

Certification for Post-Retirement Employment

Purpose of the Form

- Use this form to certify eligibility to return to work as a retiree without reinstatement in CCCERA.

Instructions

- Complete the form in blue or black ink.

Notice

CCCERA retirees cannot serve, be employed by, or be employed through a contract directly by any CCCERA employer without reinstatement from retirement, except as permitted by state law and Board of Retirement regulations. The information provided in response to Part A will determine the retiree's eligibility to provide services as a temporary employee or contractor. *This form does not apply to retirees who wish to "unretire" and be reinstated as an active member.*

This certification must be completed and filed prior to the first date of post-retirement employment. Contact CCCERA if there are any questions.

Member Information

Full Name		Social Security #
Street or P.O. Box	Apt. #	Employee # (if assigned)
City	State	Zip Code
Daytime Phone Number (with area code)		Work Phone Number (with area code)
Date of Retirement – mm/dd/yyyy	Expected Date of Reemployment – mm/dd/yyyy	Expected Break in Service*

* The Expected Break in Service is the number of calendar days between your Date of Retirement and your Expected Date of Reemployment.

Employment Information

Name of Employer Prior to Retirement	
Title of Position Prior to Retirement	Employee #
Name of Employer as a Working Retiree	
Title of Position as a Working Retiree	Employee #

Certification for Post-Retirement Employment (Continued)

Part A: Break in Service Information *(to be completed by retiree)*

1. **Did you or will you receive any unemployment insurance compensation within the 12 months prior to the expected date of reemployment?**
 - Yes (**STOP** – you are not eligible for this kind of reemployment at this time; notify hiring department)
 - No (Continue to question 2)

2. **Were you given any retirement incentive (e.g., a "golden handshake" such as an additional year of service) upon retirement?**
 - Yes (Continue to question 3)
 - No (Skip to question 4)

3. **If you answered 'Yes' to question 2, is your Expected Break in Service at least 180 days?**
 - Yes (Continue to question 4)
 - No (**STOP** – you are not eligible for this kind of reemployment at this time; notify hiring department)

4. **Were you at least CCCERA Normal Retirement Age (age 50 for Safety and age 55 for General) on your Date of Retirement?**
 - Yes
 - No

5. **Did you have a bona fide separation of service from your employer, which means:**
 - (a) Prior to retirement you had no prearrangement with your employer to return to work after retirement, and
 - (b) Your break in service will be at least 90 days (or circumstances changed after retirement that caused you to return to work).
 - Yes
 - No (If you answered "No" to questions 4 and 5, CCCERA must suspend your retirement allowance upon your reemployment; notify hiring department)

Part B: Terms of Post-Retirement Service *(to be signed by retiree)*

- **10% Additional Tax on Early Retirement Payments.** I understand that if I am under age 59 ½ and did not have a bona fide separation of service (see Part A question 5), my retirement allowance will be subject to a 10% additional tax under Internal Revenue Code Section 72(t) until I have a bona fide separation from service or attain age 59 ½
- **Limit of 960 hours of employment per fiscal year.** Post-retirement employment shall not exceed a total of 960 hours each fiscal year for all service to any CCCERA employer.
- **Limits on hourly rate of pay.** The rate of pay for the employment shall not be less than the minimum hourly rate nor greater than the maximum hourly rate as set forth on a published pay schedule for other employees performing comparable duties.
- **No service credit or other retirement benefits.** The employee will not acquire any service credit or retirement benefits under such reemployment without reinstatement to active service and suspension of retirement benefits.

I certify that my answers to the questions in Part A are true and correct to the best of my knowledge. I also understand that my reemployment must be in compliance with the terms of Post-Retirement Service.

Member Signature

Date – mm/dd/yyyy

Certification for Post-Retirement Employment (Continued)

Part C: Determination of Eligibility *(to be completed and signed by employer)*

Name of CCCERA Employer:

1. Did the retiree answer 'Yes' to question 1 in Part A?

Yes *(Retiree is not eligible for this kind of reemployment at this time; check 'No' on the Determination of Eligibility below)*

No *(Continue to question 2)*

2. Is the retiree's Expected Break in Service at least 180 days?

Yes *(Retiree is eligible for reemployment; check 'Yes' on the Determination of Eligibility below)*

No *(Continue to question 3)*

3. Is the retiree eligible for one of the two exceptions to the 180 day waiting period listed below?

Yes, exception _____ (1 or 4)* *(Continue to question 4)*

No *(Retiree is not eligible for this kind of reemployment at this time; check 'No' on the Determination of Eligibility below)*

4. Did the retiree answer 'No' to questions 4 and 5 in Part A?

Yes *(Retiree must reinstate as an active member of CCCERA upon reemployment; check 'No' on the Determination of Eligibility below)*

No *(Retiree is eligible for reemployment; check 'Yes' on the Determination of Eligibility below)*

Determination of Eligibility: Based on the information provided by the retiree, the retiree is eligible for post-retirement employment on or after the Expected Date of Reemployment indicated on the front of this form.

Yes, the retiree is eligible for reemployment

No, the retiree is not eligible for this kind of reemployment at this time

I further understand that reemployment must be in compliance with the Terms of Post-Retirement Service listed in Part B.

Employer Representative Signature	Date – mm/dd/yyyy
Employer Representative Name and Title (please print)	Phone

* Under the Government Code there are two exceptions to the 180 day waiting period that may apply to CCCERA retirees.

7522.56(f)(1) The employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed and the appointment has been approved by the governing body of the employer in a public meeting. The appointment may not be placed on a consent calendar.

7522.56(f)(4) The retiree is a public safety officer or firefighter hired to perform a function or functions regularly performed by a public safety officer or firefighter.

Employer: Send a copy of this completed certificate to the address below and save the original for your records.