

Retiring and Returning to Work for the Same Employer

----- Rules of the Road -----

Standard	Early Retirees	Normal Retirement Age		
		State Employees (all branches) and Teacher Members		PLD Employees, Legislators and Judges
		Not Classroom-Based Employees	Classroom Based Employees ¹	All Employees
Required to Terminate Employment	Yes	Yes	Yes	Yes
May discuss return to work prior to retiring	No	Yes	Yes	Yes
Can go back to work	Later of 30 days after termination or Retirement Date	Later of 30 days after termination or Retirement Date	Later of 30 days after termination or Retirement Date	Retirement Date
Limit on time worked (school or calendar)	Yes 90 Days/Year	5 years*	10 years total ²	No
Limit on earnings	No	75% of compensation for the position*	5 Years – No 5 Years – 75% of compensation for the position ²	No
Restriction on type of Position	No	No	No	No
Contribute to MainePERS	No	No	No	No
Earn Service Credit	No	No	No	No
Repayment of any disallowed retirement benefits	Repaid through a deduction in the monthly benefit over the retiree's expected lifetime	N/A	N/A	N/A

¹ Whether a position is considered "classroom-based" is determined by the employer.

² 5 years under one-year contracts with compensation set at 100% and 5 years with compensation set at 75%.

* Not applicable to those returning as a substitute teacher.

----- What Does Same Employer* Mean? -----

Pre-Retirement Employer	Post-Retirement Employer	"Same Employer"?
State Employees (all branches) and Teacher Members	State/Teacher	Yes
	Consolidated PLD	No
	Non-Consolidated PLD	No
Consolidated PLD	Consolidated PLD	Yes
	Non-Consolidated PLD	No
	State/Teacher	No
Non-Consolidated PLD	SAME - Non Consolidated PLD	Yes
	ANOTHER - Non-Consolidated PLD	No
	Consolidated PLD	No
	State/Teacher	No

* Disability Retirees: The above information applies to service retirees only. There are limitations on the amount you may earn without reducing or eliminating your disability benefit. For information on your earnings limitation, please contact the MainePERS Disability Unit.