

# RETIREE : Returning to City Employment



Audience: NERS Retirees

Description: Summarizes NERS retiree re-employment guidelines and retirement allowance payments during the period of re-employment.

**DISCLAIMER:** This pamphlet summarizes parts of Chapter 37 of the Code of the City of Norfolk. The summaries are intended to provide simplified and meaningful information that is relevant to the average member. Any information that is inconsistent with, or contradicts, Chapter 37 must be disregarded.



The NERS “Know 2 Ask” series provides basic information needed to empower you to ask important retirement-related questions. Knowing who and what to ask is key.

## Overview

NERS retirees may work for any employer other than the City of Norfolk and continue to receive their retirement benefits. However, if a NERS retiree returns to work with the City of Norfolk in a NERS covered position, the retiree's pay may be suspended during the period of re-employment.

## Requirements

- ❖ Before a NERS retiree can return to work in any capacity for the City of Norfolk, the retiree must take a break in city service of at least 30 days.
  - ❖ There can be no verbal or written offer of re-employment between the city and the employee before retirement.
  - ❖ Should a NERS retiree return to city employment in a NERS covered position, other than as a **retiree part-time employee**, on or after their early or normal service retirement age, the pension part of his retirement allowance will be suspended during the period of re-employment.
  - ❖ If a NERS retiree returns to city employment in any position not covered by NERS, their retirement allowance will continue to be paid during the period of re-employment.
  - ❖ If a former employee is entitled to a deferred retirement allowance, and chooses to return to service as an employee of the city before their allowance is payable, they will again become a member of the system upon return. The retirement allowance payable on the subsequent retirement will be calculated with the provisions of this chapter in effect at the such time and will include previous service credit and service credited after their return.
-

## **Employment Classification**

As a City employee, you may be a member of the Norfolk Employees' Retirement System (NERS), Virginia Retirement System (VRS), or neither. NERS and VRS are separate and distinct retirement systems.

### ❖ NERS-Covered Positions.

- Full-time and permanent part-time positions that are eligible under Chapter 37.
- Special project positions after two years of service.

### ❖ NERS Non-Covered Positions.

- City Treasurer positions.
- Commonwealth's Attorney Office positions.
- General District Court and Circuit Court positions.
- Sheriff's Office.
- Norfolk Port Authority and Port-Traffic positions.

### ❖ Non-Covered Positions.

- Temporary and casual part-time positions.
- Special project positions less than two years.

## **Reinstatement of NERS allowance**

- ❖ When a retiree leaves their NERS covered position with the city, their retirement allowance will be reinstated effective the first day of the calendar month after they have left city employment.
-

## Human Resources

Contact Human Resources for the following matters:

- ❖ Employment opportunities.
- ❖ Break in service requirements.
- ❖ Eligibility and election of benefits.



### Human Resources



**Phone:** 757-664-4486



**Mailing** Norfolk Employees' Retirement System  
**Address:** 810 Union Street, Suite 100  
Norfolk, VA 23510

### Retirement Office

**NERS**



**Phone:** 757-664-4738



**Email:** [retirement@norfolk.gov](mailto:retirement@norfolk.gov)



**Mailing** Norfolk Employees' Retirement System  
**Address:** 810 Union Street, Suite 309  
Norfolk, VA 23510