<b>After 6 Calendar Months</b>	There are no restrictions on working for an FRS employer after you have been retired for 6 calendar months. You will not be required to repay any prior benefits, and you will continue receiving benefits from the Pension Plan without interruption.
Want to know when you'll reach the 6-calendar-month waiting period?	
View or download the comprehensive reemployment tables by visiting <a href="https://www.myfrs.com">MyFRS.com</a> . On the home page, click Retirees > Reemployment After Retirement > Reemployment Tables.	

## Can I rejoin the FRS after becoming a Pension Plan retiree?

No. Once you are considered a Pension Plan retiree, including DROP, you cannot renew your membership in the FRS, no matter when you return to employment with an FRS employer. This means you will not be eligible to earn any additional benefits under an FRS plan.<sup>2</sup>

## Do these reemployment rules apply if I am hired by a non-FRS employer?

No. Being hired by a private employer (must not provide any services to an FRS employer) or a non-FRS public employer<sup>3</sup> after becoming a Pension Plan retiree will have no impact on your Pension Plan benefits (except for disability retirement – see below).

## Would being rehired affect my FRS disability benefits?

Yes. You cannot receive FRS disability benefits if you are employed. Your FRS disability benefits will be terminated upon returning to work for any employer (includes private, non-FRS, and FRS employers).

<sup>1</sup> Retirees may provide volunteer services with an FRS employer without violating the termination requirements (must comply with Section 121.091(15), Florida Statutes).

<sup>2</sup> The FRS plans include the Pension Plan and Investment Plan. Pension Plan retirees are also not eligible for membership in the state-administered defined contribution plans.

<sup>3</sup> If you are retiring from an employer that no longer offers FRS membership to new employees and you plan to return to employment with this same employer after termination, please call the Division of Retirement at 1-866-446-9377, Option 3, to determine what reemployment restrictions apply.

This publication is a summary of the termination provisions for the Florida Retirement System Pension Plan and is not intended to include every program detail. Complete details can be found in Chapter 121, Florida Statutes, the rules of the State Board of Administration of Florida in Title 19 and the Department of Management Services, Division of Retirement, in Chapter 60-S, Florida Administrative Code, applicable provisions of the Internal Revenue Code (IRC), and in the Pension Plan Summary Plan Description. In case of a conflict between the information in this publication and the statutes, rules, and IRC, the provisions of the statutes, rules and IRC will control.