OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM
BOARD MEETING AGENDA

Friday September 25, 2026 9:00 a.m.	**PERS HQ 11410 SW 68th Pkwy Portland, OR 97223**

ITEM	**PRESENTER**
A. Administration	
1. July 24, 2026 PERS Board Meeting Minutes	JARAMILLO
2. Director's Report	OLINECK
a. Forward-Looking Calendar	
b. Oregon Public Employees Retirement Fund (OPERF)	
i. OPERF Investment Report	
ii. OPERF annual rates of return	
c. Budget execution report	
B. Administrative rulemaking	
1. Notice of rulemaking relating to employer reporting requirements	VU
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay	YANG
3. Adoption of amendments to rule regarding side accounts	YANG
4. Adoption of rule amendments for Employer Incentive Fund Program Rule	YANG
C. Action and discussion items	
1. Modernization update	IVERS
2. Update of PERS annual employer and member satisfaction surveys	JOHNSON, LOCKWOOD
3. Adoption of 2027-29 employer contribution rates	MILLIMAN

Visit https://www.oregon.gov/pers/Pages/Board/PERS-Board-Information.aspx to register to attend remotely or to submit public comment or testimony. A video recording of the meeting will be available on the PERS website following the meeting.

http://www.oregon.gov/PERS/

2026 Meetings: September 25, December 4*

****Audit Committee planned for post-board meeting***

OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM
BOARD MEETING AGENDA

The PERS Board members, meeting presenters, and the public have the option to attend this meeting in person or remotely. Public testimony or comment will be taken on action items at the Chair's discretion. All written testimony/comment and requests to provide oral testimony/comment should be submitted three days or more in advance of the meeting. In compliance with the Americans with Disabilities Act (ADA), PERS will provide PDF documents in an alternate format upon request. To request a document in an alternate format, call 888-320-7377 (toll free) or TTY 503-603-7766.

Public Access and Accommodation Information*: PERS Board meetings are open to the public and follow Oregon public meeting laws. The meetings are recorded and, if attending online, there is the option to turn on closed captioning. To request in-person accommodation for individuals who are deaf, hard of hearing, have a disability, or need materials in alternative formats, please email us. Accommodation requests should be submitted at least 72 hours in advance.*

A.

A. Administration

1. **July 24, 2026 PERS Board Meeting Minutes**
2. Director's Report

B. Administrative rulemaking

1. Notice of rulemaking relating to employer reporting requirements
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay
3. Adoption of amendments to rule regarding side accounts
4. Adoption of rule amendments for Employer Incentive Fund Program Rule

C. Action and discussion items

1. Modernization update
2. Update of PERS annual employer and member satisfaction surveys
3. Adoption of 2027-29 employer contribution rates

OREGON PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM
BOARD MEETING MINUTES

July 24, 2026

Board members present:

Jardon Jaramillo, John Scanlan, Kristen Connor, Bob Hestand, and Robert Tintle attended in the PERS Boardroom.

Staff present:

Heather Case, Melanie Chandler, Barb Dimeling-Perris, Chloe Harris, Richard Horsford, Jordan Masanga, Kevin Olineck, Sam Paris, Shane Perry, Jason Stanley, Jake Winship, and Yong Yang attended in the PERS Boardroom.

Susannah Bodman, Colin Campi, Benjamin Cecka, Liam Contino, Katie Davis, Matt Graves, Alyse Greer, William Guzman, Kristi Ivers, Tyler Johnston, Roseanne Lurie, Joel Mellor, Mo Naser, Troy Phillips, Greg Ramsower, Janice Richards, El Rossman Weber, Liz Saufley, Rachel Schizas, Erin Stutesman, Tina Swenson, Stephanie Vaughn, Anne Marie Vu, and Akiki Yoshida attended virtually.

Others present:

Max Baett, Lacey Engle, Jeff Gudman, Matt Larabee, Scott Preppernau, Jeff Von Allmen, and Jaylene Von Allmen attended in the PERS Boardroom.

Gay Lynn Bath, Chris Baxley, John Borden, Maurizio Bottalico, Nate Carter, Herlinda Corn, Steve Demarest, Chris Doll, Kevin Grainey, Jon Grover, Shannon Haas, Sandra Johnson Hull, Stephanie King, Nikki Mangall, John Matthews, Ian Peterson, Alison Renz, Jacob Rose Seiden, Shauna Tobiason, Ashley Tuttle, and Brendan Watkins attended virtually.

Chair Jaramillo called the meeting to order at 9:01 a.m.

ADMINISTRATION

A.1. MAY 29, 2026 PERS BOARD MEETING MINUTES

Vice Chair Scanlan moved to approve the minutes from the May 29, 2026 PERS Board meeting as presented. Board Member Connor seconded the approval of the minutes.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

A.2. DIRECTOR'S REPORT

Director Kevin Olineck presented the Director's Report, which is a summary of items for the board to be aware of, and the forward-looking calendar.

The Oregon Public Employees Retirement Fund (OFERF) returns, for the period ending May 30, 2026, were positive 4.24%.

Operating expenditures for May, June, and preliminary expenditures for July are $5,537,726, $6,362,636, and $5,761,951, respectively

As of July 3, 2026 the agency has expended a total of $71,709,502, or 44.0%, of PERS' legislatively approved operations budget of $163,320,165.

At this time, the agency's projected variance is $1,299,878 or .80%.

PERS requested and received $1,499,171 for the implementation of House Bill 4045 and the Hazardous Position classification and $1,800,968 for Legacy Stabilization and Technology Readiness for system modernization. These updates will increase the overall approved budget for the Core Retirement Systems Applications Division from $24,629,254 to $27,929,393. The updated budget and increased projections will be presented at the September board meeting.

Olineck reviewed the meeting agenda.

No board action was required.

A.3. CEM Benchmarking Results

Chris Doll, Vice President, CEM Benchmarking, presented.

Doll presented the PERS Pension Administration Benchmarking Report for fiscal year 2025. Oregon PERS has the third highest plan design complexity score among CEM's global universe. High complexity negatively impacts service, front office productivity, and back-office costs. Much of the agency's modernization efforts are geared towards closing these deficits.

No board action was required.

ADMINISTRATIVE RULEMAKING

B.1. NOTICE OF RULEMAKING EXPIRING SIDE ACCOUNTS

Yong Yang, Tax Policy Coordinator, presented a notice of rulemaking to establish clear administrative procedures for the treatment, reconciliation, and closure of side accounts approaching the end of their amortization schedules, including the disposition of remaining balances and resolution of negative balances.

The rule impacted is OAR 459-009-0086 Employer Unfunded Actuarial Liability Lump-Sum Payments, Generally.

A rulemaking hearing will be held remotely, and in person, on August 18, 2026. The rule is scheduled to be brought before the PERS Board for adoption at the September 25, board meeting.

No board action was required.

B.2. NOTICE OF RULEMAKING EIF MATCHING FUNDS PRIORITIZATION

Yong Yang, Tax Policy Coordinator, presented a notice of rulemaking to clarify how PERS administers Employer Incentive Fund applications when available matching funds are insufficient to fully match an approved employer unfunded actuarial liability lump-sum payment commitment and establish procedures for allocating subsequently available matching funds during the same application period.

The rule impacted is OAR 459-009-0092 Employer Incentive Fund Program.

A rulemaking hearing will be held remotely, and in person, on August 18, 2026. The rule is scheduled to be brought before the PERS Board for adoption at the September 25, board meeting.

No board action was required.

B.3. ADOPTION OF RULEMAKING OSGP LOAN PROGRAM UPDATES

Yong Yang, Tax Policy Coordinator, presented an adoption of rulemaking to allow members to repay their Oregon Savings Growth Plan (OSGP) loans using Automated Clearing House payment method.

The rule impacted is OAR 459-050-0077 Loan Program.

Vice Chair Scanlan moved to adopt receipt date rules edits as presented. Board Member Hestand seconded the motion.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

B.4. ADOPTION OF RULEMAKING PHIP DENTAL STANDALONE UPDATE

Yong Yang, Tax Policy Coordinator, presented an adoption of rulemaking to update and clarify the PERS Health Insurance Program’s (PHIP) health insurance and dental insurance enrollment timing and requirements.

The rule impacted is OAR 459-035-0070 Enrollment.

Board Member Connor moved to adopt receipt date rules edits as presented. Vice Chair Scanlan seconded the motion.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

B.5. ADOPTION OF RULEMAKING ACCEPTABLE ELECTRONIC SIGNATURE

Melanie Chandler, Research Policy Coordinator, presented an adoption of rulemaking to clarify acceptable signatory documentation for PERS documents

The rule impacted is OAR 459-005-0210 Transmission of Information, Reports, and Documents.

Board Member Tintle moved to adopt receipt date rules edits as presented. Vice Chair Scanlan seconded the motion.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

B.6. ADOPTION OF RULEMAKING LEAVE WITHOUT PAY AND CREDITABLE SERVICE

Anne Marie Vu, Research Policy Coordinator, presented an adoption of rulemaking to clarify the minimum salary or hours required for creditable service or retirement credit, and when leave of absence without pay must be reported to PERS.

Rules impacted include OAR 459-005-0015 Leave of Absence Without Pay, OAR 459-010-0014 Creditable Service in PERS Chapter 238 Program, and OAR 459-075-0150 Retirement Credit.

Board Member Hestand moved to adopt receipt date rules edits as presented. Board Member Tintle seconded the motion.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

ACTION AND DISCUSSION ITEMS

C.1. PERS MODERNIZATION PROGRAM UPDATE

Kristi Ivers, Modernization Program Director, presented the PERS Modernization Program update.

Ivers reported that the PERS Modernization Program remains on scope, on schedule, and on budget, with work continuing across multiple projects through 2034. She highlighted upcoming organizational readiness efforts.

Project updates included: Pension Administration System Project in grey status due to delay in securing specialized consultant for request for proposals, but this is expected to be completed in August; Telephony Modernization Project in green status with Phase 3 complete pending Enterprise Information Services' (EIS) final approval; Hybrid Integration Platform Project in grey status with edits pending from EIS; jClarety User Interface/User Experience (UI/UX) Modernization and Compliance Project in green status, with Phase 3 in process of being updated; and Member Identity Access Management in yellow status.

No board action was required.

C.2. PERS HEALTH INSURANCE PROGRAM (PHIP) 2027 RATE ADJUSTMENT APPROVAL

Barbara Dimeling-Perris, PERS Health Insurance Program (PHIP) Manager, presented an annual update from 2025 and sought 2027 rate approval.

At the May 29, 2026 PERS Board meeting, it was announced that Providence Health Plan will, effective January 1, 2027, terminate its participation in the Oregon PHIP Medicare Advantage plans, including the Medicare Align Group health maintenance organization (HMO) Plan/Part D prescription drug plan (PDP) and the Medicare Flex Group HMO-point of service (POS) Plan/Part D PDP.

The recommended 2027 Plan Year rates include rate credits consistent with the agency policy and range between 0% and 10%. Applying a credit helps to mitigate the impact of cost pressures driving premium rate increases with member costs increasing between 0% and 20.4%. The PERS director and chief operating officer have reviewed rates for compliance with policy.

Board Member Tintle moved to approve the revised proposed rates for the 2027 Plan Year as presented. Board Member Hestand seconded the motion.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

C.3. 2027-29 AGENCY REQUEST BUDGET (ARB) RECOMMENDATIONS

Richard Horsford, Chief Financial Officer, presented the 2025-27 Agency Request Budget (ARB) for the board's approval for submission to the Department of Administrative Services Chief Financial Office .

Board Member Hestand moved to approve the 2027-29 Agency Request Budget as presented for submission to the Department of Administrative Services/Chief Financial Office.

Chair Jaramillo voted in favor of the motion; Vice Chair Scanlan voted in favor of the motion; Board Member Connor voted in favor of the motion; Board Member Hestand voted in favor of the motion. Board Member Tintle voted in favor of the motion.

The motion passed unanimously.

C.4. PRESENTATION OF DECEMBER 31, 2025 SYSTEM VALUATION RESULTS

Actuaries Matt Larrabee and Scott Preppernau of Milliman presented the December 31, 2025 System-Wide Valuation Report.

The employer-specific contribution rates will be presented for adoption at the September 25, 2026 PERS Board meeting and once adopted will be effective starting July 1, 2027.

Chair Jaramillo adjourned the PERS Board meeting at 11:13 a.m.

Respectfully submitted,

Kevin Olineck, Director

A.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. **Director's Report**

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OREGON PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

Director's Report

OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM

Kevin Olineck, Director

Overview

This Director's Report tries to encapsulate noteworthy changes that have taken place since the last board meeting, while highlighting staff accomplishments.

Highlights

I want to continue to recognize where PERS staff have not only made great progress with standard operational projects but also on strategic initiatives. The following are areas that deserve to be featured, with staff publicly acknowledged for their efforts.

PERS 2026 Expo Expo is PERS' largest virtual event of the year and offers interactive and on-demand content, including live educational presentations and question-and-answer sessions.

This year's event will be available on October 7. It is open to all PERS members whether they're new to public service, midway through their career, or nearing retirement. Many educational and informational resources will remain available online for several months after the event, but members will need to be registered to access them.

PERS Expo 2026 resources will include information about these and other topics:

- The PERS retirement process for Tier One and Tier Two and the Oregon Public Service Retirement Plan.
- Preparing for a successful retirement with PERS, including potential pitfalls to avoid.
- "What if" guidance regarding life events that may arise for members.
- Options for saving more for retirement with Oregon Savings Growth Plan.
- Information from Oregon State Treasury on investment strategies of the Oregon Public Employees Retirement Fund.
- Post-retirement health insurance coverage through the PERS Health Insurance Program.

Accomplishments

GFOA awards The Government Finance Officers Association (GFOA) awarded PERS the Certificate of Achievement for Excellence in Financial Reporting for the 35th consecutive year, based on the submission of our fiscal-year *2025 PERS Annual Comprehensive Financial Report* (ACFR). The report was evaluated by an impartial panel against the high standards of the program, which includes the requirement that the report demonstrates a constructive "spirit of full disclosure" to clearly communicate its financial story and motivate potential users and user groups to read the report. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and receiving it represents a significant accomplishment by a government and its management.

Additionally, PERS received GFOA's Award for Outstanding Achievement in Popular Annual Financial Reporting for the *PERS Popular Annual Financial Report* (PAFR) for the fiscal year ended June 30, 2025. This recognition is reserved for governments that excel in transparency, accessibility, and creative communication. This is the second year PERS has produced the PAFR, and the second year it has won this award.

PERS BOARD MEETING
FORWARD-LOOKING CALENDAR

Friday, September 25, 2026
Review board meeting dates for next year
PERS Annual Member and Employer Surveys results
Actuarial valuation and adoption of actual employer rates

Friday, December 4, 2026*
Board governance assignments
Board Scorecard Report on Agency Performance Measures
Benefits-in-force
Governor's Expectations update
Employer Incentive Fund update
Presentation of final draft of legislative concepts before filing
Appointment of Legislative Advisory Committee
Financial modeling

Proposed 2027 PERS Board Meeting dates:
- January 29, 2027
- April 2, 2027*
- June 4, 2027
- July 23, 2027*
- October 1, 2027
- December 3, 2027*

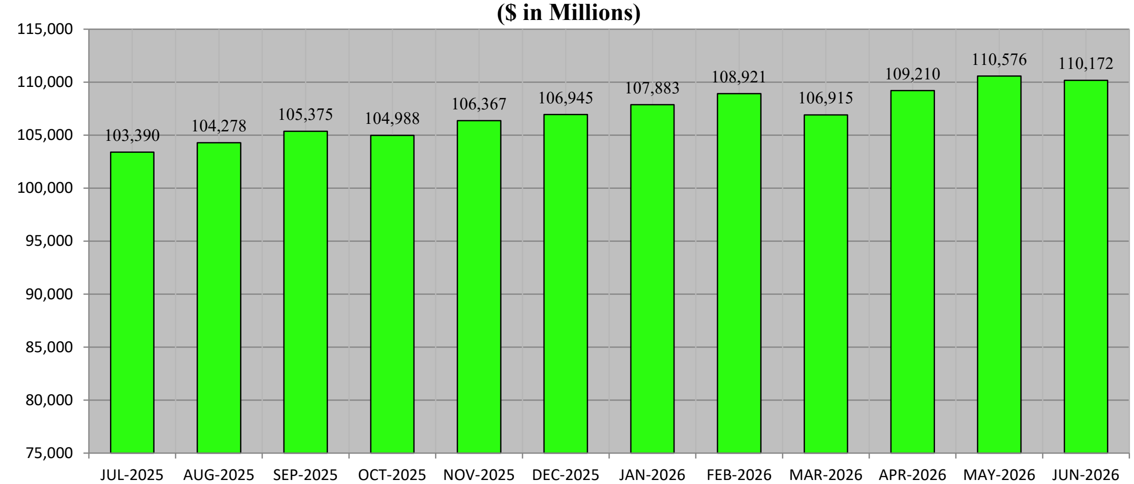
**Audit and Risk Committee planned for post-board meeting.*

Returns for periods ending JUN-2026 **Oregon Public Employees Retirement Fund**

OPERF	Policy	Target[1]	$ Thousands[2]	Actual	Year-To-Date[3]	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	7 YEARS	10 YEARS
	Regular Account				Historical Performance (Annual Percentage)							
TOTAL OPERF Regular Account			$ 104,224,040		4.09	8.64	8.07	7.36	6.30	6.30	8.00	8.40
OPERF Policy Benchmark					*5.08*	*14.34*	*11.69*	*11.53*	*9.53*	*7.41*	*9.28*	*9.43*
Value Added					(0.99)	(5.71)	(3.62)	(4.17)	(3.23)	(1.11)	(1.29)	(1.03)
OPERF Reference Portfolio					*7.64*	*16.36*	*14.27*	*13.62*	*12.81*	*6.72*	*9.03*	*8.95*
Public Equity	22.5-32.5%	27.5%	$ 25,004,163	24.0%	12.17	23.84	19.93	19.88	18.62	11.40	13.35	12.85
MSCI ACWI IMI Net					*11.77*	*24.22*	*19.98*	*19.45*	*18.62*	*10.57*	*13.03*	*12.54*
Private Equity	15-27.5%	20.0%	$ 24,059,193	23.1%	(0.67)	1.19	3.99	4.81	3.10	7.02	10.76	12.05
Russell 3000+300 Bps Qtr Lag					*2.97*	*25.42*	*17.68*	*22.39*	*14.63*	*14.76*	*17.63*	*17.40*
Total Equity	42.5-52.5%	47.5%	$ 49,063,357	47.1%								
Fixed Income	20-30%	25.0%	$ 21,807,191	20.9%	0.63	3.79	5.02	4.80	3.76	1.06	2.02	2.31
Oregon Custom Fixed Income Benchmark					*0.62*	*3.79*	*4.93*	*4.16*	*2.86*	*0.12*	*1.25*	*1.64*
Real Estate	7.5-17.5%	12.5%	$ 13,576,713	13.0%	2.38	2.73	2.62	(1.58)	(1.53)	4.03	4.69	5.55
Oregon Custom Real Estate Benchmark					*1.75*	*3.11*	*2.14*	*(2.81)*	*(3.09)*	*2.34*	*2.44*	*3.79*
Real Assets	2.5-10.0%	7.5%	$ 10,946,709	10.5%	5.78	13.20	11.20	9.93	9.84	12.38	9.74	9.02
CPI +4%					*5.09*	*7.93*	*7.35*	*7.26*	*7.21*	*8.42*	*8.04*	*7.46*
Diversifying Strategies	2.5-10.0%	7.5%	$ 6,020,985	5.8%	3.14	9.73	6.50	7.07	6.76	8.75	5.04	3.29
HFRI FOF: Conservative Index					*5.00*	*10.47*	*8.03*	*7.67*	*6.66*	*5.31*	*5.79*	*5.18*
Opportunity Portfolio	0-5%	0%	$ 2,686,924	2.6%	3.78	9.99	9.78	10.96	9.73	9.82	11.13	9.77
Opportunity Custom Benchmark					*5.08*	*14.34*	*11.69*	*11.53*	*10.79*	*11.52*	*10.54*	*9.51*
Cash w/Overlay	0-3%	0%	$ 122,161	0.1%	1.95	4.36	4.75	5.13	4.75	3.63	3.01	2.69
91 Day Treasury Bill					*1.74*	*3.84*	*4.26*	*4.64*	*4.38*	*3.52*	*2.75*	*2.34*
Target Date Funds			$ 5,668,324									
TOTAL OPERF Variable Account			$ 280,009		11.99	24.59	20.33	19.79	18.94	10.89	13.35	12.89

Total OPERF NAV
(includes Variable Fund assets)
One year ending JUN-2026

($ in Millions)



[1]OIC Policy revised April 2023.

[2]Includes impact of cash overlay management.

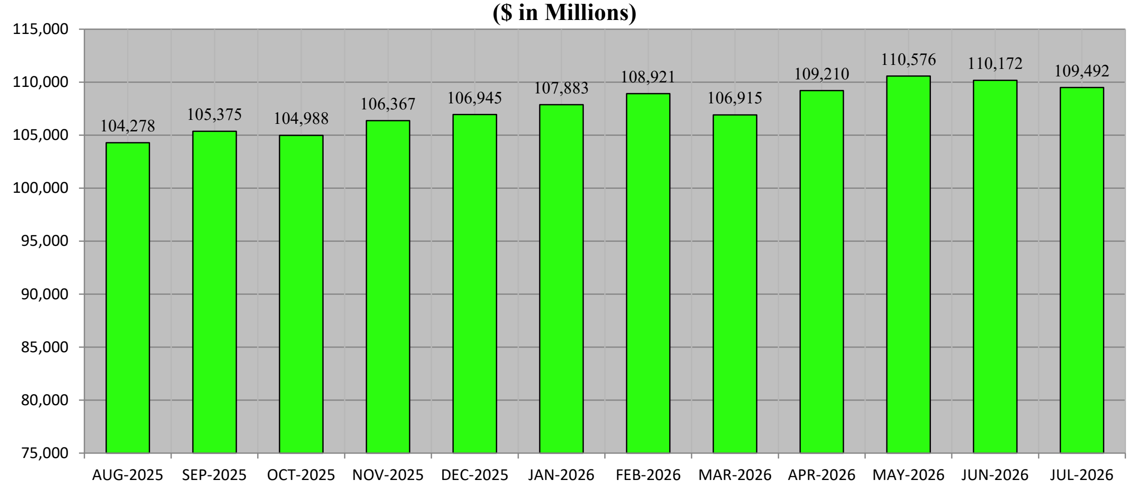
[3]For mandates beginning after January 1 (or with lagged performance), YTD numbers are "N/A". Performance is reflected in Total OPERF. YTD is not annualized.

Returns for periods ending JUL-2026 **Oregon Public Employees Retirement Fund**

	Regular Account				Historical Performance (Annual Percentage)							
OPERF	**Policy**	**Target**[1]	**$ Thousands**[2]	**Actual**	**Year-To-Date**[3]	**1 YEAR**	**2 YEARS**	**3 YEARS**	**4 YEARS**	**5 YEARS**	**7 YEARS**	**10 YEARS**
TOTAL OPERF Regular Account			$ 103,595,057		**4.02**	**8.74**	**7.58**	**7.19**	**5.94**	**6.02**	**7.92**	**8.16**
OPERF Policy Benchmark					*5.70*	*13.70*	*11.22*	*11.17*	*9.16*	*7.27*	*9.29*	*9.28*
Value Added					**(1.69)**	**(4.96)**	**(3.64)**	**(3.98)**	**(3.22)**	**(1.25)**	**(1.37)**	**(1.12)**
OPERF Reference Portfolio					*6.94*	*14.76*	*12.69*	*12.50*	*11.07*	*6.43*	*8.89*	*8.53*
Public Equity	22.5-32.5%	27.5%	$ 25,002,611	24.1%	**12.26**	**22.40**	**18.76**	**18.63**	**17.05**	**11.30**	**13.31**	**12.36**
MSCI ACWI IMI Net					*11.48*	*22.27*	*18.61*	*17.87*	*16.51*	*10.40*	*12.94*	*12.02*
Private Equity	15-27.5%	20.0%	$ 23,854,056	23.0%	**(0.23)**	**3.39**	**4.01**	**4.67**	**3.54**	**6.57**	**10.74**	**12.10**
Russell 3000+300 Bps Qtr Lag					*8.27*	*27.07*	*19.89*	*23.25*	*17.78*	*15.25*	*18.21*	*17.99*
Total Equity	**42.5-52.5%**	**47.5%**	**$ 48,856,667**	**47.2%**								
Fixed Income	**20-30%**	**25.0%**	**$ 21,335,648**	**20.6%**	**(0.37)**	**2.92**	**3.38**	**4.39**	**2.96**	**0.64**	**1.84**	**2.11**
Oregon Custom Fixed Income Benchmark					*(0.69)*	*2.71*	*3.05*	*3.73*	*1.91*	*(0.35)*	*1.03*	*1.43*
Real Estate	**7.5-17.5%**	**12.5%**	**$ 13,562,810**	**13.1%**	**2.22**	**2.40**	**2.49**	**(0.77)**	**(1.91)**	**3.75**	**4.64**	**5.41**
Oregon Custom Real Estate Benchmark					*2.18*	*3.27*	*2.47*	*(2.36)*	*(3.34)*	*2.18*	*2.46*	*3.83*
Real Assets	**2.5-10.0%**	**7.5%**	**$ 11,004,175**	**10.6%**	**6.13**	**13.70**	**11.35**	**10.02**	**9.92**	**12.23**	**9.88**	**9.02**
CPI +4%					*5.42*	*7.76*	*7.28*	*7.19*	*7.21*	*8.32*	*8.02*	*7.48*
Diversifying Strategies	**2.5-10.0%**	**7.5%**	**$ 6,030,615**	**5.8%**	**3.30**	**9.67**	**7.12**	**7.05**	**7.46**	**8.84**	**4.76**	**3.17**
HFRI FOF: Conservative Index					*3.42*	*8.26*	*6.93*	*6.91*	*6.15*	*5.05*	*5.52*	*4.93*
Opportunity Portfolio	**0-5%**	**0%**	**$ 2,682,508**	**2.6%**	**4.01**	**9.63**	**9.73**	**10.67**	**10.32**	**9.63**	**11.09**	**9.77**
Opportunity Custom Benchmark					*5.70*	*13.70*	*11.22*	*11.17*	*10.84*	*11.45*	*10.54*	*9.55*
Cash w/Overlay	**0-3%**	**0%**	**$ 122,634**	**0.1%**	**2.30**	**4.31**	**4.65**	**5.07**	**4.78**	**3.68**	**3.04**	**2.71**
91 Day Treasury Bill					*2.08*	*3.82*	*4.20*	*4.61*	*4.45*	*3.59*	*2.77*	*2.37*
Target Date Funds			**$ 5,617,860**									
TOTAL OPERF Variable Account			**$ 279,332**		**11.72**	**22.62**	**18.98**	**18.21**	**16.85**	**10.73**	**13.26**	**12.37**

Total OPERF NAV
(includes Variable Fund assets)
One year ending JUL-2026

($ in Millions)



[1]OIC Policy revised April 2023.

[2]Includes impact of cash overlay management.

[3]For mandates beginning after January 1 (or with lagged performance), YTD numbers are "N/A". Performance is reflected in Total OPERF. YTD is not annualized.

Oregon Public Employees Retirement Fund (OPERF) annual rates of return

Year	OPERF Earnings (%)	Tier One	Tier Two	Variable Account	IAP
2012	14.29	8.00	14.68	18.43	14.09
2013	15.59	8.00	15.62	25.74	15.59
2014	7.29	7.75	7.24	4.29	7.05
2015	2.11	7.75	1.87	-1.61	1.85
2016	6.88	7.50	7.15	8.76	7.13
2017	15.39	7.50	15.23	26.48	14.72
2018	0.48	7.20	0.23	-10.03	--
2019	13.56	7.20	13.27	28.80	--
2020	7.66	7.20	7.18	11.77	--
2021	20.05	7.20	20.14	18.88	--
2022	-1.55	6.90	-1.91	-21.52	--
2023	5.98	6.90	5.52	21.37	--
2024	5.71	6.90	5.29	14.60	--
2025	9.68	6.90	9.19	22.32	--

OPERF earnings for calendar years 2012-2021 have been clarified to reflect performance and holdings data as published by Oregon State Treasury.

Oregon
Tina Kotek, Governor

Public Employees Retirement System
Headquarters
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www.oregon.gov/pers

September 25, 2026

TO: Members of the PERS Board

FROM: Gregory R. Gabriel, Budget Officer

SUBJECT: September 2026 Budget Report

2025-27 OPERATING BUDGET

Operating expenditures for July, August, and preliminary expenditures for September are $12,379,626, $6,078,446, and $6,148,345 respectively. Final expenditures for September will close in the Statewide Financial Management System on October 16 and will be included in the December 2026 report to the board.

- Through August 31, 2026, the agency has expended a total of $90,813,849 or 55.6% of PERS' legislatively approved operations budget of $163,320,165.
- At this time, the agency's projected variance is $1,413,586 or .87%.
- Core Retirement Systems Applications (CRSA) expenditures for July, August, and preliminary expenditures for September are $811,165, $622,043, and $607,516 respectively. As of August 31, the agency has expended $8,803,045 or 31.5% of the legislatively approved budget of $27,929,393.
- At this time, the CRSA projected variance is $7,354,931 or 26.3%.

2025-27 NON-LIMITED BUDGET

The adopted budget includes $15,243,591,683 in total estimated non-limited expenditures. Non-limited expenditures include benefit payments, health insurance premiums, and third-party administration payments for both the PERS Health Insurance Program and the Individual Account Program.

- Non-Limited expenditures through August 31, 2026 are $7,987,207,931.

A.2.c. Attachment 1 – *2025-27 Agency-wide Budget Execution Report*

A.2.c. Attachment 2 – *2025-27 CRSA Summary Budget Analysis*

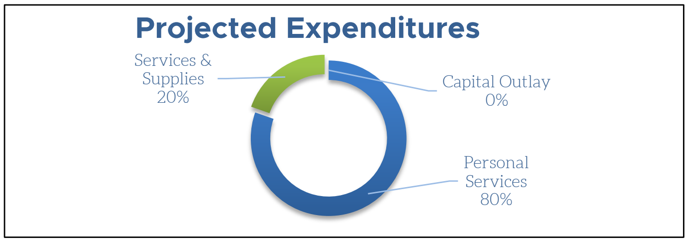
PERS Monthly Budget Report

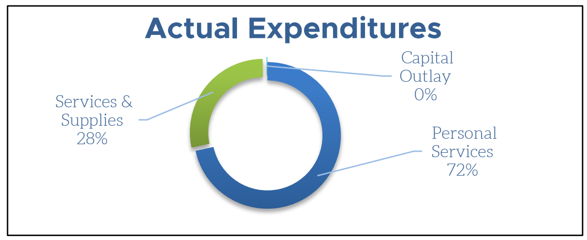
2025-27 Agency-Wide Budget Execution
Preliminary for the Month of September 2026

Limited - Operating Budget

2025-27 Biennial Summary

Category	Actual Exp. To Date	Projected Expenditures	Total Est. Expenditures	2025-27 LAB	Variance
Personal Services	65,048,245	57,147,959	122,196,203	119,966,080	(2,230,123)
Services & Supplies	25,625,191	13,944,772	39,569,963	42,769,871	3,199,908
Capital Outlay	140,413	0	140,413	584,214	443,801
Total	90,813,849	71,092,730	161,906,579	163,320,165	1,413,586





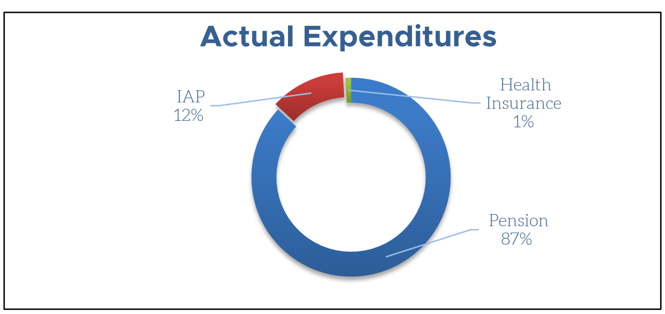
Monthly Summary

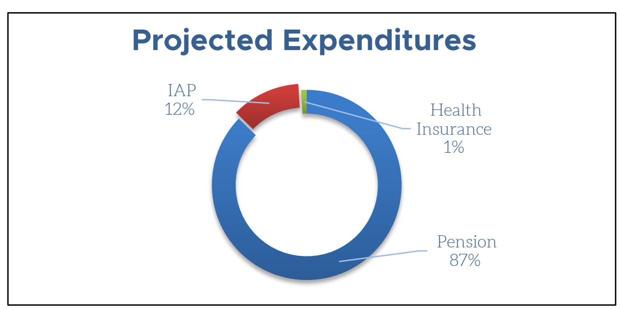
Category	Actual Exp.	Projections	Variance	Avg. Monthly Actual Exp.	Avg. Monthly Projected Exp.
Personal Services	4,753,741	4,926,157	172,415	5,003,711	5,195,269
Services & Supplies	1,394,604	1,445,185	50,581	1,971,169	1,267,707
Capital Outlay	0	0	0	10,801	0
Total	6,148,345	6,371,342	222,997	6,985,681	6,462,975

Non-Limited Budget

2025-27 Biennial Summary

Programs	Actual Exp To Date	Projected Expenditures	Total Est. Expenditures	Non-Limited LAB	Variance
Pension	6,940,614,907	5,954,516,498	12,895,131,405	13,506,890,512	611,759,107
IAP	973,655,720	762,773,640	1,736,429,360	1,604,842,886	(131,586,474)
Health Insurance	72,937,304	68,697,135	141,634,439	131,858,285	(9,776,155)
Total	7,987,207,931	6,785,987,274	14,773,195,205	15,243,591,683	470,396,478





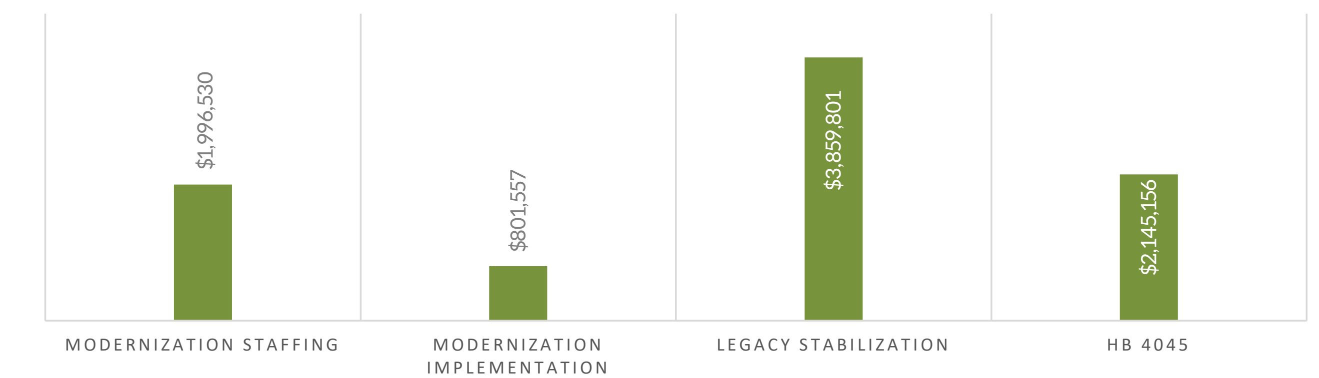
Core Retirement Systems Application

Summary Budget Analysis
Preliminary for the Month of September 2026

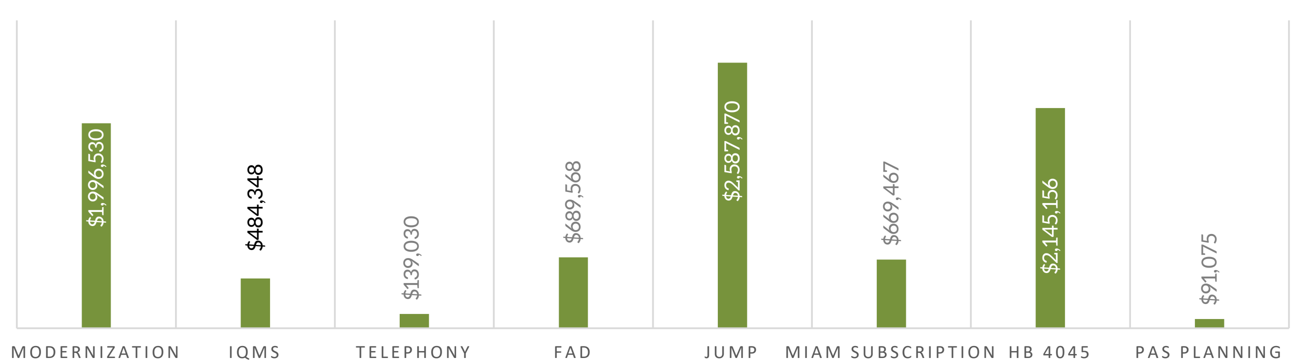
Biennial Summary

Category	Actual Exp. To Date	Projected Expenditures	Total Est. Expend.	2023-25 LAB	Variance
Personal Services	2,191,690	2,547,459	4,739,149	5,377,974	638,825
Services & Supplies	6,493,020	9,223,958	15,716,978	22,551,419	6,834,441
Capital Outlay	118,335		118,335		(118,335)
Total	8,803,045	11,771,417	20,574,462	27,929,393	7,354,931

EXPENDITURES BY PACKAGE



EXPENDITURES BY PROJECT



B.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. Director's Report

B. Administrative rulemaking

1. **Notice of rulemaking relating to employer reporting requirements**
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay
3. Adoption of amendments to rule regarding side accounts
4. Adoption of rule amendments for Employer Incentive Fund Program Rule

C. Action and discussion items

1. Modernization update
2. Update of PERS annual employer and member satisfaction surveys
3. Adoption of 2027-29 employer contribution rates

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September 25, 2026

TO: Members of the PERS Board

FROM: Anne Marie Vu, Research Policy Coordinator, Policy Analysis and Compliance Section
Stephanie Vaughn, Manager, Policy Analysis and Compliance Section

SUBJECT: Notice of Rulemaking Relating to Employer Reporting Requirements

OAR 459-009-0100 *Employer Reporting and Remittance of Contributions*

OVERVIEW

- Action: None. This is notice that staff have begun rulemaking.
- Reason: The proposed rule amendment permits PERS to allow employers to report outside the standard timeframe with written authorization.
- Policy Issue: None identified.

