

Disability Retirement Reemployment Policy

Purpose and Background

1. The purpose of this policy is to encourage the reemployment of disability retirement recipients in alternate positions under Sections 31725.5, 31725.6 and 31725.65 of the California Government Code and provide staff with a method for delivering benefits and related services to those members and their beneficiaries and for managing the assets of the system in a prudent manner.

Policy Objectives

2. The objectives of this policy are to:
 - a. Provide a method by which the Board of Retirement can establish that a disabled member may be medically qualified to perform another position with an OCERS' plan sponsor;
 - b. Facilitate communication between OCERS, disabled members and plan sponsors to identify those members who will engage in a reemployment plan and to identify available positions meeting the member's medical criteria;
 - c. Provide guidance to OCERS' staff and the reemploying plan sponsor to ensure appropriate treatment during the reemployment period and upon subsequent retirement.

Policy Guidelines

3. The Board adopts the following approach for all disability retirement recipients who become reemployed under Sections 31725.5, 31725.6 or 31725.65 of the California Government Code:
 - a. Reemployed members will be considered active members of the retirement system for all purposes except death benefit entitlement;
 - b. Reemployed members will not be entitled to a second disability retirement;
 - c. Reemployed members will receive a supplemental disability retirement allowance, which will be the difference between the disabled job salary and the alternate job salary. The supplemental disability allowance will not exceed the amount of the member's original disability retirement allowance, as adjusted by Cost of Living increases;
 - d. Reemployed members will pay contributions to OCERS and earn service credit;
 - e. Reemployed members will have their disability retirement allowances recalculated at the time of retirement from the alternate job.

Policy Review

4. The Board will review this policy at least every three years to ensure that it remains relevant and appropriate. In the event of legislative changes to the pertinent sections addressed in this policy, the Board will review the policy as appropriate.



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Policy History

5. The Board adopted this policy on April 17, 2006. The Board reviewed this policy on August 24, 2009, November 19, 2012 and July 17, 2017.

Secretary's Certificate

I, the undersigned, the duly appointed Secretary of the Orange County Employees Retirement System, hereby certify the adoption of this policy.

A handwritten signature in blue ink that reads "Steve Delaney".

7/17/17

Steve Delaney
Secretary of the Board

Date