Don’t return to employment after retiring from the Florida Retirement System until you read this booklet. This publication describes the consequences of returning to FRS-covered employment during retirement. If you retire under FRS disability provisions, your disability benefits will be discontinued if you return to work for any public or private sector employer; there are no reemployment exceptions for disability retirees. If you did not retire under FRS disability retirement, reemployment law varies, depending on whether you are a retired member of the FRS Investment Plan or the Pension Plan (with or without Deferred Retirement Option Program [DROP] participation). Therefore, this booklet is separated into two distinct sections: this side, for the Investment Plan and the reverse side for the Pension Plan.

Reemployment Rules for FRS Investment Plan Members

If you are an Investment Plan member who has terminated FRS-covered employment and taken a distribution of any kind (lump sum, rollover, annuity, etc.), you are considered a retiree. Returning to work during the first 12 calendar months after taking a distribution may require you to repay your distribution or impact your ability to receive additional distributions from your Investment Plan account (if any balance is remaining), as follows:

Private or Non-FRS Employer

- You may return to work with a private employer or a non-FRS public employer immediately after taking a distribution without violating any reemployment limitations.

FRS Employer

- Returning Too Soon

If you return to work with any FRS-participating employer too soon after receiving a distribution, you (and possibly your employer) will be required to repay the distribution. (Positions include temporary, part-time, OPS or regularly established positions, regardless of whether it is an FRS-covered or non-covered position.)

The minimum required length of time before you can return to work is 6 calendar months after taking a distribution. An alternative to repaying the distribution is to terminate your employment for an additional period to satisfy the 6 calendar months termination requirement.

- Employment (with restrictions)

  - You may go to work for an FRS-participating employer 12 calendar months after taking a distribution without violating any reemployment limitations.
  - After meeting the minimum time requirements (6 calendar months), you may, depending on your retirement date, return to work as follows:
    - Retirement date prior to July 1, 2010: You can return during the 7th through 12th calendar months of retirement in an excepted position (described at right) with an FRS-participating employer without affecting your receipt of additional Investment Plan distributions.
    - Retirement date on or after July 1, 2010: If employed, you will not be eligible for additional Investment Plan distributions until you terminate employment or complete 12 calendar months of retirement. There are no reemployment exceptions.

See the chart on the next page for specific waiting periods, circumstances, and requirements.

The Investment Plan reemployment laws are complex. So, before initiating any distribution, the FRS strongly recommends that you call the MyFRS Financial Guidance Line and speak with one of our financial planners (1-866-446-9377, Option 2).

1 If you are retiring from an employer that no longer offers FRS membership to new employees and you plan to return to employment with this same employer after termination, please call the Division of Retirement to determine what reemployment restrictions apply.

Exempted Positions

The following positions are exempted from the reemployment law for members who retired prior to July 1, 2010.

If you retired from the FRS Investment Plan before July 1, 2010 and become reemployed in any of the following excepted positions during the 7th through 12th calendar months of your retirement, you may be exempt from the reemployment limitations, or you may be otherwise eligible for a limited exception, as follows:

- A member who retires and is serving in an elective office or is re-elected, re-elected, or appointed to an elective office is exempt from all reemployment limitations.
- A retired justice or judge on temporary assignment to active judicial service pursuant to Article V of the State Constitution is exempt from the reemployment limitations.

Retirees may be reemployed in specific positions without hourly limitations by:

- Florida District School Boards
- Florida School for the Deaf and the Blind
- Charter Schools
- Developmental Research Schools

Retirees may be reemployed in specific positions for up to 780 hours in the first year by:

- Community Colleges
- Universities

Positions not listed above are considered Non-Excepted Positions.

This list may not be all-inclusive and other restrictions may apply. Refer to the Investment Plan or Pension Plan Summary Plan Descriptions or call the MyFRS Financial Guidance Line for more specific information.
Renewed FRS Membership — Investment Plan

If you take a distribution and are then initially reemployed by an FRS-covered employer:

- **Prior to July 1, 2010,** you are considered a new employee and are entitled to choose the retirement plan you wish to participate in within 5 months following your month of hire: the FRS Pension Plan or the FRS Investment Plan. However, as a "reemployed retiree," you cannot participate in the Special Risk Class, the FRS Pension Plan DROP program, or receive disability benefits from either plan.
- **On or after July 1, 2010,** you will not be permitted to participate in the FRS or other non-integrated defined contribution plans to earn an additional retirement benefit.

### Your Roadmap to Reemployment

**Caution:** The FRS considers you retired if you take any distribution from your Investment Plan account.

**STOP**

**NO,** I'm not returning to work.

**YES,** I am returning to work with a non-FRS-covered employer.

**NO** impact on your Investment Plan benefits.

#### Reemployment at a Glance*

<table>
<thead>
<tr>
<th>The month in which I first take a distribution (retire)</th>
<th>Can I return to FRS-covered employment during the 7th through 12th calendar months of retirement, with exceptions?</th>
<th>Can I renew membership in the FRS?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before December 1, 2009</td>
<td>Yes</td>
<td>Yes, if you initially returned to FRS-covered employment prior to July 1, 2010.</td>
</tr>
<tr>
<td>On or after December 1, 2009 but before July 1, 2010</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>On or after July 1, 2010</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

*Comprehensive reemployment tables listing retirement dates and eligibility are available on MyFRS.com (on the MyFRS.com home page, click on “Reemployment After Retirement,” then “Reemployment Tables”).

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