BACKGROUND

Effective July 1, 2027, as part of the statewide payroll transition, all state employees will move from the current monthly pay schedule to a biweekly pay schedule. This change will affect the timing and processes associated with how the State's Department of Administrative Services reports to PERS.

The proposed rule modifications authorize PERS to accept reporting outside the time period specified in rule when an employer has received written approval from PERS. This flexibility is intended to accommodate special circumstances in which employers are unable to meet the current three-day reporting requirement.

The proposed changes are intentionally designed to apply only in limited, well-defined circumstances to ensure they remain administrable. Allowing too many exceptions, particularly those that are informal or not consistently tracked, creates unnecessary complexity and makes compliance oversight difficult. By restricting the use of alternative reporting periods to situations where an employer has obtained written authorization from PERS, the rule maintains clear expectations, supports uniform reporting practices, and reduces the administrative burden associated with monitoring and managing frequent or ad-hoc exceptions.

PUBLIC COMMENT AND HEARING TESTIMONY

A rulemaking hearing will be held remotely, and in person, on October 20, 2026, at 2 p.m. The public comment period ends October 23, 2026, at 5 p.m.

IMPACT

Mandatory: No

Benefit: Allows PERS to accommodate an employer's special reporting needs through written authorization.

Cost: There are no discrete costs attributable to the rule.

RULEMAKING TIMELINE

September 22, 2026:	Staff began the rulemaking process by filing Notice of Rulemaking with the Secretary of State.
September 25, 2026:	PERS Board notified that staff began the rulemaking process.
October 1, 2026:	Secretary of State publishes the Notice in the Oregon Administrative Rules Database. Notice is sent to employers, legislators, and interested parties. The public comment period begins.
October 20, 2026:	Rulemaking hearing to be held remotely and at the PERS headquarters at 2 p.m.
October 23, 2026:	Public comment period ends at 5 p.m.
December 4, 2026:	Staff will propose adopting the rule modifications, including any changes resulting from public comment or reviews by staff.

NEXT STEPS

A rulemaking hearing will be held remotely and at PERS headquarters on October 20, 2026. The rule is scheduled to be brought before the PERS Board for adoption at the December 4, 2026 board meeting.

B.1. Attachment 1 – OAR 459-009-0100 *Employer Reporting and Remittance of Contributions*

OREGON ADMINISTRATIVE RULE
PUBLIC EMPLOYEES RETIREMENT BOARD
CHAPTER 459
DIVISION 009 – PUBLIC EMPLOYER

459-009-0100

Employer Reporting and Remittance of Contributions

1) Definitions.

(a) “Pay period” means the span of time covered by an employer’s report to PERS.

(b) “Statement” means a remittance statement that itemizes any required contributions, invoices, and penalties for the period covered in the statement.

(c) “Statement date” means the date a statement is issued by PERS.

(2) Unless otherwise agreed upon by PERS and the employer, an employer must transmit to PERS an itemized report of all information required by PERS.

(a) An itemized report must include wage, service, and demographic data for all employees for a pay period.

(b) Except as provided in subsection (c) of this section, an employer may not submit or modify a report for a pay period within any calendar year on or after the first date in March of the subsequent calendar year in which PERS issues the employer a statement.

(c) PERS will permit an employer to submit or modify a report subject to the limitation of subsection (b) of this section if PERS determines the report is necessary for accurate benefit administration.

(3) The report required under section (2) of this rule must be acceptable to PERS and transmitted on forms furnished by the agency or in an equivalent format. The report must be transmitted electronically, faxed, or postmarked, as applicable, no later than three business days after the end of the pay period assigned to the employer under section (4) of this rule**, unless otherwise authorized in writing by PERS**.

(4) PERS will assign an employer a pay period which most closely matches the employer’s pay cycle:

(a) Monthly: the pay period ends on the last day of the month;

(b) Semi-monthly: the pay period ends on the fifteenth of the month and the last day of the month;

(c) Weekly: the pay period ends the Friday of every week; or

(d) Biweekly: the pay period ends every other Friday.

(5) For the purpose of determining a "pay period" under ORS Chapters 238 and 238A, when salary is paid on a day other than the first of the month or the first business day of the month, that salary shall be considered earned in the calendar month in which it is paid, unless the employer provides PERS records that establish that the salary was not earned in that calendar month.

(6) If a report required under section (2) of this rule is accepted by PERS with exception(s), PERS will notify the employer of any exceptions, and the employer must reconcile its report. The reconciled report must be transmitted to PERS before the date of limitation described in subsection (2)(b) of this rule, unless otherwise specified by PERS.

(7)(a) An employer that fails to transmit a report as required under sections (2) and (3) of this rule must pay a penalty equal to one percent of the total amount of the prior year's annual contributions or $2,000, whichever is less, for each month the employer is delinquent.

(b) Penalties under subsection (a) of this section continue to accrue until the earlier of the date the report is submitted, or the date of limitation described in subsection (2)(b) of this rule is effective.

(c) Notwithstanding subsection (b) of this section, an employer that submits or modifies a report pursuant to subsection (2)(c) of this rule must pay the penalty described in subsection (a) of this section.

(8) When PERS issues a statement, unless otherwise agreed upon by PERS and the employer, an employer must pay to PERS the total amount due on the statement no later than five business days from the statement date. Payment must be made pursuant to OAR 459-005-0225.

(9) An employer that fails to pay the total amount due on the statement within the time specified in section (8) of this rule must pay a penalty equal to one percent of the total amount of contributions due on that statement for each month the employer is delinquent.

Statutory/Other Authority: ORS 238.650 & OL 2003 Ch. 733

Statutes/Other Implemented: ORS 238 & OL 2003 Ch. 733

History:

PERS 1-2023, amend filed 02/03/2023, effective 02/03/2023

PERS 25-2003, f. 12-30-03 cert. ef. 1-1-04

PERS 1-1996, f. & cert. ef. 3-26-96, Renumbered from 459-010-0130

PER 1-1981, f. & ef. 1-15-81

PER 8, f. 12-15-55

B.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. Director's Report

B. Administrative rulemaking

1. Notice of rulemaking relating to employer reporting requirements
2. **Notice of rulemaking for rules regarding OSGP switch to biweekly pay**
3. Adoption of amendments to rule regarding side accounts
4. Adoption of rule amendments for Employer Incentive Fund Program Rule

C. Action and discussion items

1. Modernization update
2. Update of PERS annual employer and member satisfaction surveys
3. Adoption of 2027-29 employer contribution rates

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September 25, 2026

TO: Members of the PERS Board

FROM: Yong Yang, Research Policy Coordinator, Policy Analysis and Compliance Section
Stephanie Vaughn, Manager, Policy Analysis and Compliance Section

SUBJECT: Notice of Rulemaking for Rules Regarding OSGP Switch to Biweekly Pay

OAR 459-050-0050 *Eligibility and Enrollment*

OVERVIEW

- Action: None. This is notice that staff have begun rulemaking.
- Reason: Update the rule to accommodate the anticipated pay-period payroll administration change at Department of Administrative Services and any other future changes.
- Policy Issue: None identified.

BACKGROUND

Oregon Administrative Rule (OAR) 459-050-0050 establishes the eligibility and enrollment requirements for the Oregon Savings Growth Plan (OSGP). Portions of the rule were written around monthly payroll administration and fixed-dollar deferral elections. Participating employers, however, may use different payroll schedules, including biweekly and semimonthly schedules, and OSGP administration permits participants to elect deferrals as either a dollar amount or a percentage of compensation.

The existing rule also ties the effective date of an enrollment election to receipt of a complete application by the twenty-fifth of a calendar month, with salary reduction beginning in the following calendar months. That monthly standard does not align well with employer-specific payroll process deadlines and may delay implementation even when an election can be processed for an earlier pay period.

In addition, when an employer changes payroll frequency, continuing the same fixed-dollar deduction for each pay period can materially increase or decrease the participant’s total contribution for the calendar year. The rule does not currently state how OSGP should convert the deduction to account for that change.

The proposed amendments address these administrative issues as follows:

- Replace monthly terminology with pay-period terminology and expressly recognize both dollar-amount and percentage elections;
- Provide that an enrollment election becomes effective with the first pay period that can be administratively processed after OSGP determines that the application is complete and acceptable under the employer’s applicable payroll deadline;

- Describe the minimum deferral as a minimum contribution amount established under the plan, rather than as a monthly minimum; and
- Authorize OSGP, when an employer changes payroll frequency, to adjust a participant's payroll deduction to maintain substantially equivalent contributions over the calendar year unless the participant elects a different amount or percentage.

The payroll-frequency adjustment preserves the participant's existing annual contribution intent; it does not create a new participant election. Participants remain free to change their deferral amount or percentage in accordance with plan procedures.

PUBLIC COMMENT AND HEARING TESTIMONY

A rulemaking hearing will be held remotely, and in person, on October 20, 2026, at 2 p.m. The public comment period ends October 23, 2026, at 5 p.m.

IMPACT

Mandatory: No

Benefit: Align the rule with varied employer payroll schedules and current plan administration; allows participant elections to be implemented at the first administratively available pay period; and prevents an employer payroll-frequency change from unintentionally altering a participant's intended annual contribution level.

Cost: There are no discrete costs attributable to the rule.

RULEMAKING TIMELINE

September 22, 2026:	Staff began the rulemaking process by filing Notice of Rulemaking with the Secretary of State.
September 25, 2026:	PERS Board notified that staff began the rulemaking process.
October 1, 2026:	Secretary of State publishes the Notice in the Oregon Administrative Rules Database. Notice is sent to employers, legislators, and interested parties. The public comment period begins.
October 20, 2026:	Rulemaking hearing to be held remotely and at the PERS headquarters at 2 p.m.
October 23, 2026:	Public comment period ends at 5 p.m.

December 4, 2026:	Staff will propose adopting the rule modifications, including any changes resulting from public comment or reviews by staff.

NEXT STEPS

A rulemaking hearing will be held remotely and at PERS headquarters on October 20, 2026. The rule is scheduled to be brought before the PERS Board for adoption at the December 4, 2026 board meeting.

B.2. Attachment 1 – OAR 459-050-0050 *Eligibility and Enrollment*

OREGON ADMINISTRATIVE RULE
PUBLIC EMPLOYEES RETIREMENT BOARD
CHAPTER 459
DIVISION 050 – DEFERRED COMPENSATION

459-050-0050
Eligibility and Enrollment

The purpose of this rule is to establish eligibility criteria and the process for an eligible employee to enroll in the Deferred Compensation Plan established in accordance with section 457 of the Internal Revenue Code and ORS Chapter 243.

(1) Eligible employee. Eligible employee shall have the same meaning as in OAR 459-050-0001, and as defined by section 457 of the Internal Revenue Code.

(2) Application for enrollment. Subject to the requirements of subsections (a) through (c) of this section, an eligible employee may enroll to participate in the Deferred Compensation Program by entering into a written agreement as specified herein with the plan sponsor. The written agreement must specify that a portion of the eligible employee's future compensation will be reduced *[each month]***<u>from each applicable pay period</u>**, the amount **<u>or percentage</u>** of the reduction, and that the amount of the reduction will be contributed to account(s) established for the employee in the Deferred Compensation Plan.

(a) An eligible employee may enter into an agreement to participate in the plan on or before the first day of employment or anytime while employed; provided, however, that the requirements of subsection (b) of this section must be satisfied.

(b) In order for an eligible employee to be enrolled, an enrollment form, as defined in OAR 459-050-0001 and provided by the Deferred Compensation Program, must be properly completed and filed with the Deferred Compensation Program.

(c) If the form is incomplete, does not comply with plan provisions in any manner whatsoever, or the Plan is unable to process the application, then staff will notify the eligible employee within 30 calendar days from the date the enrollment form is received with the reasons the Deferred Compensation Program cannot accept the enrollment as submitted.

(3) Deferral effective date. The Deferred Compensation Program must receive an application for enrollment and *[be able to determine that the application is complete and may be processed no later than the 25th day of any calendar month for salary reduction of future earnings to begin from compensation paid for services performed during the calendar month following receipt of enrollment]* **determine that the application is complete and acceptable before the payroll processing deadline applicable to the employee's employer. Salary reduction shall begin with the first pay period that can be administratively processed**.

(4) Investment option preference(s): Except for account balances invested in the Self-Directed Brokerage Option as provided under OAR 459-050-0120, Plan participants may only invest their account balances by choosing from investment options provided by the plan sponsor.

(5) Disclosure statement. Before the deferral of any part of an eligible employee's salary, the employee shall be provided information about the investment options including, but not limited to, the probable income and safety of the moneys deferred. Statements about the relative risk and returns of investment options do not represent predictions of how the investments will perform in the future, but rather provide only a general description of the current investment and how it has performed in the past. The Deferred Compensation Program does not provide investment advice, fund analysis or research. Investment options are not guaranteed nor FDIC insured.

(6) Deferral amount. A participant's salary shall be reduced each pay period in an amount or percentage specified by the participant for the purpose of contribution to the participant's account(s) in the Deferred Compensation Program. The amount of the salary reduction may not be less than the minimum *[per month]* **contribution amount** established *[by the]* **under the** plan *[sponsor]* and may not exceed the maximum applicable allowable contribution to a Deferred Compensation Plan as defined in section 457(b)(2) of the Internal Revenue Code.

(a) A new participant who enrolls after the first pay period in a calendar year may elect to defer the maximum allowable contribution for the year from future compensation for the remainder of the year.

(b) The participant's maximum deferral limit is determined without regard to amounts rolled over from an eligible retirement plan to the participant's Deferred Compensation account.

(c) If an employer changes its payroll frequency, the Deferred Compensation Program shall adjust the participant's payroll deduction amount to maintain substantially equivalent contributions over the course of a calendar year, unless the participant elects a different amount or percentage.

Statutory/Other Authority: ORS 243.470
Statutes/Other Implemented: ORS 243.401–243.507
History:
PERS 3-2022, amend filed 03/28/2022, effective 03/28/2022
PERS 10-2012, f. & cert. ef. 5-24-12
PERS 9-2002, f. & cert. ef. 6-13-02

B.

A. Administration

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1. Modernization update
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September 25, 2026

TO: Members of the PERS Board

FROM: Yong Yang, Research Policy Coordinator, Policy Analysis and Compliance Section
Stephanie Vaughn, Manager, Policy Analysis and Compliance Section

SUBJECT: Adoption of Amendments to Rule Regarding Side Accounts

OAR 459-009-0086 *Employer Unfunded Actuarial Liability Lump-Sum Payments, Generally*

OVERVIEW

- Action: Adoption of amendments to administrative rule 459-009-0086.
- Reason: Establish clear administrative procedures for the treatment, reconciliation, and closure of side accounts approaching the end of their amortization schedules, including the disposition of remaining balances and resolution of negative balances.

BACKGROUND

Employer side accounts established under Oregon Revised Statute (ORS) 238.229 are used to reduce employer pension contribution rates through the transfer of amortized amounts from the side account to the employer reserve account. Existing administrative rules establish how side accounts are created, funded, amortized, and credited with earnings and losses. However, the rules do not expressly address the administration of a side account when the side account balance is exhausted or reduced below zero before completion of the side account's amortization schedule, nor do they address the disposition of a remaining credit balance at the conclusion of the amortization schedule.

PERS is now beginning to see the first significant group of side accounts approaching the end of their amortization schedules. As a result, staff has identified the need for administrative rule amendments that expressly address the treatment of side accounts that become depleted before completion of the amortization schedule, the disposition of remaining balances at the end of the amortization schedule, and the closure of side accounts following completion of the annual earnings allocation process.

Under the current side account structure, amortized amounts are transferred from the side account to the employer reserve account throughout the amortization period. Side accounts are also credited with earnings and losses in accordance with Oregon Administrative Rule (OAR) 459-007-0530. Because of the annual earnings allocation process, the final balance of a side account may not be known until completion of the annual earnings allocation applicable to the final calendar year of the amortization schedule. As a result, a side account may appear depleted before the final annual earnings allocation has been completed.

The proposed amendments establish a process for administering side accounts that are reduced to zero or a negative balance during the amortization period. Under the amendments, the employer rate offset attributable to the side account would cease effective the first day of the month following depletion of the side account, and the side account would be designated as inactive.

The proposed amendments also clarify the treatment of employer reporting submitted after a side account becomes inactive. Although the employer rate offset attributable to an inactive side account would cease for payroll periods beginning on or after the effective date of the inactive status, employers may continue to submit payroll reports and payroll corrections relating to earlier payroll periods. Under the proposed amendments, PERS may continue to apply side account rate offsets and make associated adjustments attributable to payroll periods that occurred before the side account became inactive. This clarification ensures that employers receive the same side account treatment for historical payroll periods regardless of whether payroll information or corrections are submitted before or after the side account is designated inactive.

An inactive side account would remain open until completion of the annual earnings and losses allocation applicable to the final calendar year of the side account's amortization schedule. Following completion of the annual earnings allocation process, PERS would determine the final reconciled balance of the side account. If the final reconciled balance is negative, PERS would invoice the employer for the amount necessary to restore the side account balance to zero. If the final reconciled balance is positive, the remaining balance would be administered in accordance with the provisions described below. Upon completion of these actions, the side account would be administratively closed.

The proposed amendments also establish procedures for the disposition of a remaining credit balance at the conclusion of a side account amortization schedule. If the remaining credit balance equals or exceeds 35% of the employer payroll amount used in the employer's most recent actuarial valuation, the employer may elect either to establish a new side account using the remaining balance or transfer the remaining balance to another existing side account, subject to applicable side account notice and rate-adjustment requirements. The 35% threshold was selected because participating employers' annual PERS contribution requirements average approximately 35% of payroll. As a result, a remaining balance equal to a greater than 35% of payroll generally represents approximately one year of employer contributions and is sufficiently large to provide meaningful future rate relief through reamortization. Conversely, where the remaining balance is less than 35% of payroll, staff determined that the balance is generally insufficient to support a meaningful reamortization period and rate offset. In those circumstances, the proposed amendments provide that the remaining balance will be credited to the employer in a manner determined by PERS.

Lastly, the proposed amendments further clarify that no administrative fee will be charged for any calendar year following the last calendar year in which an amortized amount was transferred from the side account to an employer reserve account. This change aligns the assessment of administrative fees with the period during which a side account is actively providing employer rate relief.

These amendments are intended to provide a clear and consistent administrative process for the administration and closure of side accounts nearing the end of their amortization schedule, including the cessation of future rate offsets, treatment of historical payroll corrections, reconciliation of final side account balances, resolution of negative balances, and disposition of residual credit balances at the conclusion of a side account amortization schedule.

PUBLIC COMMENT AND HEARING TESTIMONY

A rulemaking hearing was held remotely, and in person, on August 18, 2026, at 2 p.m. The public comment period ended August 21, 2026, at 5 p.m. No comments were received.

IMPACT

Mandatory: No

Benefit: Provide a clear and consistent administrative process for the administration and closure of side accounts nearing the end of their amortization schedule.

Cost: There are no discrete costs attributable to the rule.

RULEMAKING TIMELINE

July 23, 2026:	Staff began the rulemaking process by filing Notice of Rulemaking with the Secretary of State.
July 24, 2026:	PERS Board notified that staff began the rulemaking process.
August 3, 2026:	Secretary of State published the Notice in the Oregon Administrative Rules Database. Notice is sent to employers, legislators, and interested parties. The public comment period began.
August 18, 2026:	Rulemaking hearing held remotely and at the PERS headquarters at 2 p.m.
August 21, 2026:	Public comment period ended at 5 p.m.
September 25, 2026:	Staff will propose adopting the rule modifications, including any changes resulting from public comment or reviews by staff.

PERS BOARD OPTIONS

The PERS Board may:

1. Pass a motion to adopt the side account rule as presented.
2. Direct staff to make other changes to the rules or explore other options.

STAFF RECOMMENDATION

Staff recommends the PERS Board choose Option #1.

B.3. Attachment 1 – OAR 459-009-0086 *Employer Unfunded Actuarial Liability Lump-Sum Payments, Generally*

OREGON ADMINISTRATIVE RULE
PUBLIC EMPLOYEES RETIREMENT BOARD
CHAPTER 459
DIVISION 009 – PUBLIC EMPLOYER

459-009-0086

Employer Unfunded Actuarial Liability Lump-Sum Payments, Generally

(1) Definitions. For the purposes of this rule:

(a) "Amortized amount" means the amount of a side account used to offset pension contributions due from the employer.

(b) "Employer actuarial pool" means a grouping of employers for actuarial purposes such as the School District Pool and the State and Local Government Rate Pool.

(c) "Fair value UAL" means the unfunded actuarial liability calculated using the fair market value of assets.

(d) "Side account" means an account in the Public Employees Retirement Fund into which a UAL lump-sum payment that is not used to satisfy a transition liability is deposited.

(e) "Transition liability" means the unfunded actuarial liability attributed to an individual employer for the period before entry into the State and Local Government Rate Pool.

(f) "Transition surplus" means the actuarial surplus attributed to an individual employer for the period before entry into the State and Local Government Rate Pool.

(g) "Unfunded actuarial liability" or "UAL" means the excess of the actuarial liability over the actuarial value of assets for the specified pension program.

(h) "UAL lump-sum payment" means any employer payment that is:

(A) Not regularly scheduled;

(B) Not paid as a percentage of salary;

(C) Made for the express purpose of reducing the pension contributions that would otherwise be required from the employer, or reducing or paying off the employer's transition liability; and

(D) Paid at the employer's election instead of at the PERS Board's direction.

(2) A UAL lump-sum payment must be made by either wire transfer or check payable to the Public Employees Retirement System.

(3) An employer may make a UAL lump-sum payment to pay 100 percent of its transition liability.

(4) A UAL lump-sum payment shall first be applied to the employer's transition liability, if any. The remainder of the payment, if any, shall be held in a side account.

(5) An actuarial calculation must be performed prior to an employer making a UAL lump-sum payment if the employer:

(a) Has a transition liability;

(b) Intends to establish a new side account with rate relief beginning on a date specified by the employer;

(c) Requests an actuarial calculation where a calculation is not otherwise required; or

(d) Intends to make a lump sum payment pursuant to (9) of this rule.

(6) The amount of a UAL lump-sum payment that is held in a side account will be used to reduce the pension contributions that would otherwise be required from the employer making the UAL lump-sum payment. The amortized amount for each payroll reporting period shall be transferred from the side account to the appropriate employer reserve account.

(7) The minimum UAL lump-sum payment required to establish a new side account is the lesser of:

(a) 25 percent of the individual employer's UAL calculated under OAR 459-009-0084 or 459-009-0085; or

(b) $250,000.

(8) An employer with one or more existing side accounts may make additional UAL lump-sum payments into such side account(s).

(a) An employer may not make more than two additional UAL lump-sum payments per side account in a calendar year.

(b) Additional UAL lump-sum payments into an existing side account will not affect the amortization period of the existing side account.

(c) Adjustment to the employer's contribution rates from a UAL lump-sum payment into an existing side account will be effective on July 1 of the calendar year following completion of the actuarial valuation for the year in which the additional deposit is made.

(9) An employer making a UAL lump-sum payment equal to or greater than $10 million, not sourced from a pension obligation bond, must establish a new side account for the lump-sum payment if it:

(a) Elects an amortization period of 6 years, 10 years, or 16 years; or

(b) Chooses the year in which to begin the employer rate offset.

(10) Each employer side account shall be charged an administration fee of $1,500 for the year in which the side account is established, and $500 per year thereafter. **No administrative fee shall be charged for any calendar year following the last calendar year in which an amortized amount was transferred from the side account to an employer reserve account under section (6) of this rule.**

(11) Side accounts shall be credited with earnings and losses in accordance with OAR 459-007-0530.

(12) If, during a month, the balance of a side account is reduced to zero or a negative amount after application of the monthly amortized amount and earnings or losses under section (11) of this rule:

(a) The employer rate offset attributable to the side account shall cease effective the first day of the following month;

(b)The side account shall thereafter be considered inactive. The employer rate offset attributable to the side account shall not apply to payroll periods beginning on or after the effective date of the inactive status. PERS may continue to apply rate offsets and make adjustments attributable to payroll periods before the effective date of the inactive status, including adjustments resulting from corrected payroll reporting or other employer reporting corrections;

(c) An inactive side account shall continue to receive earnings and losses under section (11) of this rule through the end of the applicable amortization schedule and through completion of the final annual earnings and loss allocation for the final calendar year of the amortization schedule;

(d) Following completion of the final annual earnings and loss allocation described in subsection (c) of this section:

(A) if the side account has a negative balance, PERS shall invoice the employer for the amount necessary to restore the side account balance to zero;

(B) if the side account has a remaining credit balance, the remaining balance shall be administered in accordance with section (13) of this rule;

(C) if the side account balance is zero, the side account shall be administratively closed.

(e) An employer shall remit payment of an invoiced amount under subsection (d)(A) of this section within the time period established by PERS.

(f) Upon completion of the actions required under subsection (d) of this section, the side account shall be administratively closed.

(13) At the end of a side account amortization schedule, if a side account has a remaining credit balance and:

(a) If the remaining credit balance is equal to or greater than 35 percent of the employer payroll amount used in the employer's most recent actuarial valuation, the employer may elect to:

(A) Establish a new side account using the remaining credit balance, subject to the applicable requirements of OAR 459-009-0085 for establishment of a new side account; or

(B) Transfer the remaining credit balance into another existing side account of the employer, subject to the applicable requirements of OAR 459-009-0085 for deposits into an existing side account.

(b) A transfer or establishment under subsection (a) of this section shall be treated as a UAL lump-sum payment for purposes of determining the effective date of any resulting employer contribution rate adjustment under OAR 459-009-0085(7).

(c) An employer election under subsection (a) of this section must be made in the manner and within the time period prescribed by PERS.

(d) If the remaining credit balance is less than 35 percent of the employer payroll amount used in the employer's most recent actuarial valuation, the remaining credit balance shall be credited to the employer in a manner determined by PERS.

(1**4***[2]*) Nothing in this rule shall be construed to prevent the PERS Board from taking action pursuant to ORS 238.225.

(1**5***[3]*) Nothing in this rule shall be construed to convey to an employer making a

UAL lump-sum payment any proprietary interest in the Public Employees Retirement Fund or in the UAL lump-sum payment made to the fund by the employer.

Statutory/Other Authority: ORS 238.650
Statutes/Other Implemented: ORS 238.225 - 238.229
History:
PERS 10-2019, amend filed 12/06/2019, effective 12/06/2019
PERS 6-2019, temporary amend filed 08/16/2019, effective 08/16/2019 through 02/11/2020
PERS 11-2018, amend filed 10/05/2018, effective 10/05/2018
PERS 5-2018, temporary amend filed 06/01/2018, effective 06/01/2018 through 11/27/2018
PERS 9-2017, adopt filed 12/01/2017, effective 12/01/2017

B.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. Director's Report

B. Administrative rulemaking

1. Notice of rulemaking relating to employer reporting requirements
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay
3. Adoption of amendments to rule regarding side accounts
4. **Adoption of rule amendments for Employer Incentive Fund Program Rule**

C. Action and discussion items

1. Modernization update
2. Update of PERS annual employer and member satisfaction surveys
3. Adoption of 2027-29 employer contribution rates

OREGON PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

Oregon

Tina Kotek, Governor

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September 25, 2026

TO: Members of the PERS Board

FROM: Yong Yang, Research Policy Coordinator, Policy Analysis and Compliance Section
Stephanie Vaughn, Manager, Policy Analysis and Compliance Section

SUBJECT: Adoption of Rule Amendments for Employer Incentive Fund Program Rule

OAR 459-009-0092 *Employer Incentive Fund Program*

OVERVIEW

- Action: Adoption of amendments to administrative rule 459-009-0092.
- Reason: Clarify how PERS administers Employer Incentive Fund (EIF) applications when available matching funds are insufficient to fully match an approved employer Unfunded Actuarial Liability (UAL) lump-sum payment commitment and establish procedures for allocating subsequent available matching funds during the same application period.

BACKGROUND

Under the Employer Incentive Fund Program, approved employers may receive matching funds in connection with qualifying UAL lump-sum payments. Applications are processed in the order received and matching funds are allocated until available EIF funds are exhausted.

The current rule provides that, when available EIF funds are insufficient to fully match an employer's approved UAL lump-sum payment commitment, only available monies will be used in the match. However, the current rule does not establish procedures for administering the unmatched portion of an approved commitment or for allocating subsequently available EIF funds to employers whose approved commitments could not be fully matched at the time of initial application.

The proposed amendments establish a process for administering partially matched applications. When available EIF funds are insufficient to fully match an approved UAL lump-sum payment commitment, the amendments provide that the unmatched portion of the approved commitment will be placed on the EIF waiting list according to the order in which the employer's application was received. This preserves the employer's original application priority for purposes of receiving any additional matching funds that may become available during the application period.

The amendments further clarify that employers are not required to submit the unmatched portion of an approved UAL lump-sum payment commitment while that unmatched portion remains on the waiting list. If additional EIF funds become available, PERS will allocate those matching funds according to waiting-list priority and notify affected employers to arrange for applicable payment due date.

The amendments are expected to improve administration of the EIF Program and provide greater clarity and predictability for participating employers.

PUBLIC COMMENT AND HEARING TESTIMONY

A rulemaking hearing was held remotely, and in person, on August 18, 2026, at 2 p.m. The public comment period ended August 21, 2026, at 5 p.m. No comments were received.

IMPACT

Mandatory: No

Benefit: Improve administration of the EIF Program and provide greater clarity and predictability to participating employers.

Cost: There are no discrete costs attributable to the rule.

RULEMAKING TIMELINE

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August 3, 2026:	Secretary of State published the Notice in the Oregon Administrative Rules Database. Notice is sent to employers, legislators, and interested parties. The public comment period began.
August 18, 2026:	Rulemaking hearing held remotely and at the PERS headquarters at 2 p.m.
August 21, 2026:	Public comment period ended at 5 p.m.
September 25, 2026:	Staff will propose adopting the rule modifications, including any changes resulting from public comment or reviews by staff.

PERS BOARD OPTIONS

The board may:

1. Pass a motion to adopt the Employer Incentive Fund Program rule as presented.
2. Direct staff to make other changes to the rules or explore other options.

STAFF RECOMMENDATION

Staff recommends the board choose Option #1.

B.4. Attachment 1 – OAR 459-009-0092 *Employer Incentive Fund Program*

OREGON ADMINISTRATIVE RULE
PUBLIC EMPLOYEES RETIREMENT BOARD
CHAPTER 459
DIVISION 009 – PUBLIC EMPLOYER

459-009-0092

Employer Incentive Fund Program

The words and phrases used in this rule have the same meaning given them in OAR 459-009-0086.

(1) When the PERS Board determines that a sufficient amount of money has been allocated to the Employer Incentive Fund, it shall open an application period by declaring:

(a) The date upon which the application period shall open; and

(b) The total amount of funds available for matching employer UAL lump-sum payments during the application period.

(2) The application period shall end at the earlier of:

(a) 12 months after the application period start date; or

(b) Once all funds available for matching employer UAL lump-sum payments declared in subsection (1)(b) of this rule have been paid out.

(3) Unless otherwise specified in this rule, all the requirements and timelines established in OAR 459-009-0084, 459-009-0085, and 459-009-0086 apply to UAL lump-sum payments made in association with the Employer Incentive Fund Program.

(4) During the first 90 days of an application period, applications for the Employer Incentive Fund Program will only be open to employers with an unfunded actuarial liability greater than 200 percent of the employer's PERS payroll. After the first 90 days have expired, applications will be open to all PERS participating employers.

(5) A PERS employer seeking participation in the Employer Incentive Fund Program must submit an application to PERS and provide:

(a) The amount of the UAL lump-sum payment. The amount eligible for matching funds excludes:

(A) Side account deposits of less than $25,000; and

(B) Any amount that will be applied to any outstanding transition liability;

(b) The date the employer made, or intends to make, the UAL lump-sum payment. Such date must be:

(A) No earlier than June 2, 2018; and

(B) No later than 12 months after the date the application period opens;

(c) A statement that the UAL lump-sum payment is not sourced from any type of borrowed funds;

(d) The information required under OAR 459-009-0084(2)(c), if the employer is making a UAL lump-sum payment under OAR 459-009-0084(2); and

(e) Proof of participation in the Unfunded Actuarial Liability Resolution Program as provided under OAR 459-009-0091.

(6) PERS shall allocate a match amount equal to 25 percent of the eligible employer UAL lump-sum payment amount indicated in subsection (5)(a) of this rule upon approval of the employer's application; however, such allocated match amount may not exceed the greater of:

(a) Five percent of the unfunded liability attributable to the employer applying to participate in the Employer Incentive Fund Program; or

(b) $300,000.

(7) For the purposes of sections (4) and (6) of this rule, the unfunded actuarial liability calculated by the PERS consulting actuary for the most recent actuarial report prepared under ORS 238.605 as of the application period start date will be used.

(8) Notwithstanding section (6) of this rule, in the event that moneys in the Employer Incentive Fund are not sufficient to match the entire 25% of an employer's UAL lump-sum payment commitment: *[only available moneys will be used in the match.]*

(a) Only available moneys will be used in the initial match allocation;

(b) The unmatched portion of the employer's UAL lump-sum payment commitment shall automatically be placed on the waiting list established under section (12) of this rule in the order in which the employer's application was received;

(c) The employer shall not be required to make the unmatched portion of the UAL lump-sum payment commitment unless and until PERS notifies the employer that matching funds have become available for that unmatched portion.

(9) PERS shall process the applications and allocate matching funds based upon the order in which the applications are received.

(10) Except as otherwise provided in this rule, an employer will fail to qualify to participate in the Employer Incentive Fund Program, thereby forfeiting any allocated matching funds, if PERS does not receive the UAL lump-sum payment the employer has committed under subsection (5)(a) of this rule on the due date specified in the application. An employer may change, subject to PERS' discretion and approval:

(a) The amount of the UAL lump-sum payment indicated in its application.

