



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Gregory S. Samorajski, CFA
Chief Executive Officer

Kim Reynolds
Governor

Adam Gregg
Lt. Governor

IPERS Employer Bulletin 2024-1

DATE: March 11, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: Bona Fide Retirement for Licensed Teachers

On March 7, 2024, the Iowa House of Representatives passed [HF 2630](#) that includes a provision to reduce the Bona Fide Retirement (BFR) period to one month for members who retire and are reemployed as licensed teachers, effective July 1, 2024, through June 30, 2027. 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.](#)

Please note the following:

- This proposed bill amends the BFR period ONLY for members who retire and return to work as a licensed teacher.
- The bill defines licensed teachers per [Iowa Code chapter 256](#).
- The proposed bill does not change the annual \$50,000 earnings limit that applies to reemployed members who are younger than 65 years of age.
- The proposed bill would apply ONLY to IPERS members who retire between July 1, 2024, and June 30, 2027.

The Iowa Senate will consider this legislation next. If the bill become law, IPERS will provide more information at that time.

INQUIRIES

For more information, contact the Employer Relations Bureau at 877-473-7799, or [send an email](#). Please reference IPERS Employer Bulletin 2024-1.



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Gregory S. Samorajski, CFA
Chief Executive Officer

Kim Reynolds
Governor

Adam Gregg
Lt. Governor

IPERS Employer Bulletin 2024-2

DATE: April 30, 2024

TO: Reporting Officials

FROM: Greg Samorajski, CEO

RE: Bona Fide Retirement (BFR) for Licensed Teachers

In late March, Governor Reynolds signed [HF 2612](#) that includes a provision to reduce the Bona Fide Retirement (BFR) period from four months to one month for members who retire between July 1, 2024, and June 30, 2027, *and* return to work as a licensed teacher *only*.

IPERS has created [this page](#) to help answer frequently asked questions about the law's implications.

IPERS has received several questions specifically about eligibility for the shortened BFR period and whether it applies to temporary employees.

Who is eligible to take advantage of the shortened BFR period?

Only members who retire between July 1, 2024, and June 30, 2027, and return to work as a licensed teacher, including substitute teachers, may take advantage of the shortened BFR period. IPERS members who return to work as anything other than a licensed teacher or retire anytime other than between July 1, 2024, and June 30, 2027, are subject to the standard BFR requirements.

Are temporary employees eligible to take advantage of the shortened BFR period?

The BFR rules for temporary employees that must qualify for IPERS remain unchanged. A retiree may return as a temporary employee (including a substitute teacher) after receiving their first benefit payment. In many cases, school districts do not cover temporary employees until they qualify for IPERS by earning \$1,000 or more in wages for two consecutive calendar quarters.

Today IPERS also sent emails to members in three targeted groups:

1. A general email to members who are reported as licensed teachers and who are at least 52 years of age on July 1, 2024. The email alerts these members to changes to the BFR requirement for licensed teachers.

2 and 3. An email to members whose first month of entitlement is in May or June. The email alerts members to the changes to the Bona Fide Retirement requirement for licensed teachers and gives instructions to update their Application for IPERS Retirement Benefits if members want to change their first month of entitlement to July to take advantage of the shortened BFR period.

INQUIRIES

If you have questions, please contact the Employer Services and Operations Division at 877-473-7799. Please reference IPERS Employer Bulletin 2024-2.



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Gregory S. Samorajski, CFA
Chief Executive Officer

Kim Reynolds
Governor

Adam Gregg
Lt. Governor

IPERS Employer Bulletin 2024-3

DATE: June 21, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: Mental Health Training Fellowship from the University of Iowa

IPERS is aware that employees of some school districts are receiving payment for attending training via the University of Iowa Mental Health Training Paraeducator Fellowship Grant. Because employees are not required to fulfill additional job duties to receive this payment, the payment is not an IPERS-covered wage. Rather, staff who complete the training are obtaining additional skills. Payment to acquire those skills is consistent with language set forth in [Iowa Administrative Rule 495-6.3\(7\)\(a\)\(6\)](#).

If you have reported these earnings in error, please process a wage reporting adjustment to correct the member's account.

INQUIRIES

For more information, contact the Employer Services and Operations Division at 877-473-7799, or email us at employerrelations@ipers.org. Please reference IPERS Employer Bulletin 2024-3.



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

Gregory S. Samorajski, CFA
Chief Executive Officer

Kim Reynolds
Governor

Adam Gregg
Lt. Governor

IPERS Employer Bulletin 2024-4

DATE: July 26, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: IPERS' treatment for Education Support Personnel Salary Supplement (ESPSS)

IPERS is aware that school districts have received supplemental compensation for hourly staff from the Iowa Department of Education. If this compensation creates a new, permanent hourly pay rate, the payment is IPERS-covered. If the payment is made once, and the hourly employee's hourly pay rate reverts to its previous rate, the payment is considered a bonus and is not IPERS-covered.

If you have reported these earnings in error, please process a wage reporting adjustment to correct the member's account.

INQUIRIES

For more information, contact the Employer Services and Operations Division at 877-473-7799, or email us at employerrelations@ipers.org. Please reference IPERS Employer Bulletin 2024-4.

[View this email in your browser](#)



IPERS Employer Bulletin 2024-5

DATE: September 16, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: Employer Verification of Employment Form

In July IPERS launched an online retirement application for Regular members in My Account, IPERS' online retirement toolkit. As part of the application process, members can upload supplemental information, including the [Employer Verification of Employment form](#). Employers must complete this form for any retiring employee who has worked for you during the last calendar year. Please promptly return the completed form to the employee so it can be uploaded as part of the retirement application. Employers should not mail the completed form to IPERS.

The current form includes some minor updates and is available in My Account.

IPERS created [this document](#) to help members understand what supplemental documents are required as part of the application. You are welcome to direct your employees to this link for more information.

Inquiries

Protecting member information is among IPERS' top priorities. Rather than sharing potentially confidential information by phone or email, employers should communicate all questions to IPERS securely using the Messages feature in I-Que.

877-IPERS-99 (877-473-7799)
Office hours: 8 a.m. – 4:30 p.m., Monday-Friday



IPERS Employer Bulletin 2024-6

DATE: October 30, 2024
TO: Reporting Officials
FROM: Greg Samorajski, CEO
RE: FY2026 contribution rates and CY2024 compensation limits

This week IPERS announced FY2026 contribution rates for members and employers. Information about how contribution rates are established is [here](#).

Benefit enhancements for Sheriffs/Deputy Sheriffs members became effective July 1, 2024, and require increased contribution rates from these members and their employers. The enhancements included a larger multiplier after 22 years of service and a 1.5% cost-of-living adjustment for members who retire on or after July 1, 2024.

	Member Share	Employer Share	Total
Regular Members			
7/1/24 – 6/30/25	6.29%	9.44%	15.73%
7/1/25 – 6/30/26	6.29%	9.44%	15.73%
Sheriffs and Deputy Sheriffs			
7/1/24 – 6/30/25	8.51%	8.51%	17.02%
7/1/25 – 6/30/26	12.09%	12.09%	24.18%
Protection Occupation			
7/1/24 – 6/30/25	6.21%	9.31%	15.52%
7/1/25 – 6/30/26	6.21%	9.31%	15.52%

INQUIRIES

Protecting member information is among IPERS' top priorities. Rather than sharing potentially confidential information by phone or email, employers should communicate all questions to IPERS [securely using the Messages feature in I-Que](#). Please reference IPERS Employer Bulletin 2024-6.

877-IPERS-99 (877-473-7799)
Office hours: 8 a.m. – 4:30 p.m., Monday-Friday