

Wisconsin Retirement System (WRS)

Rehired Annuitants Update

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2013 Act 20 Rehired Annuitant Changes

- **Increased Break In Service**
 - Effective for WRS terminations on or after 07/02/2013, participant must remain separated for at least 75 days in order to be eligible for a WRS benefit.
- **Automatic Suspension of Annuity**
 - If a rehired annuitant or contractor has a WRS termination date on or after 7/02/2013 and is expected to work at least 12 months at two-thirds of full-time, their annuity will be mandatorily suspended.
 - The annuity will be suspended the 1st of the month following their date of rehire.

Good-Faith Termination

- Federal law requires a good-faith termination of employment to qualify for a benefit distribution from a qualified retirement plan such as the WRS
- Types of benefit distributions
 - Retirement Annuity
 - Lump Sum Retirement Benefit
 - Separation Benefit

Required Break in Service

WRS Termination Prior to July 2, 2013

If WRS employment meets WRS participation standards, employment cannot begin until the **latest** of the following dates:

The day after the annuity effective date

(N/A for separation benefit)

The thirty-first day after the WRS termination date

The thirty-first day after the date ETF receives the retirement application

Reminder: When rehired by original WRS employer, must have minimum break-in-service even if not WRS eligible

Required Break in Service

WRS Termination On or After July 2, 2013

If WRS employment meets WRS participation standards, employment cannot begin until the **latest** of the following dates:

The day after the annuity effective date

(N/A for separation benefit)

The seventy-sixth day after the WRS termination date

The seventy-sixth day after the date ETF receives the retirement application

Reminder: When rehired by original WRS employer, must have minimum break-in-service even if not WRS eligible



ET-2319

Termination Date

Employment Duration

Terminations Prior to July 2, 2013

Terminations On or After July 2, 2013

| FOR ETF USE ONLY |
|----------------------|
| WRS Term Date: |
| Benefit Eff. Date: |
| Benefit App. Rec'd: |
| WRS Enrollment Date: |

Department of Employee Trust Funds
Wisconsin Retirement System
P.O. Box 7931
Madison, WI 53707-7931
REHIRED ANNUITANT FORM
Wis. Stat. § 40.26 (1) and (1m)



PLEASE TYPE OR PRINT IN BLACK

Please refer to Chapter 15 of the WRS Employer Manual for instructions on completing this form.

| | | |
|---|--|---------------------------------|
| Employee Name (Last, First, Middle): | Social Security Number or Member ID: | |
| | Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female | Birth Date (MM/DD/YYYY): |

Address (Street, City, State, Zip):

| | | |
|---|---------------------------------------|--------------------------|
| Employer Name (if State of Wisconsin, include department): | ETF Employer ID No. 69-036- | Hire/Rehire Date: |
|---|---------------------------------------|--------------------------|

WRS Termination Date (For WRS term date, refer to Previous Service & Benefit Inquiry App on ONE or contact ETF at 1-877-533-5020)
(Complete Box 1 below if term date is prior to 7/2/13 or Box 2 if term date is on or after 7/2/13):

| | | |
|--|---|--|
| WRS Employment Category: | Expected Duration of Employment (no. of months): | Hours Expected to Work (per year): |
| If the annuitant is returning to their previous employer, will the annuitant perform duties substantially similar to their previous duties? <input type="checkbox"/> Yes <input type="checkbox"/> No | | Person Hired is a Contractor? <input type="checkbox"/> Yes <input type="checkbox"/> No |

NOTE: Have your employee complete ONLY ONE of the boxes below, depending upon their WRS termination date:

BOX 1 – WRS Termination Date Was Prior to July 2, 2013 – Employee Election Under Wis. Stat. § 40.26 (1)
I certify I had a valid termination and have remained terminated from all WRS participating employment between my date of termination and the latest of the following dates: 1) the day after my annuity effective date, 2) the 31st day after my termination date, or 3) the 31st day after ETF received my benefit application.

I AM NOT ELIGIBLE, at this point, to participate in the WRS. Should I become eligible, I understand that I need to complete a new Rehired Annuitant Form indicating my desire to elect or not elect WRS participation.

I ELECT to actively participate in the WRS. I understand my WRS annuity will be suspended and WRS coverage will begin effective the first of the month following ETF's receipt of this election.

I DO NOT ELECT to actively participate in WRS pursuant to Wis. Stat. § 40.26 (1). I understand I may elect to actively participate in the WRS at any time in the future, provided I meet the WRS eligibility criteria for participation, by filing an updated form.

| | | |
|--------------------------------|--------------------------------|------|
| EMPLOYEE MUST SIGN HERE | Signature of Employee (in ink) | Date |
|--------------------------------|--------------------------------|------|

– OR –

BOX 2 – WRS Termination Date Was On or After July 2, 2013 – Annuity Suspension Under Wis. Stat. § 40.26 (1m)
I certify I had a valid termination and have remained terminated from all WRS participating employment between my date of termination and the latest of the following dates: 1) the day after my annuity effective date, 2) the 76th day after my termination date, or 3) the 76th day after ETF received my benefit application.

I ELECT to actively participate in the WRS as an active employee because my position is expected to last one year and requires 600 hours of service (440 hours for teachers and educational support staff) but is not expected to require 1,200 hours of service (880 hours for teachers and educational support staff). I understand my WRS annuity will be suspended and WRS coverage will begin the first of the month following ETF's receipt of this election.

IT IS NOT EXPECTED that my position, as an employee or a contractor, will last at least one year and require 1,200 hours of service (880 hours for teachers and educational support staff). I understand that my WRS annuity will continue and no WRS credit will be provided for my service. However, should expectations change, or I meet the eligibility criteria, a new form will be required and my annuity will be suspended at that time.

IT IS EXPECTED that my position, as an employee or a contractor, will last at least one year and require 1,200 hours of service (880 hours for teachers and educational support staff). I understand and acknowledge that my WRS annuity will be suspended effective the first of the month following my hire date and remain suspended until I again terminate all WRS employment. As an employee with a suspended annuity I will have my current service and earnings credited to the WRS. As a contractor, though my annuity will be suspended, I will not have my current service and earnings credited to the WRS.

| | | |
|--------------------------------|--------------------------------|------|
| EMPLOYEE MUST SIGN HERE | Signature of Employee (in ink) | Date |
|--------------------------------|--------------------------------|------|

| | | | |
|---|--|--------------|------|
| AGENT MUST SIGN HERE AND SUBMIT TO ETF | I understand that Wis. Stat. § 943.395 provides criminal penalties for knowingly making false or fraudulent claims on this form and hereby certify that, to the best of my knowledge and belief, the above information is true and correct. I certify that I am responsible for reporting coverage information to the Wisconsin Retirement System. | | |
| | Signature and Title of Agent (in ink) | Phone Number | Date |



Rehired Annuitant Investigations

- Good faith termination?
- Review employer records
 - Board minutes
 - Letter of resignation
 - Recruitment discussions and postings
 - Emails
 - Reemployment offers
 - Employer procedures

Communication of Law Changes

- Employer Bulletin
- WRS Administration Manual (ET-1127)
 - Currently in review group status
- Webinars
 - Employer
 - Member
- Employer Training
- Website - FAQ
 - www.etf.wi.gov
 - Employers Tab



Questions?

- *WRS Administration Manual (ET-1127)*
 - Chapter 14 – Termination rule and reporting
 - Chapter 15 – Employment of annuitants
- www.etf.wi.gov
 - Employers Tab