(A) If the UAL lump-sum payment amount is increased, only the original amount will be eligible for matching funds; and

(B) If the UAL lump-sum payment amount is decreased:

(i) The new amount must be at least $25,000; and

(ii) Any allocated matching funds will be decreased proportionately.

(b) The date of the UAL lump-sum payment indicated in its application.

(A) The employer must notify PERS at least five business days before the date the employer indicated it would make the payment; and

(B) The new payment date must be within 12 months after the date the application period opened.

(c) The rate offset date or UAL lump-sum payment amount for employers making UAL lump-sum payments under OAR 459-009-0084.

(A) The employer will need to request and pay for a new actuarial calculation; and

(B) The UAL lump-sum payment must be made within 12 months after the date the application period opens to remain eligible to receive matching funds.

(11) An employer must notify PERS and receive approval from PERS if it intends to make the UAL lump-sum payment prior to the payment due date under subsection (5)(b) or (10)(b) of this rule.

(12) Once all the funds identified in subsection (1)(b) of this rule have been allocated, employers *[applying for matching funds]* **whose applications have not received any matching allocation and employers whose approved UAL lump-sum payment commitments have only been partially matched under section (8) of this rule,** will be placed on a waiting list **based upon the order in which the applications were received**.

(a) If moneys become available again during the same application period, the employers on the waiting list will receive matching allocations based upon the order in which their applications were received.

(b) If additional moneys become available on the last day of the application period, employers on the waiting list that are notified they will receive a matching allocation will have an additional five days to submit their UAL lump-sum payment.

(c) For employers on the waiting list whose approved UAL lump-sum payment commitments have only been partially matched, PERS shall notify the employer when matching funds become available for all or a portion of the unmatched UAL lump-sum payment commitment and shall establish a new payment due date applicable to that unmatched portion, subject to subsection (12)(b) of this rule.

(13) Notwithstanding section (2) of this rule, the Board is extending the EIF employer lump-sum payment deadline from December 1, 2020 to March 31, 2023, only for the waitlisted employers from the application cycle established on September 3, 2019. Notwithstanding paragraph (10)(b)(B) of this rule, waitlisted employers that wish to extend their payment deadline under this section of the rule must notify PERS of the new payment date at least five business days before the date the employer indicated it would make the payment, and the new payment date must be no later than March 31, 2023. An employer must notify PERS and receive approval from PERS if it intends to make the lump-sum payment prior to the new payment date noticed under this section of the rule.

(14) OAR 459-009-0084(8), 459-009-0085(4) and (5), and 459-009-0086(7) do not apply to UAL lump-sum payments receiving matching funds under this rule.

Statutory/Other Authority: ORS 238.650 & ORS 238A.450

Statutes/Other Implemented: ORS 238.225 - 238.229

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C. Action and discussion items

1. **Modernization update**
2. Update of PERS annual employer and member satisfaction surveys
3. Adoption of 2027-29 employer contribution rates

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September 25, 2026

TO: Members of the PERS Board
FROM: Kristi Ivers, Modernization Director
SUBJECT: Modernization Program update

BACKGROUND

The PERS Modernization Program is a multi-biennial effort to reimagine and evolve the deployment of our business capabilities via our people, processes, and technologies to meet our member and PERS-participating employer needs into the future. The program's $14,521,851 budget for the 2025-27 biennium was approved by the Legislature as part of the PERS budget bill and Senate Bill 5534, and a budget adjustment was approved on April 7, 2026 for $2,918,801 as part of House Bill 5204. $1.8 million was added to Legacy Stabilization and Technology Readiness for the Development Operations (DevOps) Project during the June 2026 emergency board. Total legislatively approved budget for the PERS Modernization Program is $19,372,382.

PROGRAM AND PROJECT STATUS

The PERS Modernization Program is managed as one comprehensive program with many individual projects expected to initiate and complete over the upcoming four biennia. All projects will be submitted for review to Enterprise Information Services (EIS) and, as appropriate, go through the EIS stage-gate process; the PERS Modernization Program itself is not subject to EIS stage-gate oversight.

Initiative	Expected completion	Health and status (as of 8/31/2026)
PERS Modernization Program	December 31, 2034	Key activities: • The overall program portfolio is on-schedule and on-budget. • Personnel supporting the PERS Modernization Division: ○ A business operations manager position is currently being prepared for posting and will soon be available for qualified candidates to submit their applications. • A change readiness survey has been sent out to all staff. This survey will help provide a baseline measurement for the Change Champion Network. • Batch Jobs (SD20/SD21): Stabilization and performance tuning efforts have begun. The first implementation, proof of concept, is planned for October 16, 2026.

		• Project Management Office (PMO) software: PERS intends to roll out new project management software and offer training in September for the project management team and all staff. This change follows Microsoft's decision late last year to discontinue support for Project Online after September of 2026.
		• The data and DevOps workstreams are progressing:
		
		Data workstream:
		○ A data cleaning work order contract is in the approval process to hire contractors to assist the Data Team with the validation of 26 queries. The work is expected to start mid-September and complete June of 2027.
		○ The PERS deputy director held a two-day workshop with consultant Info-Tech to explore a short-, mid-, and long-term plan for strategic data alignment. Business data domains, data owners and data stewards were defined during the workshops.
		
		DevOps workstream:
		○ The commercial-off-the shelf (COTS) Pension Administration System (PAS) will require some custom development to support the gaps in business functionality. The gap functionality will be discovered during the fit-gap work sessions during the 27-29 biennium.
		○ During this biennium, the PERS chief information officer is working to procure the necessary DevOps tools and writing a work order contract to hire contractors to help implement the toolset and train technical staff.
		○ Completed interviewing contractor candidates for the following positions:
		  ○ Platform engineering consultant
		  ○ Quality assurance testing consultant
		  ○ Project coordinator

Modernization of Pension Administration System (PAS)	December 31, 2034	Project overall health: Grey
		
		<u>Key activities:</u>
		• Project status: Initiation.
		• State Gate 2 endorsement is in process.
		  • The organization change management plan was submitted and approved in August, and the RACI matrix and stakeholder registry are in process. (RACI stands for responsible, accountable, consulted, informed.)
		• The Specialized Consultant Request for Proposal (RFP) remains on a critical path, and the following developments have taken place since the previous board meeting:
		  ○ PERS, Department of Administrative Services (DAS) Procurement, and Department of Justice (DOJ) are actively meeting with the selected vendor to negotiate the final contract and anticipate contract negotiations will complete in September 2026.
		• Employer requirements:
		  ○ A questionnaire was sent to employer reporters to gather initial requirements. Nearly 350 responses were received, which are now under review and analysis by the PERS Product Owner Team.

Telephony Modernization Project	June 30, 2027 *(Original end date December 31, 2024)*	Project overall health: Green <u>Key activities:</u> • Project initiated on January 9, 2024, and is in the construction stage. • The fix that was applied on June 30, 2026, had a positive impact, which resulted in a 61% reduction in the number of calls transferred to the receptionist queue. • The service order for Phase 3 has been completed and is currently under review by EIS and DOJ for approval. This phase is scheduled to begin in September, with a focus on improving the interactive voice response system. • A procurement request to initiate a request for quote for eFax functionality is in process.
Hybrid Integration Platform (HIP) Implementation Project	TBD	Project overall health: Grey

		<u>Key activities:</u> • Project originally initiated on September 10, 2024, and is currently in the analysis and design stages. • Following the decision to pursue a commercial off-the-shelf pension administration system solution, the project was paused and substantive changes were made to the project business case. This project has now been reinitiated and will also be known as the Azure Integration Services Hybrid Integration Platform Project (AIS HIP). • PERS received a decision memo from EIS on July 29, 2026, following submission of project initiation documentation. EIS determined that the first phase of this project will not require additional oversight. • The initial activities of the project will be planning, analysis, and design (i.e., future state architecture) and the construction phase won't begin until the next biennium.
jClarety User Interface/User Experience (UI/UX) Modernization and Compliance Project (JUMP)	June 30, 2027	Project overall health: Green <u>Key activities:</u> • Project initiated on July 01, 2025, and is in the construction stage. • Phase 3 (WP#3): Employee portal screens are in the process of being updated. The development team has almost completed all of the 206 employee portal screens. • The project schedule has been rebaselined, and the construction phase is estimated to be completed by November 30, 2026. The testing phase is expected to start in December of 2026.
Member Identity Access Management (MIAM)	April 23, 2027 *(Original end date June 30,2026)*	Project overall health: Green <u>Key activities:</u> • Project initiated on June 1, 2022, and is in the construction stage. • A decision was made at the Modernization Executive Steering Committee meeting on August 12, 2026, to separate the release of the identity protection (IdP) solution from the identity verification (IdV) solution. This decision allows the work on the IdP to progress, remove any dependencies on the IdV solution, and improves the health of the project schedule.

		• Identity protection (IdP) solution: ○ A work order contract amendment was approved for the IdP solution to extend contractor support. • Identity verification (IdV) solution: ○ Contract negotiations continue. An updated base contract was reviewed and updated by DOJ. PERS and Deloitte are negotiating the contract updates.

HIGHLIGHTED iQMS ACTIVITIES

The following key observations identified by our independent quality management services (iQMS) vendor, Gartner, are shared below. The observations are drawn from Gartner's Quarterly QA Status and Improvement Report dated July 31, 2026.

The following outlines the three observations along with their respective mitigation strategies:

- Gartner observation #1 – Customized to COTS paradigm shift and potential cultural resistance: Transitioning from a highly customized legacy codebase (jClarety) to a "Configure Over Customize" COTS model represents an intense cultural shift for PERS staff.

  Program update: The program adopted Prosci, ADKAR methodology, and employs certified organizational change management (OCM) professionals. A comprehensive OCM services RFP is in the 2027-2029 budget request. Additionally, the Change Champion Network distributed a survey to all staff to establish a baseline for change readiness.

- Gartner observation #2 – Prioritize data cleaning, migration planning and related activities: Internal staff acknowledge that PERS lacks data maturity and has problematic data which poses a significant risk to the future PAS data migration and future business processes. The appropriate time to understand the extent and causes of problematic data is prior to releasing the RFP to select the future PAS solution. Understanding the scope of data challenges will be an important input into drafting an RFP that allows vendors to properly scope their proposals and PERS to conduct a meaningful evaluation of the data migration approach.

  Program update: The PERS deputy director, along with Info-Tech, held a two-day on-site workshop exploring a short-, mid-, and long-term plan for strategic data alignment. In addition, a work order contract is in process to provide data cleaning support to the data team such as query remediation and bimonthly data cleaning. This contract is expected to start mid-September.

- Gartner observation #3 – Critical external dependencies and procurement bottlenecks: Program schedule viability is heavily dependent on external state agencies, including the Department of Administrative Services (DAS) for procurement, the Department of Justice (DOJ) for legal reviews, and Enterprise Information Services (EIS-P3) for stage-gate reviews.

For example, during the current reporting period, resource assignment adjustments within DAS caused a delay in finalizing the procurement to engage the specialized consultant to support the writing of the PAS RFP.

Program update: PERS continues to meet monthly with DAS Procurement and EIS to provide insight into coming procurement activities. These meetings have been helpful to ensure alignment and escalate issues when needed.

C.1. Attachment 1 – *August 2026 Monthly Project Status Report*

C.1. Attachment 2 – *Modernization Presentation*

OREGON PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

Modernization Program

Status Report

Kevin Olineck, Executive Sponsor
Kristi Ivers, Program Director
Joli Whitney, Program Manager

Status report as of August 31, 2026

PROGRAM INFORMATION

The PERS Modernization Program is a comprehensive, multi-year initiative aimed at transforming how the Oregon Public Employees Retirement System manages pension administration. This enterprise-wide business initiative will focus on people, processes, and technology to enhance operational efficiency and modernize service delivery. By upgrading communication channels, streamlining core business processes, and increasing data-driven decision-making capabilities, the program will empower PERS to better meet its mission of paying the right person the right benefit at the right time. Ultimately, this modernization effort will position PERS to deliver more effective, responsive, and sustainable services to its members and interested parties. It is currently scheduled to run from July 1, 2022, through December 31, 2034.

Overall program status: GREEN

Color Key

GREEN	*On Track*
AMBER	*Caution*
RED	*Needs Significant Adjustment*
GREY	*Not Yet Started or Not Enough Info*

High-level Overview:

Specialized Consultant RFP

The request for proposals (RFP) to obtain the services of a specialized consultant to help PERS create an RFP for a new Pension Administration System (PAS) experienced delays in July during a change in staff at DAS IT Procurement. Over the month of August the draft contract has been revised and reviewed by the vendor, DOJ, DAS and PERS. The latest revisions are under vendor review. PERS believes the contract negotiations will be resolved soon and we anticipate an executed contract in September.

Data

A data cleaning work order contract is under DOJ review to hire contractors to assist with data cleansing. Once it has received legal approval, the contract will be executed and work can begin. The final Data Inventory (D2.1.1) deliverable has been submitted on August 31, 2026. Data Domains, Data Owners and Data Stewards have been identified and proposed for approval.

New Tools to Support Modernization

DevOps: Procurement activities are in process to execute a work order contract for skilled resources to support the DevOps initiative and documentation to purchase new tools and technologies is in development with procurement and EIS. Progress on the DevOps initiative will be added to this report starting next month.

PMO Software: Microsoft determined late last year that they would not support Project Online after September 2026. PERS will be implementing new project management software and training in September to support the project management team.

Preparing for 2027-2029 Budget Needs

PERS Modernization Program and Budget Team are regularly meeting with Legislative Fiscal Office to discuss schedules and requirements for the 2027-2029 budget. Meetings to specifically discuss the plan for the bond will be initiated in September.

MODERNIZATION PROJECTS STATUS DASHBOARD

Color Key	
GREEN	*On Track*
AMBER	*Caution*
RED	*Needs Significant Adjustment*
GREY	*Not Yet Started or Not Enough Info*

Telephony Modernization Project

Start Date	Close Date
1/9/2024	6/30/2027

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Objective: Replace current PERS telephony system with modern telephony solution that includes cloud-based telephony offering and provides capabilities to support future PERS Modernization Program efforts.

Intended Benefits: B1 - Reduction of Manual Processes, B2 - Increased Satisfaction with PERS Services, B8 - Increased Data Utilization

Azure Integration Services Hybrid Integration Platform (HIP) Implementation

Start Date	Close Date
8/3/2026	6/30/2029

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Objective: This project will deliver a hybrid, cloud-first integration gateway as a prerequisite for future modernization projects, which also ensures interoperability between PERS current legacy and modern systems.

Intended Benefits: B5- Reduced System Complexity, B8- Increased Data Utilization, B10- Increased Technical Skills of PERS Staff

Member Identity and Access Management

Start Date	Close Date
6/1/2022	4/23/2027

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Objective: Procure and implement a solution that provides additional security to OMS.

Intended Benefits: B4 – Prevention of Data and Identity Fraud, B6 - Increased Confidence in PERS Tools and Technologies

jClarety UI/UX Modernization and Compliance Project (JUMP)

Start Date	Close Date
7/1/2025	06/30/2027

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Objective: Ensure PERS' external web portals are in compliance with American Disability Act (ADA) Web Content Accessibility Guidelines (WCAG) 2.1 level AA by the federal compliance deadline of April 24, 2026. Additional security enhancements will be made, and the current framework and codebase will be modernized.

Intended Benefits: B4 – Prevention of Data and Identity Fraud, B6 - Increased Confidence in PERS Tools and Technologies

Pension Administration System (PAS) Modernization

Start Date	Close Date
7/1/2025	12/31/2034

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREY					

Objective: Obtain a new, commercial off-the-shelf Pension Administration System (PAS) to enable PERS to excel in the delivery of pension administration services for the benefit of members, employers and plan sponsors.

Intended Benefits: B1- Reduced Manual Processes, B2- Increased Satisfaction with PERS Services, B3- Increased Member Engagement Capabilities, B4 – Prevention of Data and Identity Fraud, B5- reduced System Complexity, B6 - Increased Confidence in PERS Tools and Technologies, B8- Increased Data Utilization, B9- Reduction of Costs for Technology & Maintenance Enhancements, B11- Reduction of Risk Ratings by Internal and External Auditors, B12- Reduction of System Downtime

EMERGING AND CONTINUED PROGRAM CONCERNS

Limited Resources –

In 2024, when PERS agreed to the January 1, 2030 implementation date for HB 4045, this date was set based on PERS initial path of modernizing the agency's current pension administration system (PAS). Since that time, PERS has gone through a full PAS solutions analysis and determined, in June of 2025 that instead of modernizing our current PAS, it is preferable to implement a new commercial off-the-shelf (COTS) PAS solution. Given the timeframe to both procure and implement a new COTS solution, PERS will not be able to simply implement the Hazardous Position functionality within the new COTS solution. The outcome of the alternatives analysis in the Hazardous Positions Business Case finalized on December 4, 2025, was to implement the functionality in our legacy PAS as a stop gap until the new COTS solution is fully in place. Given this approach, PERS will likely have resource contention for the short-term and may need to slow down certain Modernization activities. HB 4045 is the number one priority of the agency and will take precedence over Modernization activities. PERS will monitor this risk on a monthly basis and assess the resource capacity assessment reports weekly. Tracked in Program Risk #3 Internal Staffing- Limited, Loss of or Inexperienced Resources.

This concern is also shared by Gartner and reflected in iQMS risk #2 Resource Constraints (next page) highlighting the significant concurrent planning and execution demands on the Modernization Director.

State of Oregon Priorities –

With the identification of the PAS Modernization Project as the critical path for the Modernization Program, and the significant needs for procurement support from DAS and EIS, any process or service delays pose a risk for PERS:

- DAS Procurement Services has limited resources, and with numerous agencies needing cross-collaboration, any one agency might require an emergency procurement, which would lead to unexpected delays. The four - five week delay of the contract in development for the specialized RFP consultant shows how impactful resource limitations at DAS Procurement Services are on the overall timeline.
- DAS Chief Human Resources Office (CHRO) has limited resources, and numerous agencies have been waiting for position descriptions to be reviewed and approved by Class & Comp. These delays impact the timeliness of filling Modernization positions.
- EIS-P3 operates under a 10-day Service Level Agreement (SLA) for documentation review. Meeting requirements for urgent reviews such as procurement activities, which can present challenges in providing timely responses.

PERS will monitor this risk closely and escalate any issues when needed. Tracked in Program Risk #39 Critical External Resources Allocated to Higher Priority Work.

QA/QC DELIVERABLES

Deliverable	Reporting Period	Final Accepted
D4.1.8 Quarterly QA Status Report	1/26 - 3/26	7/22/26
D3.3.7 Periodic Quality Status Report	4/1/26-5/31/26	TBD
D4.1.9 Quarterly QA Status Report	4/26-6/26	TBD
D3.3.8 Periodic Quality Status Report	7/1/26-8/31/26	TBD

QA OBSERVATIONS & RECOMMENDATIONS

PERS received the draft D4.1.9 July 2026 independent quality management services (iQMS) Quarterly QA Status and Improvement report on August 2, 2026. The report covers activities from April 1, 2026, through June 30, 2026. The overall risk assessment scorecard rating was reported as medium with 16 out of 87 total risks reported in yellow status. There were three key observations and recommendations identified in the report and they are actively being addressed:

1. Gartner Observation #1 – Customized to COTS Paradigm Shift and Potential Cultural Resistance: Transitioning from a highly customized legacy codebase (jClarety) to a "Configure Over Customize" COTS model represents an intense cultural shift for PERS staff.

   Program Update: The Program adopted Prosci, ADKAR methodology, and has staff certified OCM resources. A comprehensive OCM services RFP is in the 2027-2029 budget request. Work to ramp up a Change Champion Network (CCN) has started and will continue over the next few months. A survey to set a baseline measure of change readiness will be sent to staff prior to launch of the CCN.

2. Gartner Observation #2 – Prioritize data cleaning, migration planning and related activities: Internal staff acknowledge that PERS lacks data maturity and has problematic data which poses a significant risk to the future PAS data migration and future business processes. The appropriate time to understand the extent and causes of problematic data is prior to releasing the RFP to select the future PAS solution. Understanding the scope of data challenges will be an important input into drafting an RFP that allow vendors to properly scope their proposals and PERS to conduct a meaningful evaluation of the data migration approach.

   Program Update: Three data strategy workshops with Info-Tech have been planned over the coming months to further mature the Data Governance Committee. A work order contract is in process to provide data cleaning support to the Data team such as query remediation and bimonthly data cleaning. This contract is expected to start in mid-September

3. Gartner Observation #3 – Critical External Dependencies and Procurement Bottlenecks: Program schedule viability is heavily dependent on external state agencies, including the Department of Administrative Services (DAS) for procurement, the Department of Justice (DOJ) for legal reviews, and Enterprise Information Services (EIS-P3) for Stage Gate reviews. For example, during the current reporting period, resource assignment adjustments within DAS caused a delay in finalizing the procurement to engage the Specialized Consultant to support the writing of the PAS RFP.

   Program Update: PERS continues to meet monthly with DAS Procurement providing insight into coming procurement activities. These meetings have been helpful to ensure alignment and escalate issues when needed.

PERS MODERNIZATION PROGRAM BUDGET

	2025-27						
	Project Title	LAB	Actual to Date	Contracts	Projections	Total	Variance
1	Program Staff	4,875,134	1,996,530	-	1,865,892	3,862,422	1,012,712
2	IQMS	1,486,500	484,348	842,707	-	1,327,055	159,445
2	HIP	500,000		355,833	-	355,833	144,167
2	Telephony	1,500,000	139,030	9,924	750,000	898,954	601,046
2	TCO Analysis	25,000			-	-	25,000
2	Contingency (Mod)	178,000			-	-	178,000
2	PAS Planning	850,000	91,075	171,895	382,500	645,470	204,530
2	MIAM	530,000	86,400	173,600	132,500	392,500	137,500
3	Foundational Architecture Documentation	1,930,000	689,568	247,273	772,000	1,708,841	221,159
3	JUMP-Jclarety UI/UX - Batch Jobs	3,705,000	2,587,870	150,650	741,000	3,479,520	225,480
3	MIAM (Forgerock-Dues & Sub)	735,280	583,067	57,378		640,445	94,835
3	Data Cleaning	938,000			703,500	703,500	234,500
3	DevOps	1,800,968				-	1,800,968
3	Contingency (Legacy)	318,500			-	-	318,500
	Project Total	**19,372,382**	**6,657,888**	**2,009,260**	**5,347,392**	**14,014,541**	**5,357,841**

	2025-27						
	Approved Appropriation	LAB	Actual to Date	Contracts	Projections	Total	Variance
1	Program Staff	4,875,134	1,996,530	-	1,865,892	3,862,422	1,012,712
2	Implementation	5,069,500	801,557	1,553,255	1,265,000	3,619,812	1,449,688
3	Legacy Stabilization & Technology Readiness	9,427,748	3,859,801	456,004	2,216,500	6,532,306	2,895,442
	Project Total	**19,372,382**	**6,657,888**	**2,009,260**	**5,347,392**	**14,014,541**	**5,357,841**

Expenses	Actual to Date	Projections	Total
*CSL- Internal Staff	$676,755	$652,642	$1,329,397

Note: HB5204 (2026) increased Modernization budget as follows:

- 5 Position 2.50 FTE in amount of $644,301 which is allocated to Program Staff Appropriation
- $1.3 Million for Modernization Implementation which was allocated to following project budgets:
  - $850K to PAS Planning
  - $486K to IQMS
- $938K to Legacy Stabilization and Technology Readiness for Data Migration Planning
- $1.8 million was added to Legacy Stabilization and Technology Readiness for the DevOps project during the June 2026 e-board.

Note: Program Staff projections reporting increased by $734,046 due to the vacant position projections adjustment.

PERS MODERNIZATION PROGRAM BUDGET

	Program Budget					
	Project Title	**Project Start Date**	**LAB**	**Forecast Spend**	**Variance Amount**	**Variance %**
1	Program Staff	7/1/2023	16,439,004	12,202,381	(4,236,623)	-25.8%
2	IQMS	7/1/2023	2,386,500	2,138,055	(248,445)	-10.4%
2	HIP	7/1/2023	950,000	355,833	(594,167)	-62.5%
2	Telephony	7/1/2023	2,057,000	1,455,954	(601,046)	-29.2%
2	TCO Analysis	4/11/2025	25,000	-	(25,000)	-100.0%
2	MIAM	7/1/2025	530,000	392,500	(137,500)	-25.9%
2	PAS Planning	3/20/2026	850,000	645,470	(204,530)	-24.1%
2	Contingency	7/1/2025	178,000	-	(178,000)	-100.0%
3	Foundational Architecture Documentation	7/1/2025	2,630,000	2,338,841	(291,159)	-11.1%
3	JUMP-Jclarety UI/UX - Batch Jobs	7/1/2025	3,705,000	3,479,520	(225,480)	-6.1%
3	MIAM (Forgerock-Dues & Sub)	3/30/2021	1,998,251	1,690,918	(307,333)	-15.4%
3	DevOps	6/30/2026	1,800,968	-	(1,800,968)	
3	Data Cleaning	3/20/2026	938,000	703,500	(234,500)	-25.0%
	Contingency	7/1/2025	318,500		(318,500)	-100.0%
	Total		**34,806,223**	**25,402,972**	**(9,403,251)**	**-27.0%**

	Program Budget					
	Approved Appropriation	**Project Start Date**	**LAB**	**Forecast Spend**	**Variance Amount**	**Variance %**
1	Program Staff	7/1/2021	12,879,004	8,753,150	(4,125,854)	-32.0%
1	Data and Analytics	7/1/2023	1,000,000	993,126	(6,874)	-0.7%
1	Development and Operations	7/1/2023	560,000	479,270	(80,730)	-14.4%
1	Architecture	7/1/2023	2,000,000	1,976,835	(23,165)	-1.2%
2	Implementation	7/1/2025	5,069,500	3,619,812	(1,449,688)	-28.6%
2	Independent Quality Management Srvs	7/1/2023	900,000	811,000	(89,000)	-9.9%
2	Hybrid Integration Platform	7/1/2023	450,000	-	(450,000)	-100.0%
2	Telephony	7/1/2023	557,000	557,000	-	0.0%
3	Legacy Stabilization & Technology Readiness	7/1/2023	10,690,719	7,582,779	(3,107,940)	-29.1%
3	Pension Administration System (PAS)	4/11/2025	700,000	630,000	(70,000)	-10.0%
	Total		**34,806,223**	**25,402,972**	**(9,403,251)**	**-27.0%**

Expenses	**Prior Bienna Actuals**	**2025-27 Actuals**	**2025-27 Forecast Spend**	**Total**
*CSL- Internal Staff	$1,356,033	$676,755	-$24,113	$1,331,920

PROGRAM ORGANIZATIONAL CHANGE MANAGEMENT

Program OCM Objective: establish a structured, intentional, and scalable approach to preparing the organization for change, supporting staff and leaders through transition, and reinforcing adoption over time.

- Support program communications
- Enable program success
- Increase operational stability
- Support sustained adoption

OCM Program Activity Status:

Deliverable/Activity	Status	Next Steps
OCM Program Strategy Document	Initial draft is completed with revisions being made based on leadership feedback.	OCM Timeline is being reviewed and revised by Program leadership.
OCM Vendor RFP/SOW	Initial RFP and SOW have been drafted by internal OCM Lead.	To be reviewed by program leadership
Change Champion Network (CCN)	CCN is being introduced to M3 and PERS managers June & July 2026 – To be implemented prior to OCM Vendor onboarding.	OCM Lead is out on extended medical leave and CCN implementation will continue upon their return. A change readiness survey will be sent to all staff at the end of August to capture baseline measurements in preparation of the CCN launch this fall.
Initial OCM Program Assessments	Initial OCM Assessments of change risks, impacts and identifying areas of potential barriers to change have been completed.	These assessments will be repeated as needed to determine areas needing adjustment and additional support.
Program Communication and Engagement	A communication and engagement strategy is completed and is being acted on. Regular communication strategy meetings with OCM, Program Leadership, and Communications are occurring. Agency level communications efforts are happening through email communications, Teams Meetings, and Vested Newsletter articles.	Continue to execute the communication strategy and revise approaches as needed.

PROGRAM RISKS AND MITIGATION

#	Risk Description	Mitigation and/or Contingency Plan	Notes
26	**Culture Change**- Modernizing PERS- including a new Pension Administration System-will introduce new ways of working which may cause disruption and adoption challenges for staff.	Increased messaging from leadership across multiple channels to reinforce why the change is being made and providing two-way channels of communication for staff and key decision makers to allow opportunity to voice concerns. Continued monitoring and measurement of change readiness by OCM team.	Change Champion Network (CCN) is under development. A change readiness survey for all staff is planned for distribution in August to take a baseline measurement before the CCN is initiated.
38	**Lack of Support From Oversight Bodies-** Challenges in navigating budget or stage gating processes can lead to delays in decisions or funding requests. Funding requests may be denied or reduced, potentially affecting the program. If this risk is realized, the issue will cause significant schedule delays and impact the program's ability to achieve its objectives. *(Gartner Identified this risk in Deliverable D4.1.4 - Risk #2)*	Oversight bodies and PERS will need to continue to partner and address challenges together as they arise.	Delays may increase the cost of the overall program; therefore, challenges will need to be addressed quickly.
39	**Critical External Resources Allocated to Higher Priority Work**: Critical resources are allocated to higher priority work, impacting availability or responses for PERS Modernization work. (*Gartner identified this risk in deliverable D4.1.6- Risk #4*)	Evaluate opportunities to obtain Modernization dedicated resources from external groups. Regular meetings and communication to discuss upcoming activities, timelines and priorities. Plan to hire contractors when necessary.	
40	**Staff Changes:** Introduction of new staff into the Program team may lead to delays in deliverables and disrupt current work while onboarding.	PERS has a structured onboarding program for new staff. New to Program staff will be provided core materials to become familiar with and be paired with other program team members for regular check-ins and open communication.	New PM resources have been hired and are onboarding. New assignments of projects are in process to pair new team members to maximize skills and experience for project needs.

PROGRAM ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution Plan/Notes	Est. Resolution Date
	No current issues for the Modernization Program Project issues are listed within each project section.		

TELEPHONY MODERNIZATION PROJECT

Project Objective

Replace current PERS telephony system with modern telephony solution that includes cloud-based telephony offering and provides capabilities to support future PERS Modernization Program efforts.

Project Status: GREEN

Overall Status: The project remains in GREEN status. The AWS Service Order, Phase 3, contract is expected to start in September 2026.

Activities in August

- eFax procurement documents were completed and sent to PER Procurement for RFQ document preparation
- PERS and Kyndryl drafted the AWS Service Order, Phase 3, contract. It is under review by EIS Procurement.
  - EIS P3 provisionally approved.
  - DOJ has reviewed for legal sufficiency and provided feedback.
  - Currently under EIS Procurement review.

Current and upcoming activities:

- Finalize the AWS, Phase 3, Service Order.
- Begin Joint Application Design (JAD) sessions with Kyndryl for AWS Phase 3.
- Initiate procurement process for eFax Solution.

Completed Implementations

May 5, 2025	July 14, 2025	February 23, 2026	June 29, 2026
OpenScape Voice: Replace current EOL/EOS telephony system with modern Vendor managed telephony solution.	AWS Phase 1: Deliver reduced scope (Minimal Viable Product). The call center will receive benefits that will reduce their manual work (e.g., call transcripts and chat enablement, etc.)	AWS Phase 2: Deliver functionality enhancements for automated closure messaging, one way text messaging, Screen recording for training, post call customer survey.	AWS Phase 2b: Scheduled Call back.

Recommended Future Implementations

Planning before June 2027	Planning before June 2027	Planning before June 2027
Fax Modernization.	Requirements will be determined during the JAD sessions. AWS Phase 3: Streamlined IVR experience that simplifies queue choices, enables 24/7 self-service, improves reception handling, and makes staffing across queues easier to manage.	Requirements will be determined during the JAD sessions. AWS Phase 4: Key functionality is currently under review.

TELEPHONY MODERNIZATION PROJECT

Program Benefits

This project will contribute to the following planned Modernization Program benefits

- B1 - Reduction of Manual Processes
    - New automated reports will replace manually prepared information
- B2 - Increased Satisfaction with PERS Services
    - Enhanced service menu and call routing capabilities will improve call wait times
- B8 - Increased Data Utilization
    - Automated reports will provide data not currently available to allow improved management of call center needs

Milestone	% complete	Forecast	Actual
Business Case Approved	100	10/29/24	10/29/24
Project Charter Approved	100	11/19/24	11/19/24
P3 Stage Gate 1 Endorsement Received	100	3/12/24	3/12/24
Solution Analysis Complete	100	6/30/24	6/30/24
P3 Stage Gate 2/3 Endorsement Received	100	1/30/25	1/30/25
Change Request Approved	100	2/4/25	2/4/25
OSV - Implementation Complete	100	5/5/25	5/5/25
Phase 1 – AWS Implementation Complete	100	6/30/25	7/14/25
Phase 2 – AWS Implementation Complete	100	2/23/26	2/23/26
Phase 2b- AWS Implementation Complete	100	6/29/26	6/29/26
Phase 3 – AWS Implementation Complete	10	1/30/27	TBD
Phase 4 – AWS Implementation Complete	0	TBD	TBD
Project closure	0	6/30/27	TBD

The Telephony Modernization Project schedule was rebaselined on 2/27/26 with a new close date of 6/30/2027

TELEPHONY PROJECT > RISKS AND MITIGATION

#	Risk Description	Mitigation and/or Contingency Plan	Notes
26	There may be development delays due to misalignment between initial design scope, assumptions, vendor familiarity with the solution and the actual complexity uncovered during elaboration.	Vendor developed prototypes added to schedule to gain alignment on final product.	This expectation has been clarified in the new Phase 3 Service Order as a deliverable titled “Walkthrough”.

TELEPHONY PROJECT > ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution/Notes	Est. Resolution Date
	No current issues		

AZURE INTEGRATION SERVICES HYBRID INTEGRATION PLATFORM (AIS HIP) PROJECT

Project Objective

This project will deliver a hybrid, cloud-first integration gateway as a prerequisite for future modernization projects, which also ensures interoperability between PERS current legacy and modern systems. This project is a foundational component of the PERS Modernization Program.

Project Status: GREEN

Current Activities

- Project Manager was onboarded.
- Project prioritization to be determined at the Portfolio Management Committee (PMC).

Program Benefits

This project will contribute to the following planned Modernization Program benefits:

- B5 - Reduced System Complexity
  - AIS HIP will provide a new integration capability for on-premises and cloud-based applications and data which is missing in our current architecture. This new capability will allow for connection between systems which are currently disparate.
- B8 - Increased Data Utilization
  - AIS HIP will support enablement of the right tools and policies and reduce needs for offline tools.
- B10 - Increased Technical Skills of Staff
  - IT staff will be trained to work with and support cloud-based technologies through the AIS HIP Implementation Project.

Milestone	% complete	Forecast	Actual
Updated AIS HIP Business Case submitted for IT Project Prioritization	100%	4/30/2026	4/30/2026
Updated AIS HIP Business case resubmitted to P3	100%	5/15/2026	5/26/2026
Draft Project Charter submitted to P3	100%	5/15/2026	5/26/2026
P3 Oversight Decision Memo	100%	7/29/2026	7/29/2026
Portfolio Management Committee project approval	50%	9/8/2026	TBD
Project Kick Off	25%	9/15/2026	TBD
Complete Procurement Process: Professional Services	0%	12/1/2026	TBD
Complete Phase 1: Architectural Design & Implementation Planning	0%	6/30/2026	TBD

AIS HIP PROJECT > RISKS AND MITIGATION

1	Internal Staffing- Limited specialized project management resources	New project management resources have been hired and are actively onboarding expanding the PMO capacity. A project management resource has been assigned to this project and is ramping up to initiate the project in the coming weeks.	8/27/26: PM has been onboarded and is getting up to speed on the project. This risk is expected to be closed next month.

AIS HIP PROJECT / ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution/Notes	Est. Resolution Date
	TBD		

MEMBER IDENTITY ACCESS MANAGEMENT PROJECT

Project Objective

Procure and implement a solution that provides additional security to Online Member Services (OMS).

Project Status: **GREEN**

Current Activities

The project has been formally approved for a phased implementation on August 12, 2026.

