

## REENTERING RETIREES PROGRAM

### Quick Facts

#### What is the Reentering Retirees' Program?

The **Reentering Retirees' Program (RRP)** was developed to address the workforce shortfalls in the Government of the Virgin Islands (GVI) as well as bring back into service the needed professional skills of retired employees. While making sure that these retired employees can receive their annuities from the Government Employee Retirement System (GERS) as they fulfill their employment responsibilities as part of the GVI workforce.

#### Who is eligible to participate in the Reentering Retirees' Program (RRP)?

- Retired members of the GERS are eligible for reemployment in the GVI under certain conditions.
- Reentry into government service is **ONLY** through appointment to a hard-to-fill position.
- Retirees **MUST** be qualified and competent for the position and have been retired for a minimum of nine months.
- They **MUST** apply for a vacant hard-to-fill position that has been posted for a minimum of three consecutive months.
- Any employer within the GVI may request approval to rehire a retiree.
- Exclusions from membership in the RRP include casual, part-time, and provisional employees.

#### I retired as a teacher; can I participate in the program?

- Nurses, teachers, or police officers receiving a service retirement annuity can reenter government service through appointment or on a contractual basis.
- Upon returning to these positions, they must adhere to both general rules and regulations and specific exceptions outlined for their roles.
- Retired nurses, teachers, or police officers are eligible to participate in the RRP immediately after retirement without any waiting period.
- Vacancies for these positions are not required to be



posted for a minimum duration. Retired members of this class can be rehired immediately after a position is posted.

- Exception for substitute teacher positions, which may not automatically be considered hard to fill.
- All other eligibility requirements specified in the regulations remain applicable.

#### Can I receive my GERS annuity if I return to work?

- The participant retirement annuity is maintained during the membership period but canceled upon completion of employment in the RRP.
- Contributions paid to GERS are not refundable after the end of program completion.
- A retiree's annuity will remain the same after the termination or completion of the RRP.

#### What happens to my Social Security Benefits if I return to work?

For retirees between the ages 66-67, (Before Full Retirement Age) benefit payments will be temporarily reduced if an individual earns more than their earnings limit for the year. Individuals can work after Full Retirement Age and earn as much as they like without reducing their benefit payment. Please contact your local Social Security office for more information.



## How can I apply?

Retired individuals interested in applying for hard-to-fill job openings are encouraged to visit our website, [dopusvi.org](http://dopusvi.org). Once there, navigate to the "Career Seekers" page and select "Vacancies" or visit [governmentjobs.com/careers/dopusvi](http://governmentjobs.com/careers/dopusvi). Look for positions labeled as "continuous" postings.

- Retirees should complete the online application, check the supplemental question that refers to the legislation, and attach a copy of their retirement NOPA as per eligibility criteria per applicable legislation.
- Once deemed qualified by the Director of the Division of Personnel, the retiree's name will be sent on a referred list to the agency.
- The agency will conduct and document the interview/selection process, complete the reentering retiree form, and attach justification for approval by the Director of Personnel.

## What happens to my health insurance coverage while working in this program?

- Reentering retirees are required to show proof of credible health insurance coverage.
- All reentering retirees 65 years of age and over must maintain their then-existing health insurance coverage with the respective carrier. The insurance premiums of these rehires must continue to be withheld from their annuity check.
- All reentering retirees under 65 years of age must be enrolled in the then-current Government Health Insurance Benefits for active GVI employees. The insurance premiums of these rehires must be withheld from their active government employment salary.

## Will I accrue leave (annual and sick) when I return to work?

- Retirees earn (4) hours annually and (4) hours of sick leave during reemployment.
- A retiree is not entitled to a lump sum payment of accumulated annual leave at the completion or termination of employment through this program.

## Can I earn overtime? Can I work part-time? Are my work hours flexible?

- Work hours are based on the needs of the hiring agency.

## How long do I have to wait if I want to reapply to this program?

- Employment in the RRP cannot exceed 1 period of 36 consecutive months. Multiple terms are prohibited under this program.

## What are the necessary steps if I want to terminate my participation in this program?

No steps are necessary for the employee outside of however they would normally separate from the GVI. The employer will also follow the regular process as they normally do to separate an employee (i.e., initiate the separation process).

## Is there an opportunity to work at a different agency than the one I retired from?

- Applicants can choose to apply for any agency as long as they meet the eligibility criteria.

## Where can I get more information about this program?

- Please visit our website, [www.dopusvi.org](http://www.dopusvi.org), go to the **Recruitment and Classification** webpage and select **Reentry Retirees's Program**.