



Florida Retirement System Pension Plan

Preparing To Retire



Division of Retirement

July 2011

DISCLAIMER

If questions of interpretation arise as a result of the attempt to make these retirement provisions easy to understand, Chapter 121, Florida Statutes; Chapter 60S, Florida Administrative Code; and the Internal Revenue Code shall remain the final authorities.

TABLE OF CONTENTS

CONTACTING THE DIVISION	1
Division Website	1
Division Mailing Address	1
Division Location	1
Contact Us	3
Bureau of Retirement Calculations.....	3
Bureau of Benefit Payments	3
Retired Payroll Section.....	3
DROP Termination and Refund Payment Section	3
Disability Determination Section	4
Survivor Benefits Section.....	4
Research and Education Section.....	4
VESTING.....	5
TYPES OF RETIREMENT.....	5
Normal Retirement.....	5
Early Retirement.....	6
Deferred Retirement Option Program (DROP).....	7
PREPARING FOR RETIREMENT	8
1. Plan Ahead.....	8
2. Request an Estimate(s)	8
3. Apply for Retirement Benefits.....	9
4. Review Your Acknowledgment of Application.....	10
THE RETIREE PACKET.....	11
HOW BENEFITS ARE PAID	12
INSURANCE COVERAGE AFTER RETIREMENT	13
INSURANCE DEDUCTIONS	13
HEALTH INSURANCE SUBSIDY (HIS)	14
WITHHOLDING INCOME TAX.....	15
REEMPLOYMENT AFTER RETIREMENT.....	15
RENEWED MEMBERSHIP AFTER RETIREMENT.....	16

CONTACTING THE DIVISION

When you contact us, include your name, the last 4 digits of your Social Security number, daytime phone number and mailing address.

Division Website

<http://frs.MyFlorida.com>

Division Mailing Address

**DIVISION OF RETIREMENT
PO BOX 9000
TALLAHASSEE, FL 32315-9000**

Division Location

**DIVISION OF RETIREMENT
1317 WINEWOOD BLVD. BUILDING 8
TALLAHASSEE, FL 32399-1560**

A map to our location is available on our website or call us for directions. Our website gives you immediate access to most of our publications and forms, as well as answers to frequently asked questions. From there you may also access "Online Services," our secure web environment, to see your account information and services including:

- a summary of your Florida Retirement System (FRS) creditable service and a history of your salaries as an FRS member,
- the mailing address reported by your employer,
- your most recent Member Annual Statement (MAS),
- your beneficiary designation,
- calculate your own informal benefit estimate or ask us to calculate one for you,
- create and maintain your member profile, and
- select your communication and delivery preferences including e-mail notification from us when publications and forms such as this brochure, *DROP*, the *FRS Bulletin*, your member annual statement (MAS), the *FRS Retiree Newsletter*, *After You Retire*, or your *IRS Form 1099-R* are available.

Visit our website regularly and check out the "Website Overview" page to familiarize yourself with its resources and services.

Below are some of the resources on our website:

Online Services - A secure web environment where you access your personal retirement account information, get the answers to frequently asked questions (FAQs), calculate informal benefit estimates and maintain your member profile.

FRS Quick Clips - Provides links to short presentations you can watch and listen to explaining various FRS Pension Plan topics.

Employee Page - Provides links to sites to calculate informal benefit estimates, or request estimates to be calculated by the Bureau of Retirement Calculations, and learn about the Deferred Retirement Option Program (DROP), your potential Social Security benefit and federal withholding taxes.

Retiree Page - Provides information and links to items of particular interest to retirees and other beneficiaries of the FRS Pension Plan.

Contact Us - Provides contact information for bureaus and sections within the Division of Retirement.

Forms - Provides access to forms; most of these forms can be completed online before printing and submitting them.

Legislation, Laws and Rules - Provides tracking of proposed and passed retirement legislation for each general legislative session and links to current statutes and rules.

