COAERS

2025 MEMBER SUMMIT

HOUSEKEEPING REMINDERS

Sign In

Please sign in if you haven't already done so.

Asking Questions

Presentation will be followed by a brief Q&A session, if time allows.

Resource Table

Access the resource table for more information, additional questions, and assistance.

Refreshments

Coffee and light refreshments are available for your enjoyment.

MEET THE 2025 BOARD

Diana Thomas, Chair

Dick Lavine, Vice Chair

Mike Benson

Kelly Crook

Ben Ellinor

Micheal Granof

Council Member Krista Laine

Yuejiao Liu

Chris Noak

Anthony Ross, Sr.

Ed Van Eenoo

COAERS

NAVIGATING POST-RETIREMENT EMPLOYMENT

Considering Returning to Work

FINANCIAL FLEXIBILITY OR SUPPLEMENTAL INCOME

STAYING ACTIVE AND MENTALLY ENGAGED

SHARING EXPERTISE THROUGH CONSULTING OR MENTORING

EXPLORING NEW INTERESTS OR CAREER PATHS

The 1,508-Hour Rule

Non-Full Time Employment

Returning to non–full-time employment with the City of Austin

- You may work up to 1,508 hours in a rolling 12-month period
- If you exceed 1,508 hours:
  - Monthly retirement benefit is suspended
  - Reinstated only upon separation from service and resumption of retirement

What Counts Toward the 1,508-Hour Rule?

Returning to non–full-time employment with the City of Austin

The hours include all compensated time, not just actual hours worked such as:

- Hours worked
- Paid vacation time
- Sick leave
- Holiday pay
- Other types of paid or compensated leave

The 1,508-Hour Rule

Full-Time Employment

Returning to <u>full-time</u> employment with the City of Austin

- Full-Time City Employment will pause your benefit
- Your monthly retirement benefit will be suspended

- Upon re-retirement, COAERS will recalculate your benefit
  - Any new service credit earned
  - Updated average final compensation, if applicable

Are you under age 55?

- Retirees under age 55 must wait at least 90 days before returning to work with the City of Austin
- There can be no prearranged agreement to return before retirement
- Violating these terms may result in benefit suspension and possible delays in reinstatement

Working Elsewhere?

Employment Outside the City of Austin and What You Need to Know:

- Employment outside of the City of Austin will not affect your retirement benefit
- No hourly limit
- No pension impact
- You are free to work in the private sector, with other public entities, or for yourself
- COAERS monitors only employment with the City of Austin

Health Coverage Considerations

- Full-time return may offer active employee health benefits
- Coordinate with City HR before reemployment

Planning Wisely

Returning to work can be rewarding, so plan wisely:

- Know your limits (1,508 hours, 90-day rule, etc.)
- Track all paid time, not just hours worked
- Understand the consequences of full-time reemployment
- Reach out to COAERS for guidance before you accept an offer

QUESTIONS?

CONNECT WITH COAERS

(512) 458-2551 | member.services@coaers.org | www.coaers.org