

A scenic photograph of a lighthouse built on a rocky cliffside. The lighthouse is a cylindrical structure with a white upper section and a darker stone lower section. It has a black lantern room on top. The background shows a clear blue sky and green foliage on the cliff. The foreground is the dark, calm water of the ocean.

EMPLOYER PORTAL
**POST-RETIREMENT
DATA COLLECTION
MANUAL**

CONTENTS

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- [Steps to Submit a Post-Retirement Data Collection in the ERSRI Employer Portal](#)
- [Determining whether to report Days or Wages](#)
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POST RETIREMENT DATA COLLECTIONS

1

If your agency takes part in Post Retirement employment there are reporting requirements that must be followed.

2

R.I.G.L. limits when, how much, and for whom retirees from ERSRI can work. If the applicable laws are not followed, the retiree's pension benefit may be suspended.

3

This guide provides information on how to report post retirement employment and who is required to report their time.

POST-RETIREMENT OVERVIEW CHARTS



POST-RETIREMENT EMPLOYMENT OVERVIEW

<i>You have retired and want to work for...</i>	State of Rhode Island	Rhode Island State College or University	Rhode Island State Nursing Facility	MERS City or Town (includes Non-Certified School Positions)	Rhode Island Public School or State School (Teacher Positions)	Non-MERS City or Town
Will pension be suspended?	Yes, until employment ends	No, if below Income Limit	No, if below Day Count Limit	No, if below Day Count Limit	No, if below Day Count Limit	No
45 day break in service required?	N/A	Yes	Yes	Yes	Yes	No
Gross Income Limit	N/A	\$25,000 per calendar year; \$15,000 for Drivers Education Teachers	None	None	None	None
Day Count Limit	N/A	None	75 full days, 150 half days per calendar year	75 full days, 150 half days per calendar year	90 full days, 180 half days per school year*	None
Reporting requirements	Retiree must notify ERSRI in writing before starting position	Reported by the Employer via the ERSRI Employer Portal	Reported by the Employer via the ERSRI Employer Portal	Reported by the Employer via the ERSRI Employer Portal	Reported by the Employer via the ERSRI Employer Portal .	None
Other requirements or exceptions	None	Must be in a position providing classroom instruction, academic advising of students, or coaching ONLY.	Includes teaching in a nursing program at a State college or university	If working in a MERS position in the public schools, days are counted per school year.	School districts must also send ERSRI an annual "good faith" letter for any vacant position. State schools only will report wages in the case of a new/specialized non-substitute position.	None

*A **School Year** is defined as **8/1/yyyy to 7/31/yyyy** beginning with the 2026-2027 school year

Prior years are 8/25/yyyy to 8/24/yyyy

A **half day** is **4 hours or less for a municipal position**, or **3 hours or less for a teacher**.

The **gross income limit** is the amount a retiree is permitted to earn before suspending their pension. Income is counted for the **year it was earned** regardless of the date paid.

POST-RETIREMENT EMPLOYMENT OVERVIEW

<i>You have retired and want to work for...</i>	Non-MERS City or Town	Non-Profit	Out of State public sector work (such as MA or CT)	PRIVATE COMPANY as Owner, Contractor, or Consultant	PRIVATE COMPANY (<u>not</u> as Owner, Contractor, or Consultant)
Will pension be suspended?	No	No*	No	No, unless the contractor or consulting is for an agency/dept of the State of RI, then pension will be suspended	No**
45 day break in service required?	No	No	No	No	No
Gross Income Limit	None	None	None	None	None
Day Count Limit	None	None	None	None	None
Reporting requirements	None	For np positions <u>funded by state funds</u> , retiree must notify ERSRI in writing before starting position.	None	Retiree must notify ERSRI in writing before starting work	For private company positions <u>funded by state funds</u> , retiree must notify ERSRI in writing before starting position.
Other requirements or exceptions	None	*For non-profit positions <u>funded by state funds</u> , benefit will be suspended.	Permitted as long as there is no connection to Rhode Island	Retirees consulting or doing contract work for a RI State College, University or School, RI State Nursing Facility, MERS City or Town or RI Public Schools are subject to the applicable restrictions and limitations.	**For private company positions funded by state funds, benefit will be suspended.

