

If you are planning to hire an employee who previously retired from your municipality, there are several important things you should know. To get started, you must first determine what type of position they retired from.

## Retired from an elected or appointed position

What job is the retiree going to do when rehired?

Elected, re-elected, appointed or re-appointed to the same elected or appointed office

Re-employed in any job, including elected or appointed job except the one they retired from

Their pension will be suspended during service in such office unless:

- (1) At least 24 calendar months have lapsed between the date the retiree terminated employment and the date the retiree was elected, re-elected, appointed, or re-appointed to the same elected or appointed office (whether in a new term of office or not), **and**
- (2) The re-employed retiree files the required certification.

Their pension will be suspended during service in such office or other employment unless:

- (1) At least 60 days have elapsed between the date the retiree terminated employment and the date the retiree was re-employed, **and**
- (2) The re-employed retiree files the required certification **and**
- (3) The retiree does not exceed the following hours rules:
  - No limit if elected or appointed. If not,
  - 1,000 hours in a calendar year for employees who retire(d) after 1/2011.
  - Employees who retired before 1/2011 are bound by the limit in effect when they retired

## Retired from a non-elected or appointed position

What job is the retiree going to do when rehired?

Re-employed either as an elected or appointed official

Re-employed in any other position

Their pension will be suspended during any period(s) of re-employment, unless:

- (1) At least 60 calendar days have passed between the date the retiree terminated employment and the date the retiree was re-employed, **and**
- (2) The re-employed retiree files the required certification.

(no hours limit)

Their pension will be suspended during any period(s) of re-employment, unless:

- (1) At least 60 calendar days have passed between the date the retiree terminated employment and the date the retiree was re-employed **and**
- (2) The re-employed retiree files the required certification **and**
- (3) The re-employed retiree does not work more than 1,000 hours in a calendar year (for employees who retire(d) after 1/2011). Employees who retired before 1/2011 are bound by the limit in effect when they retired

### 3 IMPORTANT POINTS

1. Rules apply whether or not the job is covered by MERS, and whether or not the work is done as an independent contractor.
2. Judges covered by the Judges Retirement System (JRS) are not subject to these rules.
3. Rehired retirees cannot rejoin the MERS Defined Benefit, Defined Contribution or Hybrid Plan. They can join the MERS 457 or Health Care Savings Program.