

**FROM:** UCF Human Resources

**SUBJECT:** Changes to Florida retirement and reemployment law

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Effective July 1, 2010 the Florida Statute governing the reemployment of retirees from the FRS pension plan (including DROP), FRS investment plan, SUSORP, CCORP, SMSOAP, et al., was changed significantly. Going forward, it is critical to determine if new hires are retired from a state administered retirement plan and if so, their date of retirement. Violation of the reemployment provision may have financial consequences.

**Retiree Definition:**

**An individual is considered retired if:**

- 1. He or she has received any benefits under the FRS Pension Plan (including DROP)**
- 2. He or she has taken any distribution (including a rollover) from the FRS Investment Plan, or alternative retirement programs offered by state universities (SUSORP), state community colleges (CCORP), state government (SMSOAP), or local governments (senior management).**

Retirees with a retirement date (or DROP end date) prior to July 1, 2010, are subject to the former law and are only required to remain off the payroll for 1 full calendar month following their retirement date. For former members of any of the state administered defined contribution plans (SUSORP, etc.), their retirement date is the 1<sup>st</sup> day of the month in which they received a distribution (regardless of amount and including rollovers) from the employer funded account.

**Any retiree from any of the retirement plans listed above with a retirement date of July 1, 2010 or later, must remain off the payroll for 6 full calendar months before they are eligible for rehire.** The statute does not provide for any exceptions (including OPS, adjunct, etc.). These retirees may be employed during the 7<sup>th</sup>-12th calendar months after their retirement or distribution (withdrawal) date provided the retiree ceases receiving retirement benefits during those months. After 12 months, there are no restrictions on reemployment. **NOTE: Retirees who are initially reemployed on after July 1, 2010, will not be eligible to earn another retirement benefit; UCF will be legally prohibited from making retirement contributions on the employee's behalf.**

For your convenience, we have several links under the heading of Rule Changes for Reemployed Retirees on the HR website at <http://www.hr.ucf.edu/web/benefits/retirement.shtml>.

Be advised that if you have questions on a specific individual, you may contact Paul Newman in Benefits at (407) 823-2771 or via the Benefits mailbox at [benefits@mail.ucf.edu](mailto:benefits@mail.ucf.edu).

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