

Colorado state law specifies that a Colorado PERA retiree must not work for any PERA-affiliated employer during the effective month of retirement to receive a full month's benefit. This does not apply to judges returning to work under the Senior Judge Program.

Consequently, if a retiree works for a PERA-affiliated employer during the effective month of retirement, the employer may be asked for documentation about the retiree's employment status. There must be a termination of all PERA-covered employment for a member to be eligible to retire. Any return to work may cause PERA to question whether the employment relationship was truly terminated.

To assure that a termination of employment has occurred, the earliest day a retiree may return to work for any PERA-affiliated employer is on the second business day of the month in which the retirement is effective. If the employee works the first business day (paid or volunteer) of the month, the retirement will be delayed to the following month.

If the retiree returns to work for a PERA-affiliated employer during the effective month of retirement, PERA must reduce the retiree's benefit in a following month by 5 percent for each day or partial day that the retiree works during the effective month of retirement and the time will count toward the 110-day/720-hour working after retirement limit. This does not apply for a judge returning to work under the Senior Judge Program.

This penalty applies immediately regardless of whether or not the retiree exceeds other working-after-retirement work limits. Retirees must immediately report to PERA at the end of their first month of retirement any work performed during that month for any PERA-affiliated employer. Information and a *Report of Work During the Effective Month of Retirement* form is provided in the *Working After Retirement* booklet. The booklet is included in the new retiree information packet or you may download it from the PERA Web site at [www.copera.org](http://www.copera.org).

### Reduction Calculation Example

*If you retire effective July 1 and you work four days in July, one month's benefit must be reduced by 20 percent (5% x 4).*

*This fact sheet provides general information about working during the effective month of retirement. Your rights, benefits, and obligations as a PERA member are governed by Title 24, Article 51 of the Colorado Revised Statutes, and the Rules of the Colorado Public Employees' Retirement Association, which take precedence over any interpretations in this fact sheet.*