Publications - Provides links to a wide variety of our publications including retirement guides for each membership class, informational booklets and retirement newsletters.

CONTACT US

The following telephone numbers, fax numbers, e-mail addresses and descriptions of responsibilities will help you contact the bureau and section that can best assist you.

Bureau of Retirement Calculations

For questions concerning the calculation of your benefit amount and creditable service, estimates of benefits and DROP accumulation, eligibility for service retirement and DROP, the cost to purchase various types of creditable service, or reemployment after retirement:

Telephone Toll Free (888) 738-2252
Telephone (850) 488-6491
Fax (850) 410-2195
E-mail..... **calculations@dms.MyFlorida.com**

Bureau of Benefit Payments

Retired Payroll Section

Report a late, lost or stolen benefit payment; to report a change of address after retirement; or for general questions about benefit payments, insurance deductions, direct deposit, the health insurance subsidy or withholding tax:

Telephone Toll Free (888) 377-7687
Telephone (850) 488-4742
Fax (850) 410-2193
E-mail..... **retired@dms.MyFlorida.com**

DROP Termination and Refund Payment Section

Report termination of employment as a DROP participant; submit DROP termination forms (Forms DP-TERM and DP-PAYT); or request refund of employee contributions prior to retirement.

Telephone Toll Free (877) 738-3767
Telephone (850) 487-4856
Fax (850) 410-2199
E-mail **.drop_term_refund_payment@dms.MyFlorida.com**

Disability Determination Section

For questions about the processing or status of disability retirement applications:

- Telephone Toll Free (877) 738-3725
- Telephone (850) 488-2968
- Fax (850) 410-2198
- E-mail..... **disability@dms.MyFlorida.com**

Survivor Benefits Section

Report the death of an active member, a retiree, beneficiary or joint annuitant or to request forms for change of beneficiary or joint annuitant after you retire:

- Telephone Toll Free (877) 377-4347
- Telephone (850) 488-5207
- Fax (850) 410-2197
- E-mail..... **survivor@dms.MyFlorida.com**

Research and Education Section

For questions related to proposed legislation and the distribution of FRS Pension Plan publications:

- Telephone Toll Free (877) 377-1737
- Telephone (850) 488-5706
- Fax (850) 921-0371
- E-mail..... **rep@dms.MyFlorida.com**

If you have a hearing or speech impairment, you may call us via T.D.D. through the Florida Relay System by dialing 711 or toll free at (800) 955-8771.

VESTING

You are vested, or eligible to receive future benefits under the Florida Retirement System (FRS) Pension Plan after 8 years of creditable service for members who first enrolled on or after, July 1, 2011.

If you were already enrolled and actively employed on July 1, 2001, or first enrolled between July 1, 2001 and June 30, 2011, you will be vested in the Pension Plan after 6 years of service.

If you terminated covered employment before July 1, 2001, your vesting period was 7, 8 or 10 years of creditable service depending upon your membership class. If you were more than 1 year away from vesting at the time, you must complete 1 work year after you return to covered employment before you will be eligible for 6-year vesting. But if you were less than 1 work year away from vesting when you terminated employment, you will vest upon working those number of months. Contact the Bureau of Retirement Calculations if you have any questions (see page 3).

TYPES OF RETIREMENT

Normal Retirement

Under the FRS Pension Plan, normal retirement is the time you are first eligible to receive an unreduced retirement benefit based on your age or years of service.

If you are a member of the Regular Class, Senior Management Service Class, or Elected Officers' Class you will qualify for normal retirement as follows:

If initially enrolled in the FRS before July 1, 2011, you qualify for normal retirement when:

- You are vested and age 62 or the age after age 62 when you become vested; or
- You have 30 years of creditable service before age 62.

If initially enrolled in the FRS on or after July 1, 2011, you qualify for normal retirement when:

- You are vested and age 65 or the age after age 65 when you become vested; or
- You have 33 years of creditable service before age 65.

