

**Return to Work of Former ERS Member
(Original membership date after June 30, 2012)**

Situation #	Retirement Plan When Left Service	Years of Service at Termination	Refund	Years Between Employment	Retirement Plan When Return to Service*	New Membership Date	Status of Previous Service Upon Return
# 1	Hybrid 2012	≥ 10 years (vested)	No	Anytime	Hybrid 2012 (FICA Code H1)	No	All credited as Hybrid service.
# 2	Hybrid 2012	< 10 years (not vested)	No	within 4 years	Hybrid 2012 (FICA Code H1)	No	All credited as Hybrid service.
# 3	Hybrid 2012	< 10 years (not vested)	No	> 4 years	Hybrid 2012 (FICA Code H1)	Yes	All credited as Hybrid service.
# 4	Hybrid 2012	Any Number of Years of Service	Yes	Anytime	Hybrid 2012 (FICA Code H1)	Yes	All service forfeited. Not able to restore or buy back Hybrid service.
# 5	Contributory 2012	≥ 10 years (vested)	No	Anytime	Contributory 2012 (FICA Code A1)	No	All previous service credited. Contributory service remains as Contributory service.
# 6	Contributory 2012	< 10 years (not vested)	No	within 4 years	Hybrid 2012 (FICA Code H1)	No	All previous service credited. Contributory service credited as Noncontributory service.
# 7	Contributory 2012	< 10 years (not vested)	No	> 4 years	Hybrid 2012 (FICA Code H1)	Yes	Contributory service forfeited and restored at no cost on a month-for month basis as Noncontributory service.
# 8	Contributory 2012	Any Number of Years of Service	Yes	Anytime	Hybrid 2012 (FICA Code H1)	Yes	Contributory service forfeited and restored at no cost on a month-for month basis as Noncontributory service.
# 9	RETIREE (Contributory, Hybrid or Noncontributory)	N/A	N/A	N/A	Same Plan When Retired	No	N/A

Notes:

* The (FICA code H1) is for illustration purposes only. Please refer to the Group/Class Code tables for the appropriate coding, e.g., Non-resident alien employees with J-1, F-1, M-1 or Q-1 visa or retirants have a different FICA codes.

This chart has been amended by the Office of Human Resources and shall be used for general information purposes only. The Employees' Retirement System (ERS) is under the authority of Chapter 88, Hawai'i Revised Statutes (HRS). For information regarding return to work of active/former members, please contact the ERS office or visit the ERS website.