- Phase 1: IdP (Identity Provider)
  - API security integration activities are in progress and due 9/30/26.
  - Project schedule rebaselining is underway following approval of the phased implementation approach. The rebaseline is updating both the Phase 1 IdP schedule and the Phase 2 IdV schedule to reflect the revised sequencing, dependencies, effort estimates, and delivery timelines associated with the decoupled implementation.
  - API security integration activities are in progress and due 9/30/26.
  - Journey Maps:
    - Login, Password Reset, Registration, Account Recovery, and Account Update journey maps and use cases have all been completed.
    - Remaining member journeys (Registration, Account Creation, Forgot Password, Password Reset, and Account Update) continue to progress as API dependencies are completed.
  - Release planning and effort estimation activities continue to support the updated Phase 1 implementation schedule.
  - Project governance artifacts, including the Project Charter, Change Request, Risk Log, Action Log, and supporting documentation, have been updated to reflect the phased implementation strategy.
  - API implementation planning continues with the following development sequence:
    - Firewall configuration
    - API connectivity
    - Environment configuration
    - Ping–jClarety integration
    - Account Creation API

- Phase 2: IdV (Identity Verification)
  - Procurement, DOJ, Deloitte, and Socure continue contract and Statement of Work (SOW) negotiations.
  - IdV implementation has been separated into Phase 2 and is no longer driving the Phase 1 (Ping IdP) delivery schedule.
  - Procurement and vendor onboarding activities continue independently while technical planning remains aligned for future implementation.
  - IdV planning continues to prepare for implementation following Phase 1, including identifying the activities and dependencies needed for successful integration with existing PERS systems.

Program Benefits

This project will contribute to the following planned Modernization Program benefits:

- B4 – Prevention of Data and Identity Fraud
  - Improved security in the Online Member Services portal helps better protect member data.
- B6 - Increased Confidence in PERS Tools and Technologies:
  - Members expect a financial institution such as PERS to provide secure access to their member account information.

MEMBER IDENTITY ACCESS MANAGEMENT PROJECT

Milestone	% complete	Forecast	Actual
Business Case Approved	100	6/1/22	6/1/22
Project Charter Approved	100	6/15/22	6/15/22
IDP Procurement Complete	100	06/17/23	06/17/23
Stage Gate 3 Endorsement Received	100	7/18/23	7/18/23
RFQ Released	100	7/22/25	7/22/25
Functional Design Document D3.1	100	9/3/26	7/30/26
Technical/System Design Document D3.2	100	9/3/26	7/30/26
IdV Procurement Complete	50	12/30/26	TBD
UAT Complete	0	3/30/27	TBD
Execution Complete	0	4/9/27	TBD
Project Closure	0	4/22/27	TBD

MEMBER IDENTITY ACCESS MANAGEMENT> RISKS AND MITIGATION

#	Risk Description	Mitigation and/or Contingency Plan	Notes
35	External agency review of documentation may cause delays and extend project schedule.	We are in constant communication and collaboration with DOJ, P3 and DAS Procurement to adhere to oversight requirements.	
40	Limited Resources	Constantly monitoring resource allocation and soft book resources ahead of time to make sure the needed resources are available to us when needed.	
41	IdV Contract Finalization Dependency: Delay in completing vendor contract onboarding may impact downstream activities.	Delays in IdV vendor onboarding beyond June 30, 2026, may impact MIAM development milestones and require schedule adjustment. Mitigation: PERS and DAS Procurement are looking into requesting approval for a special procurement from DAS.	Risk has been realized. See issue #6 below.

MEMBER IDENTITY AND ACCESS MANAGEMENT> ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution/Notes	Est. Resolution Date
6	Delay in finalizing the IdV vendor contract is impacting downstream MIAM development, integration, and onboarding activities.	8/12/26: This issue has been resolved following approval to decouple the project into two independent phases. IdV vendor onboarding and contract activities will continue as part of Phase 2 and no longer impede progress of the Phase 1 (IDP) implementation. Contract review and SOW alignment remain in progress with Procurement, DOJ, and Deloitte. Coordination and escalation efforts are ongoing. Parallel activities continue where possible to reduce impact. For example, PERS is also requesting approval for a special procurement from DAS.	10/15/26 (This issue will be removed from the next status report.)

jCLARETY UI/UX MODERNIZATION AND COMPLIANCE PROJECT (JUMP)

Project Objective

Ensure PERS' external web portals are in compliance with American Disability Act (ADA) Web Content Accessibility Guidelines (WCAG) 2.1 level AA by the federal compliance deadline of April 24, 2026. Additional security enhancements will be made, and the current framework and codebase will be modernized.

Project Status: **GREEN**

Completed Activities

- jClarety WP#1 (UI/UX Upgrades and ADA 2026 Compliance) – May 6, 2026
- OAuth 2.0 Ready WP#2 (OAuth 2.0 authentication upgrade) – June 4, 2026

Current Activities

- **jClarety WP#3** (Integrate HTML5 and Struts 6.7.4 technology for employee portal) –
  - Elaboration & construction is estimated to complete by November 30, 2026.

Program Benefits

This project will contribute to the following planned Modernization Program benefits:

- B4 – Prevention of Data and Identity Fraud
  - Improved security in the Online Member Services portal helps better protect member data.
- B6 - Increased Confidence in PERS Tools and Technologies
  - Members expect a financial institution such as PERS to provide secure access to their member account information.

jCLARETY UI/UX MODERNIZATION AND COMPLIANCE PROJECT (JUMP)

Milestone	% complete	Forecast	Actual
Business Case Approved	100	8/8/25	8/6/25
Project Charter Approved	100	8/8/25	8/6/25
Stage-Gate 1 Endorsement	100	8/8/25	8/6/25
D1.1.1 System Design Specification (SDS) submitted	100	8/29/25	8/29/25
Stage-Gate 2 & 3 Endorsement	100	10/14/25	10/10/25
WP1 Detailed Elaboration/Construction	100	10/31/25	10/31/25
WP1 Business Functional Testing Completed	100	11/26/25	11/26/25
D1.2.1 Work Package Development (WPD)#1 draft documentation submitted	100	12/5/25	12/5/25
WP1 User Acceptance Testing Completed	100	3/24/26	3/24/26
D1.2.2 WPD #1 (Final) submitted	100	4/3/26	4/2/26
WP1 Production Deployment	100	4/9/26	4/9/26
WP2 Business Functional Testing / Handoff to MIAM Complete	100	5/15/26	5/15/26
D1.3.1 WPD #2 (Final) submitted	100	7/3/26	6/4/26
WP3 Construction Complete	80	11/30/26	TBD
D1.5.1 WPD #3 (Draft) submitted	100	5/29/26	5/29/26
WP3 Business Functional Testing Complete	0	2/26/27	TBD
D1.5.2 WPD #3 (Final) submitted	0	9/18/26	TBD
WP3 User Acceptance Testing Complete	0	6/7/27	TBD
WP3 Production Deployment	0	6/29/27	TBD
D1.6.1 Stabilization & Knowledge Transfer Completed	0	10/30/26	TBD
Project closure	0	7/30/27	TBD

JUMP> RISKS AND MITIGATION

#	Risk Description	Mitigation and/or Contingency Plan	Notes
3	**Technology Risk:** Complexity and fragility of jClarety system. New code changes could require refactoring of primary processes which can greatly increase the scope of work for both development and testing.	Iteratively develop more complex code structure; Regression Test to ensure technical issue does not negatively affect new code; Assign staff that are familiar with the complex general ledger jClarety code structure.	
4	**Internal Staffing Issues:** If there are limited, a loss of, or inexperienced resources, then the project could experience delays.	Carefully coordinate schedule planning and priorities within the Program and all projects; Ensure project staff are setting priorities and/or can work overtime if needed; Assign additional staff to help cover absences or help offset extreme workload periods.	

JUMP> ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution/Notes	Est. Resolution Date

PENSION ADMINISTRATION SYSTEM (PAS) MODERNIZATION PROJECT

Obtain a new, commercial off-the-shelf Pension Administration System (PAS) to enable PERS to excel in the delivery of pension administration services for the benefit of members, employers and plan sponsors.

Project Status: GREY

Current Activities

- The request for proposals (RFP) to obtain the services of a specialized consultant to help PERS create an RFP for a new Pension Administration System (PAS) is now in the contract negotiation phase. Contract execution is expected to be completed in September.
- A data cleaning work order contract is in process to hire contractors to assist with this critical body of work (key dependency for the PAS Modernization project). This work is planned to begin in September.
- Employer requirements gathering continues. The employer-reporter survey has closed. The Product Owner team is performing analysis of the nearly 350 responses received. Development of employer requirements is expected to be completed at the end of September.
- P3 Stage Gate 2 artifact creation continues. The Organization Change Management Plan was submitted and approved in August, and the RACI and Stakeholder Registry will follow in September.

Program Benefits

This project will contribute to the following planned Modernization Program benefits:

B1- Reduced Manual Processes	B6- Increased Confidence in PERS Tools and Technologies
B2- Increased Satisfaction with PERS Services	B8- Increased Data Utilization
B3- Increased Member Engagement Capabilities	B9- Reduction of Costs for Technology & Maintenance Enhancements,
B4 – Prevention of Data and Identity Fraud	B11- Reduction of Risk Ratings by Internal and External Auditors,
B5- Reduced System Complexity	B12- Reduction of System Downtime

Milestone	% complete	Forecast	Actual
Consultant RFP – Contract Executed	85%	06/30/26	tbd
Employer and Member High-level Requirements	25%	09/30/26	tbd

PAS> RISKS AND MITIGATION

#	Risk Description	Mitigation and/or Contingency Plan	Notes
4	**Procurement Delays-** Extended time for external reviews of RFPs may cause delays of the project schedule or incur unplanned costs.	DAS agreed to partner with PERS to meet procurement deadlines. PERS and DAS have a regular check-in meeting to discuss current procurement activities. PERS will share timelines ahead of time, so that everyone is aware of the upcoming work. Accelerate specialized consultant onboarding by ensuring system access and provisioning are ready early, use calendar placeholders to secure time with key staff, and organizing essential program materials to accelerate familiarity with PERS systems.	This release of the consultant RFP is on the Program's critical path. Delays may impact timing of future budget requests and overall delivery of the PAS solution in a timely manner. DAS and DOJ are partnering effectively. DAS Procurement has transitioned to a new IT procurement analyst. Due to this transition, the Specialized Consultant contract execution has been delayed by five weeks. The estimated target date to complete is now September 15, 2026. **See Issue #1.**
8	**Unclear Statewide Enterprise Governance Processes-** Some decision-making areas of enterprise information services are unclear how they intersect within the overall governance structure. Handoffs between sections, roles/responsibilities, expectations and dependencies may be unclear and cause delays in approvals.	PERS to escalate unclear expectations on a monthly basis in written format.	Strategy & Design (S&D) Architecture Assessment Determination requires quarterly meetings with the S&D team. Check-ins are expected to begin in Q4 2026. PAS Modernization project team meets monthly with EIS P3 team to ensure alignment on IT Investment Oversight processes (e.g., Project Portfolio Performance (P3)).

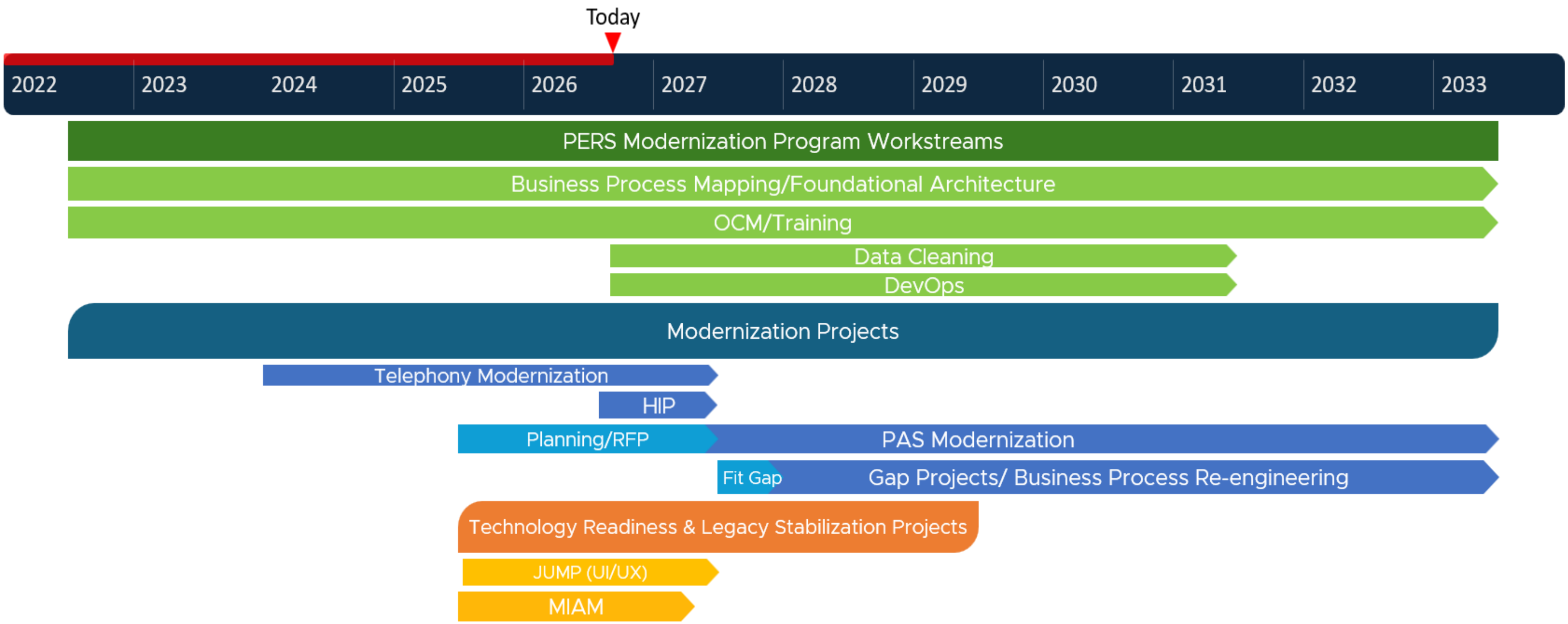
9	**Critical Resources Allocated to Higher Priority Work-** Critical resources are allocated to higher priority projects (i.e. HB4045) or more time sensitive work, impacting availability for PERS Modernization work.	Clearly identify shared resources and work closely with leadership to plan around peaks and mitigate impacts. Closely monitor resource allocations and plan to utilize less skilled resources where possible to focus critical resources to specialized work.	Optimize shared resources to maximize resource utilization and task delivery. And leverage PMO Resource Overallocation process.

PAS> ISSUES AND CORRECTIVE ACTION PLANS

#	Issue	Resolution/Notes	Est. Resolution Date
1	**DAS Procurement - Specialized Consultant**. There was a multi-week delay completing the specialized consultant contract, PERS is working with DAS Procurement to get this critical body of work back on track.	PERS and DAS Procurement have been partnering well to minimize the impact of the DAS Procurement resource turnover.	9/15/26

ROADMAP

The current program roadmap focuses on program-level activities and projects. The roadmap below depicts the entire expanse of the PERS Modernization Program.



** MIAM is an active PERS project added to the Modernization Program as of July 1, 2025. MIAM timeline will be updated once milestone dates are validated with new vendors.*

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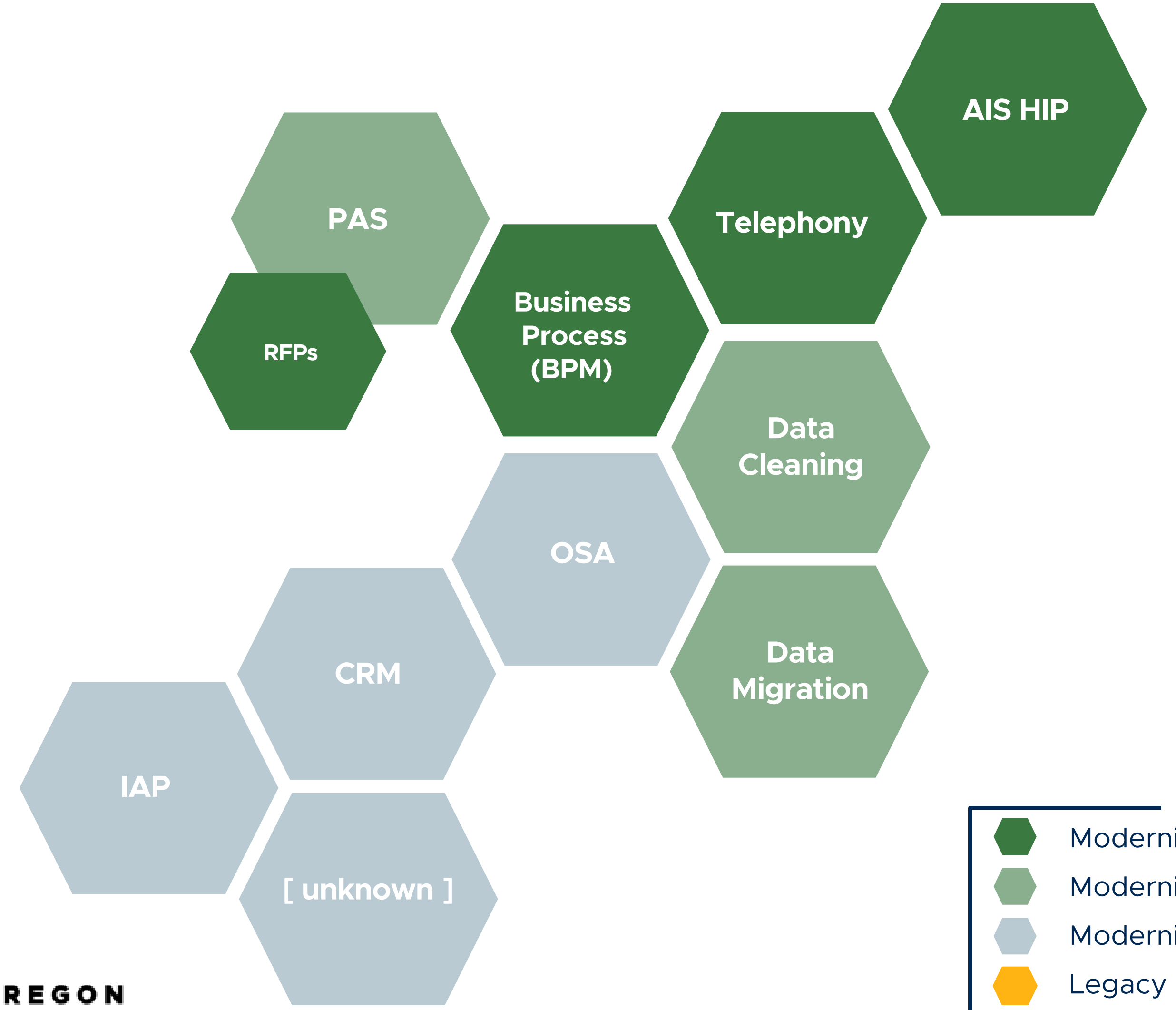
PERS Board
Modernization update

Kristi Ivers, PERS Modernization Director

September 25, 2026

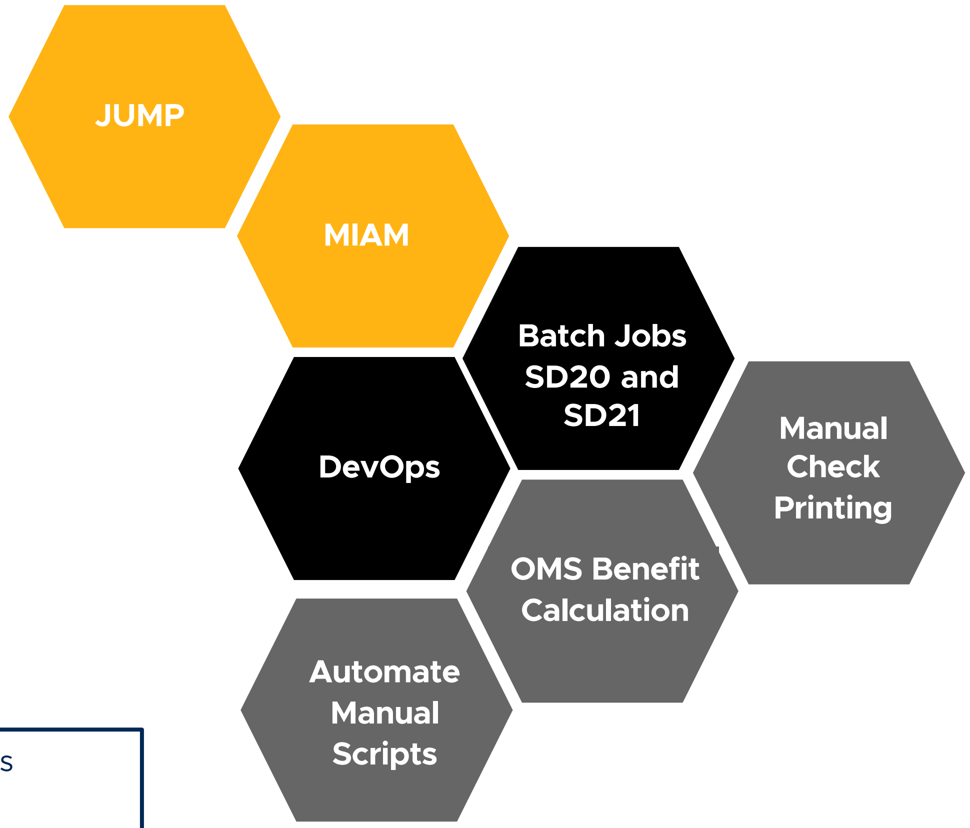
PERS Modernization Program Roadmap

Modernization | Core Pension Administration System (PAS) Projects



Tech Readiness and Legacy Stabilization

Stabilizes the system for an extended modernization timeline, which includes new features that are required for jClarety to continue to run, while also addressing security gaps and compliance issues.



Legend

- Modernization - In progress
- Modernization - Initiating
- Modernization – Future
- Legacy Stabilization – In progress
- Legacy Stabilization - Initiating
- Legacy Stabilization - Future

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Modernization Program

Program objective: The PERS Modernization Program is a multi-biennial effort to reimagine and evolve the deployment of our business capabilities via our people, processes, and technologies to meet our member and PERS-participating employer needs into the future.

FY 2025-2034

Highlights:

- The overall program portfolio is on-budget and on-schedule.
- Contract negotiations with a specialized Request for Proposal (RFP) consultant have progressed.
- A change readiness survey has been sent out to all staff. This survey will help provide a baseline measurement for the Change Champion Network.
- Personnel supporting the PERS Modernization Division:
  - Business operations manager 1 position has been posted.
- Data and DevOps workstreams are progressing.
- Hybrid Integration Platform (HIP) Project:
  - Enterprise Information Services (EIS) provided a non-stage gate assessment of the project on July 29, 2026.
  - Project has been prioritized at the Portfolio Management Committee.
- Batch Jobs (SD20/SD21): Stabilization and performance tuning efforts have begun. The first implementation, proof of concept, is planned for October 16, 2026.
- Project Management Office software: PERS intends to roll out new project management software and offer training in September for the project management team. This change follows Microsoft's decision late last year to discontinue support for Project Online after September of 2026.

Pension Administration System (PAS) Modernization

Project summary: Document current state and future state requirements, architecture and business processes to support the development of a request for proposal (RFP) for a new pension administration system.

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREY					

Current stage: Initiation

Highlights:

- RFP for a specialized consultant status:
  - On June 10, 2026, PERS submitted the drafted statement of work to Department of Administrative Services (DAS) Procurement for review.
  - Contract negotiations have been in process with the selected vendor.
    - PERS, DAS Procurement, and Department of Justice (DOJ) met regularly in August to discuss and revise the contract.
    - Several meetings with vendor were held in early September to negotiate specific terms and conditions.
    - We anticipate contract negotiations will end before the end of September 2026.

Upcoming activities:

- Executed vendor contract with Segal.
- Employer requirements:
  - A questionnaire was sent to employer reporters to gather initial requirements. Nearly 350 responses were received, which are now under review and analysis by the PERS Product Owner Team.
- Finalized PAS RFP timeline and roadmap.

Stage Gate endorsement:

- Second endorsement (SG2) is in process.

Modernization PAS RFP lifecycle: Specialized consultant RFP

Timeline

01 Foundational documents
Complete foundational documents for EIS-P3 and update Modernization roadmaps.

09/26/25

02 Gather requirements and document current state
Gather and document requirements. Document pain points.

03 Develop RFP
Acquire PAS RFPs from other states. Work with DAS and EIS to develop RFP.

10/10/25

04 Post solicitation
Post solicitation and public notice.

02/04/26

05 Manage solicitation
Manage solicitation: determine evaluation team and evaluate proposals.

06 Plan negotiations
Plan and conduct negotiations.

04/03/26

07 Document and award
Document and award determination.

05/12/26

08 Issue Notice of Intent to Award
Issue public notice of intent to award and post award.

7/24/26

09 Execute contract
Execute contract.

Contract execution date:
Estimated 9/18/26
12 Months

PAS RFP to be posted:
QTR 2 2027

Original estimated completion date March or April 2026 (6 months)

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Note: PERS will start on the Pension Administration System RFP after the specialized consultant contract has been completed.

Pension Administration System (PAS) Modernization

Project summary: Document current state and future state requirements, architecture and business processes to support the development of a request for proposal (RFP) for a new pension administration system.

Estimated PAS RFP timeline

Deliverable description:	Due date:
Project kickoff	October 31, 2026
Project plan	November 30, 2026
RFP outline	December 31, 2026
Gather and finalize documentation for RFP	February 28, 2027
Draft RFP	March 31, 2027
Approve final RFP and post	June 30, 2027
Vendor demonstration	September 30, 2027
Evaluation and closeout	December 31, 2027

Pension Administration System (PAS) Modernization

DevOps workstream summary: The commercial-off-the-shelf (COTS) PAS will require custom development to support gaps in business functionality. PERS Development Operations (DevOps) is seeking to procure tooling for this biennium to establish a baseline implementation and training that will ultimately support PERS modernization initiatives. The PERS chief information officer will lead this workstream.

DevOps workstream highlights:

- Work order contract is in process.
- Completed interviewing contractor candidates for the following positions:
  - Platform engineering consultant
  - Quality assurance testing consultant
  - Project coordinator
- PERS Cloud Center of Excellence has started working with the EIS Cloud Engineering Team to provision the PERS Azure tenant and purchase the DevOps tools from Azure Marketplace.
- The DevOps tools are compatible with the top three commercial-off-the-shelf vendors that were identified by Gartner during their solution analysis.

Upcoming activities:

- Finalize work order contract.
- Hire and onboard new contracted resources.
- Establish workgroups to start training and software installation.
- Provide a project workstream schedule and timeline.

Pension Administration System (PAS) Modernization

Data cleaning workstream summary: Enhance data quality and reliability by systematically identifying, correcting, standardizing, and eliminating inaccurate, incomplete, duplicate, or inconsistent information. The PERS deputy director will lead this workstream.

Data workstream highlights:

Info-Tech data strategy workshops:

- Held a two-day, onsite visit exploring a short-, mid-, and long-term plan for strategic data alignment.

Workshop outcomes:

- Aligned leadership on the current data structure and explored operating models.
- Data owner and data steward roles were defined.
- Determined data owners and data stewards.
- Determined business data domains.
- Refinement to current data governance model at PERS.

Data cleaning work order contract:

- A data cleaning work order contract is in the approval process to hire contractors to assist the data team with the validation of 26 queries. This first work order is expected to start mid-September and complete June 2027.
- The output from the queries will be reviewed, analyzed, and the data will be cleansed where possible. In addition, a root cause analysis report will be provided for the PERS Data Governance Committee to review.

Upcoming activities:

- Finalize the data cleaning work order contract.

Telephony Modernization Project

Project summary: Implement a modern telephony system that can be integrated with future capabilities.

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Current stage: execution

Highlights:

- The service order for Phase 3 has been completed and is currently under review by EIS and DOJ for approval.
- Procurement request to initiate a request for quote for eFax functionality is in process with PERS Procurement.

Upcoming activities:

- Phase 3 activities are scheduled to commence in September.
  - The focus for Phase 3 is to enhance the interactive voice response system.
    - 24/7 IVR self-service.
    - Streamlined call flows.
    - Improved queue management.

jClarety User Interface/User Experience (UI/UX) Modernization and Compliance Project (JUMP)

Project summary: Improve user experience by updating the member, employer, and third-party self-service portals to meet Americans with Disabilities Act compliance and security requirements.

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Current stage: execution

Highlights:

- Phase 3 (work package #3): Employee portal screens are in the development phase.
    - The development team has almost completed all 206 employee portal screens.
    - Testing is expected to begin in December of 2026.

Upcoming activities:

Phase 4 (work package #4): Technology Upgrade

- The Red Hat JBoss Enterprise Application Platform 8.0 upgrade planning has begun. The work isn't expected to start until the next biennium.

Member Identity Access Management (MIAM) Project

Project summary: Upgrade the current member identity access management system to continue to protect our members data.

Overall Health	Scope	Schedule	Resources	Budget	Quality
GREEN					

Current stage: execution

Highlights:

- Identity provider (IdP)
  - A decision memo was approved at the August 12, 2026, Modernization Executive Steering Committee meeting to separate the implementation of IdP from IdV. This decision allows work to progress on IdP without it being impacted by the contract delays for IdV and it removes the schedule impact.
  - A work order contract amendment was approved for the IdP solution to extend contractor support.
- Identity verification (IdV):
  - Contract negotiations continue. An updated base contract was reviewed and updated by DOJ. PERS and Deloitte are negotiating the updates.

Upcoming activities:

- Execute vendor contract with Deloitte for IdV.

Key observations from Gartner

Key observations from Gartner

PERS Modernization Program

Three key observations were drawn from Gartner's Quarterly QA Status and Improvement Report dated July 31, 2026.

Gartner observation #1 – Customized to COTS Paradigm Shift and Potential Cultural Resistance: Transitioning from a highly customized legacy codebase (jClarety) to a "Configure Over Customize" COTS model represents an intense cultural shift for PERS staff.

Program update – mitigation strategy:

- The program has adopted Prosci, ADKAR methodology (awareness, desire, knowledge, ability, & reinforcement), and employs certified organizational change management (OCM) professionals.
- A comprehensive OCM services RFP is planned in the 2027-2029 biennium.
- The Change Champion Network distributed a survey to all staff to establish a baseline for change readiness.

Key observations from Gartner

PERS Modernization Program

Gartner observation #2 – Prioritize data cleaning, migration planning and related activities: Internal staff acknowledge that PERS lacks data maturity and has problematic data which poses a significant risk to the future PAS data migration and future business processes. The appropriate time to understand the extent and causes of problematic data is prior to releasing the RFP to select the future PAS solution. Understanding the scope of data challenges will be an important input into drafting a PAS RFP that allows vendors to properly scope their proposals and PERS to conduct a meaningful evaluation of the data migration approach.

Program update:

- The PERS deputy director, along with consultant Info-Tech, held a two-day on-site workshop exploring a short-, mid-, and long-term plan for strategic data alignment.
- A work order contract is in process to provide data cleaning support to the Data Team; such as, query remediation and bimonthly data cleaning. This contract is expected to start mid-September.

Key observations from Gartner

PERS Modernization Program

Gartner observation #3 – Critical External Dependencies and Procurement Bottlenecks: Program schedule viability is heavily dependent on external state agencies, including the Department of Administrative Services for procurement, the Department of Justice (DOJ) for legal reviews, and Enterprise Information Services (EIS-P3) for Stage Gate reviews. For example, during the current reporting period, resource assignment adjustments within DAS caused a delay in finalizing the procurement to engage the Specialized Consultant to support the writing of the PAS RFP.

Program update:

- PERS continues to meet monthly with DAS Procurement and EIS to provide insight into coming procurement activities. These meetings have been helpful to ensure alignment and escalate issues when needed.

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Thank you!

Appendix

Modernization

Program terms and acronyms

PERS Modernization Program is an agency initiative that will transform people and processes and modernize technology.

Oregon Retirement Information Online Network (ORION) modernization is the complex collection of systems, databases, and applications which allow PERS to accomplish its mission. Basically, ORION represents all the technology PERS uses to operate. ORION modernization only represents technology and doesn't include people or processes.

Omni-channel service delivery refers to a seamless and integrated approach to customer experience across multiple channels. This means that whether a customer interacts with us in person at one of our offices, calls one of our call centers, website, social media, or any other platform, they receive a consistent and unified experience. The goal of omni-channel services is to ensure that customers can transition smoothly between different channels without any disruption or loss of information, enhancing their overall satisfaction and engagement with PERS.

DevOps serves as both a tool and methodology that will equip the Information Services Division (ISD) at PERS for its modernization journey and matures App/Dev processes. This tooling and methodology will enable ISD to build and integrate applications across both cloud and on-premise environments.

ADA: Americans with Disabilities Act

BFT: Business Functional Testing

COTS: Commercial-off-the-shelf

DAS: Department of Administrative Services

EIS: Enterprise Information Services

LFO: Legislative Fiscal Office

OSGP: Oregon Savings Growth Plan

PAS: Pension Administration System

RFI: Request for Information

RFP: Request for Proposal

SOW: Statement of Work

UAT: User Acceptance Testing

WOC: Work Order Contract

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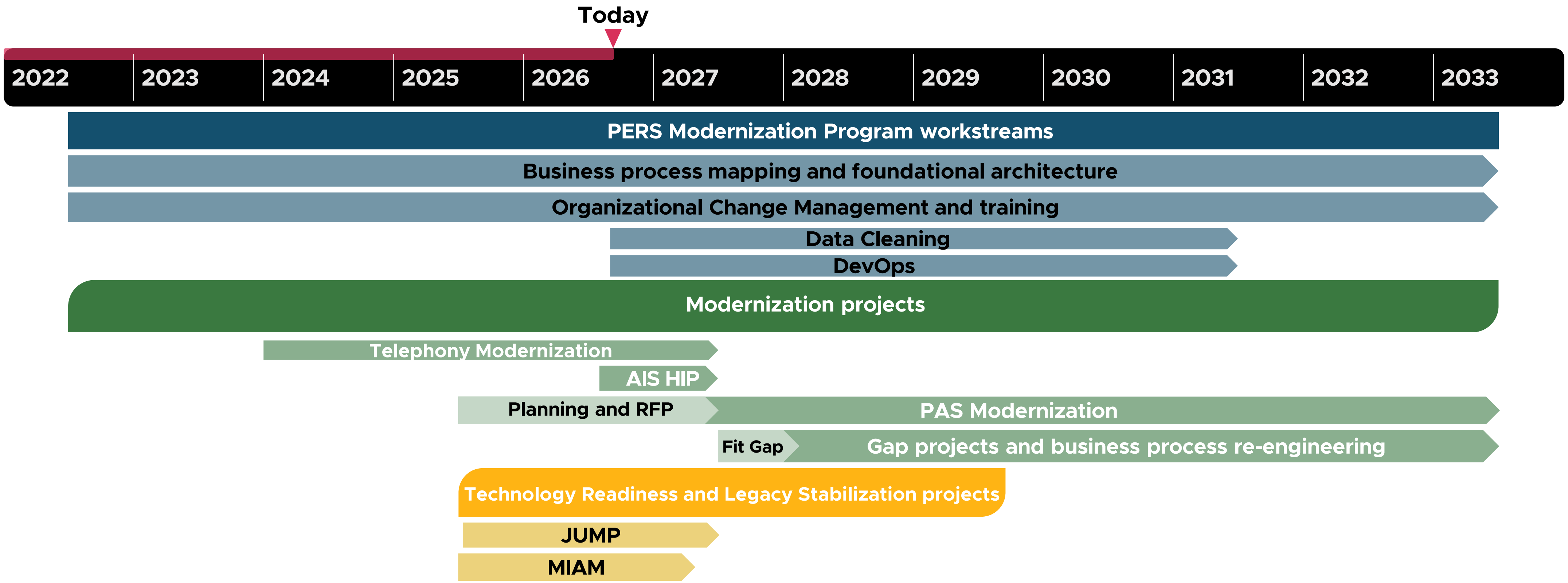
PERS Modernization Program timeline



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C.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. Director's Report

B. Administrative rulemaking

1. Notice of rulemaking relating to employer reporting requirements
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay
3. Adoption of amendments to rule regarding side accounts
4. Adoption of rule amendments for Employer Incentive Fund Program Rule

C. Action and discussion items

1. Modernization update
2. **Update of PERS annual employer and member satisfaction surveys**
3. Adoption of 2027-29 employer contribution rates

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PUBLIC EMPLOYEES RETIREMENT SYSTEM

Oregon
Tina Kotek, Governor

Public Employees Retirement System
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Tigard, OR 97281-3700
888-320-7377
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www.oregon.gov/pers

September 25, 2026

TO: Members of the PERS Board

FROM: Tamie Johnson, Data Services Section Manager
John Lockwood, Member Services Manager

SUBJECT: 2026 Employer and Member Satisfaction Survey Results

OVERVIEW

In 2005, the Oregon Legislature required all agencies to survey its constituents for standardized customer service performance measures and report results in their budget presentations. In continued accordance with this requirement, PERS conducted annual satisfaction surveys for members and employers in May 2026. As in previous years, PERS informed members and employers about the survey through the April 2026 member newsletter, *Perspectives*; the May monthly employer newsletter, *Employer News*; digital reminder messaging campaigns; messaging in a state-employee Workday notice; and on the PERS website, using a news blurb as well as pop-up reminders on multiple pages.

