



Retiree Return to Work Form

The City of Riverside must verify that all returning retired annuitants are in compliance with CalPERS eligibility requirements before returning to work on a temporary basis. Please read the information below carefully, complete the bottom portion of this form and submit the required documentation to the Human Resources Department to be considered for temporary employment with the City of Riverside. The information below is taken directly from the CalPERS "Employment after Retirement" guide available at the CalPERS website: <http://www.calpers.ca.gov/>; if you require further clarification you may contact CalPERS at 1-888-225-7377 or Human Resources, Benefits Division at 951-826-5639.

Eligibility to Work for a CalPERS Employer in a Temporary Capacity

CalPERS service retirees may seek temporary, limited-term employment as a "retired annuitant" without CalPERS approval. The following restrictions to employment apply:

Specialized work of a limited duration: California Government Code Section 21224 allows a City to (re)hire a retired person because the retired employee has specialized skills needed in performing work of limited duration.

Bona fide separation requirement: Temporary employment as a "retired annuitant" with a CalPERS employer is not allowed if you are younger than the normal service retirement age, unless both of the following conditions are met:

- There is no verbal or written agreement to return to work as a "retired annuitant" between you and any CalPERS employer before you retired.
- There is a termination of employment (separation in service) for **60 days** between your retirement date and the date your temporary employment as a "retired annuitant" will begin.

Normal service retirement age for CalPERS purposes is the benefit formula age shown in your retirement formula, i.e., age 55 for the 2% @ 55 formula, age 60 for the 3% @ 60 formula, and 65 for the 1¼ % @ 65 formula. **If your retirement allowance is based on more than one formula, regardless of when that formula was earned, the highest benefit age determines your eligibility.**

For service retirees under normal retirement age, the only exception to this restriction is for specific emergency conditions as defined in Government Code section 8558. This bona fide separation (break) in service requirement is in California retirement law in order to comply with Internal Revenue Code (IRC) tax regulations which prohibit the in-service distribution of pension benefits.

Note: Temporary employment must remain under the 960-hour per fiscal year work limit. Both retiree and employer are responsible for monitoring compliance with this work limit. If the hours are exceeded, each will be held accountable for unlawful employment, the consequence of which can include penalties, fines, and mandatory reinstatement from retirement into active employment (membership) in the current position.

TO BE COMPLETED BY THE CALPERS SERVICE RETIREE

Retiree's Full Name: _____

Previous Employee ID (if applicable): _____

Did you retire from the City of Riverside? Yes No

Did you work for more than one CalPERS employer? Yes No

If yes, what is the agency's retirement formula (list all CalPERS employers other than City of Riverside)?

In the last 12 months have you received any unemployment insurance payments based on your previous employment as a retired annuitant with a State department? Yes No

In the last 12 months have you received any unemployment insurance payments from an employer that provided you retirement benefits under PERS based on prior employment as a retired annuitant? Yes No

Hiring Department/Division (if applicable) _____

Supervisor's Name and Phone Number (if applicable) _____

Employee Signature: _____ Date: _____

Note: You must submit a copy of your Annual Membership Statement provided by CalPERS with this form

TO BE COMPLETED BY THE DEPARTMENT

California Government Code Section 21224(a) states the following:

“A retired person may serve without reinstatement from retirement or loss or interruption of benefits provided by this system upon appointment by the appointing power of a state agency or public agency employer either during an emergency to prevent stoppage of public business or because the retired employee has specialized skills needed in performing work of limited duration.”

The following facts support the hiring of the above named retiree:

Department Head's Signature: _____ Date: _____

APPROVALS

I have reviewed the information provided on this form and find sufficient facts to support the eligibility for the retiree to work in a temporary capacity. The retiree is now eligible for consideration for (re)hire by the appointing authority.

Human Resources Director Signature: _____ Date: _____

Assistant City Manager Signature: _____ Date: _____