TEMPORARY OR NEW LEGISLATION

- From time to time, the Rhode Island General Assembly may enact **temporary laws** (*or make changes to existing law*) governing certain aspects of post-retirement employment.
- Visit <https://www.ersri.org/resources/legislative-updates> for more information.
- Also **look for email updates** from the ERSRI Wage and Contribution Team for any changes that affect employers.

POST-RETIREMENT DATA COLLECTION PROCESS

7 Steps for Creating and
Submitting a Post-Retirement
Data Collection in the ERSRI
Employer Portal



USE THE EMPLOYER PORTAL TO REPORT POST-RETIREMENT EMPLOYMENT

Employers are required to report using the Employer Portal

ERSRI no longer accepts paper forms

Business Functions / Data & Payroll Submissions

Create Data Collection

1. Definition 2. Add Member Data 3. Validate Member Data 4. Review & Submit

New Data Collection Information

Configuration:*

Employer Code:*

Pension Plan:*

Start Date:*

Data Collection Name:*



EMPLOYEES' RETIREMENT SYSTEM OF RHODE ISLAND
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Email: ersri@ersri.org Web Site: www.ersri.org

MONTHLY NOTIFICATION OF POST-RETIREMENT EMPLOYMENT

Instructions: Please print or type in black ink. Please return completed forms to ERSRI. Your promptness is appreciated.

Any employment or re-employment may begin no earlier than 30 days after retirement.

Rhode Island General Law allows members who retired under the provisions of Title 16, 36, or 45 to be employed or re-employed by any municipality within the state, with certain restrictions. Only one type of employment is allowed.

ERSRI or MERS retirees may work for a participating municipality for no more than 75 working days or 150 half-days in a calendar year. For MERS retirees employed in a school department, days shall be counted as of the first day of the school year of September 1st through August 31st.

ERSRI or MERS retirees may substitute for a non-retired employee for a period of not more than 90 days or 180 half-days in any one school year. A "school year" is generally Sept. 1 through August 31st, but may vary by department. Officers of the school department may be hired to fill a vacant teaching position, including coaching, for not more than 90 days or 180 half-days. The school department certifies in writing that they have made a good faith effort to hire a non-retired person.

ERSRI or MERS retirees may be employed by a state university or college for the purpose of providing classroom instruction, academic advising of students and/or other related duties. Retirees may be employed on a per diem basis to provide nursing care/service at a state facility. In no case shall gross wages exceed fifteen thousand (\$15,000) in any one calendar year for teaching employment, or twelve thousand (\$12,000) for other employment.

Pension payments shall be suspended whenever applicable contributions are not made. **No additional contributions shall be taken and no additional service credits shall be granted for post-retirement employment.** Notice of employment shall be sent monthly to the retirement board by the employer and the retired member. The completed form shall suffice as notice.

REPORTING AGENCY / DEPARTMENT / SCHOOL

REPORTING AGENCY: _____ RETIREE NUMBER: _____

RETIREE DATA

First Name: _____ MI: _____ Social Security Number: _____

RETIREE IS: (CHECK ONE) SUBSTITUTE TEACHER (CERTIFICATE REQUIRED) MUNICIPAL EMPLOYEE REGISTERED NURSE

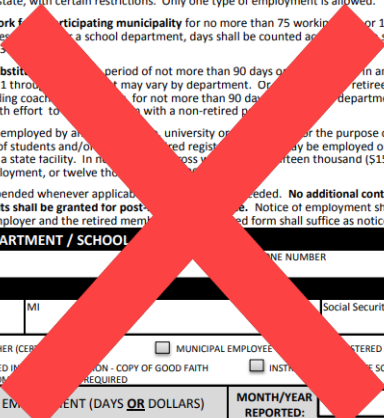
TEACHER EMPLOYED IN A SCHOOL DEPARTMENT - COPY OF GOOD FAITH HIRING LETTER FROM SCHOOL DEPARTMENT REQUIRED INSTRUCTOR IN A SCHOOL OR COLLEGE

