

## Exclusions

Post-retirement restrictions exclude a retiree who is reemployed as an active senior judge appointed to hear cases by the Utah Supreme Court.

## Re-employment Procedures

- If you're planning to be re-employed by a participating employer covered by URS after your retirement, contact the Defined Benefit Retirement Department at 801-366-7770 or 800-695-4877 before you begin this employment.
- Complete and file a POST-RETIREMENT EMPLOYMENT FORM (Form RTRT-27a) with our office before you are re-employed. This form can be located at [www.urs.org](http://www.urs.org) under forms or you may contact our office to request a form be sent to you.

## A Final Word

This brochure is general in nature. If you have questions that are unanswered in this brochure, please contact the Defined Benefit Retirement Department at 801-366-7770 or 800-695-4877.

Contact the Defined Contribution Department at 801-366-7720 or 800-688-401k for information on your 401(k), 457, and IRA plan benefits.

### Utah Retirement Systems

P.O. Box 1590  
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#### Or visit us at

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[www.urs.org](http://www.urs.org)

Utah Retirement Systems  
*Retiring Right!*

# Post-Retirement Employment



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*Retiring Right!*

**B**efore you begin employment with a participating employer after your retirement date with URS, you should contact the Defined Benefit Retirement Department to find out how returning to work may impact your retirement benefits.

**Post-retired employment cannot begin until after one year from your date of retirement with URS. If you're re-employed within one year of your retirement date, your retirement benefit will be cancelled.**

**Note: URS retirees may work in private industry, without restriction.**

## Post-Retirement Employment Definitions

**Employer** — Any department, educational institution, or political subdivision of the state eligible to participate in a government-sponsored retirement system under federal law.

**Re-employed** — Work or service performed after retirement, in exchange for compensation. Reemployment includes work or service performed on a contract if the retiree is listed as the contractor or an owner, partner or principle of the contractor.

**Retiree** — An individual who has qualified for an allowance and is currently receiving benefits from URS.

**Retirement Date** — The date selected by the member on which the member's retirement becomes effective with the Retirement Office.

## Re-employment On or After July 1, 2010

Post-retirement employment restrictions require your separation from employment (including part-time and contract arrangements) with any participating employer for one year from your retirement date with URS. If you're employed by a participating employer within one year of your retirement date with URS, your retirement benefit will be canceled and you'll be returned to active status and earn additional service credit, if eligible for service credit accrual.

## Re-employment After One Year From Retirement Date

If you're employed with a participating employer after one year from the date of retirement, you will choose to either:

- Earn a salary and continue to receive your retirement benefit, or
- Earn a salary and cancel your retirement benefit in order to earn additional credit; if you're re-employed for at least 2 years, a separate benefit will be calculated based upon your new service and salary at the time of your second retirement. Your original benefit and the new benefit will be combined.

## Service Credits

Retirees may only earn service credit if eligible for accrual, when they elect to cancel their retirement benefits or their retirement benefit has been canceled upon returning to post-retired employment within one year of their selected retirement date. If they then retire anew after two years, the original benefit is reinstated, on the original retirement formula; any new service credit earned is calculated on the formula in effect at the time of the second retirement. If they retire anew before two years from the cancellation date, their original benefit is resumed without earning additional service and salary credit.