



Working retirees

After a member is terminated and has been retired for at least 30 consecutive calendar days, they may be hired by an employer covered by one of the retirement systems PEBA administers and continue to receive a retirement benefit, subject to the applicable earnings limitation (and any exceptions to that limit). Helpful flyers for members include the [How Returning to Work Will Impact Your Retirement Benefits](#) and [How the Earnings Limitation Works](#).

Determine the system from which a member is retired through the *Member Profile* option in [EES](#).

Return-to-work dates

You must notify PEBA when a retired member is hired. Enter the date a retired member is hired and returned to work via the *Employed Retirees - Return to Work Date Entry* option in [EES](#). Employers on the Comptroller General's payroll who use SCEIS for new hires do not need to enter retiree return-to-work dates in EES. The hire date information is transmitted directly to PEBA from SCEIS.

If a retired member receives an overpayment of benefits because a covered employer failed to notify PEBA of the retired member's hiring in a timely manner, the employer is responsible for reimbursing PEBA for any benefits that were incorrectly paid to the retired member.

Refer to the Membership and Enrollment chapter of the [Covered Employer Procedures Manual](#), under Enrollment process.

Contributions

Employer contributions are due on all earnable compensation for working retirees. Contributions are required whether the retired member is considered a full-time, part-time, temporary or permanent employee. Employer contributions include all contributions normally paid on behalf of active members, including retirement contributions, the retiree insurance surcharge and contributions for incidental death benefit and accidental death program coverage.

In addition to employer contributions, if a retired member returns to work for a covered employer, they will contribute the same tax-deferred percentage of their gross pay into their SCRS or PORS retirement account as an active member. As a working retiree, they will not earn additional service credit or receive interest on their account. Contributions made by a retired member who returned to work are refundable as a death benefit only to the extent the contributions have not been exhausted through the monthly benefits paid to the retired member, and no monthly survivorship benefit is payable at the time of their death.

When such employment involves more than one correlated system, working retiree contributions are due as follows:

- If an SCRS retiree who does not have a PORS account or who has an inactive PORS account returns to work in an SCRS- or a PORS-covered position, the retiree and employer pay the SCRS active member contribution rate.
- If a PORS retiree who does not have an SCRS account or who has an inactive SCRS account returns to work in an SCRS- or a PORS-covered position, the retiree and employer pay the PORS active member contribution rate.
- If a PORS retiree returns to work for a PORS-only employer in a position not covered by PORS, the retiree and employer must still pay the PORS active member contribution rate for that employment.
- If a member who is retired from both SCRS and PORS returns to work in an SCRS- or a PORS-covered position, the retiree and employer pay the active member contributions for the system to which an active member employed in that position would normally contribute.

Employers failing to properly report contributions on working retired members will be subject to interest assessments and other statutorily prescribed penalties.

Refer to the Reporting process chapter of the [Covered Employer Procedures Manual](#).

Earnings limitation

A member who retires from SCRS or PORS after January 1, 2013, and returns to covered employment may be subject to the earnings limitation.

For full details, including any exceptions to the limit, refer to the Retirement annuities chapter of the [Covered Employer Procedures Manual](#), under Returning to covered employment.