MONTHLY REPORTING OF EMPLOYMENT (DAYS OR DOLLARS) MONTH/YEAR REPORTED: _____

CHECK APPROPRIATE REPORTING METHOD AND COMPLETE SECTION BELOW

DAYS DOLLARS

LIST FULL DAYS WORKED THIS MONTH. INDICATE ACTUAL DATES WORKED. _____ GROSS DOLLARS REPORTED THIS MONTH _____



1. CREATE A POST-RETIREMENT EMPLOYMENT DATA COLLECTION

To start: click on Menu Bar >> Business Functions >> Data and Payroll Submissions >> Create Data Collection

Select the configuration “Post Retirement Employment” and fill in the required data:
(1) Employer Code, (2) Pension Plan, (3) Start Date, (4) End Date.

Click “Save and Continue”

Business Functions / Data & Payroll Submissions

Create Data Collection

1. Definition 2. Add Member Data 3. Validate Member Data 4. Review & Submit

New Data Collection Information

Configuration:*	<input type="text" value="Post-Retirement Employment"/>	<input type="button" value="Save and Continue"/>	
Employer Code:*	<input type="text" value="2000"/>	<input type="button" value="Cancel"/>	
Pension Plan:*	<input type="text" value="ERS"/>		
Start Date:*	<input type="text" value="07/29/2022"/>	End Date:*	<input type="text" value="08/05/2022"/>
Data Collection Name:*	<input type="text" value="2000 - Post-Retirement Employment - 07/29/2022 - PR"/>		

* Mandatory fields

1B. CREATE A POST-RETIREMENT EMPLOYMENT DATA COLLECTION

- You can return to the Data & Payroll Submissions screen at any time
- To review, select the new DC and click “View / Edit Data Collection”

Business Functions / Data & Payroll Submissions

Data & Payroll Submissions

[Create Data Collection](#) View: **In Progress** ▾

Employer Code ▾	Plan ▾	Configuration ▾ ▲	Data Collection Name ▾	Status	↻
1003	ERS	Health & Welfare Deductions	test2020	Initial Data Entry	
1112	MERS	OSC Contributions	1112 - OSC Contributions - 01/01/2022 - 1	Action definition	
2000	ERS	OSC Contributions	2000 - OSC Contributions - 01/01/2022 - 1	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 01-01-2022 - 1	Action definition	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 04-21-2022 - EM	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 11-04-2022 - 2	Initial Data Entry	
1003	MERS	Post-Retirement Employment	1003 - Post-Retirement Employment - 01-01-2022 - 1	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 07/29/2022 - PRE	Submitted for Completion	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 07/29/2022 - PRE	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 11-04-2022 - 1	Initial Data Entry	

2000 - Post-Retirement Employment - 07/29/2022 - PRE

Employer Code:	2000
Plan:	ERS
Employer Name:	State
Configuration:	Post-Retirement Employment
Data Collection Name:	2000 - Post-Retirement Employment - 07/29/2022 - PRE
Start Date:	07/29/2022
End Date:	08/05/2022
Status:	Initial Data Entry
Case ID:	CAS-536167-L9T1
Processed by:	masterclientadmin@morneaushepell.com

Data Entry Summary

No Files.

Manual Entry: 0

Total Records

Total Members Records:	0
Members Without Exceptions:	0
Members With Errors:	0
Members With Warnings:	0

[View / Edit Data Collection](#)

⏪ ◀ 1 of 5 ▶ ⏩

2. ADD MEMBER DATA

Click on “+ Add Client” in the Add Member Data screen, then enter all required information* on the data input detail page.

