

Iowa Public Employees' Retirement System

APRIL 2024



THE LATEST WORD



Bona Fide Retirement for licensed teachers update

On March 27, 2024, Governor Reynolds signed [HF2612](#) that includes a provision to reduce the Bona Fide Retirement (BFR) period to one month for members who retire effective July 1, 2024, through June 30, 2027, and are reemployed as licensed teachers ONLY. Currently, IPERS retirees may not return to work for an IPERS-covered employer in an IPERS-covered position for four months. [Read IPERS' current information about returning to work.](#)

IPERS distributed [Employer Bulletin 2024-1](#) to employers in the education sector on March 11. IPERS will provide additional information in the coming weeks.

Reminder to use Occupation Class Code 28 for licensed teachers

In September 2020 IPERS asked employers to begin reporting wages for licensed teachers using Occupation Class Code (OCC) 28 rather than OCC 11. The definition for licensed teachers is described in [Iowa Code chapter 272](#). Please review your payroll for all licensed teachers to verify that their occupation code is updated to OCC 28.

Remember that this OCC only includes licensed teachers. Administrators, support staff, office staff, paraeducators and coaches should not be included.

Secure communication with IPERS

To ensure confidential correspondence about members' accounts, and to centralize communication records, employers should communicate with IPERS using the Message Center in I-Que.

IPERS will discontinue communication via personal email accounts and employerrelations@ipers.org in favor of the Message Center.

Please refer to the [Message Center section of the I-Que Help Guide beginning on page 65](#), and look for information soon about training on this topic.

Citizen coaches rules

Citizen coaches frequently lead sports, cheer and drama teams but perform no other work for the employing school. Per [Administrative Rule 495.5.2\(51\)](#) employers may deduct IPERS contributions for citizen coaches when the coaches are initially hired or at the start of their second season.

Review your payroll system to ensure that IPERS-covered citizen coaches are paid properly through accurate payroll deductions. Document any changes made to your payroll system for citizen coaches and IPERS. IPERS may request this documentation during a compliance review.

Visit the [School District Employers page](#) on our website for more information about citizen coaches.

Section 125 plan certification

A Section 125 plan is an employer-sponsored fringe benefit plan that is subject to the federal Internal Revenue Code (IRC) Section 125. Some common names for this type of plan are cafeteria plan, flexible benefits plan, flex plan and flexible spending

arrangement. Employer contributions made to a Section 125 plan that can be received in cash or used to purchase benefits *may be* considered IPERS-covered wages. Many scenarios affect payments; if you make a cash payment as part of your benefit plan, IPERS must review this to determine if it is a covered wage.

Employers offering contributions to a Section 125 plan must annually certify that their plan meets all IRC requirements. Contributions made to a plan that is not certified are not IPERS-covered wages.

More information about certifying plans is available [on our website](#).

School cancelations and IPERS benefits

School cancelations due to inclement weather or other circumstances may push the last day of school from May to June. Remember that this delay affects the first month of retirement eligibility for new retirees of a school district. If school cancelations moved the end of the school year from one month to another, the first month of retirement eligibility should be delayed for one month, as well.

Reporting officials must complete the Employer's Verification of Termination section in each retiree's Application for IPERS Retirement Benefits to verify the employee's final date of employment. If the final date of employment changes after the retirement application is submitted, please contact IPERS to update the retiree's application. Failure to notify IPERS of the change could result in a retiree repaying retirement benefits.

[Visit our website](#) for additional information.

FY2025 contribution rates and CY2024 wage ceiling

FY2025 contribution rates for members and employers will be unchanged from current rates. Information about how contribution rates are established is available [on our website](#).

Additionally, the annual wage ceiling for CY2024 is \$345,000.

	Member Share	Employer Share	Total
Regular Members			
7/1/23 – 6/30/24	6.29%	9.44%	15.73%
7/1/24 – 6/30/25	6.29%	9.44%	15.73%
Sheriffs and Deputy Sheriffs			
7/1/23 – 6/30/24	8.51%	8.51%	17.02%
7/1/24 – 6/30/25	8.51%	8.51%	17.02%
Protection Occupations			
7/1/23 – 6/30/24	6.21%	9.31%	15.52%
7/1/24 – 6/30/25	6.21%	9.31%	15.52%

Fraud prevention tips

IPERS has prepared fraud protection tips that employers can share with IPERS members. Below you’ll find graphics with helpful advice for your employees. Please consider including these in your employee newsletters, emails, websites or other communication pieces to help us communicate this information to our members.

To download the graphics, right-click the images below and click “Save image as...”

If you’re not sure how to include these tools in your communication pieces, email communications@ipers.org or call Alex Drzycimski at 515-281-3408.



HOW TO KNOW IT'S IPERS – SOLICIT MEMBER INFORMATION

IPERS does not solicit personal information like Social Security numbers or bank account information by email, which is not a secure form of communication.



Report suspicious activity to IPERS by phone at 800-622-3849 or by filling out IPERS' form at ipers.org/about/fraud-prevention.

HOW TO KNOW IT'S IPERS – CALLING MEMBERS

IPERS does not typically make outbound calls to members asking for personal details unless you have specifically requested a call from us.



IPERS will only call you from
7:30 a.m. – 5:00 p.m.
Monday – Friday.

Report suspicious activity to IPERS by phone
at 800-622-3849 or by filling out
IPERS' form at ipers.org/about/fraud-prevention.



HOW TO SAFELY COMMUNICATE WITH IPERS



Log in to My Account.
My Account is a secure way to
access your IPERS account online.



Call us at
800-622-3849.



Visit IPERS' office to meet
privately with an IPERS
Retirement Benefits Counselor.



Report suspicious activity to IPERS by phone at 800-622-3849 or by
filling out IPERS' form at ipers.org/about/fraud-prevention.