

Return to Work with the FPPA Defined Benefit System

Initial Retirement	Enrolled In:	Pension Impact:	Subsequent Benefit on 2 nd Separation	Rule
Returns to Same Employer:				
<ul style="list-style-type: none"> - Normal or Normal Deferred and <u>has begun pension payments</u> - Participated in DROP as Normal, Vested, or Early 	SWMP	SWDB suspended during reemployment	<ul style="list-style-type: none"> - SWDB Benefit is resumed with interim COLA's - No deferral of suspended benefits - Recoup payments made during reemployment, if any 	311.01(a) 311.03 (b)(i)
<ul style="list-style-type: none"> - Vested or Early with or without pension payments, but no DROP OR Vested Deferred with pension payments 	Same pension plan	SWDB suspended during reemployment	<ul style="list-style-type: none"> - Original retirement cancelled - SWDB Benefit is recalculated using total pay and service - No deferral of suspended benefits - <u>NO</u> COLA's granted during suspension - Recoup payments made during reemployment, if any 	311.03 (a)
<ul style="list-style-type: none"> - Deferred Normal and Vested Retirement without pension payments 	SWMP	SWDB Deferred Retirement Date is date of reemployment; suspended during reemployment	<ul style="list-style-type: none"> - SWDB Benefit is resumed with interim COLA's (no retroactive benefit is given) - No deferral of suspended benefits 	311.01(b)

Return to Work with the FPPA Defined Benefit System

Initial Retirement	Enrolled In:	Pension Impact:	Subsequent Benefit on 2 nd Separation	Rule
Returns to Different Employer within FPPA Defined Benefit System:				
- Normal or Normal Deferred and has begun pension payments	SWMP	SWDB continues	- SWMP becomes payable	311.02(a)
- Participated in DROP as Normal, Vested, or Early				311.03 (b)(ii)
- Vested or Early with or without pension payments, but no DROP OR Vested Deferred with pension payments	Plan offered to new hires by employer	SWDB suspended during reemployment	<ul style="list-style-type: none"> - No deferral of suspended benefits - NO COLA's granted during suspension - Recoup any payments made during suspension <p>If returns to same plan:</p> <ul style="list-style-type: none"> - Original retirement cancelled - SWDB Benefit is recalculated using total pay and service <p>If returns to different plan:</p> <ul style="list-style-type: none"> - Member receives two pensions, each based on service credit under the respective plans 	311.03 (a)
- Deferred Normal and Vested Retirement without pension payments	SWMP	SWDB Deferred Retirement Date retains original deferral option	- SWMP becomes payable	311.02(b)