If you are a Special Risk Class member, you will qualify for normal retirement as follows:

If initially enrolled in the FRS before July 1, 2011, you qualify for normal retirement when:

- You are vested and age 55 or the age after age 55 when you become vested; or
- You have 25 years of Special Risk Class service before age 55; or
- You are age 52 and have a combined total of 25 years of Special Risk Class service and up to 4 years of active duty wartime military service; or
- You have 30 years of any creditable service before age 62.

If initially enrolled in the FRS before July 1, 2011, you qualify for normal retirement when:

- You are vested and age 60 or the age after age 60 when you become vested; or
- You have 30 years of Special Risk Class service before age 60; or
- You are age 57 and have a combined total of 30 years of Special Risk Class service and up to 4 years of active duty wartime military service; or
- You have 33 years of any creditable service before age 65.

If you are a Special Risk Administrative Support Class member with at least the number of years of creditable service in the Special Risk Class that is required for you to vest, you qualify for normal retirement based upon the Special Risk Class requirements. Otherwise, you must meet the requirements for normal retirement for all other class members.

If you reach normal retirement based upon age, then your normal retirement date is the first of the month in which you reach your normal retirement age. For example, if you initially enrolled in the FRS before July 1, 2011, and turn age 62 on May 30, your normal retirement date would be May 1.

If you reach your normal retirement based upon years of service, then your normal retirement date is the first of the month after the month in which you complete the required years of service. For example, if you initially enrolled in the FRS before July 1, 2011, and reach 30 years of service in May, your normal retirement date would be June 1.

Early Retirement

Under the FRS Pension Plan, early retirement can be taken if you are vested and within 20 years of your normal retirement age, but have not yet reached your normal retirement age or completed the required years of service. Your benefit is reduced by 5% for each year you are under your normal retirement age. Any partial year that you are under your normal retirement age is prorated on a month-by-month basis (i.e., 5/12 of 1% for each month).

If you have a combination of Special Risk Class service and service in another membership class, this is referred to as dual-normal retirement. If you have not

reached normal retirement age or date for both classes, a separate benefit must be calculated for your Special Risk Class service and then for all other classes. The 2 benefits are added together for your total benefit.

Deferred Retirement Option Program (DROP)

DROP is a voluntary retirement program, available only to FRS Pension Plan members who qualify for normal retirement. Under DROP, you effectively retire and continue to work for your FRS employer while your retirement benefits accumulate in the FRS Trust Fund, earning tax deferred interest. You do not pay taxes on the interest until it is paid directly to you, rather than when it is earned.

We calculate your benefit based on your total years of FRS service credit and your age when your DROP participation begins and the benefit payment option you choose. You can choose to participate in DROP for up to 60 months beginning with your normal retirement date or a later date if you are eligible to defer entry into DROP. DROP participants employed in certain K-12 instructional positions with school districts, the Florida School for the Deaf and Blind and developmental research schools may participate beyond their 60-month eligibility period, up to an additional 36 months, if approved by the employer and the Division of Retirement. DROP participation does not change your conditions of employment. The *DROP* brochure has more information about deferring DROP participation and extending DROP participation.

After your DROP termination date, you must remain off all employment with all FRS employers for 6 calendar months, except if you hold an elective office. Elected officers are eligible to delay their termination until the end of their current term or successively held terms of office. Their DROP accumulation remains in the FRS Trust Fund and increases by the compounded monthly interest until termination, unless their DROP participation begins on or after July 1, 2010. The DROP accounts of elected officers whose DROP participation begins on or after July 1, 2010, will not earn interest after their DROP participation ends. Accumulated DROP benefits and interest are distributed after your termination is verified. You also begin receiving your monthly FRS retirement benefit (in the same amount determined at retirement, plus annual cost-of-living increases). If you are dually employed in an elected position and a nonelected position that are both covered by the FRS at the end of your DROP participation, you must terminate from both your nonelected and elected positions in order to receive your accumulated DROP benefits and monthly FRS retirement benefit. See the *DROP* brochure for more detailed information.