2026 EMPLOYER SATISFACTION SURVEY KEY FINDINGS

- Primary survey communication channels: PERS website and GovDelivery emails (e.g., an initial email and then four more reminder emails sent throughout May to nearly 9,000 employer contacts).
- 357 total responses; reflects a 36.9% decrease from last year's 566 responses.
- Percent rating PERS' overall quality of service as "excellent" or "good" = 88.5%.

Overall, PERS' 2026 results for employers showed an increase of 2.7% in satisfaction over 2025's 85.8%.

2026 MEMBER SATISFACTION SURVEY KEY FINDINGS

- Primary survey communication channels: PERS website and GovDelivery (e.g., an initial May 1 email to 54,612 contacts, as well as follow-up messaging using the same contacts).
- 6,453 total responses (1,703 total non-retirees, 22.4% of respondents; 4,634 retirees and beneficiaries, 73.6% of respondents); reflects 31.6% decrease from last year's 9,428 responses.
- Percent rating PERS' overall quality of service as "excellent" or "good" = 87.9%.

Overall, PERS' 2026 results for members showed a slight increase (.9%) in satisfaction in overall quality of service over 2025's 87.08%.

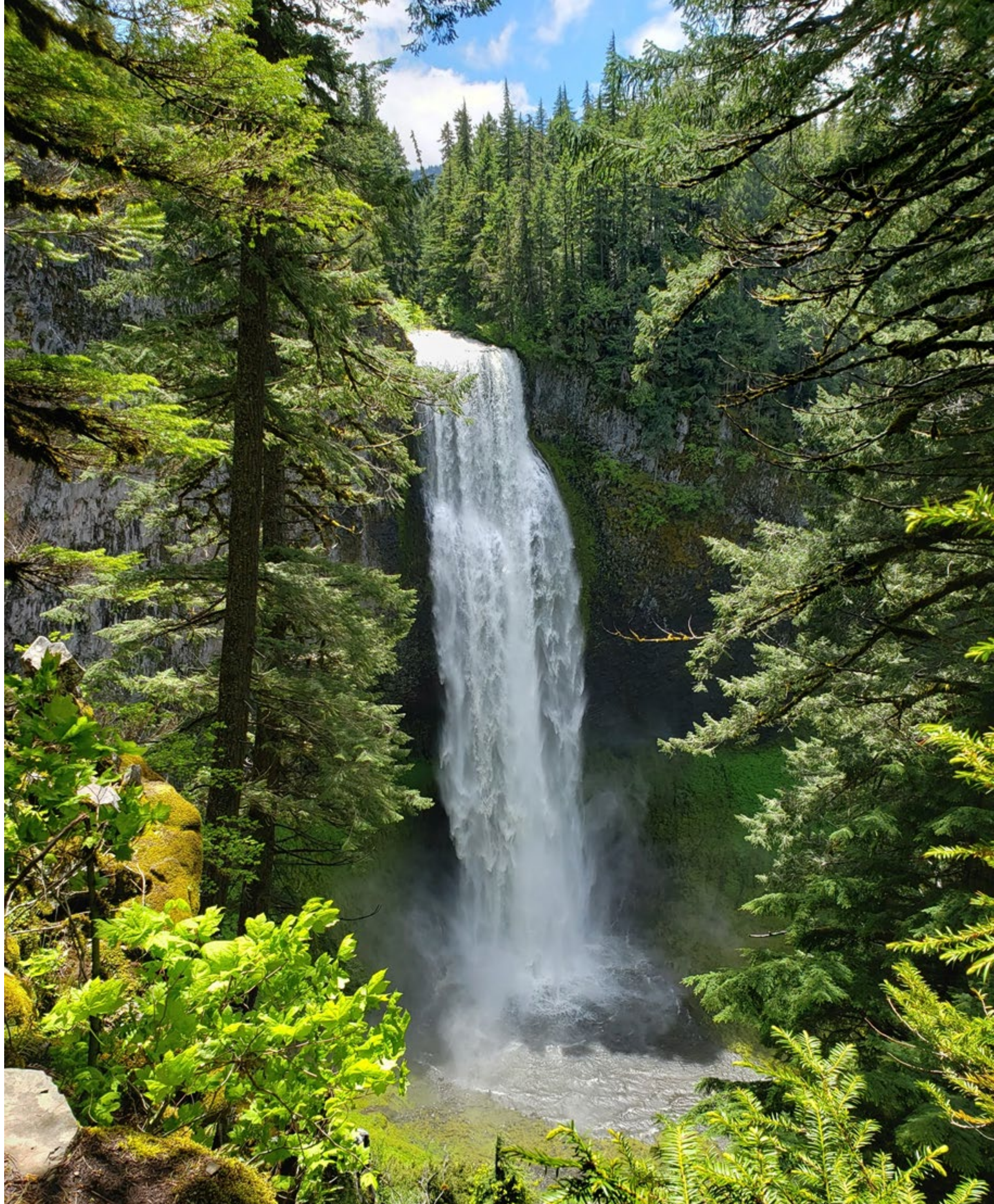
ANALYSIS AND RESULTS

Included with this memo is a presentation outlining the key survey results, analysis, and discussion of themes from member and employer comments. PERS' managers will highlight key data and proposed responses for their respective areas during the presentation to the board.

C.2. Attachment 1 – *PERS 2026 Satisfaction Survey Presentation*

PERS 2026 Employer Satisfaction Survey and PERS 2026 Member Satisfaction Survey

Tamie Johnson
John Lockwood
September 25, 2026



PERS 2026 Employer Satisfaction Survey

Overview

Analysis

Commentary

Action items

Tamie Johnson
Employer and Data Services

2026 PERS Employer Satisfaction Survey

Survey purpose and approach

The annual survey evaluates PERS-participating employers' satisfaction with key services including:

- Online resources.
- Website useability.
- Training tools.
- Customer service.

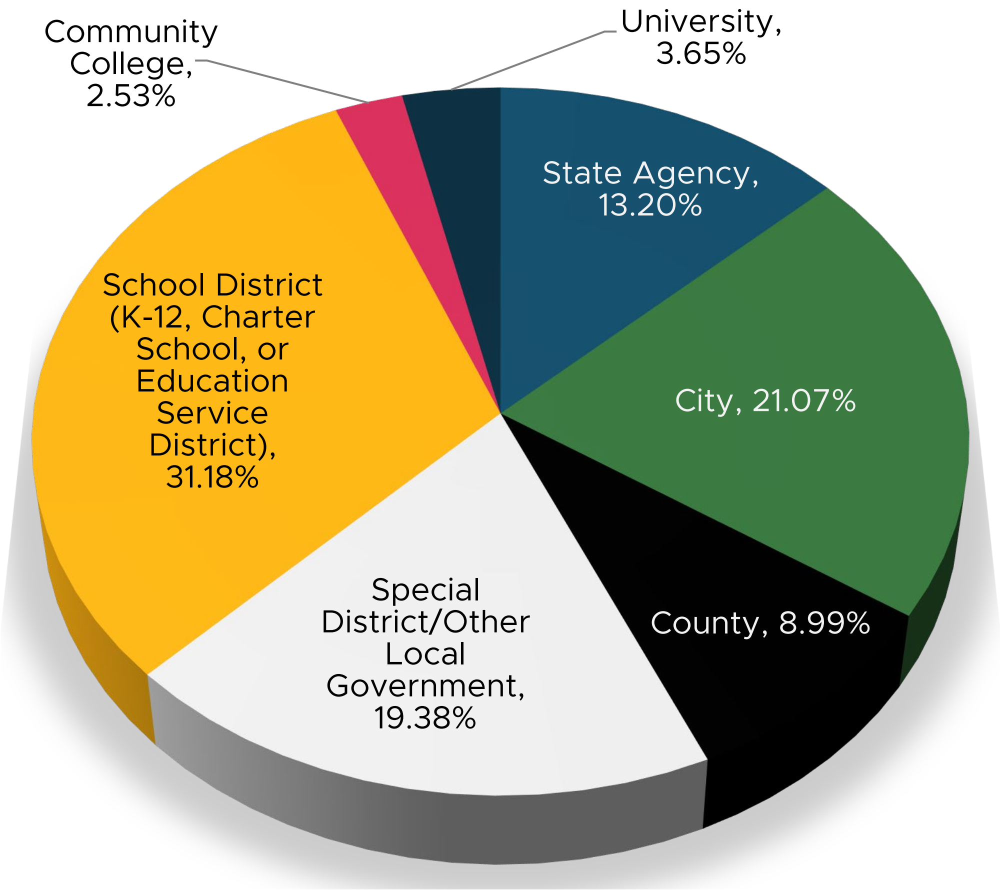
Results identify areas for improvement and guide enhancement efforts.

Participants include Employer Data Exchange (EDX) reporters, human resources (HR) specialists, budget professionals, and agency leaders.

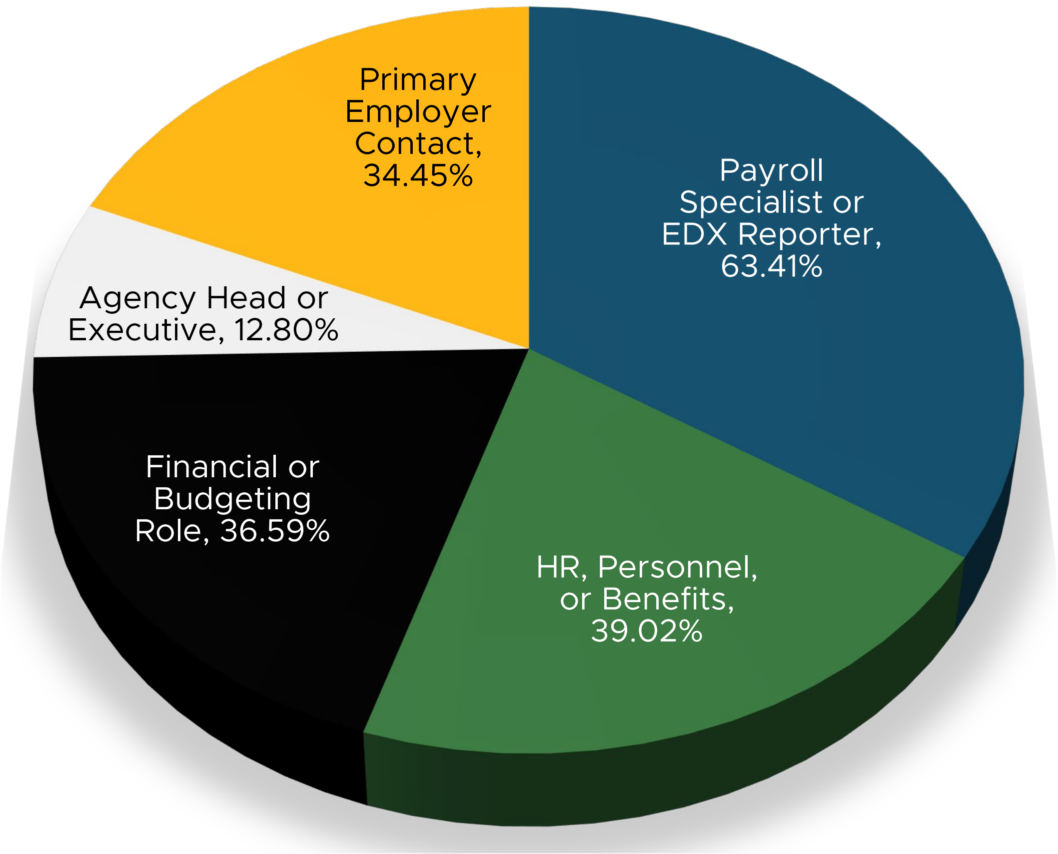
Employer types and roles

Breakdown of employer category and job function

Employer category



Job function



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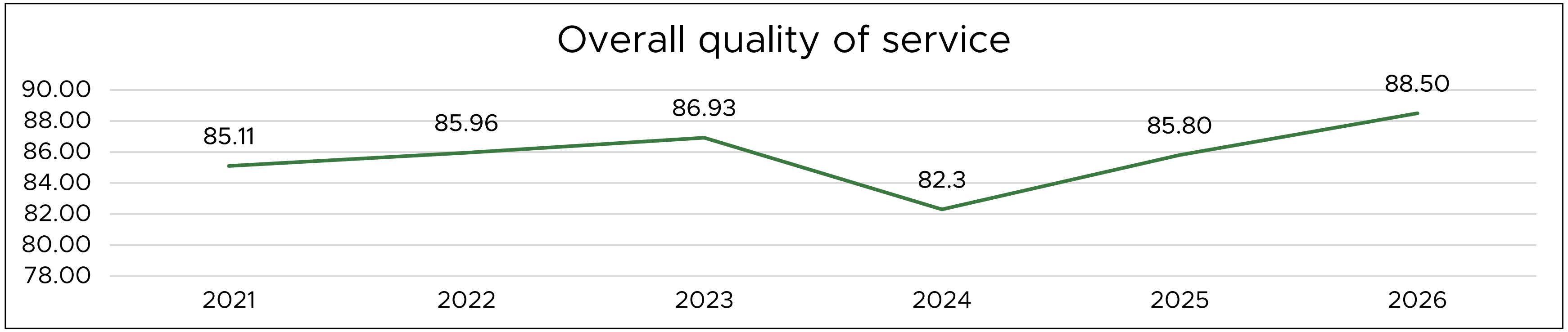
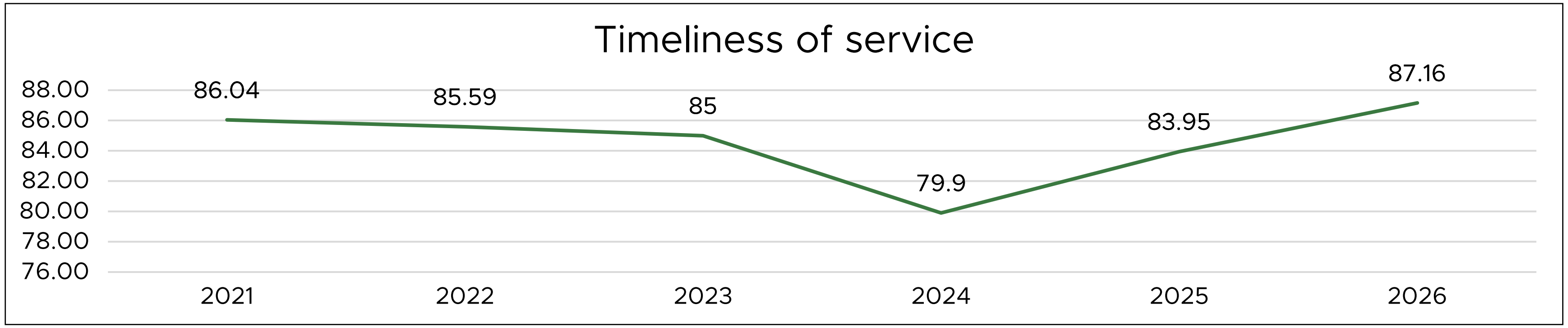
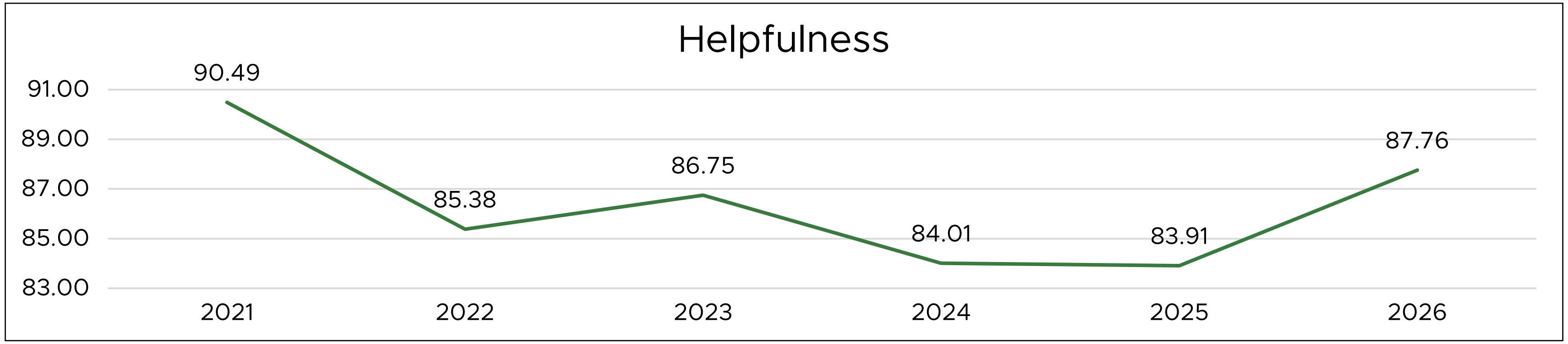
2021 through 2026 year-over-year performance

Quality, timeliness, helpfulness – employer surveys

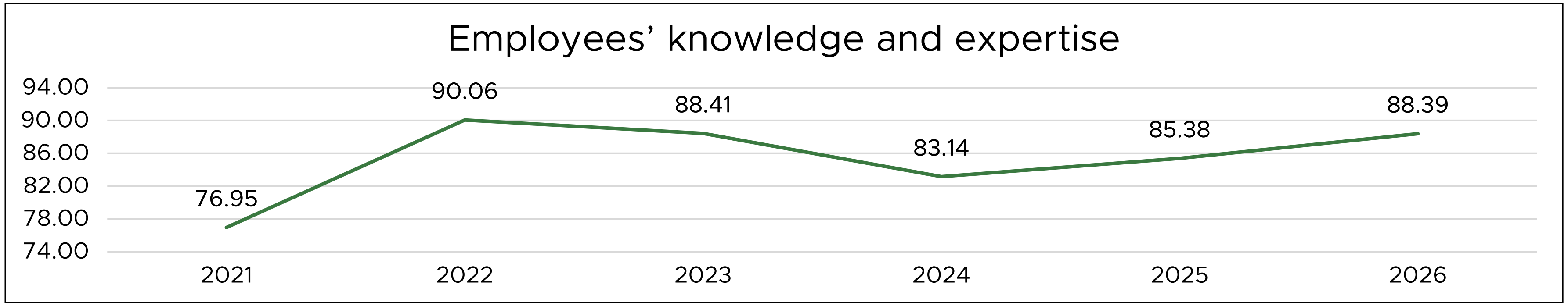


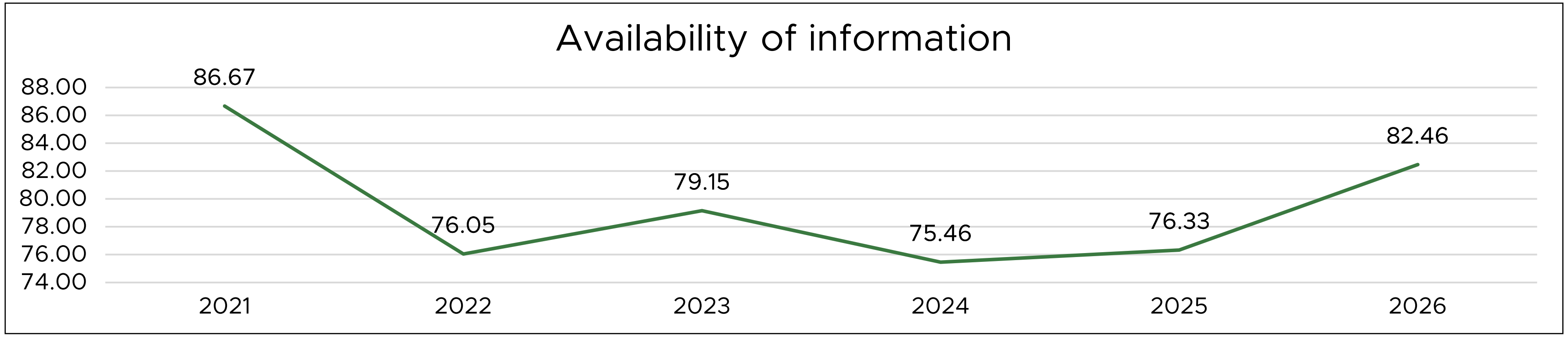


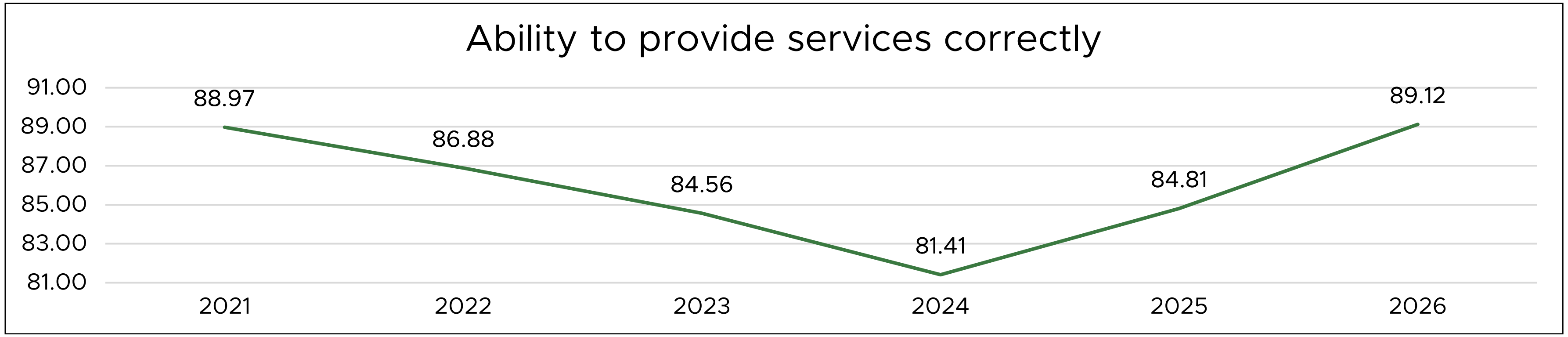


2021 through 2026 year-over-year performance

Employee knowledge, availability, correct service – employer surveys







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Employer communications
Reporting guides and quick references

2026

91% very helpful + helpful

2% somewhat helpful + not helpful

2025

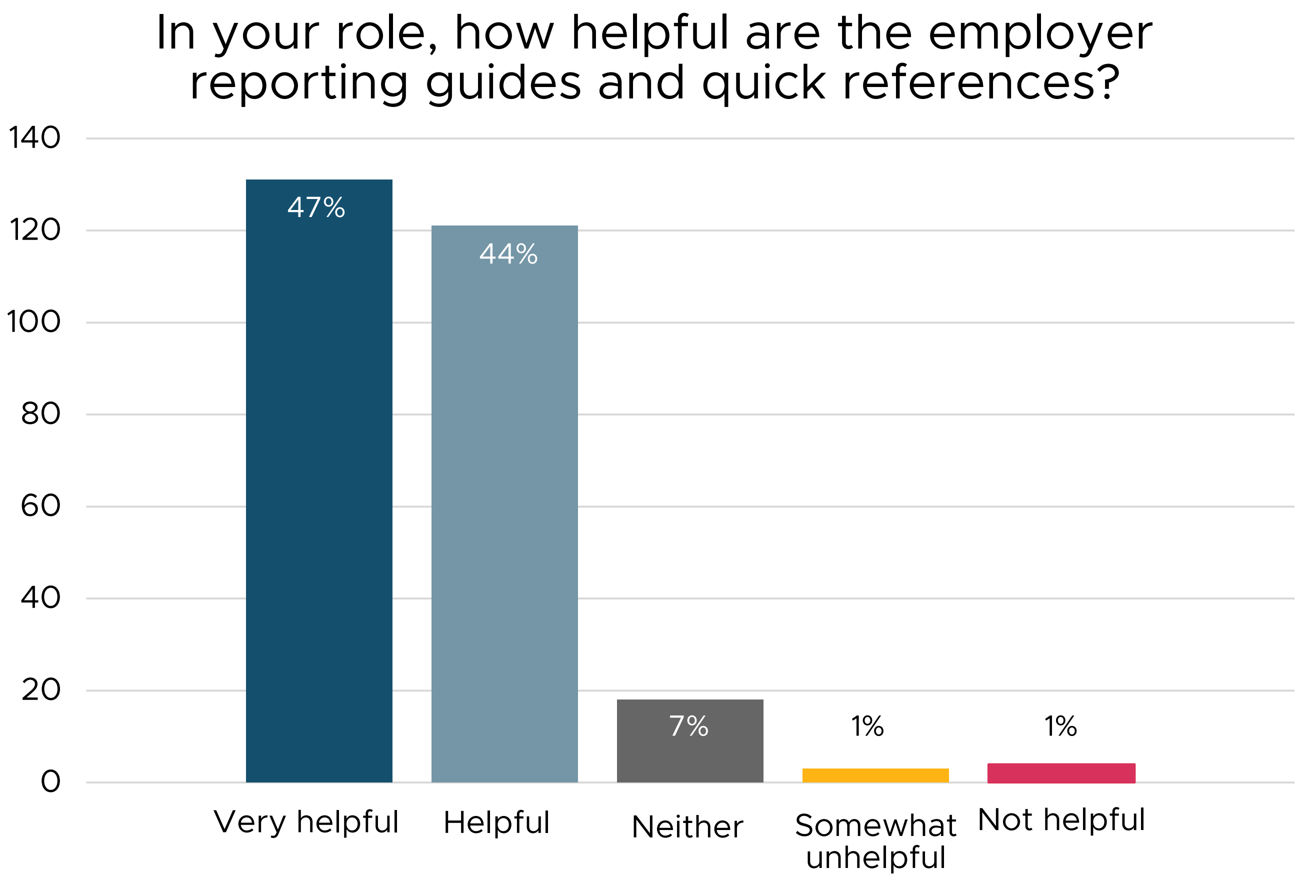
86% very helpful + helpful

4% somewhat helpful + not helpful

2024

84% very helpful + helpful

7% somewhat helpful + not helpful



"N/A, I do not use this resource"; 10% excluded (31/308). Percentages rounded.

Employer communications

Unfunded Actuarial Liability Resolution Program guides

2026

88% very satisfied + satisfied

12% somewhat dissatisfied + very dissatisfied

2025

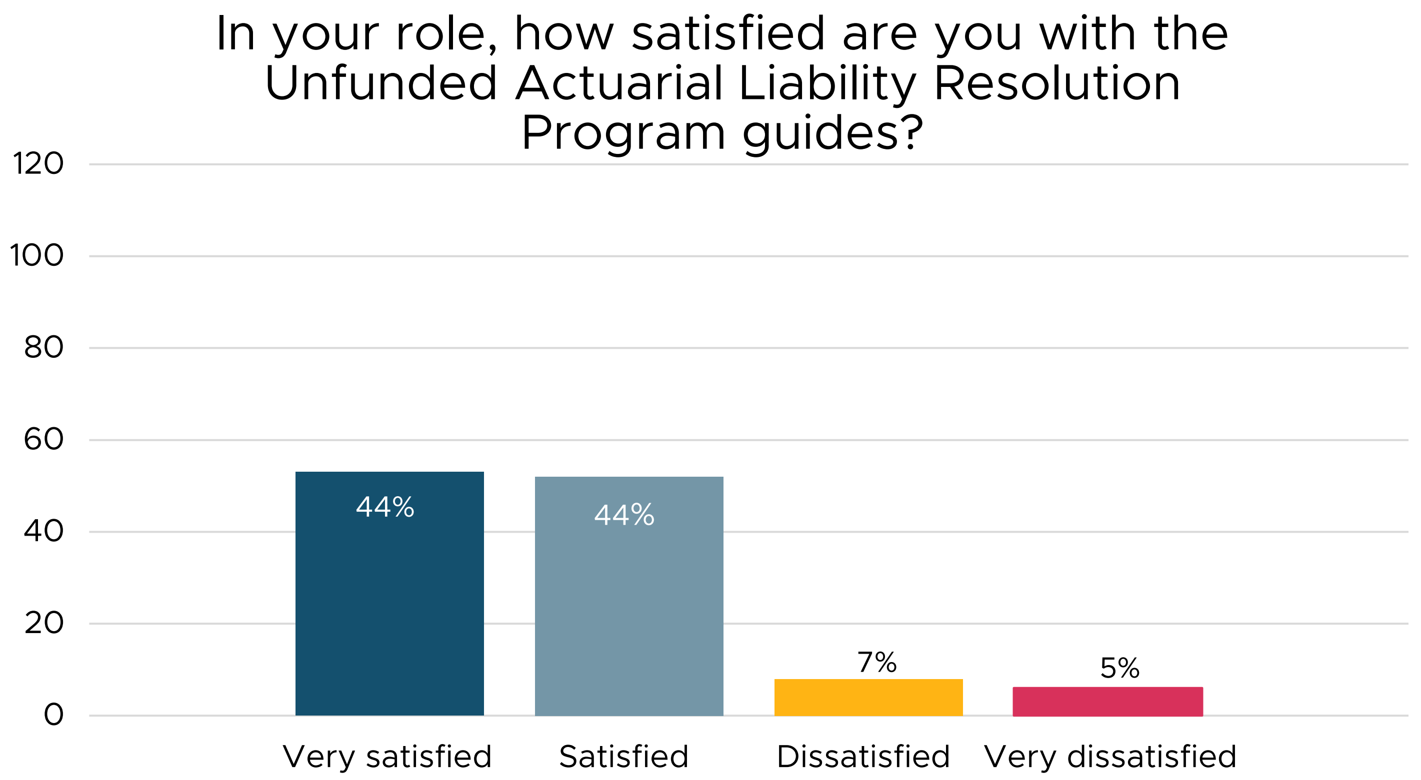
82% very satisfied + satisfied

18% somewhat dissatisfied + very dissatisfied

2024

66% very satisfied + satisfied

11% somewhat dissatisfied + very dissatisfied



“N/A, I have not contacted PERS about this topic”; 50% excluded (117/236). Percentages rounded.

Employer communications

PERS employer newsletter

2026

89% very helpful + helpful

2% somewhat helpful + not helpful

2025

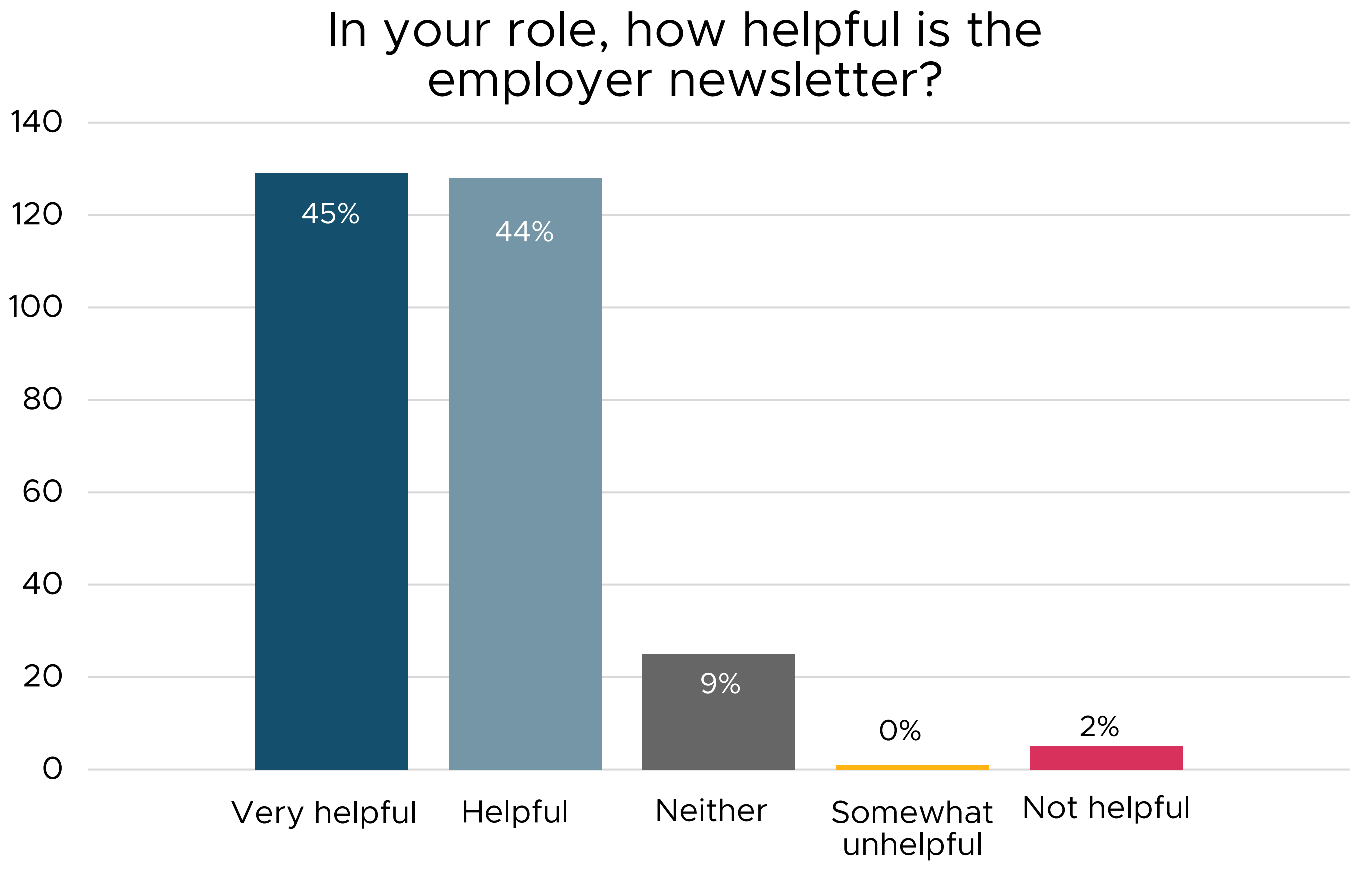
84% very helpful + helpful

3% somewhat helpful + not helpful

2024

85% very helpful + helpful

5% somewhat helpful + not helpful



"N/A, I do not use this PERS employer resource"; 6% excluded (20/308). Percentages rounded.

