

# FLORIDA RETIREMENT SYSTEM INVESTMENT PLAN TERMINATION AND REEMPLOYMENT AFTER RECEIVING THE HEALTH INSURANCE SUBSIDY BENEFIT

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To begin receiving a health insurance subsidy (HIS) benefit, you must terminate all employment relationships with, and cease providing services to all FRS employers and retire by receiving a distribution from your Investment Plan account. You are not considered retired if you receive a Required Minimum Distribution (RMD) or an automatic de minimis distribution. If you are dually employed with one or more FRS employers, you must terminate employment from all positions, even if one of those positions is not an FRS-covered position. You must terminate from all positions that include, but are not limited to:

- full time work
- part time work
- other personal services (OPS)
- election poll work
- substitute teaching
- adjunct instructing
- contractual services
- third-party companies providing services to FRS employers

Beginning July 1, 2023, Volunteer Services in accordance with section 121.091(15), Florida Statutes, do not constitute employment by or provision of services to an FRS employer.

**You are subject to the following termination requirement in the first 6 calendar months following your investment plan distribution date that could affect your HIS benefits:**

## TERMINATION REQUIREMENTS: 1<sup>st</sup> through 6<sup>th</sup> calendar months

**During the first six calendar months** following your distribution date, excluding your month of distribution, you cannot be in an employment relationship with and must cease providing services to all FRS employers. An employment relationship with an FRS employer in any capacity during this six-calendar month period may nullify your eligibility for HIS benefits, and you and your FRS employer may be held jointly and severally liable for repayment all HIS benefits. This means that each party can be held fully responsible for the repayment of the total amount of retirement benefits. **There are no exceptions to the six-calendar month termination requirement. Example of a violation:**

- You terminate from FRS employment on July 31 and receive a distribution from your Investment Plan account in November. Your six-calendar month termination period is from December to May. You apply for HIS benefits in November but become employed with an FRS employer in January. This employment voids your eligibility for HIS benefits. Your HIS benefits are voided, and you and your FRS employer will be held jointly and severally liable to repay the HIS benefits you received in December and January.

Beginning with the 7<sup>th</sup> calendar month from your distribution date, there are no restrictions on working for an FRS employer.

For more information about the effects of reemployment on your HIS benefits, visit our website, [frs.myflorida.com](https://frs.myflorida.com), where you can view our "[READY.SET.RETIRE.](#)" guide that further explains the FRS reemployment provisions. If you have questions regarding your Investment Plan account call 1-866-446-9377, option 4, or visit the [MyFRS website](#).

### **Disclaimer:**

As much as possible, this guide is written in nontechnical terms, avoiding the formal language of retirement laws and rules. If questions of interpretation arise as a result of the attempt to make the retirement provisions easy to understand, chapter 121 of the Florida Statutes, chapters 60S and 19 of the Florida Administrative Code, and applicable federal law remain the final authority.