

Utah Retirement Systems
Retiring Soon!



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Or visit us at
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www.urs.org

Post-Retirement Employment



Post-Retirement Employment

Retiring Soon!

Post-retirement employment means returning to work for a URS participating employer following your retirement date with the Utah Retirement Systems.

Different standards apply depending on whether you return to work within one year or after one year from your retirement date with URS.

Re-Employment Within One Year

You must separate from employment (including part-time and contract arrangements) with any participating employer for one year following your retirement date with URS, with the following exceptions:

You may be re-employed with a URS employer after 60 days, but within one year from your URS retirement date, as long as:

1. You receive no employer provided benefits, including but not limited to: medical, dental, paid time off, annual leave, sick leave, any retirement-related employer contribution, or other benefits, excluding workers' compensation.
2. Your salary is limited to the lesser of \$16,000 or half of your final average salary in a calendar year. If you exceed the earnings limitation or receive benefits, your retirement allowance will be canceled.

When you terminate your post-retirement employment, the termination date becomes your new retirement date for calculating your separation requirement under post-retirement rules.

If you're employed by a URS employer within 60 days of your URS retirement date, your retirement allowance will be canceled and you'll be returned to active status to earn additional service credit, if you're eligible for service credit accrual.

Re-Employment After One Year

If you're employed with a URS employer after one year from your URS retirement date, you may choose to:

1. Earn a salary, continue to receive your retirement allowance, and forfeit any new/additional service credit; or
2. Earn a salary and cancel your retirement allowance in order to earn additional service credit.

If you're re-employed for at least two years, we'll calculate a separate benefit to reflect your new service and salary at the time of your second retirement. Your original retirement benefit and the new benefit will be combined.

Exclusions

Post-retirement restrictions exclude a retiree who is re-employed 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 URS employer, call us at 801-366-7770 or 800-695-4877 before you begin this employment. You'll need to file a POST-RETIREMENT EMPLOYMENT form (RTRT-27a) with us before you start work. You can find this form at www.urs.org under FORMS or ask us to send it to you.

A Final Word

This brochure is general in nature. If you have pension related 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.