

Working After Retirement

Rules Refresher

PRESENTER:

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Working After You Retire

KPERS retirees who return to **any KPERS employer**.

This also includes:

- Positions covered by KBOR.
- As 3rd-party/independent contractors.
- Part-time and/or seasonal positions.

Rules don't apply to non-KPERS employers. Check online list of all KPERS employers to make sure.

Did you know...

Members must resign from all positions at all KPERS employers in order to retire?



No Prearrangements

You **can't plan** to return to work for any KPERS employer,

- While you're working.
- Before you retire.
- During your waiting period.

This is called a "prearrangement."



No Prearrangements

Examples of prearrangements:

- Verbal communication
- Job application
- Job interview
- Written communication

When retiring: employees must verify on their retirement application that they won't make prearrangements during their waiting period.

When hiring: employers sign a form (KPERS-15RE) certifying they have not made any prearrangements.



Waiting Period

Any contact with employer is a **prearrangement**:

- Phone call
- Email
- Job application



Waiting Period

Waiting period

- **60 days** if retire at age **62 or later**
- **180 days** if retire **before age 62**

Count the day after retirement date as day one of the waiting period.



Penalty for a prearrangement:

- **Suspend** retirement benefit until 6 months after you leave all KPERs employment
- **Repay** monthly benefits paid to you while working



Review

- Rules apply if return to **any** KPERS employer
- **No prearrangements** while working, before you retire and during waiting period.
- Do not **email, call,** or any other **verbal & written** communication
- Waiting periods **based on age** at retirement.
 - 60 days if age 62 or older
 - 180 days if before age 62
- **Penalties** for breaking waiting-period rule
 - Suspend retirement benefit
 - Repay monthly benefits

