

# CalPERS Post-Retirement Employment Information



## Post-Retirement Employment

Many CalPERS retirees return to work for a CalPERS agency after their retirement. This can be beneficial for both the retiree and the agency to help reduce critical or backlogged work in a temporary capacity. For a retiree to return to work for a CalPERS agency, the employment **MUST** be compliant with our rules and laws. It's important for a retiree to know the restrictions/requirements before returning to work. Failure to comply with these restrictions can result in a loss of retirement and other benefits for a CalPERS retiree. For more detailed information about post-retirement employment and the type of work that a retiree can perform, please visit [www.calpers.ca.gov](http://www.calpers.ca.gov).

## Bona Fide Separation

A 60 Day Bona Fide Separation in service is required when a retiree retires under the normal retirement age. The normal retirement age is the highest benefit formula age included in each member's retirement formula. For example, age 55 is normal retirement age, when a member has two benefit formulas of 3% @ 50 and 2% @ 55. In addition, there cannot be a pre-determined agreement to return to work before the 60 day period.

## 180 Day Wait Period

Every retiree must wait 180 days after their retirement date before being eligible to begin post-retirement employment. However, there are exceptions to the 180 Day wait period requirement that would allow a retiree to return to work prior to the 180 day.

## 960 Hour Limit

A retiree can not work more than 960 hours in a fiscal year (July 1-June 30) among all CalPERS covered employment.

## Pay Rate for Retired Annuitants

The compensation for the retiree appointment cannot exceed the maximum monthly base salary paid to other employees performing comparable duties as listed on a publicly available pay schedule.

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## Additional Benefits/Compensation

A CalPERS retiree cannot receive any benefit, incentive, or compensation in lieu of benefits.

## Types of Retired Annuitant Employment

CalPERS retirees can return to work for a CalPERS agency in either a vacant position or in a retired annuitant designated position that is needed to perform work that is temporary and of limited duration.

- Extra Help Positions

CalPERS retirees can return to work at a CalPERS agency during an emergency to prevent stoppage of a public business or because the retiree has specialized skills needed in performing work of limited duration.

- Vacant Positions

A CalPERS retiree can also return to work in an interim appointment approved by the governing body of a CalPERS agency during recruitment for a permanent appointment that requires specialized skills or during an emergency.

## CalPERS Online Resources

*A Guide to CalPERS Employment After Retirement* (PUB 33)

*A Guide to CalPERS Reinstatement From Retirement* (PUB 37)

## Contact Us

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