

# Wisconsin Retirement System Return to Work After Retirement



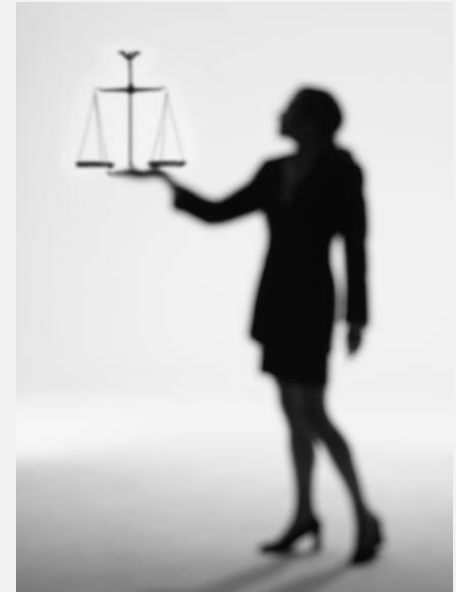
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# Returning to Work After you Retire

- Employment not covered by WRS
  - No Effect on your WRS benefits
  - No Earnings limit
- WRS Employment
  - WRS requirements must be met to qualify for a retirement benefit
    - Good Faith Termination
    - Break in service
    - No Earnings limit

# Good Faith Termination

- The employee and employer shall act with good faith intent of ending the employee employer relationship
  - As of termination date ...
    - no agreement with a WRS employer for future employment



# Break in Service Requirement

- Effective July 2, 2013
- There must be a 75-day break in service before a WRS retiree may return to WRS participating employment
- The new law applies to all participants that terminate on or after July 2, 2013



# Rehired Annuitants

- *Terminated prior to July 2, 2013*
- Earliest Return to WRS eligible Employment
- LATEST of the following dates:
  - The day after the annuity effective date
  - The 31st day after termination of all WRS employment
  - The 31st day after the date ETF receives the retirement application
- *Terminated on or after July 2, 2013*
- Earliest Return to WRS eligible employment
- LATEST of the following dates:
  - The day after the annuity effective date
  - The 76th day after termination of all WRS employment
  - The 76th day after the date ETF receives the retirement application

# Fail to meet the statutory break in service...

- Annuity will be cancelled
- Must repay any benefits received



# Terminated prior to July 2, 2013?

- If you work in a WRS eligible position you have two options:
  - Participate in WRS
    - Annuity stops
    - Employer pays into WRS
    - Eligible for benefits
  - Elect to not participate in WRS
    - Continue to receive annuity
    - No payments into WRS from employer
    - Not eligible for benefits

# Terminated on or after July 2, 2013?

- Work less than two-thirds of full-time in a WRS eligible position you have the option to participate in WRS or decline participation.
- Work two-thirds of full-time or more in a WRS eligible position - the Rehired Annuitants Two-Thirds Provision applies.





# Rehired Annuitants Two-Thirds Provision

- Annuity is automatically suspended
- Annuitant is automatically reactivated as a participating employee
- What is two-thirds of full-time?
  - 1200 hours
  - 880 for teachers and educational support (Not including educational support staff for technical college and other educational institutions)

# Scenario 1...

- Retired June 1, 2013, receiving annuity. Plan to start work in a WRS eligible position August 15, 2014.
  - 30-day break in service met – the 2/3 of full-time provision does not apply since termed prior to July 2, 2013. Has the option to participate or not participate in the WRS



# Scenario 2...

- Currently a Rehired Annuitant, termed prior to July 2, 2013, elected to not participate in WRS. Am I required to end my annuity and become a participant due to the new law?
- No. Termination date was prior to effective date of the law.



# Scenario 3...

- Currently a Rehired Annuitant, participating in WRS, terminated employment on July 24, 2013. Planning to work a new WRS eligible position in the fall.
- The 75-day break requirement and 2/3 of full-time provision apply, term date is after July 2, 2013.



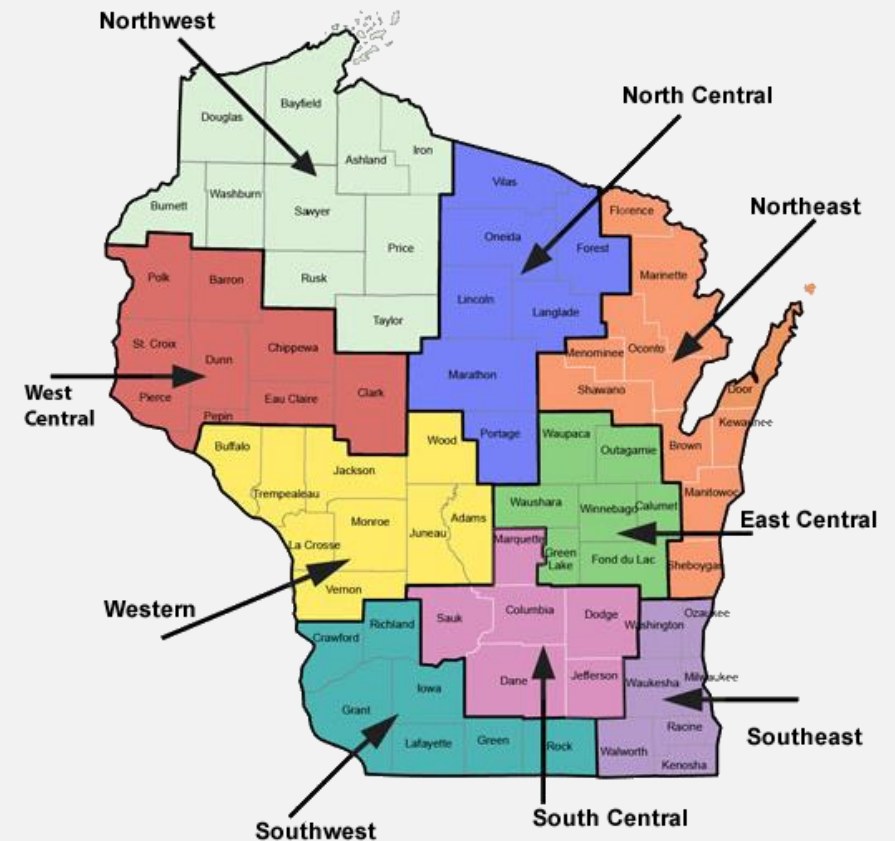
# Rehired Annuitant Form

- When returning to work for a WRS employer, a Rehired Annuitant form (ET-2319) must be completed.
- WRS employers will provide the ET-2319 to their employees



# Face-to-Face Events

- Regular visits statewide
- Daytime group retirement appointments
  - Retirement packet required
  - Appointment required
- Evening benefits presentations
  - New and mid-career employees
  - Nearing retirement
- Visit [etf.wi.gov/member\\_education.htm](http://etf.wi.gov/member_education.htm) and click **Face-to-Face** to learn more.



A family of three—a woman with curly hair, a man, and a young girl—are walking together on a dirt path through a lush, green forest. The woman is on the left, the man is on the right, and the girl is in the center, slightly in front of them. They are all smiling and appear to be enjoying their walk. The background is filled with tall trees and dense foliage. The entire image has a dark blue overlay.

**Questions?**

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