



## Disabled Members Who Return to Work

The Orange County Employees Retirement System (OCERS), the County of Orange, and other participating employers encourage members who are found permanently disabled to be reemployed in alternate positions. The new position must be permanent, acceptable to the member and be within the member's work restrictions.

There are benefits to reemployment:

1. Active member contributions are made to your retirement account.
2. Additional service credits are accumulated.
3. Monthly income is preserved.

## Reemployment

Members who are disabled from their "usual and customary" position may choose to be rehired into an alternate County or participating employer position. If you accept another position, OCERS will make up the difference in salary from your current and former position, not to exceed the maximum amount of the OCERS disability retirement benefit. This is called a "**Supplemental Disability Allowance.**"

The reemployed member is considered an active member for all purposes except for eligibility for a second disability retirement and death benefits. The reemployed member would pay contributions on both the supplemental disability allowance and the salary from the alternate position. Reemployed members will also earn service credits with the retirement system.

Note: If a safety member is found to be disabled and works in a non-safety position, the member's safety status will be maintained with the retirement system.

## Supplemental Disability Allowance

The supplemental disability allowance will supplement the salary you receive in the alternate position so that it is comparable to the salary you had been receiving from your prior position. OCERS makes up the difference between the two salaries. However, the supplemental disability allowance may not be greater than the disability allowance you would have received if you had accepted a disability retirement and not returned to work.

## Example

Current Job: Accountant/Auditor

Alternate Position: Accounting Assistant

- Salary from usual and customary position: \$25.00 per hour
- Salary from alternate position: \$16.00 per hour
- **Supplemental Disability Allowance: \$9.00 per hour**

## Subsequent Retirement

A member that retires from the alternate position would receive benefits based on both positions. The total years of service would include time from the initial job and employment in the alternate position. The benefit formula that would apply is the formula that would have applied to the original disabled position. Negotiated benefit enhancements may also be considered. This means that benefits are not lost by becoming reemployed.

## Alternate Positions

To find out what alternate positions may be available, contact your human resources office.

## Non-OCERS Covered Employment

A disabled member under age 55 may obtain full- or part-time employment in another occupation with an employer that does not participate in OCERS and still receive their disability allowance, as long as the duties performed comply with the work restrictions applied by OCERS. After the age of 55, a disabled member may obtain full- or part-time employment in another occupation with an employer that does not participate in OCERS and still receive their disability retirement allowance regardless of the duties performed because the disability retirement allowance is considered a permanent lifetime benefit after age 55.

If you have any questions about the disability reemployment process, please contact the Disability Staff at (714) 558-6200.

*This brochure is intended to provide you with general information. This brochure does not constitute legal advice, and OCERS cannot provide legal advice to members. If there are any discrepancies between the information in this brochure and the law, the law will prevail. Should you have legal questions, you are advised to consult an attorney.*

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