Employer communications

PERS employer website

2026

89% very helpful + helpful

4% somewhat helpful + not helpful

2025

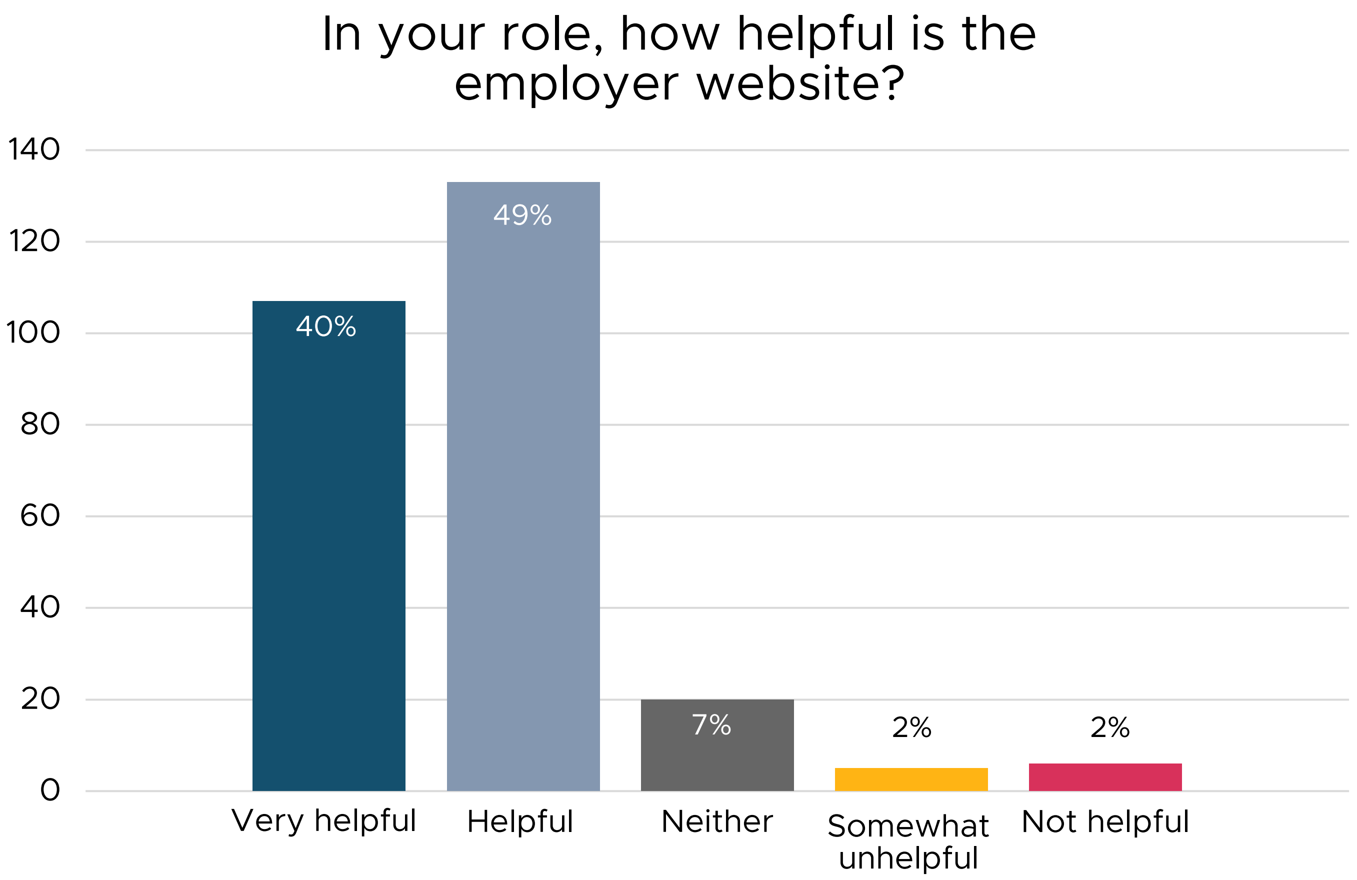
81% very helpful + helpful

8% somewhat helpful + not helpful

2024

79% very helpful + helpful

9% somewhat helpful + not helpful



“N/A, I do not use this PERS employer resource”; 12% excluded (37/308). Percentages rounded.

Employer communications

Information about difficult topics

2026

84% very helpful + helpful

4% somewhat helpful + not helpful

2025

78% very helpful + helpful

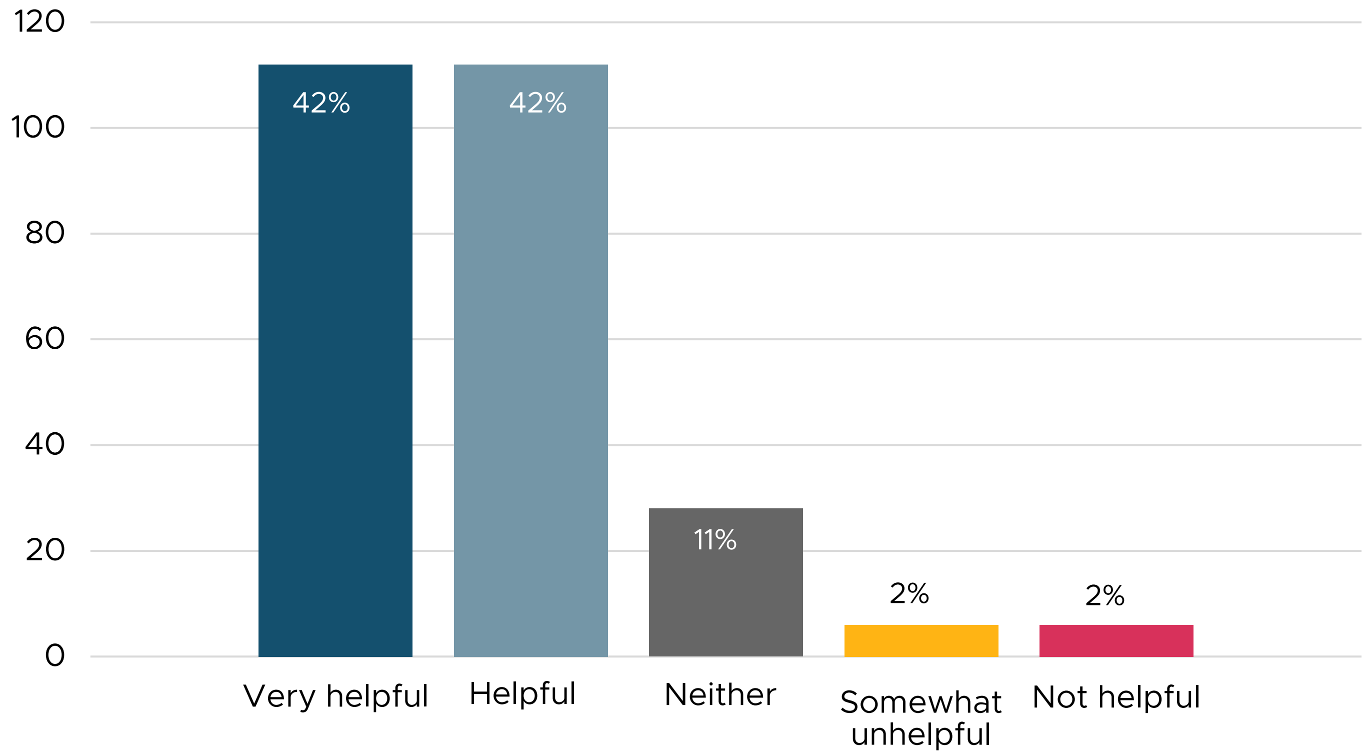
8% somewhat helpful + not helpful

2024

77% very helpful + helpful

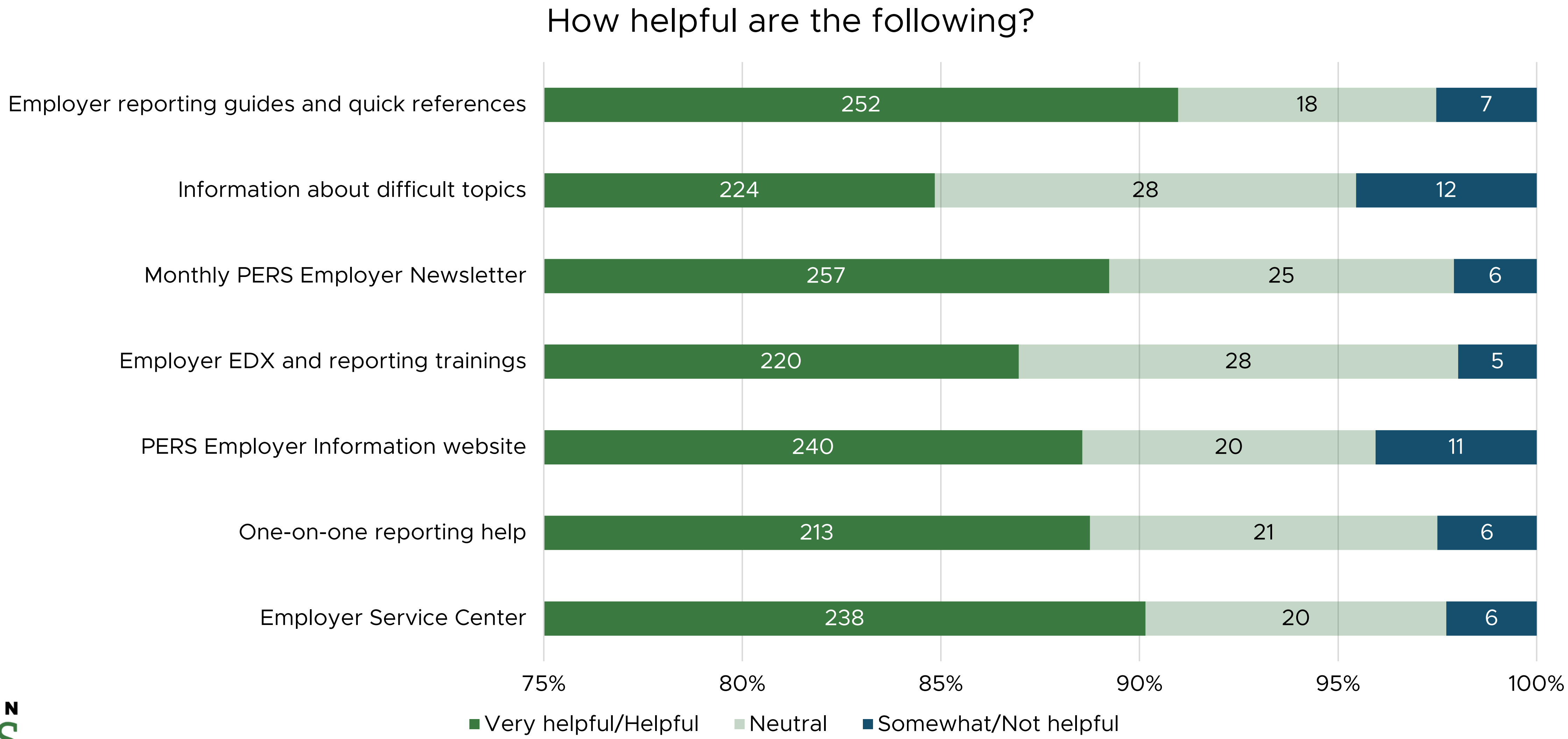
10% somewhat helpful + not helpful

In your role, how helpful is information provided by PERS about difficult topics (e.g., death, disability, sick leave, etc.)?



"N/A, I do not use this PERS employer resource"; 15% excluded (45/308). Percentages rounded.

Employer resource ratings
Specific activity performance



Upward-performance trend

Categories of concerns and kudos – employer surveys

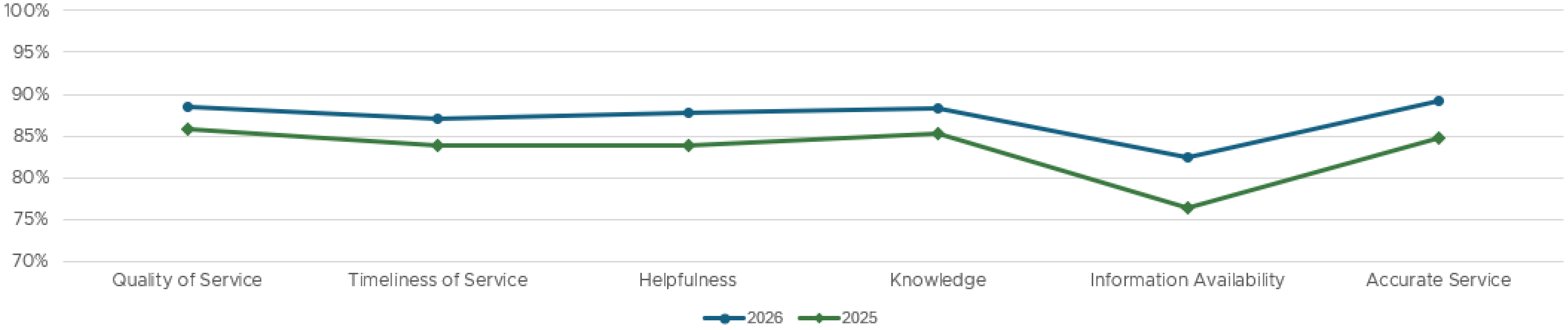
2025 Summary

- 566 responders.
- 197 total comments.
- The top area of concern was training and communication at 32%.
- Reporting and technology made up 26% of the comments.
- 25% of the comments were kudos and appreciation for PERS staff or services.

2026 Summary

- 357 responders.
- 172 total comments.
- The top area of concern was training and communication at 25%.
- Customer service made up 24% of the comments. Reporting and technology 22%.
- 12% of the comments were kudos and appreciation for PERS staff or services.

2025 versus 2026 data comparison



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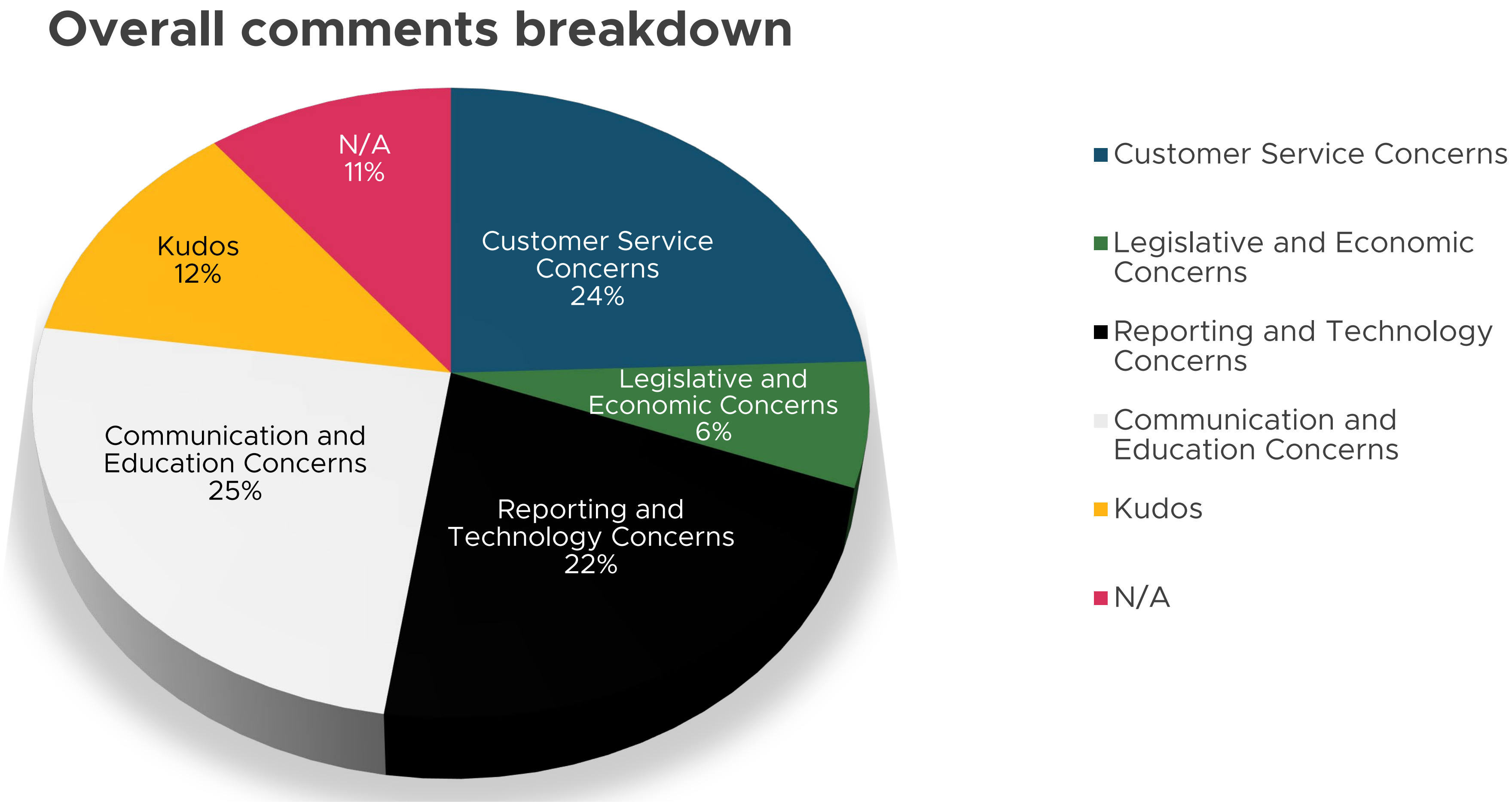
High-level overview
Employer comment trends



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Comment analysis and feedback trends

More detail on concerns and kudos – employer surveys

Area of concern	Number of responses	Percent of responses	Takeaway
Training and communication	43	25%	43 responses (25%) expressed training and communication concerns. Concerns include the inability to find information quickly and not knowing what training is available.
Customer service	42	24%	42 responses (24%) expressed concerns with customer service. Concerns include the accuracy and timeliness of responses to employer inquiries.
Reporting and technology	37	22%	37 responses (22%) expressed reporting and technology concerns. Concerns include challenges with employer reporting and a desire for updated features in EDX.
Kudos	21	12%	21 responses (12%) expressed kudos, or appreciation, for PERS staff and services. Comments include the resources, employer training, responsiveness, and helpfulness of PERS staff.
N/A	18	11%	18 responses (11%) did not specify any concerns or kudos relevant to PERS the agency.
Legislative and economic	11	6%	11 responses (6%) expressed legislative and economic concerns. Concerns include employers having input into decisions and the complexity of the system.

Total responses	172*
Total responders	357

*Some responders provided multilayered comments. For example, some comments expressed both kudos and customer service concerns. These are counted as multiple responses.

Employer feedback

Areas for improvement

Many employers reported positive interactions with PERS staff, and some shared frustration with the system's processes and communication. While many appreciated the helpfulness and professionalism of individual representatives, common concerns included difficulty accessing information, outdated methods, inconsistent and delayed responses, and a lack of clear guidance on processes.

- "Information could be improved."
- "Hard to find answers to questions."
- "The employees are outstanding, the PERS system is old and not always accurate when we look up a new hire. I don't trust the status check."

Employer feedback

Appreciation and requests

Employers value PERS' training and support, and highlight the need for increased transparency, digital accessibility, and more streamlined information-sharing processes. Addressing these concerns will help PERS better serve employers and their staff, especially during periods of turnover.

- "We have had a lot of turnover in our payroll department the last two year and I am thankful that PERS has offered more trainings for our staff to join online."
- "Once we make contact with a question, PERS staff has been helpful."
- "The system in my mind is not very user friendly. Some of the fields are confusing. I was thrown in to this role, and all employees there have been VERY helpful, but the system is not."

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Continuous progress

Improvements and initiatives

Updated the highly acclaimed employer guides
Publication of the award-winning monthly employer newsletter

Redesigned employer webpage for easier access to resources
Continued development of employer learning resources

Continued monthly employer education webinars
Question-and-answer sessions

Continuous progress

Employer education and outreach

2025 calendar year	Group presentations	Welcome emails sent	Welcome phone calls	Meet-and-greet sessions	Live trainings	Online webinars	1:1 Sessions	Quarterly totals
Quarter 1	231	107	84	28	23	180	6	659
Quarter 2	512	138	110	49	50	413	9	1,281
Quarter 3	294	158	146	65	18	211	42	901
Quarter 4	517	142	137	42	13	462	24	1,337
Yearly total	**1,554**	**545**	**477**	**184**	**104**	**1,266**	**81**	**4,178**

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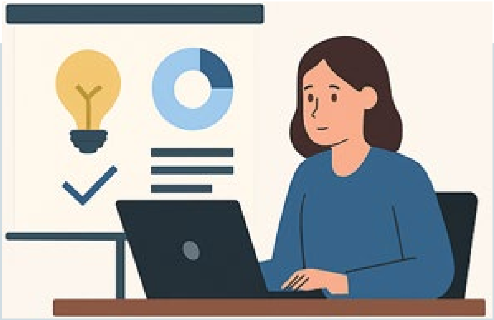
Looking ahead

Ongoing efforts



Employer training

- Implementing practices to enhance promotion of information and training opportunities.
- Revitalizing early learning outreach.
- Expanding library of instructional videos.
- Evaluating the feasibility of an employer-focused expo, modeled after the PERS Member Expo.

Technology

- Enhancing internal reporting to deliver actionable insights into employer needs.
- Developing multimodal resources for employer education.
- Advancing modernization efforts across systems and processes.

Conclusion

Celebrating success

- “Great information! Thank you for providing so many resources.”
- “I think that PERS has excellent support and training.”
- “The support team has been fabulous as we've had a lot of turnover on our staff and needed to train new people! The team has been very responsive to our needs.”
- “It is evident that the staff cares and is willing to spend the time to empower me.”
- “Love the newsletters and the short topic emails.”
- “We've had to reach out to PERS several times recently. The response has always been helpful and timely.”
- “Our representative is always excellent in getting back to us when we have questions and helping us with reporting.”
- “Thank you for the webinars. Always something useful there :)”

PERS 2026 Member Satisfaction Survey

Overview

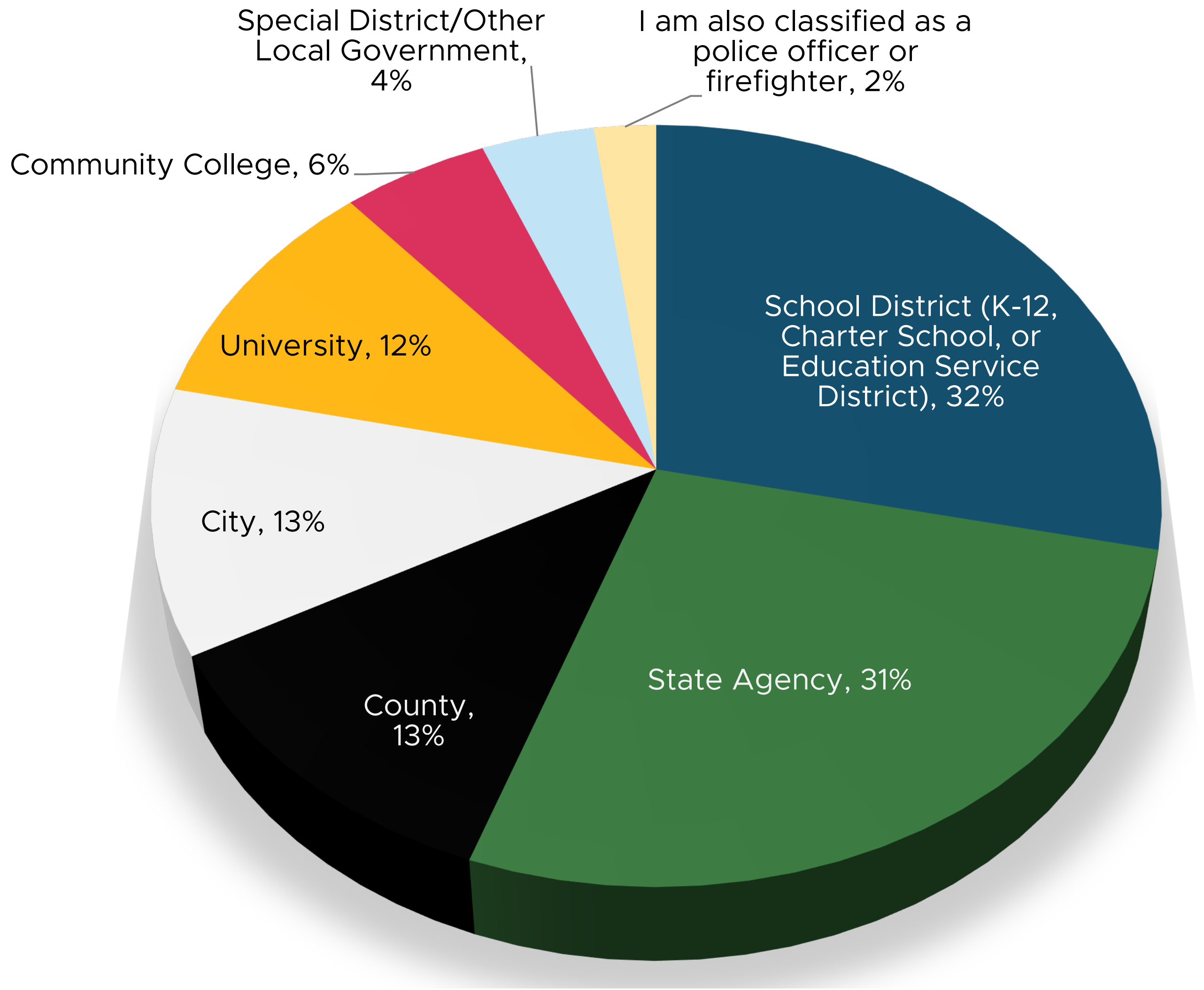
Analysis

Commentary

John Lockwood
Member Services

Where nonretired members work

Categories of members' employers



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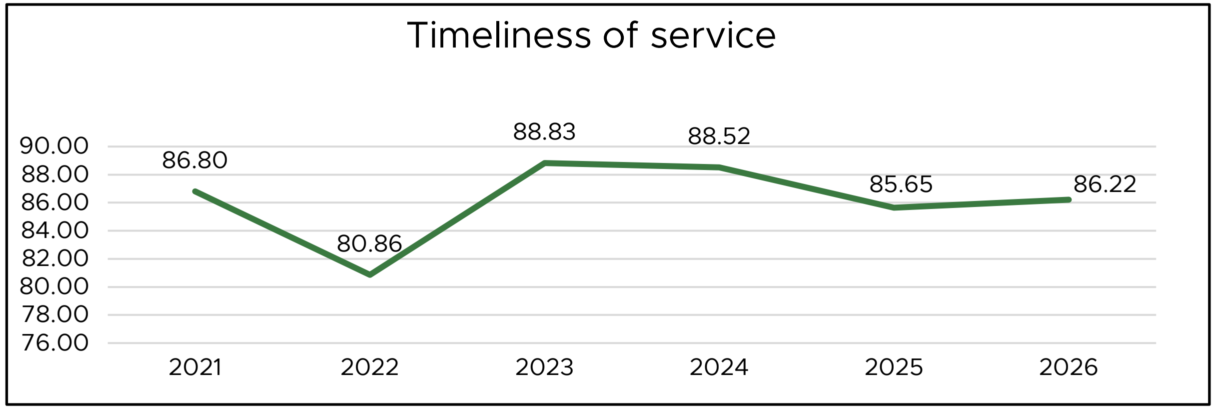
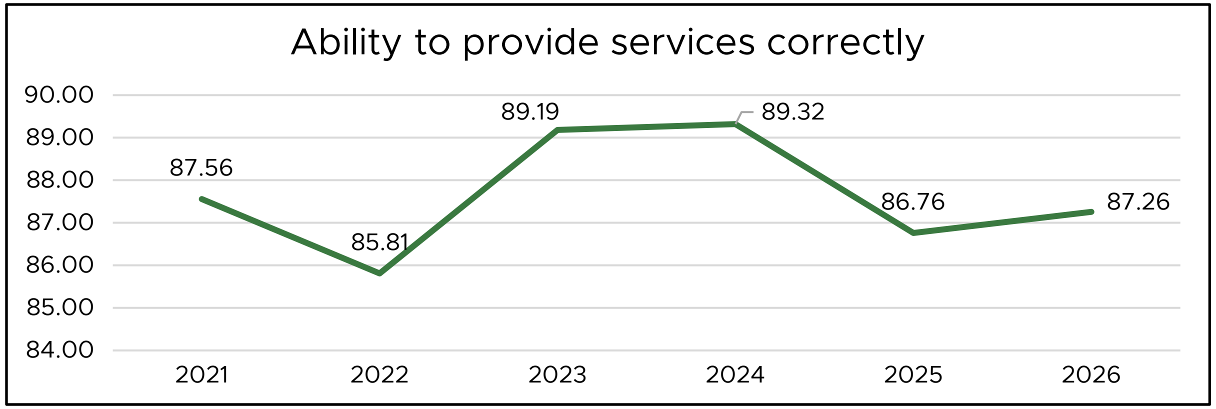
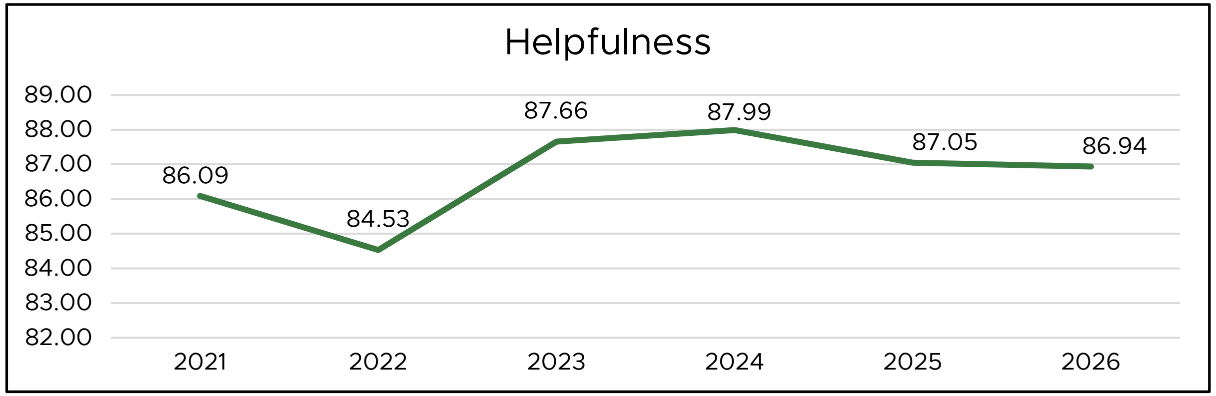
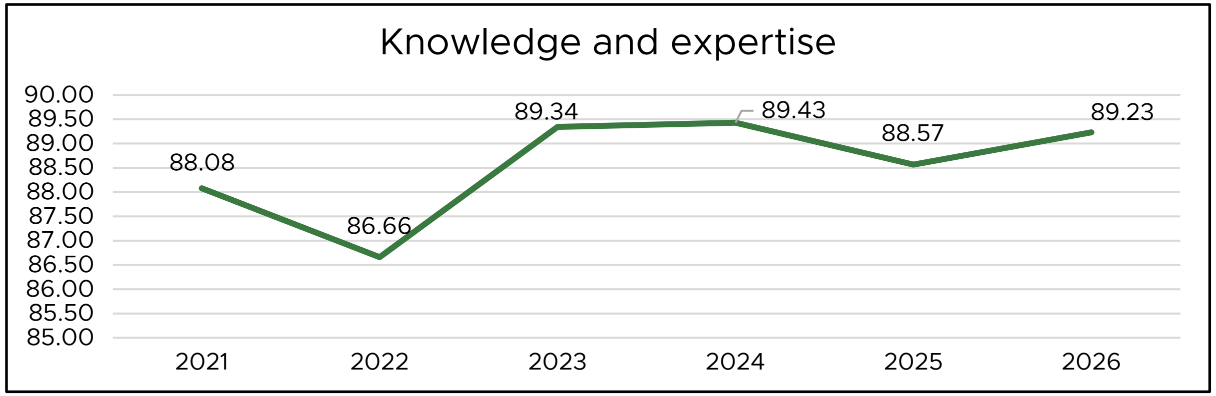
2021 through 2026 year-over-year performance

Timeliness, correct service, helpfulness, knowledge and expertise - member surveys









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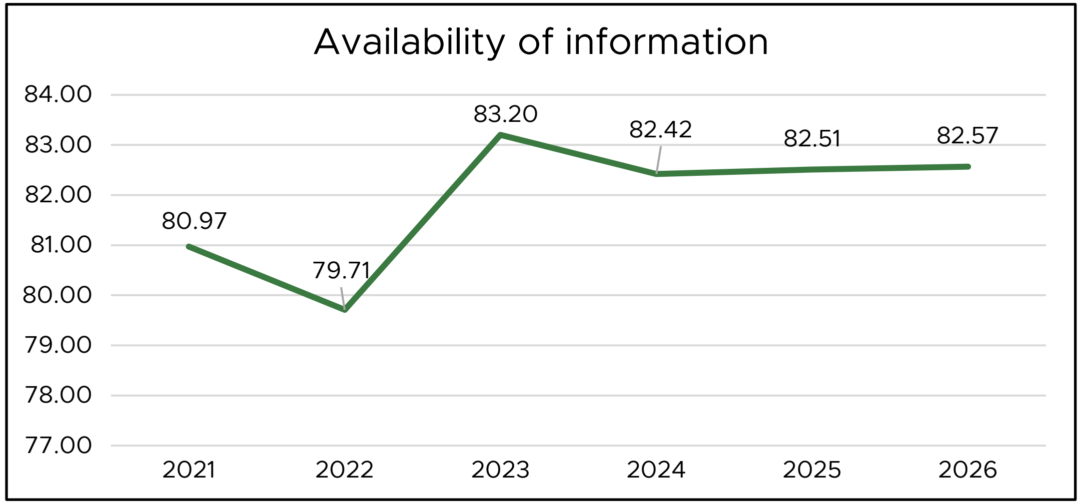
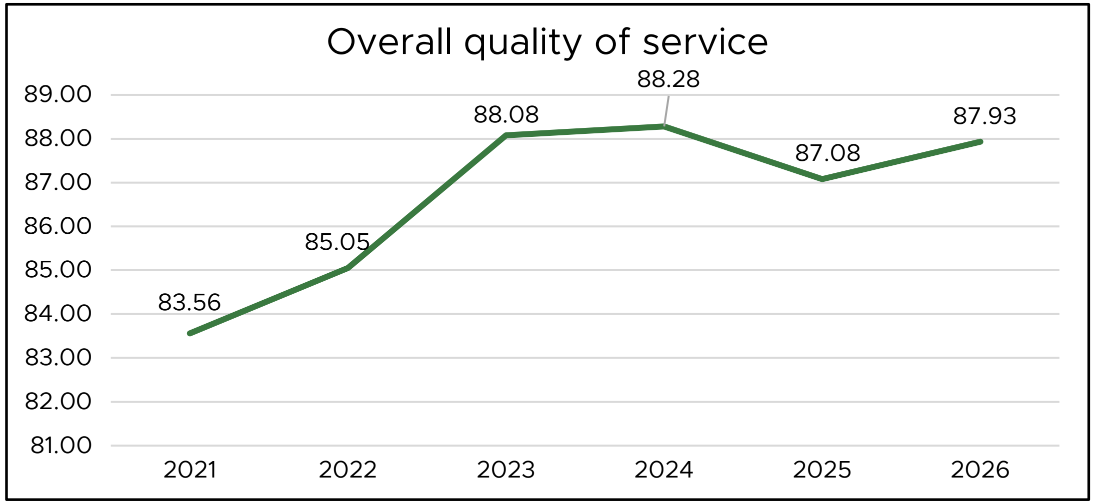
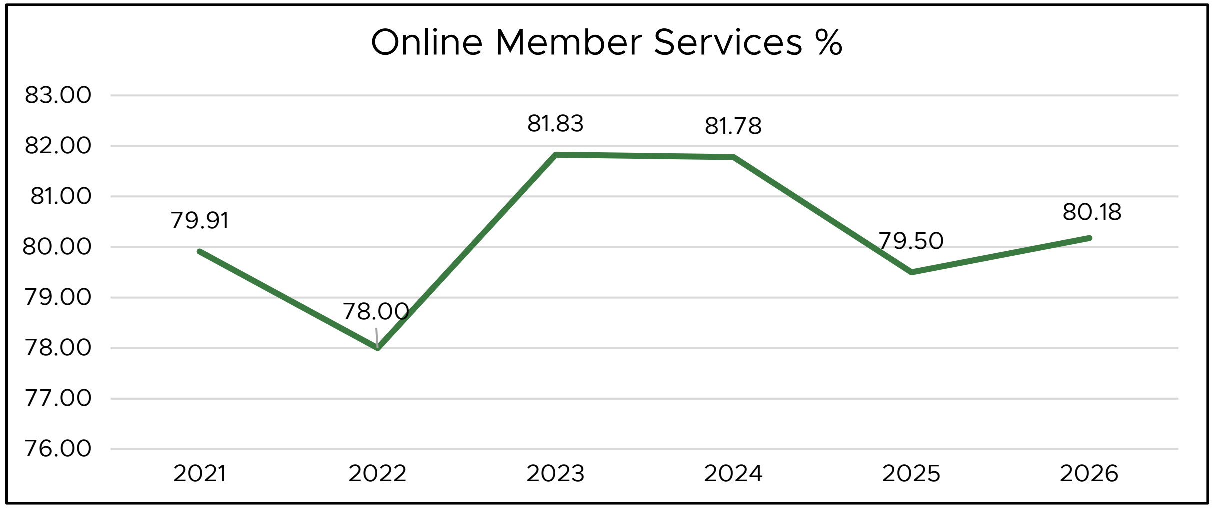
2021 through 2026 year-over-year performance

Availability of information, quality of service, Online Member Services - member surveys







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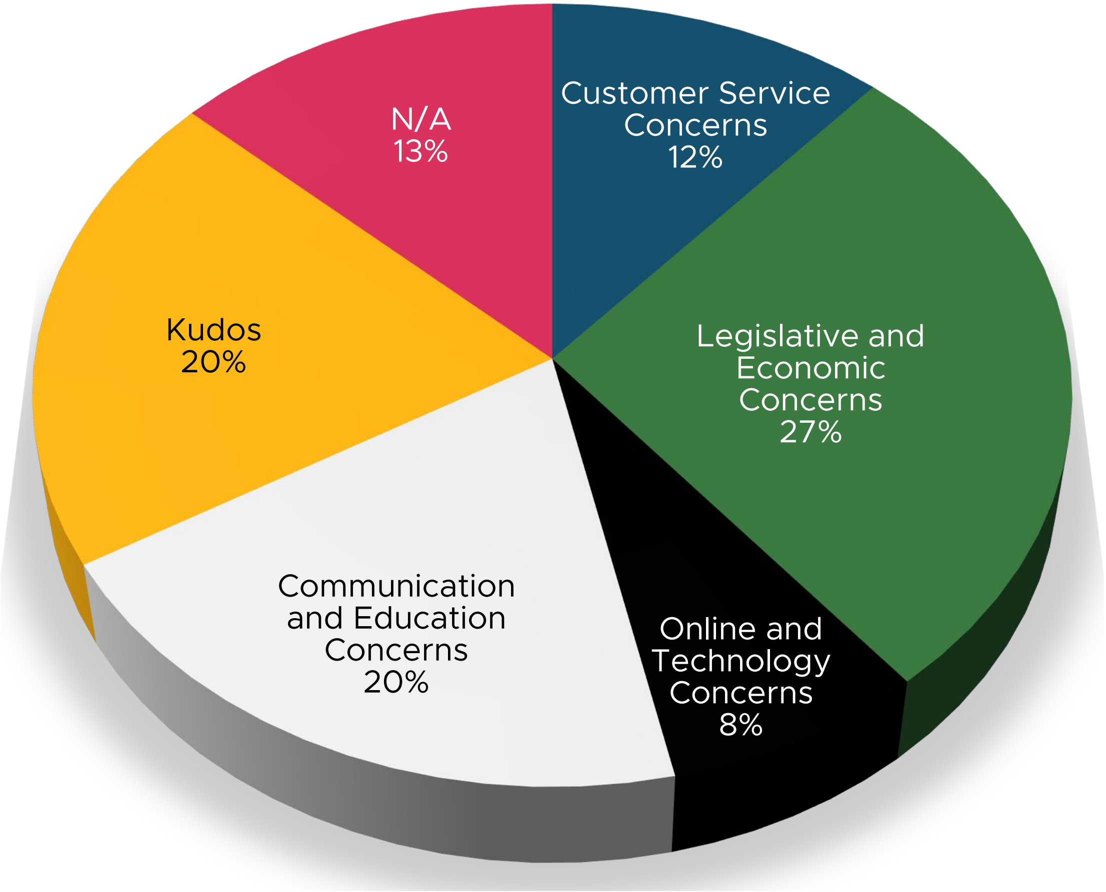
Member comments

High-level overview



Summary

- 2,239 responders.
- 2,383 total responses.*
- Legislative and economic concerns received the most responses with 27%.
- Kudos and communication and education concerns tied for the second most frequent comment, with 20% each.
- Only 12% of members expressed concerns about customer service and only 13% about online access and technology.

