



EMPLOYER NOTICE

Form Created to Notify OPERS when Employer Health Care Eligibility Changes for 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. This information includes:

- Whether the employer offered health care coverage to the re-employed retiree
- Whether the re-employed retiree enrolled in the employer's health care coverage
- The effective date of the employer's health care coverage

It is equally important for an employer to notify OPERS when there is a change in health care coverage for a re-employed retiree. The *Notice of Change in Employer Health Care Coverage: OPERS Benefit Recipient* form (HCCHGEMNR) has been created for employers to communicate changes such as:

- New availability of employer health care coverage
- Loss of eligibility for employer health care coverage

WHAT YOU NEED TO DO

Review the HCCHGEMNR form and download or request the form from the OPERS website. If your organization has multiple locations, please make certain all personnel who complete OPERS forms are familiar with the form and are currently on file as an employer contact with signature authority. Receipt of a form signed by someone other than an individual designated as a contact with signature authority will result in rejection of the form and potential overpayment of claims for the re-employed retiree.

WHY THIS IS IMPORTANT

Re-employed retirees (other than independent contractors) are prohibited from participating in the OPERS HRA and OPERS RMA. Re-employed retirees are not eligible for a monthly HRA allowance or reimbursement of any medical expenses incurred by the retiree or his/her dependents during the re-employment period. If a re-employed retiree receives such an allowance or reimbursement, the retiree may be liable to OPERS and/or the applicable plan for overpayment.

WHOM TO CONTACT FOR MORE INFORMATION

After you review this *Employer Notice*, contact your Employer Outreach representative with questions or comments at (888) 400-0965, or by email at employeroutreach@opers.org.

For a current listing of OPERS Board members, please visit www.opers.org

It is your responsibility to be certain that OPERS has your current physical and e-mail address on file. If OPERS is not made aware of address changes, we cannot guarantee that you will receive important information pertaining to OPERS public employers. This Employer Notice is written in plain language for use by public employers who are subject to coverage under the Ohio Public Employees Retirement System. It is not intended as a substitute for the federal or state law, namely the Ohio Revised Code, the Ohio Administrative Code, or the Internal Revenue Code, nor will its interpretation prevail should a conflict arise between it and the Ohio Revised Code, Ohio Administrative Code, or Internal Revenue Code. Rules governing the retirement system are subject to change periodically either by statute of the Ohio General Assembly, regulation of the Ohio Public Employees Retirement Board, or regulation of the Internal Revenue Code. If you have questions about this material, please contact our office or seek legal advice from your attorney.