

Working after Retirement for Service and Early Retirees (Non-Disability Retirees)

You are retired and wish to return to work for your **previous employer**

- You must wait 180 days before returning to work to establish a "bona fide" separation of employment* with no form of pre-arrangement to return in any capacity prior to the 180 days
- 10-month employees with a retirement date of July 1: 180-day count begins September 1
- This includes, but is not limited to: subbing, volunteering, employment through an independent contractor, re-employment in a new position, etc.

You are retired and wish to return to work for the **public sector in New Jersey, but not for your former employer**

- You must wait 30 days before your pension becomes due and payable before returning to work**
- 10-month employees with a retirement date of July 1: 30-day count begins September 1

You are retired and wish to work for the **private sector, the federal government, or in a government agency in a state other than New Jersey**

- You may work immediately in the private sector, federal sector or in another State

You are retired and wish to return to your **previous employer as a coach**

- May return to their previous employer as long as certain conditions are met:
 - 1. The re-employment commences after the retirement allowance becomes due and payable;
 - 2. The former member had attained normal retirement age, pursuant to his/her pension tier, as of the date of retirement; and
 - 3. The compensation for the employment is less than \$10,000 year

*Definition of "bona fide retirement":

Bona fide severance from employment means a complete termination of the employee's employment relationship with the employer for a period of at least 180 days. The following does not constitute a complete termination of the employee's relationship with the employer: (i) employment or re-employment in a part-time position; (ii) employment or re-employment in a position that is not covered by the Defined Benefit Plan; (iii) a change in title; (iv) employment or re-employment as a contract employee, a leased employee, or an independent contractor; or (v) termination of employment with a pre-arranged agreement for re-employment.

**Definition of "due and payable":

Either more than 30 days after the date of retirement, or more than 30 days after the retirement has been approved by the Board of Trustees, whichever date is the later of the two.

Employee Responsibility:

If re-enrollment is required, all pension contributions must be made retroactively to the date of re-employment in the new position. Employees are not permitted to collect from and contribute to the pension system simultaneously, except for certain individuals who are grandfathered into the pension system as dual enrollees.

Employer Responsibility:

Confirm with the employer that they have submitted the Notification of Employment after Retirement to the Division!