

## Effect of Re-employment on Retirement Tier

### Purpose

This document describes what retirement tier is used when an employee returns to Research Foundation (RF) employment after leaving the payroll.

### Retirement Tier

Contributions are made upon re-employment either at the employee's original retirement tier rate or at a new tier rate, depending on the break in employment, as described in the following tables:

*Note: For purposes of this section, SUNY service will not count as a break in employment for reappointment dates on or after April 1, 2000.*

#### For Rehire Dates Prior to April 1, 2000

| If the employee returned... | then...   |
|-----------------------------|---|
| <i>within</i> 15 months     | contributions are made at the retirement tier rate in effect prior to the employee's termination. |
| <i>after</i> 15 months      | contributions are made at the retirement tier rate in effect on the date of re-employment.        |

#### For Rehire Dates on or After April 1, 2000

| If the employee returned...                   | then...   |
|---|---|
| <i>within</i> 15 months                       | contributions are made at the retirement tier rate in effect prior to the employee's termination.   |
| <i>after</i> 15 months, with no SUNY service  | contributions are made at the retirement tier rate in effect on the date of re-employment.  |
| <i>after</i> 15 months, but with SUNY service | contributions are initially made at the retirement tier rate in effect on the date of re-employment. However, upon approval of the form <a href="#">Request for Retirement Credit Based on SUNY Service</a> , contributions shall retroactively be made at the tier rate in effect prior to the employee's termination. |

## **When Contributions Resume**

### **Vested Employees**

Contributions resume immediately for vested employees.

### **Nonvested Employees**

Contributions resume immediately for nonvested employees provided they have

- met the 1-year waiting period
- returned to employment of at least 975 hours (for employees on a 37.5-hour work week) or 1,000 hours (for employees on a 40-hour work week) during the current anniversary year
- returned *within* 5 years of the most recent employment. If returning after 5 years, a new waiting period must be met.

### **Feedback**

Was this document clear and easy to follow? Please send your feedback to [webfeedback@rfsuny.org](mailto:webfeedback@rfsuny.org).

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