**all fields must be populated – add zeros in the Financial Information section as needed.*

Business Functions / Data & Payroll Submissions

Data & Payroll Submissions

[Create Data Collection](#) View: **In Progress** ▾

Employer Code ▾	Plan ▾	Configuration ▾ ▲	Data Collection Name ▾	Status	🔄
1003	ERS	Health & Welfare Deductions	test2020	Initial Data Entry	
1112	MERS	OSC Contributions	1112 - OSC Contributions - 01/01/2022 - 1	Action definition	
2000	ERS	OSC Contributions	2000 - OSC Contributions - 01/01/2022 - 1	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 01-01-2022 - 1	Action definition	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 04-21-2022 - EM	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 11-04-2022 - 2	Initial Data Entry	
1003	MERS	Post-Retirement Employment	1003 - Post-Retirement Employment - 01-01-2022 - 1	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 07/29/2022 - PRE	Submitted for Completion	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 07/29/2022 - PRE	Initial Data Entry	
2000	ERS	Post-Retirement Employment	2000 - Post-Retirement Employment - 11-04-2022 - 1	Initial Data Entry	

2000 - Post-Retirement Employment - 07/29/2022 - PRE

Employer Code: 2000
 Plan: ERS
 Employer Name: State
 Configuration: Post-Retirement Employment
 Data Collection Name: 2000 - Post-Retirement Employment - 07/29/2022 - PRE
 Start Date: 07/29/2022
 End Date: 08/05/2022
 Status: Initial Data Entry
 Case ID: CAS-536167-L9T1
 Processed by: masterclientadmin@morneaushepell.com

Data Entry Summary

No Files.

Manual Entry: **0**

Total Records

Total Members Records: **0**
 Members Without Exceptions: **0**
 Members With Errors: **0**
 Members With Warnings: **0**

[View / Edit Data Collection](#)

⏪ < 1 of 5 > ⏩

3. INPUT DATA DETAIL

Complete all fields.

Choose the Position Code* from the dropdown menu.

Enter the days worked during the begin and end date that was submitted.

Click "Save."

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE
Status: Initial Data Entry

1. Definition 2. Add Member Data 3. Validate Member Data 4. Review & Submit

Key fields

Social Security Number*

Organization Code*

Begin Date*

End Date*

Employee personal information

Last Name*

First Name*

Position Code*

Financial information

Post-Retirement Wages

Post-Retirement Days Worked

Save

Cancel

PRIS - Retired employee who returned to work as a substitute or vacant position at a state school
PRSB - Retired teacher who returned to work as a substitute teacher
PRAM - Retired teacher who returned to work as a teacher or other certified position in a school department (vacant position)
PRME - Retired employee who returned to work as a municipal employee
PRST - Retired employee who returned to work at a state college or university or state school position (limited to coaching, academic advising, classroom instruction)
PRNR - Retired registered nurse who returned to work in a state facility
PRMS - Retired employee who returned to work as a municipality employee in a SCHOOL
PRDE - post retirement drivers education instructor

For **corrections**, make changes to previous periods by entering the change as a **negative**.

* [Click here](#) to see Position Code descriptions

3B. INPUT DATA DETAIL

Add all post retirement records

When finished, Click "Validate"

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE Status: Initial Data Entry

1. Definition **2. Add Member Data** 3. Validate Member Data 4. Review & Submit

[+ Add Record](#) [Upload File](#) View: All [Validate](#)

Social Security Number	Last Name	First Name	Actions
	Reece_ANON_0014	Cornelia	

File Summary No files

No Files.

[Upload File](#)

4. VALIDATE MEMBER DATA

Upon validation, a warning message may appear

If so, highlight the row...

...and “Approve Warning”

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE
Status: Action definition
1. Definition 2. Add Member Data 3. **Validate Member Data** 4. Review & Submit

Social Security Number	Last Name	First Name	Actions
[Redacted]	Reece_ANON_0014	Comella	[Icon]

Quality Ratio
Current Quality Ratio: 0 % Target: 100 %

View Filter
Action Required -

Warning [Icon]
 The value exceeds the limits specified. Please validate and correct the p...