PREPARING FOR RETIREMENT

The following steps will help make sure that you will have no loss of benefits. Follow these steps to start receiving your retirement benefits:

1. Plan Ahead

- Decide when you plan to terminate your employment. If you retire without participating in DROP, the earliest your effective retirement date can be is the first of the month following your termination. You must terminate employment to be eligible to receive monthly benefits.
- Once you retire you must end all employment relationships with all FRS employers for a period of 6 calendar months to meet the termination requirement for retirement. For example, if your termination date is August 15, 2011, then your effective retirement date is September 1, 2011, and you must not work for any FRS employer during the entire 6-month period of September 1, 2011, through February 29, 2012.

Note: If you work for any FRS employer in any capacity during the required termination period, your retirement is voided. You must repay all benefits received, including a DROP payout, and apply to set a future retirement date.

The termination period required after your DROP participation ends is explained on Page 7. See the *DROP* brochure for more detailed information.

2. Request an Estimate(s)

Once you choose an anticipated termination date (or DROP begin date), request an estimate(s) of benefits from us in one of the following ways:

- **From our website (<http://frs.MyFlorida.com>):**
 - ♦ Click on the "Employee Page," then
 - ♦ Click on the "Estimates" link, and then
 - ♦ Click on the "Audit/Estimate" link to enter your information and transmit the online request.
- **In writing:**
 - ♦ E-mail your request for benefit estimates to **calculations@dms.MyFlorida.com**,
 - ♦ Fax your request to (850) 410-2195,
 - ♦ Mail a letter or by completing and sending in a *Form FR-9*. This form is available from your personnel office or from the "Forms" page of our website.

Any written request should include your full name, the last 4 digits of your Social Security number, mailing address, daytime telephone number and, if applicable, your spouse's name and date of birth.

- **By telephone:** If you wish to speak to a retirement counselor to request your benefit estimate or other information about your account, you may telephone the Bureau of Retirement Calculations toll free at (888) 738-2252 or at (850) 488-6491 in the Tallahassee local calling area.

If we calculated the cost to purchase your optional service credit at an earlier date, we will update the amount due to purchase this service and provide estimates with and without this additional service credit. These estimates will help you compare the increase in your benefit if you purchase this service and determine whether the purchase is cost effective for you.

To learn more about the types of creditable service that you may purchase, refer to the "Other Creditable Service" section of the *FRS Today Retirement Guide* for your membership class. Retirement guides are mailed to active members every other year. Copies can be viewed and downloaded from our website at <http://frs.MyFlorida.com>, or are available from your employer or our Research and Education Section.

3. Apply for Retirement Benefits

You must submit a signed and notarized application form to begin receiving a retirement benefit or participate in DROP. We accept retirement applications up to 6 months before the date you expect to terminate employment or enter DROP. The following descriptions will help you select the correct application to complete and submit.

To retire without participating in DROP:

- Submit an *Application for Service Retirement, Form FR-11*.
- If we receive your *Form FR-11* within 30 days after your termination date, your retirement date will be the first day of the month after your termination date.
- If we receive your *Form FR-11* more than 30 days after your termination date, your effective date of retirement is the first day of the month after the month that we receive your application.

To retire and participate in DROP:

- Submit an *Application for Service Retirement and the Deferred Retirement Option Program, Form DP-11*.

- Submit a *Notice of Election to Participate in the Deferred Retirement Option Program (DROP) and Resignation of Employment, Form DP-ELE* (this form must be fully completed when submitted to us).
- We must receive your *Form DP-11* by the last State of Florida work day of the calendar month in which you choose to begin DROP, or your DROP effective date is the first day of the month in which we receive your application.

Note: If you are designating more than 1 beneficiary or contingent beneficiary, use *Beneficiary Designation, Form FST-12*, instead of listing them on your retirement application.

