

# Staff Personnel Manual (SPP)

## SPP 206: Postretirement Employment

Effective: 7/1/1978

Revised: 12/23/2024

### Purpose

To define the university's policy on postretirement employment

### Sources

*Age Discrimination in Employment Act* and amendments, 1986

University policy

### Applicability

[Classified staff](#), [university staff](#), and [non-faculty administrators](#) who are receiving retirement income benefits from their state-sponsored retirement plan

### Policy

A person who is receiving either an early or normal retirement benefit is encouraged to review Arizona State Retirement System (ASRS), Optional Retirement Plan (ORP), or Public Safety Personnel Retirement System (PSPRS) re-employment rules and regulations to determine the effect of such re-employment on their retirement benefit prior to considering an offer.

A former university or State of Arizona employee who is receiving a retirement benefit from ASRS, ORP, or PSPRS may be rehired if:

1. no prearranged verbal, written, or expressed agreement to return to employment is made prior to retirement
  2. for ASRS retirees, at least one full pay period break in service has occurred between separation from the university and reemployment with the university, and ASRS rules governing post-retirement employment are followed
  3. for ORP retirees previously in a staff position, at least a 90-day break in service has occurred between separation from employment and re-employment with the university
  4. for ORP retirees previously in an academic position, at least one full semester (Jan. 1–May 15; May 16–Aug. 15; or Aug. 16–Dec. 31) has occurred between separation from employment and re-employment with the university
- and
5. for PSPRS retirees, at least a 60-day or one-year break in service has occurred between separation from employment and reemployment with the university, and PSPRS rules governing post-retirement employment are followed.

ASRS retirees are required to complete an ASRS Retiree Return-to-Work form within 30 days of re-employment and job changes.

PSPRS retirees are required to notify the local board secretary.

### **Additional Information**

The Arizona State Retirement System Web site ([www.azasrs.gov](http://www.azasrs.gov)), the Public Safety Personnel Retirement System Web site ([www.psprs.com](http://www.psprs.com)), and the [Office of Human Resources](#) offer additional information about post-retirement employment.