1 member: [No member with errors] 1 member with warnings [No member without exceptions]

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE
Status: Action definition
1. Definition 2. Add Member Data 3. **Validate Member Data** 4. Review & Submit

Social Security Number	Last Name	First Name	Actions
[Redacted]	Reece_ANON_0014	Comella	[Icon]

Quality Ratio
Current Quality Ratio: 0 % Target: 100 %

Member Summary [Close]

Severity: Warning
Error ID: 4006
Message: The value (6,799,997.90) of the field Amount exceeds the specified limits, (-999,999.99 and 999,999.99). Please validate and correct the provided information.

View Member Data
Approve Warning

Approval warning

You have chosen to approve the following warnings. Please indicate a reason for each:

The value (6,799,997.90) of the field Amount exceeds the specified limits, (-999,999.99 and 999,999.99). Please validate and correct the provided information.

Other [Dropdown Arrow]

approved [Text Input]

Cancel Save

4B. VALIDATE MEMBER DATA

Click "Validate"

Click "Continue"

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE Status: Action definition

1. Definition 2. Add Member Data 3. **Validate Member Data** 4. Review & Submit

Social Security Number	Last Name	First Name	Actions
No Results Found.			

Validate **Continue**

Quality Ratio

Current Quality Ratio: 0 % Target: 100 %

View Filter Action Required -

No action required

1 member No member with errors 1 member with warnings No member without exceptions

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE Status: Action definition

1. Definition 2. Add Member Data 3. **Validate Member Data** 4. Review & Submit

Social Security Number	Last Name	First Name	Actions
No Results Found.			

Validate **Continue**

Quality Ratio

Current Quality Ratio: 100 % Target: 100 %

View Filter Action Required -

No action required

1 member No member with errors 1 member with warnings No member without exceptions

5. REVIEW AND SUBMIT

When all errors are corrected and warnings are approved...

...the Data Collection will move to the Review & Submit screen.

To check the totals for data entered, click on "D0000sta.xlsx" report

Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE

1. Definition 2. Add Member Data 3. Validate Member Data 4. Review & Submit

Data Collection Summary			
Employer Code:*	2000	Start Date:*	07/29/2022
Plan:*	ERS	End Date:*	08/05/2022
Configuration:*	Post-Retirement Employment	Case ID:	CAS-536164-X3Y6
Data Collection Name:*	2000 - Post-Retirement Employment - 07/29/2022 - PRE		

Quality Ratio	
Current Quality Ratio: 100 %	Target: 100 %

Data Entry Summary	
File Uploads:	
General Information	
Manual Entries:	1
Total Members Records:	1
Members Actions	
Ready For Load:	0
Validation Required:	0
Approved Warnings:	1
Rejected:	0
Reports	
Transactions report: D0000tra.XLS	
Transactions summary report: D0000sta.XLS	
Public validation summary: D0000Val.XLS	
Control Report: D0000ctl.XLS	

Members Statuses	
Without Exceptions:	0
With Errors:	0
With Warnings:	1

Submit

6. REVIEW REPORT

On the D0000sta.xlsx report, verify the data matches what was entered

For example, the number of days presented should be the total entered for all retirees.

Exit out of the Excel report to return to the “Review and Submit” screen.

Client name	ERSRI
Summary of	2000 - Post-Retirement Employment - 07/01/2022 - 1 (CAS-1078889-L5X3)
Employer # / Name	2000 State
Pension plan	ERS
File name	
File status	Final
Total records processed	1

Processed	
Service Event PSRE Service	2.00

7. SUBMIT THE DATA COLLECTION



Business Functions / Data & Payroll Submissions
2000 - Post-Retirement Employment - 07/29/2022 - PRE Status: Action definition

1. Definition 2. Add Member Data 3. Validate Member Data **4. Review & Submit**

Data Collection Summary				Submit	
Employer Code:*	2000	Start Date:*	07/29/2022	Quality Ratio Current Quality Ratio: 100 % Target: 100 %	
Plan:*	ERS	End Date:*	08/05/2022		
Configuration:*	Post-Retirement Employment	Case ID:	CAS-536164-X3Y6		
Data Collection Name:*	2000 - Post-Retirement Employment - 07/29/2022 - PRE				

