



A Guide to Returning to City Employment as a Retiree

Audience: Retired City Employees

Description: Summarizes 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

As a retiree of the Norfolk Employees' Retirement System (NERS), you may apply to work for the City of Norfolk at any time. Before you return to work, consider how working after retirement may impact your retirement benefits.

Can I work as a NERS Retiree?

NERS retirees may work for any employer other than the City of Norfolk and continue to receive their retirement benefits.

- **Returning to Work for the City Full-time**

If you are a NERS retiree and return to City employment after a bona fide break in service in a full-time position, including VRS covered positions, the pension part of your NERS retirement allowance will be suspended during the period of re-employment.

- **Reinstatement of Suspended NERS Allowance**

When a NERS retiree terminates full-time employment with the City, their NERS retirement allowance will be reinstated effective the first day of the calendar month after they have left City employment.

- **Returning to Work for the City Part-time**

If a NERS retiree returns to City employment after a bona fide break in service in a retiree part-time position, your NERS retirement benefits will continue to be paid during the period of re-employment.

- **Offers of Re-Employment are Prohibited**

There can be no verbal or written offer of re-employment between the City and the employee before retirement.

- **Early Service Deferred Retirement Allowance**

If a NERS retiree returns to City employment in a full-time position before their deferred retirement allowance is payable, no retirement benefit will be paid until their re-employment period ends and they have attained Normal Service Retirement eligibility (either age or creditable service years as if they had continued in service).

Will I rejoin NERS if I am rehired by the City?

If you are rehired by the City in a full-time position you will be a participating member of the Virginia Retirement System (VRS). Part-time employees, including permanent part-time, are not eligible for retirement benefits.

What if I retired under VRS and am returning to work for the City of Norfolk?

If you want to work after you retire under a VRS plan, call VRS to determine the effect of accepting covered or non-covered employment on your current and future VRS retirement benefits.

Social Security Benefits

You are strongly encouraged to contact the Social Security Administration for information regarding retirement earnings and the possible effects on your Social Security Benefits.

What if I am a NERS Disability Retiree?

Contact the Finance Retirement Office if you are a NERS disability retiree considering returning to work for any employer, including the City of Norfolk. Depending on your re-employment position, your disability retirement benefits may be adjusted or suspended during the period of re-employment.

Key Takeaways

- Returning to work for the City of Norfolk as a NERS retiree in a full-time position will generally not impact your NERS
- Returning to work for the City of Norfolk as a NERS retiree in a retiree part-time position will generally not impact your NERS
- Consider the effects of returning to work and the possible impact to other retirement benefits you may receive, such as VRS or Social Security

Finance Retirement Office

Key Areas:

- NERS Retirement Benefits

Phone:

(757) 664-4738

Email:

retirement@norfolk.gov

Website:

www.norfolk.gov/retirement

Mailing Address:

**City of Norfolk Retirement
810 Union Street, Suite 309
Norfolk, VA 23510**

Virginia Retirement System (VRS)

Key Areas:

- VRS Retirement Benefits

Phone:

(888) 827-3847

Website:

www.varetire.org

Social Security Administration

Key Areas:

- Social Security Benefits

Phone:

(800) 772-1213

Website:

www.ssa.gov

Human Resources

Key Areas:

- Employment Opportunities
- Active Employee/Retiree Benefits

Phone:

(757) 664-4486

Email:

HRhelp@norfolk.gov