Fact Sheet for Retirees Rehired into University positions

In order to receive both Alaska retirement benefits and University pay, the following rules apply, based on the plan under which the former employee retired and the new position:

Faculty in TRS or ORP retirement rehired as full- or part-time regular faculty:
• Must suspend retirement benefits currently being paid and begin contributing again to TRS or ORP.

Faculty in TRS retirement hired as full- or part-time regular non-teaching staff:
• Former faculty drawing TRS retirement benefits may be rehired into regular staff positions without restriction.

Any retiree (faculty or staff) in PERS or ORP retirement hired as full- or part-time regular staff:
• Must suspend retirement benefits currently being paid and begin contributing again to PERS or ORP.

Any retiree (faculty or staff) hired as an adjunct:
• Must be paid on the adjunct salary schedule or otherwise commensurate with temporary status.
• Must work no more than 49% of a full time teaching load. (i.e. for UNAD members, up to 15 credit hours per academic year; for non-credit/non-represented, less than 10 hours per week or less than a semester.)
• Is exempt from Social Security and must contribute to Medicare
• No service breaks required.

Any retiree (faculty or staff) hired as temporary non-teaching staff:
• May be hired for less than 15 hours per week indefinitely (as casual labor); OR
• May be hired as temp for 15 or more hours per week with the following restrictions:
   Must NOT perform the exact job performed at UA before retirement; similar duties permitted.
   Health insurance MUST be offered at time of hire, if hired 30+ hours per week, unless truly hired as seasonal or casual (as defined in R04.01.050).
   Appointment can be no longer than 18 months as a temp (non-casual);
   After 18 months must have a 120 day service break before eligible for rehire as a temp.
   Must be paid under the temporary employee salary scale.
• Is exempt from Social Security and must contribute to Medicare

NOTE: Retiree restrictions do not apply if rehired retiree agrees to suspend their retirement benefits during their re-employment with UA.