We determine your effective date of retirement based on your termination date or DROP participation date, and the date we receive your retirement application.

Do not delay sending your retirement application. You will not receive any retroactive benefits for any months before your effective date of retirement. We can keep your application on file for a limited period of time, allowing you to meet other requirements such as option selection, birth date verification and payment of amounts due your account, to finalize your retirement application at a later date.

4. Review Your Acknowledgment of Application

We notify you after we receive your retirement application by sending an acknowledgment listing any items that you must provide to finalize your retirement application. No retirement benefits will be paid until the requested items are provided. The following items are required to finalize your retirement, if not submitted with your application:

a. Option Selection for FRS Members, Form FRS-11o

When you retire and before you can begin receiving retirement benefits or begin DROP, you must choose 1 of the 4 benefit payment options. An explanation of the option selections available to you is in the publication *What Option Should You Choose?* that is included with your estimate of benefits. An explanation is also in the retirement guide for your membership class.

You cannot change your option selection once you cash or deposit any benefit payment or begin your DROP participation.

b. Spousal Acknowledgement, Form SA-1

You must complete box 1 on the spousal acknowledgment *Form SA-1* to indicate your marital status. If you are married and select either Option 1 or 2,

your spouse must acknowledge your option selection in writing by completing box 2 as provided on *Form SA-1*.

c. Birth Date Verification

Before you receive retirement benefits under any benefit option or at the time you begin DROP participation, you must submit proof of your age. If you select Option 3 or 4, you must also provide proof of age for your joint annuitant. Include your name and the last 4 digits of your Social Security number on the face of the document(s). A readable copy of one of the following documents will be accepted as proof of age:

- Birth certificate issued by the state or country of birth.
- Delayed birth certificate.
- Census report more than 30 years old.
- Life insurance policy more than 30 years old.
- Documentation from the Social Security Administration (SSA) stating the date of birth the SSA has established for payment of benefits to you or your joint annuitant. (An estimate of projected future SSA benefits does not establish your date of birth for the payment of SSA benefits.)
- Certificate of naturalization.

If you cannot provide one of the forms of verification described above, a readable copy of a document from two of the following categories will be accepted as proof of age:

- Birth certificate of your child that shows your age (or your joint annuitant's age).
- Baptismal certificate more than 30 years old.
- Hospital record of birth.
- School record with your age (or your joint annuitant's age) in grammar school.

Remember, once you cash or deposit any benefit payment or after the first payment is credited during your DROP participation period, you cannot add service credit, change your retirement benefit option selection, change your type of retirement from early to normal or from service to disability retirement, transfer to the FRS Investment Plan or cancel your DROP participation.

THE RETIREE PACKET

We will mail you a *Retiree Packet* around the same time you receive your first benefit payment. If you are a DROP participant, your name will not be placed on the retired payroll until your DROP participation ends and we receive a properly

completed *DROP Termination Notification, Form DP-TERM*, certifying your employment termination.

In your *Retiree Packet* we send:

- An information letter - summarizes your retirement information, listing the contents of your *Retiree Packet* and highlighting issues of importance to you as a new retiree.
- *Direct Deposit Authorization, Form DFS-AI-26R* - used to start or change the Direct Deposit of your FRS benefit. You must enroll in Direct Deposit; refer to the "How Benefits are Paid" section below for further information.
- *Health Insurance Subsidy Certification, Form HIS-1* - used to apply for a payment to assist you with some of the cost of maintaining health insurance. Please refer to the "Health Insurance Subsidy" section on Page 14 for eligibility information.
- *Withholding Certificate for Pension Payments, Form W-4P* - used to indicate your federal tax withholding preference. See the "Withholding Income Tax" section on Page 15 for more information.
- An *After You Retire* booklet - provides helpful information and answers questions you might have as a new retiree. You should review and keep this booklet. If you have questions related to your FRS benefits that are not addressed by this booklet, please contact us.

