

Disability reassignment occurs when you are granted a disability retirement (service-connected or nonservice-connected*) by the VCERA Board of Retirement, but instead of separating from employment, you return to a County or District employer in a different position that complies with the permanent work restrictions given by a physician. If you earn a lower salary, which is common, VCERA would supplement the income with a monthly benefit called a *reassignment allowance*. The result is that you could work in a medically acceptable position without suffering a loss of employment income.

Advantages of Reemployment

There are several advantages to returning to the workforce as an active member after being granted a disability retirement. You could:

- Continue receiving regular pay and other employment benefits.
- Continue earning retirement service credit in the same benefit tier.
- Reach a higher age at retirement.
- Potentially earn a higher final average compensation (FAC).

These factors could increase your monthly benefit (pension) when you later retire for service.

ELECTING the disability reassignment option will *not* adversely impact your disability retirement case, which will be decided based on its own merits.

Finding an Alternate Position

After you receive permanent work restrictions from the doctor, your Human Resources Department will explore accommodations for those restrictions. During this interactive process, if you believe you could perform the duties of another agency job that complies with your permanent work restrictions, you can ask your employer to help you find an alternate position. This inquiry can begin even before you elect the Disability Reassignment option on your disability application.

However, if you have already submitted your disability application, please contact VCERA to amend it, as you will need to elect the Disability Reassignment option. Doing so will inform VCERA and your employer that you desire future reemployment.**

Note: There is no guarantee that your employer and you will find a mutually acceptable reassignment position.

Reassignment Allowance

If your disability application is granted by the Board of Retirement and you accept a new, lower-paying position, VCERA will pay you a *reassignment allowance* that minimizes or eliminates the difference between your previous salary and your new salary (see example below).

If your new salary increases over time, your reassignment allowance will decrease accordingly. Your supplemental payments will continue until you retire from the new position or until your new position pays as much as your original “disabled” position. Moreover, your reassignment allowance cannot exceed the maximum disability retirement benefit awarded to you.

Example

Original “Disabled” Position:
Accountant

Reassignment Position:
Accounting Assistant

Original Salary: \$30/hour
New Salary: \$20/hour
Reassignment Allowance: \$10/hour

As an active member, you will pay retirement contributions and taxes on your total earnings.

For additional information about disability reassignment or other topics addressed in this publication, please contact a VCERA Disability Specialist at (805) 339-4250.

DO NOT accept another position before the Board of Retirement decides your disability case. Doing so may impact your eligibility for a disability retirement.

* To be eligible for a nonservice-connected disability reassignment, members need five (5) years of retirement service.

** Safety members who are rehired in a non-Safety position will retain their Safety status.

*If there is any difference between
this publication and the County
Employees Retirement Law of
1937 (CERL), the law shall prevail.*



Disability Reassignment



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