

## **Retirement FAQ**

**1. Am I eligible to retire?**

Your eligibility is contingent on your retirement plan rules. For further details, please refer to your retirement plan handbook or contact the Office of Human Resources.

**2. How do I select a retirement date?**

Your date of retirement must be the first of a month for 12 month employees. 10 month employees with teaching assignments generally may retire on July 1 or January 1.

**3. What forms do I need to complete in order to apply for retirement?**

Retirement Application Forms and instructions are available on the HR website. For further details, contact the Office of Human Resources.

**4. How early should I start the process and submit my forms?**

The recommended time frame for filing for retirement is 3-6 months prior to your anticipated date of retirement.

**5. Are ABP members required to take a minimum distribution within 30 days of their retirement date?**

Yes, the investment carrier will inform you of the appropriate sum.

**6. How long do my active health benefits extend once I retire?**

Your active health benefits extend through the end of the month of your retirement. For example, if you retire July 1, your active health benefits extend until July 31.

**7. How do I enroll in retiree health benefits available to me at retirement?**

Enrollment forms and instructions are available on the HR website, as well as in your Retirement Packet. For further details including eligibility, please contact the Office of Human Resources, Benefits unit.

**8. Do I need to enroll in Medicare when I retire?**

You will be required to enroll in Medicare A & B if you elect the retiree health benefits coverage, and are Medicare eligible. To do so, you may contact your local social security office for the appropriate forms.

**9. Does Medicare become my primary health insurer in retirement?**

If you are Medicare eligible and enroll in the retiree health benefits coverage, Medicare will become your primary health insurance carrier and your retiree health benefits (if applicable) becomes secondary. For those who retire and are not Medicare eligible but who are eligible for retiree health coverage, the retiree health coverage is primary.

## **10. Am I allowed to work at Kean after I retire?**

The retirement plans have specific regulations concerning return to work post-retirement. However, Division of Pensions and Benefits has issued new regulations governing “bona fide” retirement from State administered retirement plans, and subsequent re-employment.

### **What is Bona Fide Retirement?**

This means the retiree has made a good faith action to retire and that the employer/employee relationship is completely severed.

Situations where a retirement may not be considered “bona fide” include, but are not limited to, the following examples:

- a.) If your retirement is not considered “due and payable.”
- b.) If you make arrangements prior to your retirement to return to the same or similar public employment as a:
  - regular employee,
  - contract employee,
  - leased employee, or
  - independent contractor

the employer/employee relationship has not been completely severed — regardless of the length of any break in employment — and your retirement will be determined to be invalid.

- c.) If you are re-employed or appointed by the same employer to the same or a similar position that would have qualified for continued membership in the retirement system had the retirement not occurred, this may indicate that the employer/employee relationship has not been completely severed and, therefore, your retirement may be determined to be invalid.

If your retirement is determined to be invalid (not “bona fide”), you may be required to reimburse the retirement system for the amount of any retirement benefits you receive from the date of retirement and be required to pay pension contributions in the form of back deductions going back to the re-enrollment date. There is no limitation on the amount of reimbursement that may be recovered by the retirement system in these situations.

### **Additional Information:**

For specific details regarding your pension plan and employment after retirement, please refer to the appropriate document below:

PERS: <http://www.state.nj.us/treasury/pensions/epbam/exhibits/factsheets/fact21.pdf>

PFRS: <http://www.state.nj.us/treasury/pensions/epbam/exhibits/factsheets/fact29.pdf>

TAPAF: <http://www.state.nj.us/treasury/pensions/epbam/exhibits/factsheets/fact28.pdf>

Generally, ABP members follow similar guidelines. You may contact the Office of Human Resources Benefits team at [ytapanes@kean.edu](mailto:ytapanes@kean.edu) for further details regarding the employment of ABP members post retirement.