

Retiring and Returning to Work for the Same Employer

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

Standard	Early Retirees	Normal Retirement Age	
		State Employees and Teacher Members	PLD Employees, Legislators and Judges
Required to Terminate Employment	Yes	Yes	Yes
Prohibited from having an explicit understanding or agreement to return to work prior to retiring	Yes	Limited ¹	Limited ¹
Can go back to work	Later of: · 30 days after Termination Date · Retirement Date	Later of: · 30 days after Termination Date · Retirement Date	Retirement Date
Limit on time worked (school or calendar)	Yes 90 Days/Year	No	No
Limit on earnings	No	No	No
Restriction on type of Position	No	No	No
Contribute to MainePERS ²	No	No	No
Earn Service Credit	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

¹If you are retiring younger than 59½, you must have terminated employment without any explicit understanding or agreement to return to work with the same employer or you will be subject to an IRS 10% early distribution tax.

²PLD Retirees: While you no longer pay retirement contributions, a separate payment is required during the period of re-employment. The rate is the greater of 5% or the aggregate unfunded actuarial liability (UAL) rate of the Plan. It is up to the employer and employee to determine who will pay this rate, but the employer remits the funds to MainePERS.

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

Pre-Retirement Employer	Post-Retirement Employer	"Same Employer"? ¹
State/Legislative/Judicial Employees and Teacher Members	State/Legislative/Judicial/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

¹For purposes of the early distribution tax only, "same employer" means the employer you worked for immediately before retiring.

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.