Data Entry Summary	
File Uploads:	
General Information	
Manual Entries:	1
Total Members Records:	1
Members Actions	
Ready For Load:	0
Validation Required:	0
Approved Warnings:	1
Rejected:	0
Reports	
Transactions report:	D0000tra.XLS
Transactions summary report:	D0000sta.XLS
Public validation summary:	D0000val.XLS
Control Report:	D0000ctl.XLS

Members Statuses

Without Exceptions:	0
With Errors:	0
With Warnings:	1

DO I REPORT DAYS WORKED OR WAGES?



DAYS WORKED OR WAGES?

- For most **Teachers**, report Financial Info in the “Post Retirement **Days Worked**” field.
- The exception is **Retirees Working as Teachers for a RI State College or University** whose **Gross Income** is reported in the Post Retirement **Wages** field.
- **MERS** and **Rhode Island Public School Employees** report their **Days Worked**.

- Teachers at Rhode Island Public Schools
- Teachers at State Schools*

Days Worked

- MERS Employees
- Rhode Island Public School Employees

Days Worked

- Teachers at a Rhode Island State College or University

Wages

except newly-created or specialized non-substitute positions at State Schools, which must report **WAGES.*

POSITION CODES



POST RETIREMENT EMPLOYMENT POSITION CODES

PRSB – Substitute Teaching Position – Return to work as a substitute teacher

- Limit: 90 full days or 180 half-days in any one school year (8/1 through 7/31)

PRAM – Vacant Teaching Position – Return to work as an administrator, guidance counselor, or other certified position in a school department (vacant position)

- Limit: 90 full days or 180 half-days in any one school year
- The employer must provide a written certification that it has made a good faith effort to fill the position with a non-retired employee without success. For **Good Faith letter templates**, see <https://www.ersri.org/employers/training-resources>

PRIS – Vacant Position at a State College or University – Return to work as an instructor at a state college or university (or state school if a new/specialized non-substitute position)

- Limit: Gross wages cannot exceed \$25,000 in any one calendar year or \$15,000 for teaching drivers education.



Important Reminder: A 45 day break from the date of retirement is **required** for all position types or the member's benefit will be **suspended**.

POST RETIREMENT EMPLOYMENT POSITIONS CODES

PRME – Participating Municipalities Position – Return to work as a municipal employee

- Limit: 75 full days or 150 half-days in any one calendar year (half day is 4 hours or less)

PRMS – Participating Municipalities Position - School – Return to work as a municipal employee in a school

- Limit: 75 full days or 150 half-days in any one school year (half day is 4 hours or less)

PRNR – Registered Nurses Position – Return to work as a registered nurse in a state facility or employed as a faculty member of a nursing program at a State-operated college or university

- Limit: 75 full days or 150 half-days in any one school year (half day is 4 hours or less)

FREQUENTLY ASKED QUESTIONS (FAQs)



POST RETIREMENT EMPLOYMENT FREQUENTLY ASKED QUESTIONS (FAQs)

Can a retired member work for the State of Rhode Island?

A retiree from ERSRI may *not work* for the state without suspending their pension. This includes consulting work for the state through a private company or non-profit.

Can a retired member work for a City or Town?

Retired state employees, teachers, and municipal workers may be employed by a [MERS participating municipality](#) for up to 75 working days or 150 half days per calendar year. For non-teaching positions in a public school we use a **school year**.

If the member exceeds 75 working days or 150 half days, the pension will be suspended. (For non-teachers a "half day" is working up to 4 hours. A "full day" is working more than 4 hours.)

A member may work without restrictions for any municipality that does not participate in MERS.

Can a retired member work for a Rhode Island public school?

