



Retiree Notice of Postretirement Employment

Retirement Systems of Alabama
PO Box 302150, Montgomery, Alabama 36130-2150
877.517.0020 • 334.517.7000 • www.rsa-al.gov



Your SSN

Check One: ☐ TRS ☐ ERS

Your Information

Please type or print

Name _____
First Middle/Maiden Last

Mailing Address _____
Street or P.O. Box Apt.# City State ZIP Code

Telephone Number _____ Email Address _____

Date of Birth _____ Sex ☐ Male ☐ Female

Status ☐ Married ☐ Single ☐ Widowed ☐ Divorced

Postretirement Information

Employing Agency* _____ Telephone _____

Expected annual compensation or amount Not to Exceed (NTE) from an ERS or TRS agency for the 2025 calendar year.

\$ _____

The retiree must compute annual calendar salary based on rate of pay and hours/days/weeks/months expected to work in a calendar year. An amount not to exceed for the calendar year is sufficient, but should also be detailed in any contract between the retiree and the employing agency.

Will you be employed: (Check **ONE** for a. and **ONE** for b.)

a. ☐ Part time or ☐ Full time

b. ☐ Permanent or ☐ Temporary

Date employment begins _____ (This date must be at least 30 days after the effective date of retirement.)

Do you have a Contract? ☐ Yes ☐ No If yes, please attach.

Brief description of duties: _____

Retiree Certification

I certify that the above information is accurate and true.

Sign Here → Signature _____ Date _____

**If multiple campuses, please identify specific campus such as George Wallace – Selma.*

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The passage of Act 2014-297 requires all retirees, regardless of position, returning to work with or performing a service for an ERS or TRS participating agency to **submit the RETIREE NOTICE OF POSTRETIREMENT EMPLOYMENT (RSA_PRERN) within 30 days of engaging in employment and annually thereafter. Separate forms must be submitted for EVERY agency with whom you are employed. Do not combine information. Each form must be reconciled with an agency.**

1. Please complete this form in an accurate and timely manner. Any RETIREE NOTICE OF POSTRETIREMENT EMPLOYMENT which is not complete will be returned for clarification and/or correction.
 - a. Provide your **full** Social Security Number (not just the last four digits).
 - b. Provide your expected annual compensation based on the **calendar year (January 1 - December 31)** and not the fiscal year. **The law is structured to monitor annual calendar salary.** When agencies and/or retirees show hourly, weekly, monthly pay, they must also compute the actual calendar salary derived from numbers of hours/weeks the retiree worked or is expected to work.
 - c. An alternative to this exact salary listing, if unknown at time of employment, is to state an amount not to exceed a salary range within which the employee will remain. This will determine if the retiree is within the annual earnings limit defined by law (ex.: NTE \$5,000; NTE \$10,000; NTE \$24,000). There must be an amount given after the "NTE."
2. A retiree employed with a TRS or ERS member agency may continue to receive full retirement benefits provided the retired member meets **all of the following conditions**:
 - a. The retiree must not be employed or under contract for permanent, full-time employment.
 - b. The retiree's salary cannot exceed the limitation on earnings. The limits are subject to change based upon the Consumer Price Index. **The limit for the 2025 calendar year is \$39,000. The earnings limit is based on when wages are earned and not paid during the calendar year.** If a retiree's earnings exceed the annual limitation on earnings, the retirement benefit is subject to suspension for the remainder of the calendar year.
 - c. The retiree must have at least a 30 day break in employment from the effective date of retirement before being reemployed with an ERS or TRS member agency.
3. If you are a service retiree who is not working or performing a service for an agency participating in ERS or TRS, you do **NOT** have to notify RSA of your employment status regardless of type of appointment or salary (i.e., federal government, private enterprise). If you are receiving a disability retirement benefit, and have not reached your eligible retirement age (60 for Tier 1 retirees and 62 for Tier 2 retirees), you should report all salary paid to you for performing work.
4. Retirees who are in, or considering entering into, a contract with a participating agency of the ERS or TRS, or are considering employment with an independent contractor who is contracting with a participating agency of the ERS or TRS, should provide a copy of that contract **along with the RN form** to the ERS or TRS to determine whether or not such contract and employment will impact negatively upon your retirement benefits and subsequently result in suspension of benefits. Independent contractors can include staffing or temporary service agencies, such as Kelly Services, that provide staffing or other services to ERS or TRS participating agencies.
5. To ensure that all information is provided in a uniform and consistent manner, **all** retirees are required to complete the RETIREE NOTICE OF POSTRETIREMENT EMPLOYMENT (RSA_PRERN) and submit it to RSA within **30 days** of appointment to new position. This form must be completed and submitted every January thereafter.
6. The retiree should notify the ERS or TRS **immediately** when his or her employment status or compensation does not comply with the limitations above in 2a, 2b, and 2c.
7. Completed forms and attachments must be **signed and mailed** to the address at the top of the form.