HOW BENEFITS ARE PAID

We pay your FRS Pension Plan retirement benefit on the last State of Florida work day of each month. For example, an April benefit would be paid at the end of April.

Florida law requires use of direct deposit of your benefit payments to your financial institution. Exceptions may only be made for hardships. Requests for hardship consideration must be sent in writing to:

**DEPARTMENT OF FINANCIAL SERVICES
DIRECT DEPOSIT SECTION
200 E. GAINES ST. ROOM 414
TALLAHASSEE, FL 32399-0359**

If you are working for the State of Florida when you retire and your salary payments were direct deposited, we will continue to automatically send your monthly retirement benefit payments the same way. You do not need to complete a new form to continue direct deposit to the same account. But if you want to change your direct deposit to a different account or a different

financial institution, you must complete a new direct deposit authorization, *Form DFS-A1-26R*.

If you are working for a non-state employer when you retire, your benefit payments will be mailed to your mailing address you provided until you enroll in Direct Deposit. Retirement benefits mailed to your home address are mailed to arrive no later than the last State of Florida work day of the month. Delays can occur while payments are in the mail. However, if you do not receive your benefit by the fifth day of the following month, contact the Retired Payroll Section (see Page 3).

To enroll in Direct Deposit or make changes to an existing direct deposit authorization, you must complete and submit a *Direct Deposit Authorization, Form DFS-A1-26R*. This form is included in your *Retiree Packet* or can be found on the "Forms" page of our website at <http://frs.MyFlorida.com>. It normally takes 30 to 45 days to complete processing your Direct Deposit and begin receiving your benefit payments directly in your account. Verify the status of your direct deposit application or payments by e-mail to directdeposit@myfloridacfo.com or by telephoning the Direct Deposit Section of the Department of Financial Services at (850) 413-5517.

View your monthly benefit information online in the secure web environment of "Online Services" from our website at <http://frs.MyFlorida.com>.

INSURANCE COVERAGE AFTER RETIREMENT

Under section 112.0801, Florida Statutes, your FRS employer is required to offer you and your eligible dependents continued participation in any employer-sponsored group insurance plans that you participated in at the time you retired or your DROP termination date. As a retiree, your premium cost for health and hospitalization insurance may not exceed the total premium cost (both employee and employer share) applicable to active employees.

Contact your FRS employer for information about continuing your employer-sponsored health coverage or other group insurance coverage during retirement or the ability of your spouse or dependent beneficiary to continue employer-sponsored health coverage after your death. We have no authority over or responsibility for the administration of your employer's insurance plans.

INSURANCE DEDUCTIONS

If we have an agreement with your insurance provider, we can deduct certain insurance premiums from your pension benefit payment. You must authorize

insurance deductions from your pension benefit even if you previously had the same insurance deducted from your salary before retiring. Insurance deductions from your pension benefit do not receive pre-tax treatment. Contact your personnel office for information about the availability of payroll deduction of your insurance premiums from your FRS pension benefit.

HEALTH INSURANCE SUBSIDY (HIS)

The HIS is a benefit available to eligible FRS retirees to help cover some of the cost of maintaining health insurance coverage. The HIS is not an insurance policy. If you participate in DROP, you do not receive HIS payments until after you terminate and begin receiving monthly benefits. You are not eligible to receive HIS if you receive Medicaid, Medically Needy Programs, Health of the Brotherhood or health insurance at no cost through the State of Florida as provided in section 110.1232, Florida Statutes.

Benefits received under the following programs do not qualify you to receive the HIS:

- Florida Institute of Food and Agricultural Sciences (IFAS) Supplemental Retirement Program
- Florida National Guard Supplemental Retirement Program
- Florida Special Pensions or Relief Acts
- Florida Senior Management Service Optional Annuity Program
- Florida State University System Optional Retirement Program
- Florida State Community College System Optional Retirement Program
- Florida Teachers' Retirement System Survivors' Benefits

Your HIS payment is calculated by multiplying by your total years of creditable service at retirement times \$5. The minimum HIS payment is \$30 per month and the maximum is \$150 per month with 30 or more years of creditable service at retirement.