Any retiree may substitute teach or fill **vacant** positions including teacher, administrators, guidance counselors, coaches, or tutors.*

A retiree may not work more than 90 days or 180 half days in any one school year (including summer months) without suspending their pension. (A "half day" is up to 3 hours. A "full day" is working more than 3 hours.)

Charter schools and Mayoral academies are public schools.

**Non-certified positions in a RI public school adhere to MERS city or town limits.*

Can a retired member work for a Rhode Island college, university or State school?

A retired member can work as a classroom instructor, an academic advisor or a coach at any state college, university, or state school.** Work in any other position (such as clerical, supervisor, aide, etc.) is prohibited without suspending their pension.

The retiree may earn up to **\$25,000 gross income** in any calendar year without suspending the pension, or **\$15,000 for Drivers Education instruction**.

***Income limits only apply to teachers at a state school for newly-created/specialized non-substitute positions. Otherwise, days worked apply.*

POST RETIREMENT EMPLOYMENT FREQUENTLY ASKED QUESTIONS (FAQs)

Can a retired member work as a nurse in a state facility?

Retired nurses can provide per-diem nursing care and/or services at a state facility, or be employed as a faculty member teaching in a nursing program at a state college or university.

A retired nurse may be employed for up to 75 working days or 150 half days per calendar year. (For nurses, a "half day" is defined as working up to 4 hours. A "full day" is defined as working more than 4 hours.)

Can a retired member work as a consultant or a contractor?

Consulting can be complicated. We strongly advise that before accepting a consulting opportunity the member [submit a post-retirement inquiry](#) to ERSRI with questions about their individual situation.

In general, the post retirement rules for state agencies and municipalities apply to retirees providing consulting services to the state, a public school, or a MERS municipality. Retirees are not allowed to work for the state and as a general rule, they are not allowed to work as consultants to the state. If the retiree is providing consulting services to a Rhode Island public school, or a MERS municipality they would have the same day count restrictions and reporting requirements as a retiree working directly for the school district or municipality.

When can a retired member go back to work?

Effective October 1, 2016, retirees must take a break of 45 calendar days from the date of retirement prior to beginning post retirement employment.

For teachers and “non-certified” employees working in a school, how is the school year defined?

August 1st is the beginning of the school year and working days are counted through July 31st of the following year.

What constitutes a half day?

For **teachers** a half day is up to 3 hours of work. Anything over 3 hours is considered a full day.

For **non-teachers** a half day is up to 4 hours of work. Anything over 4 hours is considered a full day.

POST RETIREMENT EMPLOYMENT FREQUENTLY ASKED QUESTIONS (FAQs)

What are the **employer** reporting requirements?

Employers are required to report dollars earned or days worked (depending on the employer type) to ERSRI on a monthly basis via the **employer feed on the ERSRI Employer Portal**.

Rhode Island public schools that employ retirees are required to send an annual “good faith” letter stating that the district has made a good faith effort to fill any vacant position with a person who is not retired. This letter must also be sent to the school district’s union.

What are the **employee** reporting requirements?

Retirees are responsible for logging to the ERSRI Member Portal and reviewing the information reported by their employer to ensure their dollars earned or days worked have been reported accurately.

Retirees are responsible for resolving any discrepancies in reported post-retirement earnings or days with their employer directly.

Can a retiree work more than one type of post-retirement employment at the same time?

No. Retirees cannot **mix and match** employment types in a calendar year. For example, retirees cannot substitute 90 days in a public school under the 90-day limit rule **and** teach a course at CCRI under the \$25,000 limit – **only one type is allowed per calendar year**.

Will the retiree earn additional service credit or make contributions to ERSRI?

No. The retiree will not earn additional service credit or make employee contributions once they have retired and are collecting a pension.

Which laws or regulations govern post-retirement employment?

Post retirement employment is governed by R.I General Laws. See R.I.G.L. [36-10-36](#), [45-21-54](#), and [16-16-24](#) for teachers.

Note: For more information about any temporary legislative changes that may be in effect, refer to www.ersri.org/resources/legislativeupdates