

Working After Retirement



Here's a review of key provisions for working after retirement:

- If a retiree returns to covered employment, his or her benefits will stop and the retiree will become an active member or participant.
- Retirees can continue to receive their VRS retirement benefits if they work for an employer that does not participate in VRS. This may include retirees on disability, provided they are not performing the same or similar duties as those they performed before disability retirement.
- In some cases, retirees can continue to receive their benefits if they work in a non-covered position for a VRS-participating employer. The position must be less than 80 percent of the hours required of a full-time employee in the same or a comparable covered position.
- Retirees on disability will forfeit their benefits if they work in a non-covered position performing the same or similar duties as those they performed before disability retirement.
- Retirees who return to non-covered employment with the employer from which they retired must have a bona fide break in service of at least one full calendar month from their retirement date during a period they normally would work. For retired teachers and faculty members, summer breaks and intersession periods do not count toward satisfying this break in service. The Commonwealth of Virginia, including all state agencies and public colleges and universities, is considered one employer. School divisions and political subdivisions are considered separate employers.

VRS can collect member or beneficiary benefit overpayments from employers under certain circumstances, including overpayments resulting from non-compliance with the provisions that govern working after retirement.