*Some responders provided multilayered comments. For example, some comments expressed both kudos and customer service concerns. These are counted as multiple responses.

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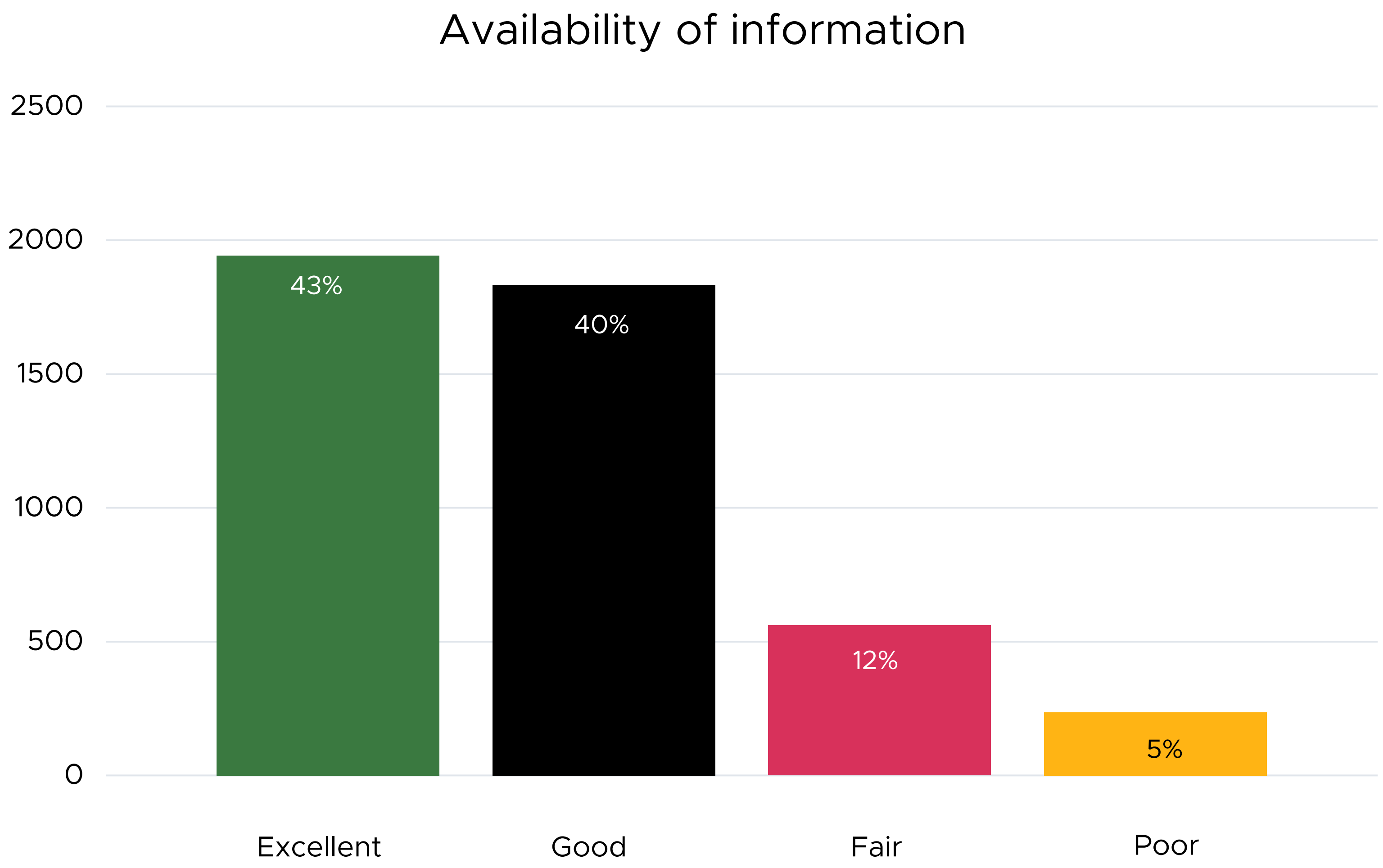
Member communications
Availability of information scores

2026
83% excellent + good
17% fair and poor

2025
83% excellent + good
17% fair and poor



Percentages rounded.

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Member communications
Relevant information scores

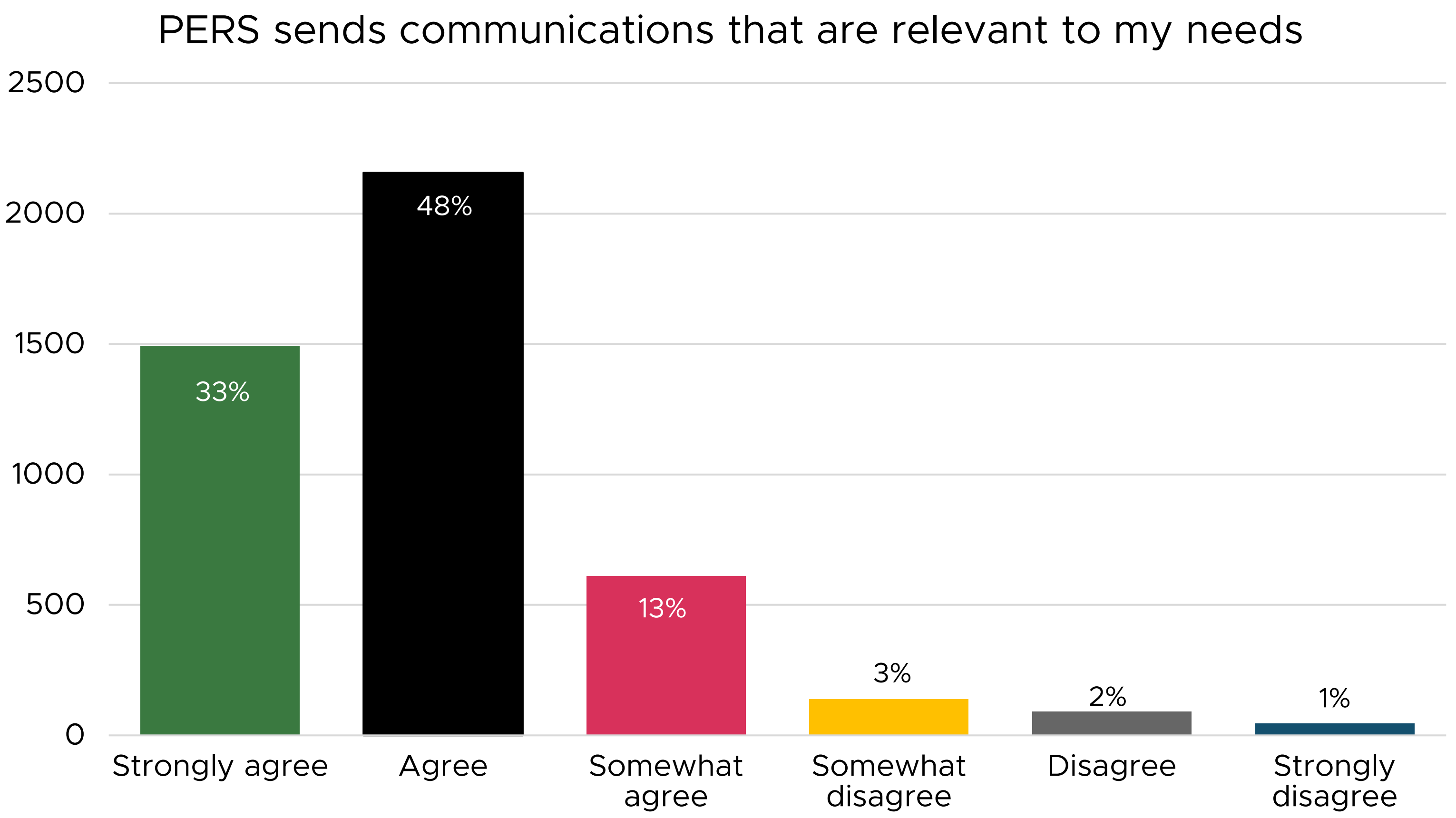
2026
94% strongly agree + agree + somewhat agree

6% strongly disagree + disagree + somewhat disagree

2025
95% strongly agree + agree + somewhat agree

5% strongly disagree + disagree + somewhat disagree

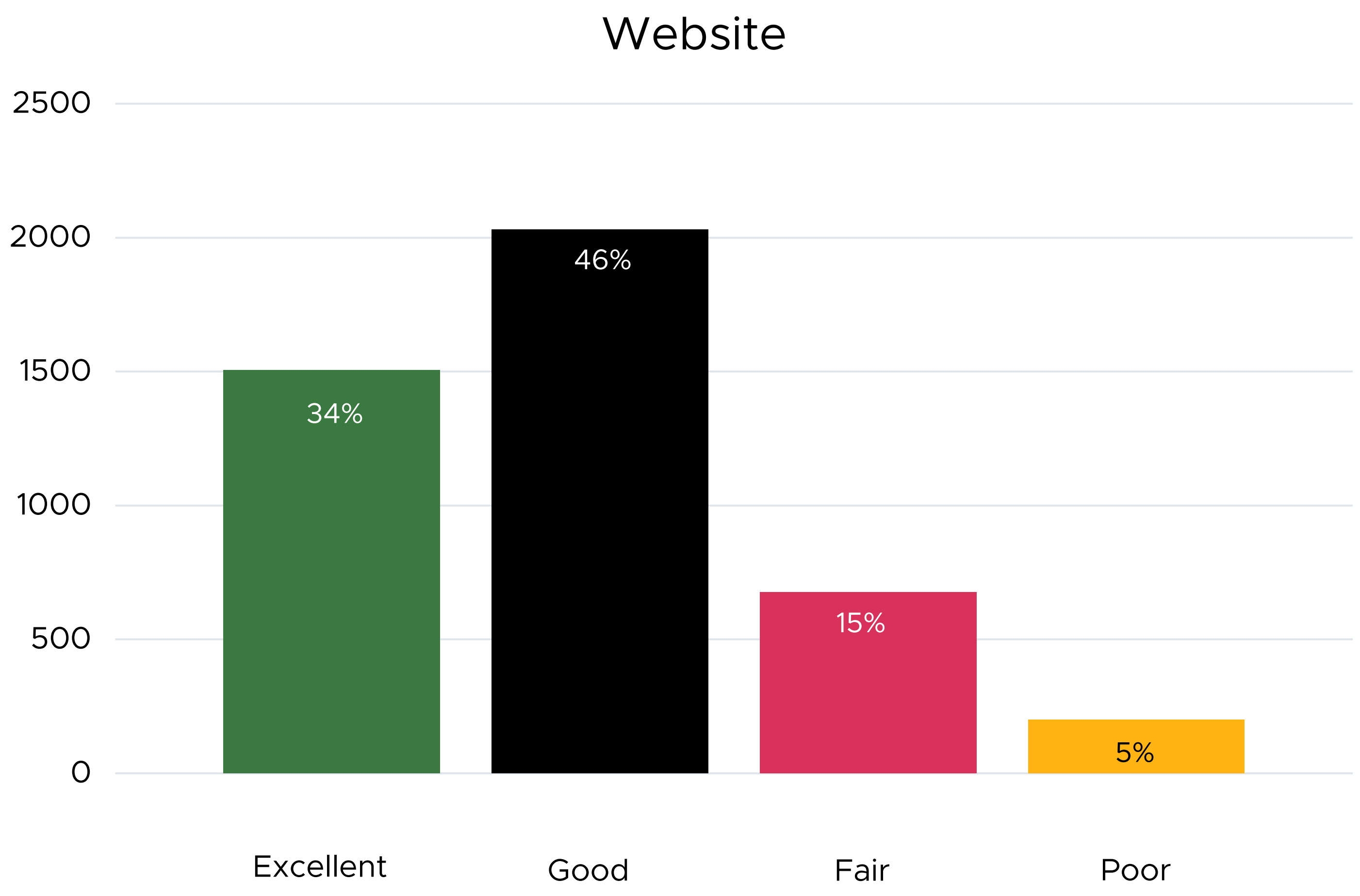
Neutral scores not included; percentages in chart do not add to 100% due to rounding.



Member communications
Website scores (members)

2026
80% excellent + good
20% fair and poor

2025
79% excellent + good
20% fair and poor



Percentages rounded and do not add to 100% in 2025 due to rounding.

Member feedback

Member service and communication

While many members praised the helpfulness of PERS staff, some shared complaints about long phone wait times, difficulties in getting timely responses to individual inquiries, and long-processing times for paperwork. Members suggested reducing the complexity of forms and the retirement process, creating more one-on-one meetings with PERS staff, and making member annual statements accessible online.

- "Website is better, but sometimes confusing."
- "We should be able to access a copy of our annual report from the website at any time during the year and not have to rely on one copy sent annually."
- "Lack of communication as a close-to-retirement member is alarming. It's too hard to access my possible retirement options."

Member feedback

Retirement planning and education

Survey takers expressed a strong desire for more educational resources, presentations around the state, and personalized assistance to help them understand their retirement options and make informed decisions.

- “There is a lot of useful information on the website, but it can be rather mind-boggling. I wish I had been told early on how important it was to look at, and how I could contribute extra money to my retirement. Maybe I was told but was too busy teaching to pay attention.”
- “Membership information is directed to those near retirement. May be helpful to have scaffolded trainings for ongoing workers to save for the future.”
- “I'm afraid to even look at my retirement plan. We should be forced to review our retirement plan during open enrollment for health insurance, and we should also be REQUIRED to meet 1x1 with a PERS retirement/saving counselor every other year.”

Member feedback
Kudos and appreciation

- “Very effective and timely communication by the team.”
- “The guidance and resources provided were always relevant. Anyone I've ever encountered has great customer service skills, especially active listening. PERS provides award-worthy services.”
- “Best communication and support.”
- “Communication has improved over the past 10 years, which is greatly appreciated.”
- “Easy to understand website.”
- “Took the pre-class, personal visit to PERS for more questions. All contacts have been very professionally handled. All questions answered and help given to set up payout. All payments on time every time. Rare these days to get such great service, especially for free!! Thank you, folks, so much.
- “Easy to follow newsletters, good info.”

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Celebrating success

Support appreciation - member comments

- “PERS' customer service is outstanding, both online and via phone. When I retired three years ago, PERS helped make the process seamless. PERS' staff is always cheerful, helpful and very knowledgeable. Thank you!”

- “Excellent live customer service!”

- “I have met with two different staff to prepare for my upcoming retirement and found these sessions to be very helpful and reassuring I was completing my paperwork correctly! I appreciate these staff so much!”

- “I just called yesterday [with] questions and had great customer experience. I ended the call feeling positive about my retirement plans.”

- “I have always had the best service and information from PERS.”

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Thank you

C.

A. Administration

1. July 24, 2026 PERS Board Meeting Minutes
2. Director's Report

B. Administrative rulemaking

1. Notice of rulemaking relating to employer reporting requirements
2. Notice of rulemaking for rules regarding OSGP switch to biweekly pay
3. Adoption of amendments to rule regarding side accounts
4. Adoption of rule amendments for Employer Incentive Fund Program Rule

C. Action and discussion items

1. Modernization update
2. Update of PERS annual employer and member satisfaction surveys
3. **Adoption of 2027-29 employer contribution rates**

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Milliman

Adoption of 2027-2029 Employer Contribution Rates

OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM

Presented by:

Matt Larrabee, FSA, EA
Scott Preppernau, FSA, EA

September 25, 2026

Introduction

- At the July meeting we reviewed summary valuation results as of December 31, 2025 for:
  - Tier One/Tier Two & OPSRP retirement programs
  - Retiree Health Insurance Account (RHIA), and
  - Retiree Health Insurance Premium Account (RHIPA)

- This month we published our full detailed December 31, 2025 System-Wide Actuarial Valuation Report

- Based upon that valuation at today's meeting we are presenting 2027-2029 employer contribution rates for adoption by the PERS Board

- PERS staff will provide detailed reports for each employer

Valuation Process and Timeline

- Actuarial valuations are conducted annually
  - Alternate between “rate-setting” and “advisory” valuations
  - This valuation as of 12/31/2025 is rate-setting
- Board adopts contribution rates developed in rate-setting valuations, and those rates go into effect 18 months after the valuation date

Valuation Date	Employer Contribution Rates
12/31/2023 →	July 2025 – June 2027
12/31/2025 →	July 2027 – June 2029
12/31/2027 →	July 2029 – June 2031

Funded Status & Unfunded Actuarial Liability (UAL)

- Comparison of system-wide results for two most recent rate-setting valuations

Valuation Date	Excluding Side Accounts		Including Side Accounts	
	UAL	Funded Status	UAL	Funded Status
12/31/2023	$ 29.4 B	72%	$ 24.0 B	77%
12/31/2025	$ 26.6 B	76%	$ 22.8 B	80%

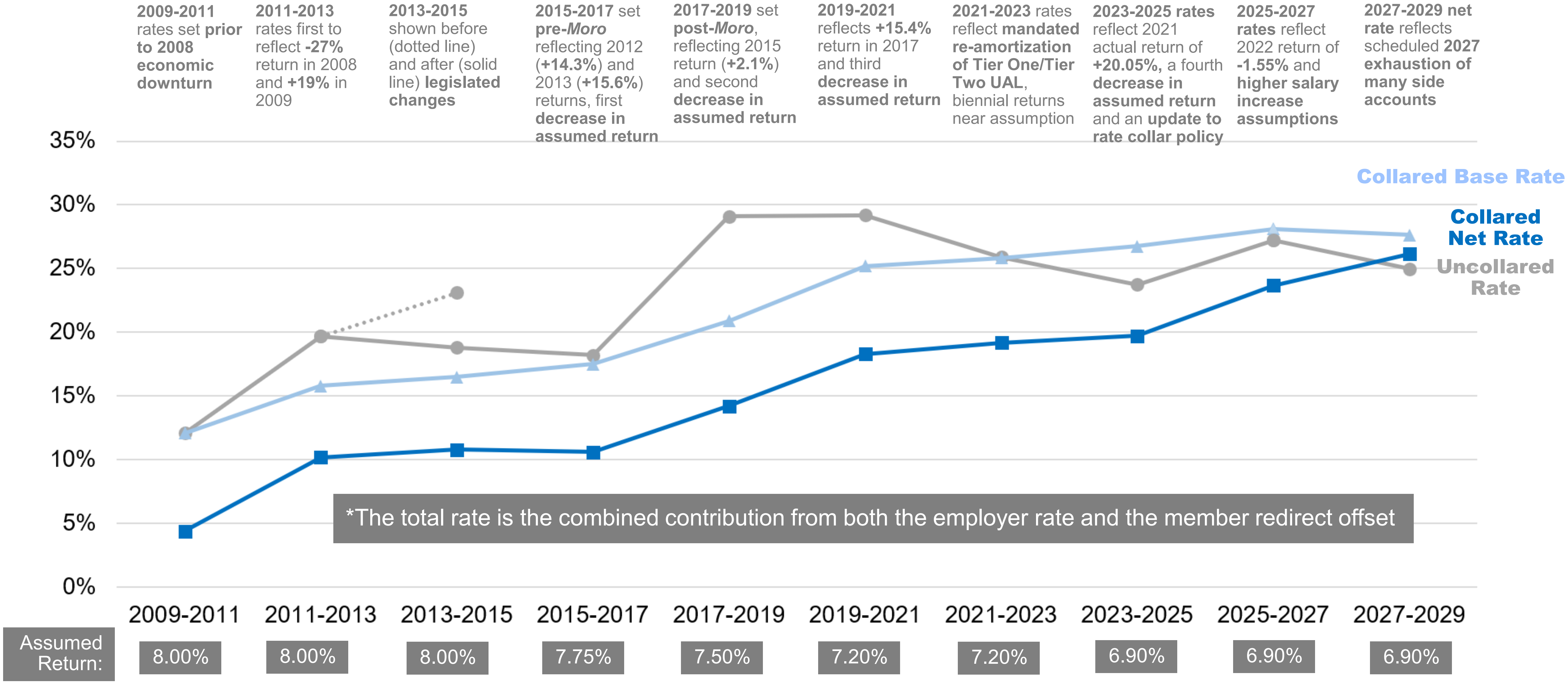
Summary of Valuation Results - Contributions

- Average collared base employer contribution rates **will decrease 0.38% of pay starting July 2027,** excluding effect of SB 849 on School District rates
  - Collared base employer rates are paid by new employer contributions and/or side account transfers

- Average collared net employer contribution rates **will increase 2.56% of pay starting July 2027,** excluding effect of SB 849 on School District rates
  - Collared net rates are paid by new employer contributions
  - Over 180 side accounts expire by the end of 2027, so will no longer offset rates for 2027-29
  - This increases Net Rates for affected employers; this dynamic varies significantly between employers
  - Many employers may have debt service related to their side account expire at a similar time

- **Year-end 2025** funded status is **76% excluding side accounts**, up from 73% at year-end 2024
- **Year-end 2025** funded status is **80% including side accounts**, up from 77% at year-end 2024

System-Average Weighted Total* Pension-Only Rates



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Individual Employer Rates

- Employers pay separate rates on different payrolls:
  - Tier One/Tier Two payroll
    - Some SLGRP employers can pay distinct General Service and Police & Fire rates on their Tier One/Tier Two payroll
  - OPSRP General Service payroll
  - OPSRP Police & Fire payroll
- Individual rates (and accompanying detailed reports) provided for over 600 employers
  - 357 SLGRP employers
  - 136 Independent employers
  - 126 School District employers with side accounts
    - An additional 168 School District employers without a side account all receive an identical report
- Detail for State Agencies shown on the following slides
  - Note that side accounts specific to individual state agencies are reflected separately

Senate Bill 849

- Senate Bill 849 reduced the 2025-27 School District Tier One/Tier Two UAL Rate by **1.68% of 2025-27 payroll**
- Current valuation: **preliminary 2027-29 SB 849 offset for Schools is 1.37% of 2027-29 payroll**
  - **Actual 2027-29 reduction to be recalculated in early 2027, reflecting updated SDULF balance**
- Board direction at May 2026 meeting keeps total UAL funding at 13.95% of pay for 2027-29
  - Is consistent with advisory valuation provided to districts last year
  - Will increase district-funded contributions absent additional 2027-29 SDULF funds
  - Provides faster path to reach 90% and then 100% funded status
  - Lower likelihood of future uncollared rate exceeding current UAL funding level

Individual Employer Rates

- From the employer rate listing provided in today's meeting materials
- "State Agencies" in this context includes: the agencies of state government, semi-independent agencies, boards, commissions, public universities and public corporations

Summary of PERS Employer Contribution Rates

Rates shown reflect the effect of side account rate offsets and retiree healthcare contributions, and exclude contributions to the IAP and debt service for pension obligation bonds.

Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	Net Employer Contribution Rate 7/1/25 - 6/30/27: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/25 - 6/30/27: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	SLGRP (Default Tier One/Tier Two Rates)						
	State (excluding Agency specific side accounts)						
1000	State Agencies	25.98%	21.94%	27.21%	28.67%	25.14%	30.66%

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Individual Employer Rates

- From the detailed report PERS will provide to each employer (State Agencies example)

Employer Contribution Rates Effective July 1, 2027

	Payroll					
	Tier One/Tier Two			OPSRP		
	Default	Optional Separate Rates				
	All Tier One/Tier Two Payroll	General Service	Police & Fire	General Service	Police & Fire	
Pension						
Normal cost rate	15.59%	14.52%	21.75%	10.31%	15.83%	
Tier One/Tier Two UAL rate [1]	12.46%	12.46%	12.46%	12.46%	12.46%	
Multnomah Fire District #10 UAL rate	0.04%	0.04%	0.04%	0.04%	0.04%	
OPSRP UAL rate	2.69%	2.69%	2.69%	2.69%	2.69%	
Pre-SLGRP pooled liability rate [2]	0.29%	0.29%	0.29%	0.29%	0.29%	
Transition liability/(surplus) rate [3]	0.00%	0.00%	0.00%	0.00%	0.00%	
Side account rate relief [3]	0.00%	0.00%	0.00%	0.00%	0.00%	*Was 3.62% for 2025-2027*
Member redirect offset [4]	(2.40%)	(2.40%)	(2.40%)	(0.65%)	(0.65%)	
Net employer pension contribution rate	**28.67%**	**27.60%**	**34.83%**	**25.14%**	**30.66%**	
Retiree Healthcare						
Normal cost rate	0.12%	0.12%	0.12%	0.00%	0.00%	
UAL rate	(0.12%)	(0.12%)	(0.12%)	0.00%	0.00%	
Net retiree healthcare rate	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	
Total net employer contribution rate	**28.67%**	**27.60%**	**34.83%**	**25.14%**	**30.66%**	*This rate-setting valuation*
Total net employer contribution rate effective July 1, 2025:	*25.98%*			*21.94%*	*27.21%*	*Prior rate-setting valuation*

Individual Employer Pension Rates

- Focusing on just the Net Employer Pension Rates circled in green from the prior slide, we can illustrate the weighted average rate calculation for State Agencies, reflecting estimated 2027-2029 biennium payroll

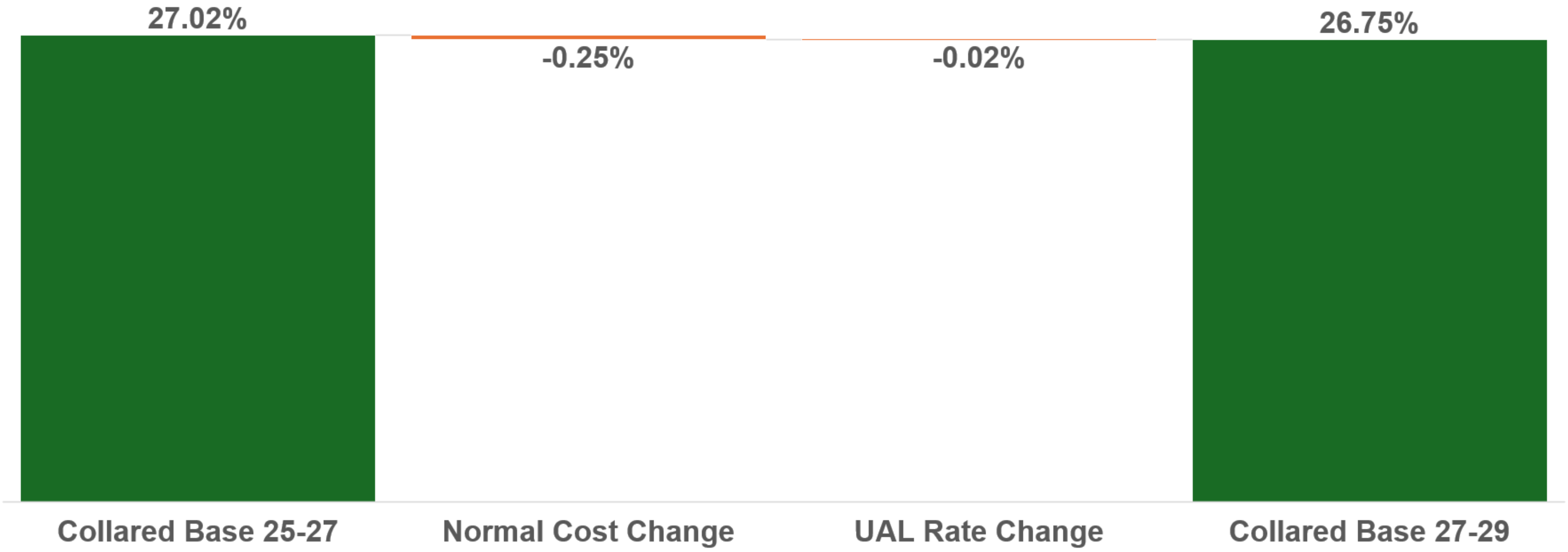
($ millions) **State Agencies**	**Tier One / Tier Two**	**OPSRP General Service**	**OPSRP Police & Fire**	**Total**
Projected 2027-2029 Biennium Payroll	$1,460	$9,135	$1,445	$12,040
2027-2029 net employer pension contribution rates	28.67%	25.14%	30.66%	26.20%*
Contribution for weighting	$420	$2,295	$440	$3,155

** Weighted average: $3,155 / $12,040 = 26.20%*

- Projected 2027-2029 payroll is based on State Agencies payroll from this valuation increased with the 3.40% annual payroll growth assumption
- For reference, the projected 2025-2027 employer contribution was $2,605 million; a portion of the increase in the 2027-2029 amount is due to projected payroll growth but **the majority is due to the increase in the net employer contribution rate driven by the expiring side account**

Rate Change: School District Collared Base Employer Rates

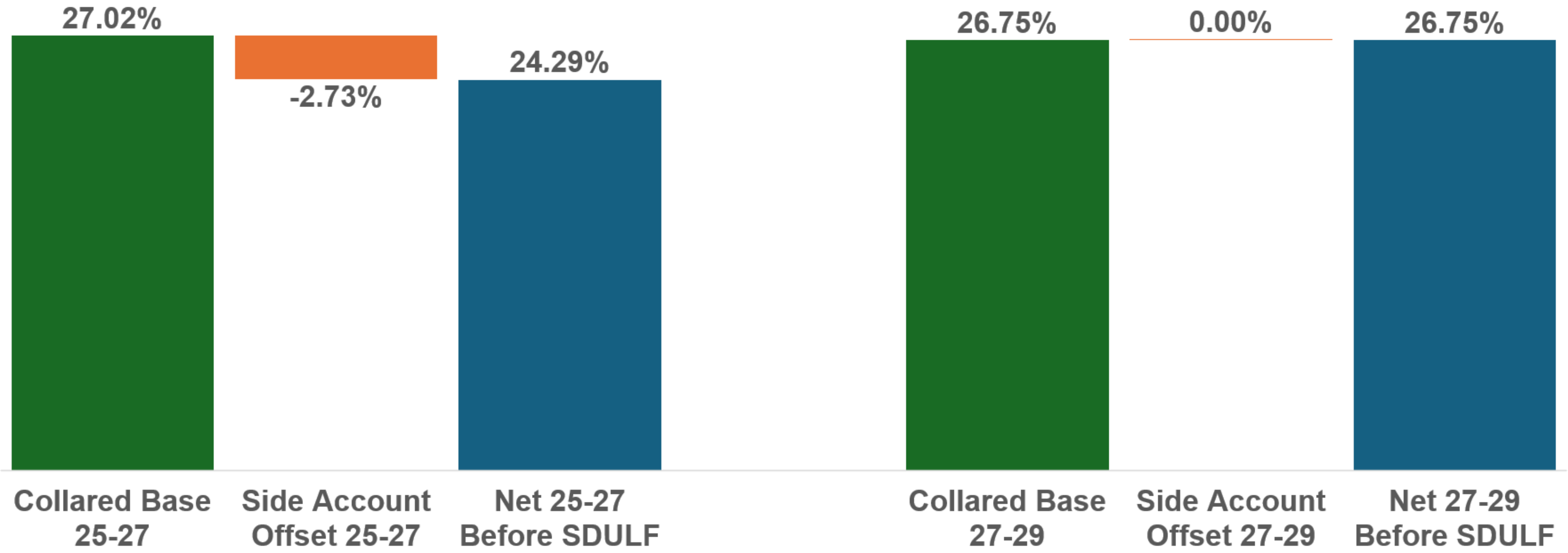
Weighted by 12/31/2025 valuation payroll (Tier One/Tier Two, OPSRP GS, OPSRP PF)



Rate Change: School District Collared Net Employer Rates

Weighted by 12/31/2025 valuation payroll (Tier One/Tier Two, OPSRP GS, OPSRP PF)

Illustrative example for sample school district with a side account that exhausts in 2027

