

# Employer *Notice*

## Employer compliance required by June 30, 2015 to identify re-employed retirees

### Who should read this notice

This information is specific to finance directors, payroll, benefits and human resources professionals for public employers with re-employed retirees.

### Situation overview

Employers are required to provide notification by the end of the first month of employment when hiring individuals who are currently receiving a benefit from OPERS, regardless of length of time the individual will be working/providing services and whether or not retirement contributions will be withheld and remitted. This notice is also required when a retiree is providing services to the public employer as an independent contractor. A review of current data indicates employers are not consistently informing OPERS as required when hiring individuals who are currently receiving a benefit from OPERS.

Timely receipt of this information is required and serves to protect both the individual and employer from unnecessary benefit suspension and overpayment of pension billing.

Additionally, proper identification of re-employed retirees is critical to ensure communication with every eligible re-employed retiree regarding their health care options commencing Jan. 1, 2016. Medicare-eligible re-employed retirees *are not eligible* for:

- Monthly allowance deposits to the OPERS HRA for any month in which they are working as an employee for a public employer
- Use of HRA balances for reimbursement of claims for services incurred during the month of re-employment

### Employer action necessary

- By **June 30, 2015** ensure you have complied with the requirement to notify OPERS of all current re-employed retirees working/providing services:
  - Complete a *Notice of Re-employment of an OPERS Benefit Recipient* (form SR-6) when hiring an age-and-service retirement or disability-benefit recipient for employment/to provide services, or
  - *Notice of Re-employment of a Retired Elected or Appointed Official to an Elected Position* (form SR-6E)
  - Provide a Pay Period End (PPE) code of X for retirees who are working/providing services but for whom no contributions are being withheld.



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### **Why this is important**

Making certain OPERS is aware of re-employed retirees currently working/providing services enables OPERS to send targeted communications to re-employed retirees and employers to ensure all involved are knowledgeable of potential impacts of re-employment.

### **Changes to the *Employer Manual***

No revisions to the *Employer Manual* have been made as a result of this *Employer Notice*.

### **Whom to contact for more information**

After you review this *Employer Notice*, contact Employer Services with questions or comments at 888-400-0965, or by e-mail at [employeroutreach@opers.org](mailto:employeroutreach@opers.org). 

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