



# EMPLOYER NOTICE

## Employing an OPERS benefit recipient (Re-employment)

### WHO SHOULD READ THIS NOTICE

Finance directors, chief administrative officers, human resources and benefits professionals of OPERS employers.

### SITUATION OVERVIEW

When an individual is receiving a benefit from OPERS or another Ohio retirement system and returns to service with a public employer, the employer is responsible for notifying OPERS. The notice required by the public employer is dependent on the benefit recipient's status and the type of service the benefit recipient is providing (employment or independent contractor). A public employer who fails to provide notice of a benefit recipient's return to service in a timely manner will be responsible for any overpayment of benefits to the benefit recipient.

### *RE-EMPLOYMENT OR RETURN TO SERVICE BY AN OPERS (OR OTHER OHIO RETIREMENT SYSTEM) BENEFIT RECIPIENT: A QUICK REFERENCE GUIDE FOR EMPLOYERS*

Enclosed is a **revised** *Quick Reference Guide* for employers designed to help employers determine what forms and/or actions are required of them when employing an OPERS or ORS benefit recipient. Please discard the guide we sent in May and replace it with this revised version. The guide details the most common scenarios an employer may experience when employing an OPERS or ORS benefit recipient. If you do know of a scenario that is not addressed on the list, please contact Employer Outreach at 888-400-0965 to discuss your specific scenario and the forms and/or actions required.

### WHOM TO CONTACT FOR MORE INFORMATION

After reviewing 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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For a current listing of OPERS Board members, please visit [opers.org](http://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.