You must apply for and be approved to receive the HIS monthly benefit. Complete the *Health Insurance Subsidy Certification, Form HIS-1*, included in your *Retiree Packet*. You must return a completed *Form HIS-1* to us within 6 months after you begin to receive your monthly retirement benefits to receive the HIS benefit retroactive to your retirement date or, for DROP participants, the month following your DROP termination date. If you do not return the HIS application within this 6 month period, retroactive subsidy payments are limited to a maximum of 6 months. *Form HIS-1* must include certification of health insurance coverage for all months that include retroactive HIS payments. You are responsible for obtaining certification of your health insurance coverage and

applying for the HIS. Your HIS benefit is included in the same payment with your monthly FRS retirement benefit.

The HIS Program is funded through separate contributions made by FRS participating employers. If the employers' HIS contributions, or the annual appropriation by the legislature, fail to provide enough funds to pay full subsidy benefits to all participants, the legislature may reduce or cancel future HIS payments.

WITHHOLDING INCOME TAX

Your retirement benefit is subject to federal income tax. You can use the "Change Tax Withholding" feature through your "Online Services" account on our website to calculate your withholding and update your federal tax withholding preference. We also include a *Withholding Certificate for Pension Payments, Form W-4P*, in your *Retiree Packet*, or you can download it from the "Forms" page of our website at <http://frs.MyFlorida.com>. *Form W-4P* must be completed and returned to us indicating your federal tax withholding preference. Until the Retired Payroll Section receives your completed *Form W-4P*, Internal Revenue Service guidelines require that we withhold taxes from your monthly retirement benefit payment as if you were married and claiming 3 allowances. After we receive your completed *Form W-4P*, we will withhold taxes based upon your formal request. We do not withhold for state income taxes.

REEMPLOYMENT AFTER RETIREMENT

If you retire under disability retirement, Florida law does not allow you to be employed by any public or private employer and continue receiving FRS disability benefits.

If you retire under normal or early service retirement or your DROP participation ends, you may work for any private employer or for any public employer not participating in the FRS (in Florida, in another state, or with the federal government) without affecting your ability to receive your monthly FRS benefit while working.

If you become employed by any FRS employer in any capacity during the first 6 calendar months of retirement or the first 6 calendar months after your DROP termination, you are not retired. Your retirement application will be voided and you must repay **all** retirement benefits you have received, including any DROP payout.

If you become employed by any FRS employer in any capacity during the 7th - 12th calendar months after your effective retirement date or DROP termination date, you must suspend your retirement benefit in any month you receive a salary or wage payments. There are no exceptions to the reemployment restrictions for the 6 calendar months after your 6 calendar months of termination. Suspended benefits are forfeited and will not be paid to you.

RENEWED MEMBERSHIP AFTER RETIREMENT

Renewed membership is established the first time a retiree returns to work in a retirement-covered position with a participating employer before July 1, 2010. Retirees who established renewed membership by June 30, 2010, will retain renewed membership, even if they have had a break in service without retiring.

Renewed membership is closed to all retirees of a state-administered retirement system who initially return to retirement-covered employment on or after July 1, 2010. Affected retirees will not earn another retirement benefit for this employment. This change includes retirees of the FRS Pension Plan, the FRS Investment Plan, the State University System Optional Retirement Program, the State Senior Management Optional Annuity Program, the State Community College System Optional Retirement Program, and local government senior managers covered by a separate arrangement with their employers.

Note: If you retired from a city or special district that withdrew from the FRS for new employees on or after January 1, 1996, you must not be employed with that employer or any other current FRS employer for the period of time required based on your retirement effective date or DROP termination date to meet the definition of termination. Otherwise you will void your retirement.

