



## **Employer Announcement #90**

### **Clarification of Post-Retirement OPSRP Retiree Work Restrictions**

OPSRP retirees have an annual retiree work hour limit of less than 600 hours' total service in "non-qualifying" jobs in a calendar year. An OPSRP retiree may work up to 599.99 total hours in "non-qualifying" jobs in any calendar year and still be considered a retiree, but 600 hours total service results in "qualifying" status for all post-retirement employment in the year and re-established active OPSRP membership, effectively canceling the individual's retirement.

A job segment is considered "qualifying" if:

1. The job segment is in a calendar year of 600 hours total service by the member with one or more PERS employers, or
2. The job segment is partial year employment in a calendar year of less than 600 total hours and employer "qualifying" hire intent.

A recent review of statute governing OPSRP Pension program retiree post-retirement PERS employment determined that combined employment hours in active service and post-retirement job segments count towards "qualifying" status for post-retirement employment. If pre-retirement and post-retirement employment worked in the same calendar year meets or exceeds 600 hours, an OPSRP member will re-establish "active" membership and any monthly retirement benefit payment will stop. If the active member receives retirement benefits to which he or she is not entitled, the member will be required to repay those benefits to PERS.

OPSRP retirees may avoid this outcome by performing no work hours with PERS employers in the calendar year of OPSRP retirement, delaying any OPSRP post-retirement employment in "non-qualifying" jobs with PERS employers until the calendar year following the OPSRP retirement year.

PERS staff is actively reviewing alternatives to reduce the impact of this determination on retired members.

Please direct all questions on this subject to: [PERS.WorkAfterRetirement@pers.state.or.us](mailto:PERS.WorkAfterRetirement@pers.state.or.us) rather than your ESC Account Team representative.

**References: ORS 238A.245, OAR 459-075-0300**

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