

## Employees' Retirement and Elected Officials' Retirement System

### Reemployment Rules For Class C Members

These rules apply to individuals who have terminated from City employment and have returned to City employment in a permanent position. These rules also apply to current City employees who have changed jobs from permanent to temporary, such as a Grant Service Specialist, and back to permanent.

<b>Non-Vested Class C Members Who Terminate Employment From A Retirement Benefit Eligible Position On Or After 7/1/2014 And Are Reemployed</b>	
If employees are rehired within 180 days, they...	If employees are <u>not</u> rehired within 180 days, they...
<ul style="list-style-type: none"> <li>• return to Class C immediately;</li> <li>• retain prior service for non-contributory years;</li> </ul>	
<ul style="list-style-type: none"> <li>• automatically retain prior service credit for contributory years as long as they did not receive a refund of their contributions before reemployment; and</li> </ul>	<ul style="list-style-type: none"> <li>• are given the opportunity to elect either the Hybrid or Non-Hybrid retirement plan. If the Hybrid plan is elected (or by default), they will become a Class D member after one year of reemployment; and</li> </ul>
<ul style="list-style-type: none"> <li>• do not retain prior service credit for contributory years if they have received a refund of their contributions unless they purchase it back under the rules for purchasing the 1<sup>st</sup> year of service.</li> </ul>	<ul style="list-style-type: none"> <li>• do not retain prior service credit unless they purchase it back under the rules for purchasing the 1<sup>st</sup> year of service.</li> </ul>

<b>Non-Vested Class C Members Who Terminate Employment From A Retirement Benefit Eligible Position Before 7/1/2014 And Are Reemployed</b>	
If employees are rehired <u>before</u> the parity time period expires, they...	If employees are rehired <u>after</u> the parity time period expires, they...
<ul style="list-style-type: none"> <li>• return to Class C after one year of reemployment;</li> <li>• retain prior service credit for non-contributory years;</li> </ul>	
<ul style="list-style-type: none"> <li>• automatically retain prior service credit for contributory years as long as they did not receive a refund of their contributions before reemployment; and</li> </ul>	<ul style="list-style-type: none"> <li>• are given the opportunity to elect either the Hybrid or Non-Hybrid retirement plan. If the Hybrid plan is elected (or by default), they will become a Class D member after one year of reemployment; and</li> </ul>
<ul style="list-style-type: none"> <li>• do not retain prior service for contributory years if they have received a refund of their contributions unless they purchase it back under the rules for purchasing the 1<sup>st</sup> year of service.</li> </ul>	<ul style="list-style-type: none"> <li>• do not retain prior service credit unless they purchase it back under the rules for purchasing the 1<sup>st</sup> year of service.</li> </ul>

Example of Parity Time: If an employee had 5 years of membership service credit at the time of termination from employment, the employee has 5 years to return to a retirement benefit eligible position in order to return to Class C after one year of reemployment. Otherwise, the employee must elect either Hybrid or Non-Hybrid and lose prior service credit unless it purchased back under the rules for purchasing 1<sup>st</sup> year of service.

# Employees' Retirement and Elected Officials' Retirement System

## Reemployment Rules For Class C Members

Vested Class C Members Who Terminate Employment From A Retirement Benefit Eligible Position And Are Reemployed	
If employees are rehired within 180 days, they...	If employees are <u>not</u> rehired within 180 days, they...
<ul style="list-style-type: none"> <li>• return to Class C immediately; and</li> </ul>	<ul style="list-style-type: none"> <li>• automatically become a Non-Hybrid member; and</li> </ul>
<ul style="list-style-type: none"> <li>• retain prior service credit.</li> </ul>	<ul style="list-style-type: none"> <li>• are not in the Class C plan or Class D plan.</li> </ul>

Retired Class C Members Who Are Reemployed In A Retirement Benefit Eligible Position	
<i>Retirees are Not allowed to draw a monthly retirement benefit while actively employed in a retirement benefit eligible position.</i>	
<p>Retired Class C members must notify ERS prior to COB or BCPSS reemployment to suspend their Monthly Retirement Benefit Allowances. Any overpayment of ERS monthly retirement benefit allowances while actively reemployed with COB or BCPSS in a retirement benefit eligible position must be paid back to ERS. Upon termination of employment, the members must contact ERS to resume their original monthly retirement benefit allowances.</p>	
If employees are rehired within 180 days, they...	If employees are <u>not</u> rehired within 180 days, they...
<ul style="list-style-type: none"> <li>• return to Class C immediately; and</li> </ul>	<ul style="list-style-type: none"> <li>• automatically become a Non-Hybrid member; and</li> </ul>
<ul style="list-style-type: none"> <li>• retain prior service credit.</li> </ul>	<ul style="list-style-type: none"> <li>• are not in the Class C plan or Class D plan.</li> </ul>

**Important Information:** Employees hired in temporary and contractual positions as well as permanent positions with less than 500 hours a year are not eligible to participate in the Baltimore City Retirement Savings Plan (RSP). Employees that were hired in a retirement benefit eligible position and became a Class C member and are later offered a Grant Service Specialist I, II, III & IV position, should keep in mind that these are temporary positions. Therefore, if employees accept a Grant Service Specialist position, they will lose their membership in the Class C plan and could lose prior membership service credit if they are not rehired in a retirement benefit eligible position within a specified period. If former Class C members are rehired in a retirement benefit eligible position, the reemployment rules above will be applied. Employees are strongly encouraged to speak with a Retirement Benefits Analyst before accepting a Grant Service Specialist position.