Notice of Restrictions for Providing Services after Retirement

The State of Florida restricts services that employees may provide to their institution following retirement. UF Human Resources has prepared this notice of restrictions for providing services after retirement to inform employees of their obligations to comply with those restrictions, which are specific to the employee's retirement plan, and may include financial penalties.

Retirement with the State of Florida occurs when:

- An FRS Pension Plan (FRS PP) participant (1) separates employment from all FRS state agencies (2) establishes a retirement date through the application process with the State, AND (3) cashes or deposits their defined benefit payment. (If DROP participant, retirement is defined by when the UF employee separates from service.)
- An FRS Investment Plan (FRS IP) participant (1) separates employment from all FRS state agencies, AND (2) files a request to receive a distribution or withdrawal from their defined contribution account.
- A State University System Optional Retirement Program (SUSORP) participant (1) separates employment from all FRS state agencies, AND (2) files a request to receive a distribution or withdrawal from their defined contribution account.

Providing any service to any FRS participating employer through any arrangement (paid or unpaid), including OPS, adjunct, serving on graduate committees, participation on departmental committees, volunteering, advising, conducting University research or business, consulting, election poll work, fundraising, and providing temporary employment or services, including but not limited to working through a third party are considered 'service' regardless if paid or unpaid, and an employee who is receiving a retirement benefit or plans to receive a retirement benefit from the State of Florida while providing service of any kind must consult with the Florida Retirement System or the Florida Division of Retirement prior to serving.

Please be advised that those retirees seeking reinstatement to paid or unpaid service must comply with all requirements and restrictions regarding State of Florida retirement benefits. No services, whether paid or unpaid, may be provided by a retired employee who does not meet the requirements of the State of Florida.

Prior to providing paid or unpaid services, retired employees should consider the following:

- Guidance provided by FRS to an employee preparing to receive a retirement benefit or distribution from the State of Florida, regarding the requirements, restrictions and limitations related to providing paid or unpaid services to the University after taking a distribution or receiving a benefit from an FRS retirement program, which may include the FRS Pension Plan, FRS Investment Plan, or the State University System Optional Retirement Program (SUSORP), including the Deferred Retirement Option Program (DROP) payout.
- There are restrictions and consequences to employees and the University for violating these restrictions, including retirement fund forfeiture and other penalties.

Date: April 21, 2023
• Employees shall not take any distributions or receive a benefit from an FRS retirement program that conflict with the FRS reemployment retirement restrictions and limitations.
• Employees shall not take any distribution or receive a benefit from an FRS retirement program without first notifying the University and terminating any paid or unpaid service with the University.
• An employee cannot prearrange or accept a role (paid or unpaid) that provides services in any capacity in the first six (6) calendar months after receiving a retirement distribution or benefit from the State of Florida.
• During calendar months 7-12 following retirement, FRS pension plan participants must suspend retirement benefits for the retiree before providing services to the University by calling the Division of Retirement at 1-866-446-9377, Option 3.
• FRS Investment Plan and SUSORP participants who received a distribution or withdrawal may provide services in months 7-12 but are still required to contact FRS prior to engaging in service. If the retiree is receiving a retirement benefit, the benefit must be suspended for the retiree to provide service. To contact FRS, please call MyFRS Financial Guidance Line at 1-866-446-9377, Option 2.

The University’s affiliation with a retiree who provides paid or unpaid services does not constitute UF’s verification that a retiree meets any or all legal requirements and restrictions. Retirees are required to independently confirm their ability to provide service and assume all financial and other risks if it is determined their service is inconsistent with the law as interpreted or applied by the State of Florida.

These FRS reemployment restrictions and limitations do not impact participation in UF’s voluntary 403(b) plan or the State of Florida 457 Deferred Compensation Plan for UF employees.

Please contact UFHR University Benefits for questions about this notice at 352-392-2477 or benefits@ufl.edu.