

Working After Retirement

History:

Pre-SB1049:

Prior to SB1049, PERS statute required the following employees to have an hour limit:

- All OPSRP employees (599.99 hours)
- PERS Tier 1 & 2 retirees that have not reached full social security retirement age and did not meet a statutory exception to hour limits (1039.99 hours)

Current:

Post SB1049 (Eff 1/1/2020)

SB1049 temporarily lifts PERS work hour limits for the populations noted above, and imposes hour limits for the following:

- All PERS Tier 1 & 2 retirees who took an early retirement and did not take a 6-month break before returning to work (1039.99 hours)
 - Tier 1 & 2 members who are not eligible to work unlimited hours under SB 1049 but meet a pre-SB 1049 statutory exception may work unlimited under that exception.
- All OPSRP retirees who took an early retirement and did not take a 6-month break before returning to work (599.99 hours)

Future:

SB1049 Sunsets (Eff 12/31/2034) (1/1/25 return to pre-SB1049 rules)

When/if SB1049 sunsets 12/31/2034, only the following employees may be eligible to work without hour limits, *if* they meet an exception to pre-SB1049 work hour limits. This will need to be determined by the agency:

- PERS Tier 1 & 2 retirees that have not reached full social security retirement age

Retiree Status Check:

During the status check, PERS will indicate if the retiree does or does not have hour limits based on current PERS legislation and rules.

Agencies have the following PERS Class Plans available in Workday and should make the appropriate selection based on the status check:

Retiree's - NO HOUR LIMIT	
M-General Service (Retiree No Hour Limit) Tier 1	To be used for Tier 1 retirees working in a general service position who meet an exception to hour limits by statute or policy.
M-General Service (Retiree No Hour Limit) Tier 2	To be used for Tier 2 retirees working in a general service position who meet an exception to hour limits statute or policy.
M-General Service (Retiree No Hour Limit) OPSRP	To be used for OPSRP retirees working in a general service position who meet an exception to hour limits by statute or policy. (For use by non-Exec branch agencies only)
M-Police & Fire (Retiree No Hour Limit) Tier 1	To be used for Tier 1 retirees working in a police & fire position who meet an exception to hour limits by statute or policy. This selection will send the P&F employer rate to PERS
M-Police & Fire (Retiree No Hour Limit) Tier 2	To be used for Tier 2 retirees working in a police & fire position who meet an exception to hour limits by statute or policy. This selection will send the P&F employer rate to PERS
M-Police & Fire (Retiree No Hour Limit) OPSRP	To be used for OPSRP retirees working in a police & fire position who meet an exception to hour limits by statute or policy. (For use by non-Exec branch agencies only). This selection will send the P&F employer rate to PERS
Retiree's - WITH HOUR LIMIT	
R-General Service (Retiree W/ Hour Limit) Tier 1	To be used for Tier 1 retirees working in a general service position who have hour limitations imposed by statute or Policy.
R-General Service (Retiree W/ Hour Limit) Tier 2	To be used for Tier 2 retirees working in a general service position who have hour limitations imposed by statute or Policy.
R-General Service (Retiree W/ Hour Limit) OPSRP	To be used for OPSRP retirees working in a general service position who have hour limitations imposed by statute or Policy.
R-Police & Fire (Retiree W/ Hour Limit) Tier 1	To be used for Tier 1 retirees working in a police & fire position who have hour limitations imposed by statute or Policy. This selection will send the P&F employer rate to PERS
R-Police & Fire (Retiree W/ Hour Limit) Tier 2	To be used for Tier 2 retirees working in a police & fire position who have hour limitations imposed by statute or Policy. This selection will send the P&F employer rate to PERS
R-Police & Fire (Retiree W/ Hour Limit) OPSRP	To be used for OPSRP retirees working in a police & fire position who have hour limitations imposed by statute or Policy. This selection will send the P&F employer rate to PERS

If the reported hour limits are questioned by PERS, CPERS will work with the agency to determine exceptions and next steps.

When considering hour limits there may be other policy driven hour limits, such as with temporary appointments. Other hour limits need to be tracked separately by the agency. The PERS Class Plan code in Workday is for PERS purposes only.

If you have questions about the PERS Class Plan for working retirees, please contact your [CPERS Analyst](#).