Q. How are my retirement benefits affected when I am rehired by the State?

A. The answer varies based on the amount of time that has elapsed since the termination date.

Employee is rehired within 120 days of their termination date. The employee must continue to participate in the retirement plan and repay any payout they may have received. This also includes any employee who is rehired as a temporary employee. Employees who are rehired within 120 days of their termination date will resume their membership in the same retirement benefit (Defined Contribution or Cash Balance) under which they were formerly participating.

Employee is rehired 121 or more days but less than 5 years from their termination date. The employee must participate in Cash Balance upon hire. The employee may elect to repay any payout they received. Employees who are rehired on a temporary basis cannot participate in the retirement plan. All funds an employee may have in the Defined Contribution Plan shall be transferred to the Cash Balance Plan.

Employee is rehired 5 years or more from their termination date. The employee is treated as a new employee. Employees who are rehired on a temporary basis cannot participate in the retirement plan. Employees who are rehired 121 days or more from their termination date shall participate in the Cash Balance Plan. All funds an employee may have in the Defined Contribution will be transferred to Cash Balance Plan.

Retired Employees. Employees who retire (at least age 55) and are rehired are treated as a new employees as long as they have more than a 120-day break in service. Employees who are rehired 121 days or more from their termination date must participate in Cash Balance. All funds an employee may have in Defined Contribution will be transferred to Cash Balance.