

Working After Retirement – New Rules Effective January 1, 2013

If you are planning to work for an FCERA participating employer after retirement, then the rules of California Government Code section 7522.56 apply to you. These rules apply **only** if you work after your FCERA retirement for one of the following employers: County of Fresno; Fresno Madera Agency on Aging; Clovis Veterans Memorial District; Fresno Mosquito and Vector Control; Fresno County Superior Court.

Rules

You may **not** return to work as a regular full-time employee and also receive a retirement allowance at the same time.

You **may** return to work in an extra-help, contractual or temporary services position during an emergency to prevent stoppage of public business or because you have skills needed to perform work of a limited duration, subject to the following limitations:

- If you are a “general” member, you must have at least a 180-day break between your date of retirement and your date of hire in an extra help, contractual, or temporary services position. *There is a limited exception to this rule in cases where there is a critical need for your services. Please inquire with your employer to determine whether your anticipated employment falls under that exception.*
- If you are a “safety” member who received a retirement incentive, then you must have at least a 180-day break between your date of retirement and your date of hire in an extra help, contractual, or temporary services position. Otherwise the 180-day rule does not apply to “safety” members.
- You will not acquire any service credit or retirement rights while you are working in an extra-help, contractual or temporary services position.
- You may not work more than 960 hours in a calendar year with any FCERA plan sponsor or any combination of multiple FCERA plan sponsors.
- The rate of pay for your employment shall not be less than the minimum, nor exceed the maximum, paid by the employer to other employees performing comparable duties, divided by 173.333 to equal an hourly rate.
- You may not have received any unemployment insurance compensation arising out of prior employment in an extra-help contractual or temporary employment with a public employer during the 12-month period prior to your re-employment. You must certify to your employer that you have not received such unemployment insurance compensation.