

# TEMPORARY WORK UNDER

## the 120-DAY RULE

The County can temporarily reemploy eligible retirees with unique skills (as deemed by the County) for up to 120 days without stopping their retirement allowance. During this period, members do not accrue additional LACERA pension benefits and neither the member nor the employer make contributions.

### 120-DAY RULES FOR RETURNING MEMBERS

01

RETIREES MUST WAIT 180 DAYS BEFORE RETURNING TO WORK ON A TEMPORARY BASIS.



Critical positions requested by employers as approved by either the Board of Retirement or Board of Supervisors in an open meeting

EXCEPTIONS



Retiree is a public safety officer or firefighters

02

MEMBERS UNDER THE NORMAL RETIREMENT AGE



Members must wait a continuous **90 days** from the date of retirement to the date preceding the day of reemployment as a retiree.



Prearranged agreements with former employers are **prohibited**.



IRS penalties may apply to retirees **under 59.5** who have not had a bona fide separation from service and are engaged in post-retirement work with the County or any LACERA-plan sponsor.



For information pertaining to your individual situation, consult with a professional advisor. LACERA **does not** offer tax or legal advice.



### Normal Retirement Age by Plan

General Members of **Plans A,B,C,D, and G**: Age 57

General Members of **Plan E**: Age 65

Safety Members of **Plan A,B, and C**: Age 55



03

EMPLOYMENT PAY RANGE

No less than the **minimum rate** and no more than the **maximum rate** for comparable duties



04

OTHER LIMITATIONS

A

Anyone who received unemployment insurance within the last 12 months from prior County employment is **ineligible**

B

**No** retirement incentives like the Early Separation Program (ESP)

C

**No** LACERA benefits as contract employee



Disability retirees are **not eligible** to return to work as a 120-day employee in their previous job classification.