

Hiring Working PERA Retirees Into Staff Positions

Reference Guide

The following reference guide outlines the policy guidelines for hiring working PERA retirees into Staff Positions.

Guidelines

- The working retiree pays 10.50% to PERA. Contributions do not go towards the retiree's PERA account.
- The department pays to PERA (as for any other PERA employee) the amount listed below. Contributions do not go towards the retiree's PERA account.

Start Date	Statutory Employer Contribution	AED*	SAED**	Total Employer Contribution % for Year
January 2021	10.95%	5%	5%	20.95%

*AED – Amortization Equalization Disbursement

**SAED – Supplemental Amortization Equalization Disbursement

- The working retiree is limited to 110 days or 720 hours of work per calendar year. If limit is exceeded, PERA will reduce the retiree's benefit.
- If a PERA retiree returns to work during the effective month of retirement, the retiree will be subject to additional rules and a reduction in their benefit. PERA retirees are not allowed to work on the first business day of the month that their retirement is effective.
- Each campus may designate 10 PERA retirees who are permitted to work up to 140 days or 916 hours per calendar year without a reduction in their benefits.
- Campus HR offices are responsible for providing a list of their 140 days/916 hours working PERA retirees to Employee Services (EmployeeServices@cu.edu) by March 1 each year.
- Departments cannot hire working retirees through a temporary agency to circumvent the PERA restrictions – the PERA rules on working retirees apply to any employment, including employment as an independent contractor.
- If the working retiree chooses to rescind retirement and work at CU in a regular job, the rescission must occur for both PERA and CU retirement.
- It is the employee's responsibility to confer with Employee Services and PERA to understand the implications of working as a PERA retiree (length of service, impact on PERA benefits, etc.). For more information go to PERA's [Working After Retirement website](#).

Rate Calculations for PERA Retirees Working in University Staff Positions at CU	
Not overtime eligible	Overtime eligible
<ul style="list-style-type: none"> 110-Day/720hrs or 140-Day/916 hrs daily rate (Job Code 2583, coded as daily) Working at least 8 hours per day, no additional compensation for exceeding 8 hours per day 100% annual salary of position/260 days = \$salary/day \$salary/day x days worked 	<ul style="list-style-type: none"> 110-Day/720hrs or 140-Day/916 hrs hourly rate (Job Code 2583, coded as hourly) Eligible for overtime (time and a half for hours worked exceeding 40 hours in a week) 100% annual salary of position/2080 hours = \$salary/hour \$salary/hour x hours worked
Example: Market pay* for full-time position is \$60,000/year \$60,000/260 days = \$230.80/day	Example: Market pay* for full-time position is \$60,000/year \$60,000/2080 hours = \$28.85/hour

*Market pay is determined by campus HR offices