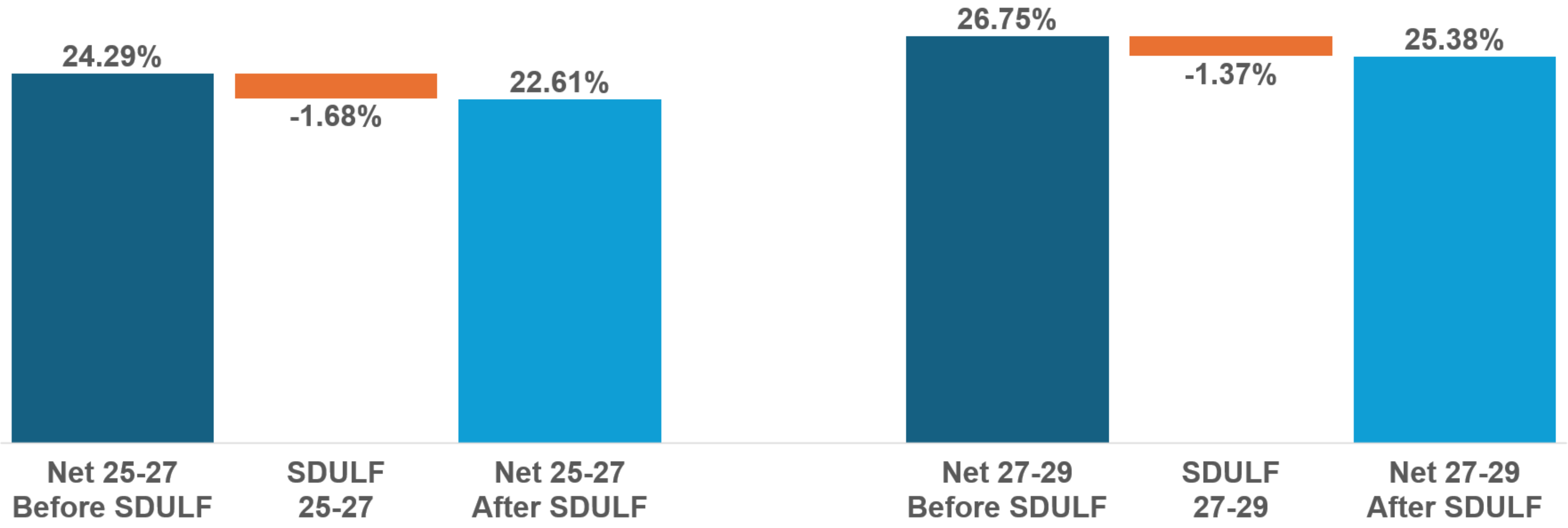


Results are **illustrative** for a **sample school district** with a 2.73% of pay 25-27 rate offset for a side account that exhausts in 2027. **Side account rate offsets vary significantly by district.**

Rate Change: School District Collared Net Employer Rates

Weighted by 12/31/2025 valuation payroll (Tier One/Tier Two, OPSRP GS, OPSRP PF)

Illustrative example for sample school district with a side account that exhausts in 2027

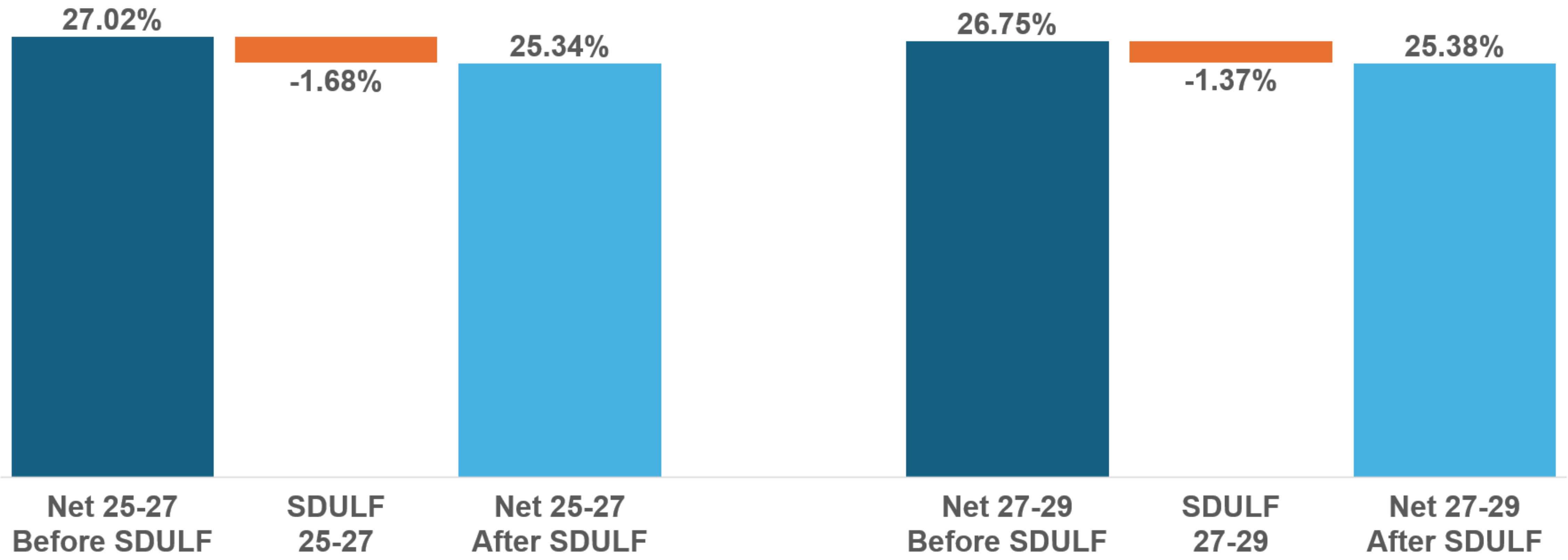


The 1.37% of 27-29 payroll offset for SDULF is an estimate. **Final 27-29 SDULF offset level will be determined in early 2027. School district rate orders will be amended at that time.**

Rate Change: School District Collared Net Employer Rates

Weighted by 12/31/2025 valuation payroll (Tier One/Tier Two, OPSRP GS, OPSRP PF)

12/31/2025 valuation results for all school districts <u>without</u> side accounts



The 1.37% of 27-29 payroll offset for SDULF is an estimate. **Final 27-29 SDULF offset level will be determined in early 2027. School district rate orders will be amended at that time.**

Wrap Up / Next Steps

- Adoption of employer-specific rates for 2027-2029 biennium
- PERS to distribute detailed valuation reports to employers
- In December, we will present contribution rate and funded status projections
  - Focus on system-average results
  - Will use the latest year-to-date investment return information at the time the projections are made
  - Projections will be developed using two types of models
    - Steady return
    - Variable return

Appendix

Certification

This presentation summarizes key results of an actuarial valuation of the Oregon Public Employees Retirement System (“PERS” or “the System”) as of December 31, 2025, for the Plan Year ending December 31, 2025. The results are preliminary in nature and may not be relied upon to, for example, prepare the System’s Annual Comprehensive Financial Report. The full development of detailed results is shown in the formal December 31, 2025 System-Wide Actuarial Valuation Report.

Actuarial computations presented in this report are for purposes of presenting contribution rates consistent with the adopted funding policy of the System. The computations prepared for other purposes may differ as disclosed in our report. The calculations in the enclosed report have been made on a basis consistent with our understanding of the System’s funding policy. The calculations in this report have been made on a basis consistent with our understanding of the plan provisions described in the appendix of this report. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes.

In preparing this report, we relied, without audit, on information (some oral and some in writing) supplied by the System’s staff. This information includes, but is not limited to, statutory provisions, member census data, and financial information. We found this information to be reasonably consistent and comparable with information used for other purposes. The valuation results depend on the integrity of this information. If any of this information is inaccurate or incomplete our results may be different, and our calculations may need to be revised.

Actuarial assumptions, including discount rates, mortality tables, and others identified in this report, and actuarial cost methods are adopted by the PERS Board, which is responsible for selecting the plan’s funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods, and assumptions used in this valuation are those that have been so adopted and are described in this report. The System is solely responsible for communicating to Milliman any changes required thereto. All costs, liabilities, rates of interest, and other factors for the System have been determined on the basis of actuarial assumptions and methods which, in our professional opinion, are individually reasonable (taking into account the experience of the System and reasonable expectations); and which, in combination, offer a reasonable estimate of anticipated experience affecting the System and are expected to have no significant bias . The valuation results were developed using models intended for valuations that use standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice.

This valuation report is only an estimate of the System’s financial condition as of a single date. It can neither predict the System’s future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of System benefits, only the timing of System contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement.

Certification

Future actuarial measurements may differ significantly from the current measurements presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or modifications to contribution calculations based on the plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements. Our annual financial modeling presentation to the PERS Board should be referenced for additional analysis of the potential variation in future measurements. Our December 31, 2025 Actuarial Valuation Report provides additional discussion of the System's risks. The PERS Board has the final decision regarding the selection of the assumptions and actuarial cost methods.

Milliman's work is prepared solely for the internal business use of the Oregon Public Employees Retirement System. Milliman does not intend to benefit or create a legal duty to any third-party recipient of this report. No third-party recipient of Milliman's work product should rely upon this report. Such recipients should engage qualified professionals for advice appropriate to their own specific needs. No third-party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel. The actuaries are independent of the plan sponsors. We are not aware of any relationship that would impair the objectivity of our work.

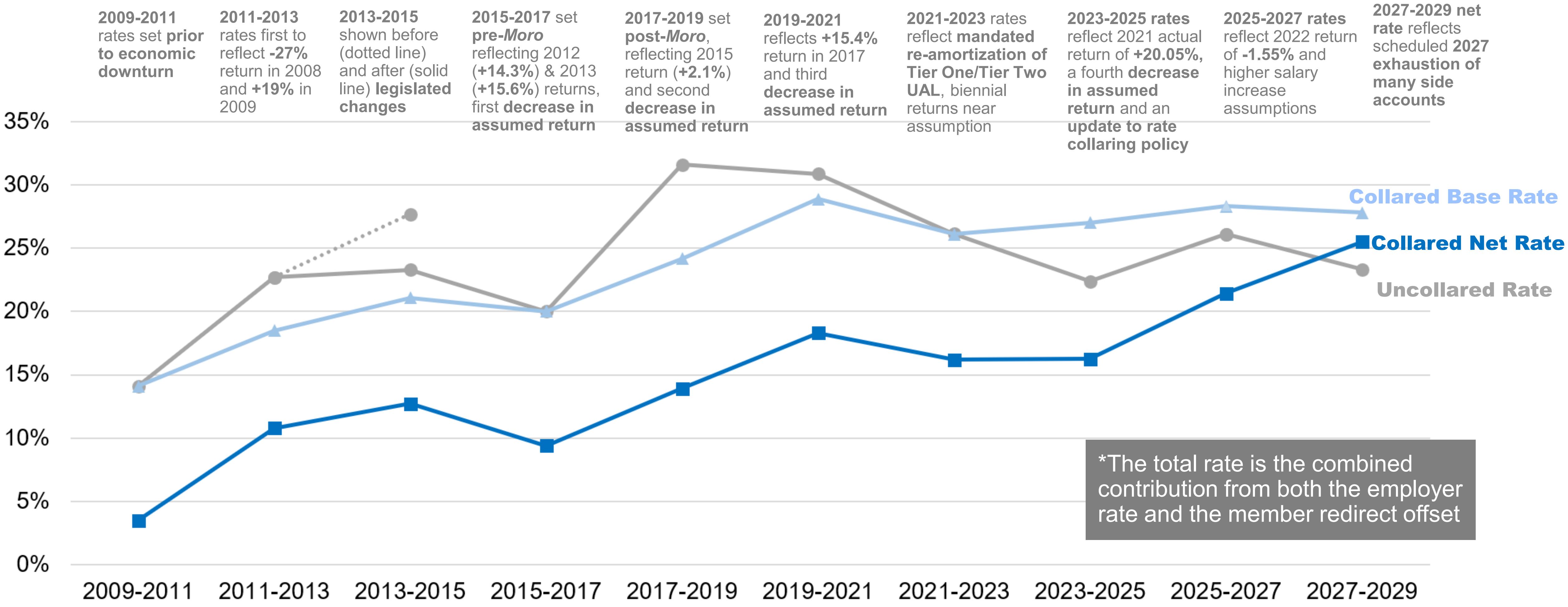
On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the *Code of Professional Conduct* and *Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States,* published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein. Assumptions related to the claims costs and healthcare trend (cost inflation) rates for the retiree healthcare program discussed in this report were determined by Milliman actuaries qualified in such matters.

Data Exhibits

	December 31, 2025				December 31, 2024
	Tier One	Tier Two	OPSRP	Total	Total
Active Members					
Count	5,674	20,891	171,862	198,427	196,891
Average Age	60.0	55.0	44.2	45.8	45.7
Average Service	30.0	24.1	8.3	10.6	10.5
Average prior year Covered Salary	$ 112,747	$ 109,244	$ 79,076	$ 83,215	$ 78,702
Inactive Members[1]					
Count	6,348	11,511	37,269	55,128	54,062
Average Age	64.9	58.0	49.6	53.1	53.0
Average Monthly Benefit	$ 2,652	$ 1,108	$ 602	$ 944	$ 947
Retired Members and Beneficiaries[1]					
Count	126,208	27,364	17,919	171,491	168,482
Average Age	75.5	69.9	69.6	74.0	73.7
Average Monthly Benefit	$ 3,597	$ 1,826	$ 806	$ 3,022	$ 2,960
Total Members	**138,230**	**59,766**	**227,050**	**425,046**	**419,435**

[1] *Inactive and Retiree counts are shown by lives within the system. In other words, a member is counted once for purposes of this exhibit, regardless of their service history for different rate pools. This contrasts with the method used to count inactive participants in some of the later exhibits.*

School District Weighted Total* Pension-Only Rates



Assumed Return:	8.00%	8.00%	8.00%	7.75%	7.50%	7.20%	7.20%	6.90%	6.90%	6.90%

Milliman

SLGRP Weighted Total* Pension-Only Rates

2009-2011 rates set **prior to economic downturn**

2011-2013 rates first to reflect **-27%** return in 2008 and **+19%** in 2009

2013-2015 shown before (dotted line) and after (solid line) **legislated changes**

2015-2017 set **pre-*Moro*** reflecting 2012 (**+14.3%**) & 2013 (**+15.6%**) returns, **first decrease in assumed return**

2017-2019 set **post-*Moro***, reflecting 2015 return (**+2.1%**) and second **decrease in assumed return**

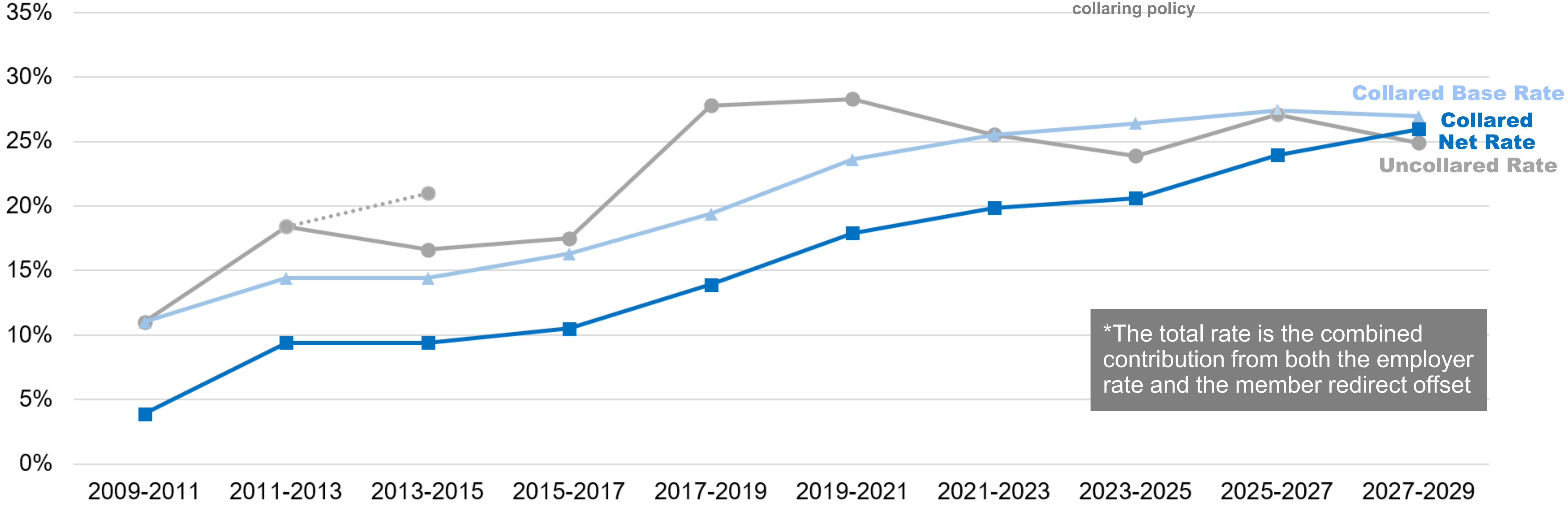
2019-2021 reflects **+15.4%** return in 2017 and third **decrease in assumed return**

2021-2023 rates reflect **mandated re-amortization of Tier One/Tier Two UAL**, biennial returns near assumption

2023-2025 rates reflect 2021 actual return of **+20.05%**, a fourth **decrease in assumed return** and an **update to rate collaring policy**

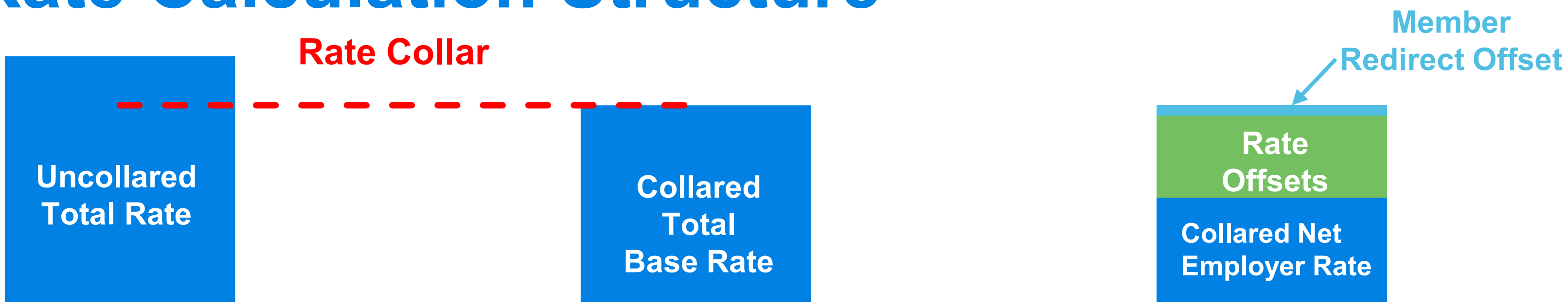
2025-2027 rates reflect 2022 return of **-1.55%** and higher salary increase assumptions

2027-2029 net rate reflects scheduled **2027 exhaustion of many side accounts**



Assumed Return:	2009-2011	2011-2013	2013-2015	2015-2017	2017-2019	2019-2021	2021-2023	2023-2025	2025-2027	2027-2029
	8.00%	8.00%	8.00%	7.75%	7.50%	7.20%	7.20%	6.90%	6.90%	6.90%

Overview of Rate Calculation Structure

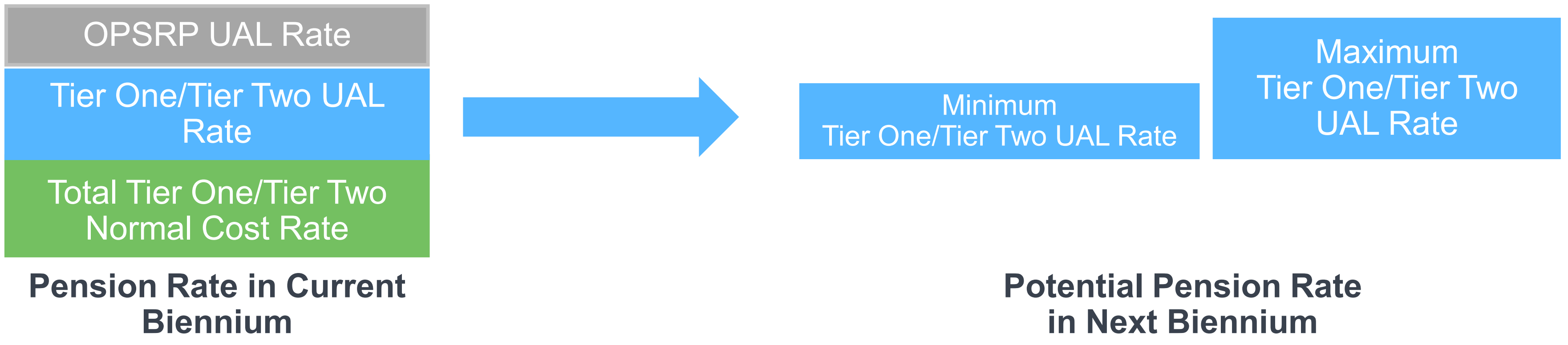


- The ***uncollared total rate*** is the theoretical contribution rate to reach 100% funded status over a specified amortization period if:
  - Contributions at that rate started on the actuarial valuation date, and
  - Actual future experience mirrors the actuarial valuation's assumptions, and
  - The normal cost rate does not change in subsequent years
- The rate collar sets a biennium's ***collared total base rate***, limiting the base rate change for a single biennium when there is a large change in the uncollared rate
- ***Member redirect offset*** reflects estimated portion of collared total base rate paid by redirected member contributions
- Employers pay the ***collared net employer rate***, which reflects the member redirect offset and any rate offset adjustments from:
  - Side account rate offsets for employers with side accounts
  - SLGRP charges/offsets (e.g., Transition Liability/Surplus)

Rate Collar Design

- Rate collar focuses on the biennium-to-biennium change in the UAL Rate component
  - Normal Cost Rate component is always paid in full and is not subject to a rate collar limitation
- The maximum biennium to biennium change in UAL Rate permitted by the rate collar is:
  - **SLGRP and School District Pools Tier One/Tier Two UAL Rates**: 3% of pay
  - **OPSRP UAL rate**: 1% of pay
  - **Tier One/Tier Two UAL Rates of Independent Employers**: greater of 4% of pay or 1/3rd of the difference between the collared and uncollared Tier One/Tier Two UAL Rates at the last rate-setting valuation
- UAL Rate is not allowed to decrease at all unless funded status excluding side accounts is at least 87%, and a full collar width decrease is not allowed unless funded status is at least 90%

Illustration of Rate Collar for Tier One/Tier Two UAL Rate



Retirement System Risks

- Oregon PERS, like all defined benefit systems, is subject to various risks that will affect future system liabilities and contribution requirements, including:
  - **Investment risk**: the potential that investment returns will be different than assumed
  - **Demographic risks**: the potential that mortality experience, retirement behavior, or other demographic experience for the system membership will be different than assumed
  - **Contribution risk**: the potential that actual future contributions will be materially different than expected, for example if there are material changes in the system's covered payroll
- The results of an actuarial valuation are based on one set of reasonable assumptions, but it is almost certain that future experience will not exactly match the assumptions.
- Further discussion of system risks and historical information regarding system experience are shown in our annual actuarial valuations. In addition, our annual financial modeling presentation to the PERS Board illustrates future outcomes under a wide range of future scenarios reflecting variation in key risk factors.

Investment Risk
Low Default Rate Obligation Measure (LDROM)

To the extent that actual investment returns differ from the assumed investment return, the Plan's future assets, funding contributions, and funded status may differ significantly from those presented in this valuation. Effective for measurement dates February 15, 2023 or later, Actuarial Standard of Practice 4 (ASOP 4) requires an actuary performing a funding valuation to calculate and disclose a "low-default-risk obligation measure" (LDROM) as of the measurement date. The LDROM is based on a discount rate derived from low-default-risk fixed income securities. This measure is for disclosure purposes only and does not affect or replace measurements adopted for System funding. A comparison of the LDROM to funding policy results can be viewed as providing information related to investment risk and the tradeoffs between a System's current asset allocation and a hypothetical portfolio containing 100% low-default-risk fixed income securities.

The System's target allocation selected by the Oregon Investment Council represents a balance of risk and return. Investing in an entirely low-default-risk fixed income allocation would be expected to reduce future investment returns and therefore increase future required contributions, but the lower risk levels may result in lower year-over-year volatility in the contribution and might provide more benefit security for plan members. Conversely, investing in higher-returning asset classes may increase future investment returns and therefore reduce future employer contributions, but would also increase the volatility of those contributions and potentially reduce benefit security for plan members.

The LDROM measure shown below reflects an interest rate based on the FTSE Liability Index (which is based on high-quality corporate bond yields) as of the valuation date, weighted based on projected benefit payments for the System. Except for the interest rate, the LDROM was calculated using the same assumptions and methods adopted for the funding valuation.

$ in billions	**FTSE Index (LDROM)**	**Funding assumption**
Interest rate	5.60%	6.90%
Actuarial liability at 12/31/2025	$ 129.9	$ 112.0
Funded status (excluding side accounts) at 12/31/2025	66%	76%

Actuarial Basis

Data

We have based our calculation of the liabilities on the data supplied by the Oregon Public Employees Retirement System and summarized in the data exhibits on the preceding slides.

Assets as of December 31, 2025, were based on values provided by Oregon PERS reflecting the Board's earnings crediting decisions for 2025.

Methods / Policies

Actuarial Cost Method: Entry Age Normal, adopted effective December 31, 2012.

UAL Amortization: The UAL for OPSRP and Retiree Health Care as of December 31, 2007 were amortized as a level percentage of combined valuation payroll over a closed 16-year period for OPSRP and a closed 10-year period for Retiree Health Care. For the Tier One/Tier Two UAL, the amortization period was reset at 20 years as of December 31, 2013. Senate Bill 1049 was signed into law in June 2019 and requires a one-time re-amortization of Tier One/Tier Two UAL over a closed 22-year period at the December 31, 2019 rate-setting valuation which will set actuarially determined contribution rates for the 2021-2023 biennium. Gains and losses between subsequent odd-year valuations are amortized as a level percentage of combined valuation payroll over the amortization period (20 years for Tier One/Tier Two, 16 years for OPSRP, 10 years for Retiree Health Care) from the odd-year valuation in which they are first recognized.

For the Retiree Health Care programs (RHIA and RHIPA), beginning with the December 31, 2021 rate-setting valuation the amortization policy when a program is over 100% funded status will be to amortize the actuarial surplus over Tier One/Tier Two payroll using a rolling 20-year amortization basis. The resulting negative UAL Rate will offset the normal cost rate for the program, but not below 0.0%. If either program subsequently fell below 100%, the UAL would be amortized over combined payroll following the 10-year closed, layered amortization policy.

Actuarial Basis

Methods / Policies (cont'd)

Contribution rate stabilization method: The UAL Rate contribution rate component for a rate pool (e.g. Tier One/Tier Two SLGRP, Tier One/Tier Two School Districts, OPSRP) is confined to a collared range based on the prior biennium's collared UAL Rate contribution rate component (prior to consideration of side account offsets, SLGRP transition liability or surplus rates, or pre-SLGRP liability rate charges or offsets).

Collar Width: the rate pool's new UAL Rate contribution rate component will generally not increase or decrease from the prior biennium's collared UAL Rate contribution rate component by more than the following amount:

- Tier One/Tier Two SLGRP and Tier One/Tier Two School District Pool: 3% of payroll
- OPSRP: 1% of payroll
- Tier One/Tier Two rates for independent employers: greater of 4% of payroll or one-third of the difference between the collared and uncollared UAL Rate at the prior rate-setting valuation. In addition, the UAL Rate will not be allowed to be less than 0.00% of payroll for any Tier One/Tier Two independent employer with a funded status (excluding side accounts) less than 100%.

UAL Rate decrease restrictions**:** the UAL Rate for any rate pool will not be allowed to decrease if the pool's funded status is 87% (excluding side accounts) or lower; the allowable decrease will phase into the full collar width from 87% funded to 90% funded.

The contribution rate stabilization method is considered an output smoothing method which results in a reasonable relationship between the smoothed contribution and the corresponding actuarially determined contribution without output smoothing.

Expenses: System-wide administration expenses are assumed to be equal to $72.0M. The assumed expenses are allocated between Tier One/Tier Two and OPSRP based on projected payroll and are added to the respective normal costs.

Actuarial Value of Assets: Equal to Market Value of Assets excluding Contingency and Tier One Rate Guarantee Reserves. The Tier One Rate Guarantee Reserve is not excluded from assets if it is negative (i.e., in deficit status). The Actuarial Value of Assets includes the value of Employee Pension Stability Accounts (EPSA).

Actuarial Basis

Methods / Policies (cont'd)

Actuarially Determined Contribution (ADC)*:* The contribution determined by the plan's funding policy is expected to exceed the normal cost, plus interest on the unfunded actuarial accrued liability. Presuming that all actuarial assumptions are realized and that the plan sponsor makes contributions anticipated by the funding policy, the unfunded actuarial accrued liability is expected to be fully amortized no later than 20 years after the contribution rates determined in this valuation take effect. The funding policy is consistent with the plan accumulating assets adequate to make benefit payments when due. Actuarial standards require the actuary to calculate and disclose a "Reasonable ADC", which considers that the actuarial methods and actuarial assumptions are in compliance with Actuarial Standards of Practice. Based on the assumptions and methods used in this report, we believe the ADC is reasonable in accordance with actuarial standards. In our opinion, the ADC reflects a balance among benefit security for plan members, intergenerational equity among stakeholders, and stability of periodic costs.

We considered reflecting the 18-month delay between the rate-setting valuation date and the July 1 date on which newly adopted rates first take effect. The effect of the contribution time lag is not reflected for regular UAL amortizations but is reflected for amortization of side accounts and Pre-SLGRP amounts. Please see the 2024 Experience Study for the discussion and rationale for this methodology.

Assumptions

Assumptions for valuation calculations are as described in the 2024 Experience Study for Oregon PERS and presented to the PERS Board in July 2025.

Provisions

Provisions valued are as detailed in the 2025 Valuation Report.

Summary of PERS Employer Contribution Rates

Rates shown reflect the effect of side account rate offsets and retiree healthcare contributions, and exclude contributions to the IAP and debt service for pension obligation bonds.

Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27			Net Employer Contribution Rate 7/1/27 - 6/30/29		
		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	Independent Employers						
	City						
2167	City of Athena	21.80%	21.85%	27.12%	26.56%	25.67%	31.19%
2106	City of Beaverton	34.33%	28.59%	33.86%	36.48%	30.88%	36.40%
2107	City of Bend	25.66%	19.43%	24.70%	26.43%	20.49%	26.01%
2149	City of Canyonville	24.60%	18.90%	24.17%	24.17%	18.72%	24.24%
2186	City of Chiloquin	17.03%	12.57%	17.84%	18.33%	12.88%	18.40%
2162	City of Clatskanie	16.02%	12.33%	17.60%	28.04%	22.59%	28.11%
2152	City of Coos Bay	39.30%	27.55%	32.82%	42.52%	31.37%	36.89%
2165	City of Cornelius	29.15%	26.34%	31.61%	30.92%	28.66%	34.18%
2127	City of Cottage Grove	43.64%	30.85%	36.12%	41.36%	32.97%	38.49%
2257	City of Culver	38.95%	33.91%	39.18%	39.18%	33.73%	39.25%
2262	City of Dufur	29.11%	23.41%	28.68%	28.68%	23.23%	28.75%
2282	City of Eagle Point	33.64%	27.94%	33.21%	37.21%	31.76%	37.28%
2111	City of Eugene	32.05%	27.22%	32.49%	32.64%	27.46%	32.98%
2112	City of Forest Grove	19.53%	12.95%	18.22%	18.09%	12.77%	18.29%
2248	City of Fossil	23.85%	18.15%	23.42%	20.73%	15.28%	20.80%
2309	City of Gearhart	27.50%	23.71%	28.98%	31.44%	27.53%	33.05%
2264	City of Gervais	32.08%	25.81%	31.08%	26.27%	25.63%	31.15%
2250	City of Gold Beach	25.23%	18.55%	23.82%	31.36%	22.37%	27.89%
2114	City of Gresham	33.22%	25.80%	31.07%	39.60%	32.48%	38.00%
2115	City of Hillsboro	28.31%	22.74%	28.01%	27.75%	22.69%	28.21%
2222	City of Jacksonville	32.12%	29.06%	34.33%	31.38%	28.88%	34.40%
2232	City of Joseph	12.45%	13.78%	19.05%	16.69%	11.24%	16.76%
2279	City of Keizer	35.21%	25.84%	31.11%	38.29%	29.66%	35.18%
2283	City of Maupin	27.14%	21.44%	26.71%	30.71%	25.26%	30.78%
2246	City of Merrill	N/A	N/A	N/A	32.24%	26.79%	32.31%
2195	City of Metolius	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2290	City of Molalla	21.12%	15.03%	20.30%	21.97%	15.76%	21.28%
2174	City of Mt Angel	20.02%	19.83%	25.10%	23.71%	23.37%	28.89%
2118	City of Ontario	32.42%	25.08%	30.35%	35.02%	28.46%	33.98%
2218	City of Prairie City	33.14%	33.68%	38.95%	42.95%	37.50%	43.02%
2146	City of Prineville	22.30%	18.33%	23.60%	22.98%	19.18%	24.70%
2297	City of Rainier	34.06%	23.74%	29.01%	32.73%	23.56%	29.08%
2101	City of Salem	30.29%	24.02%	29.29%	35.36%	29.00%	34.52%
2219	City of Sheridan	25.85%	22.64%	27.91%	26.16%	24.45%	29.97%
2213	City of Stanfield	20.06%	12.33%	17.60%	21.16%	12.60%	18.12%
2129	City of Sweet Home	27.74%	17.66%	22.93%	30.33%	21.86%	27.38%
2261	City of Waldport	21.36%	18.61%	23.88%	20.05%	18.43%	23.95%

Summary of PERS Employer Contribution Rates

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		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	Independent Employers						
	City						
2189	City of Willamina	4.89%	3.85%	9.12%	5.17%	4.25%	9.77%
2253	Town of Butte Falls	26.67%	20.97%	26.24%	28.17%	22.72%	28.24%
	County						
2001	Clackamas County	30.21%	25.95%	31.22%	29.79%	25.77%	31.29%
2002	Curry County	37.09%	32.86%	38.13%	41.23%	36.68%	42.20%
2003	Douglas County	46.99%	39.68%	44.95%	45.14%	39.50%	45.02%
2006	Jefferson County	18.60%	12.85%	18.12%	20.43%	12.91%	18.43%
2008	Lane County	16.45%	11.67%	16.94%	16.95%	13.06%	18.58%
2014	Linn County	34.86%	29.19%	34.46%	35.34%	29.95%	35.47%
2039	Malheur County	27.81%	22.47%	27.74%	26.65%	22.29%	27.81%
2897	Morrow County	17.38%	11.68%	16.95%	9.57%	12.05%	17.57%
2037	Polk County	28.91%	23.73%	29.00%	28.26%	23.55%	29.07%
2052	Tillamook County	N/A	N/A	N/A	18.18%	12.73%	18.25%
2050	Wallowa County	22.27%	16.57%	21.84%	25.59%	20.14%	25.66%
2015	Yamhill County	23.99%	18.94%	24.21%	24.80%	18.94%	24.46%
	Special Districts						
2898	Adair Rural Fire Protection District	17.89%	12.19%	17.46%	16.77%	11.32%	16.84%
2664	Applegate Valley Rural Fire Protection District #9	36.15%	27.20%	32.47%	39.16%	31.68%	37.20%
2702	Banks Fire District #13	24.42%	22.12%	27.39%	17.51%	21.94%	27.46%
2596	Bend Parks & Recreation	19.85%	17.27%	22.54%	20.68%	20.46%	25.98%
2648	Black Butte Ranch Rural Fire Protection District	23.30%	12.69%	17.96%	33.00%	23.55%	29.07%
2833	Boardman Fire & Rescue District	23.18%	17.48%	22.75%	29.76%	17.30%	22.82%
2779	Brownsville Rural Fire Protection District	N/A	N/A	N/A	29.53%	15.29%	20.81%
2890	Central Cascades Fire & EMS	18.27%	12.57%	17.84%	17.84%	12.39%	17.91%
2403	Central Coos Fire and Rescue	30.74%	25.04%	30.31%	30.07%	28.86%	34.38%
2678	Central Oregon Regional Housing Authority	16.55%	15.41%	20.68%	15.95%	15.41%	20.93%
2645	Chiloquin Agency Lake Rural Fire Protection District	24.97%	20.50%	25.77%	25.77%	20.32%	25.84%
2693	City-County Insurance Services	18.28%	18.07%	23.34%	18.32%	18.36%	23.88%
2518	Clackamas County Housing Authority	23.23%	20.34%	25.61%	23.81%	21.49%	27.01%
2870	Clackamas River Water Providers	15.59%	17.12%	22.39%	15.82%	16.94%	22.46%
2679	Columbia River People's Utility District	26.69%	25.73%	31.00%	28.49%	27.11%	32.63%
2828	Deschutes Public Library District	19.88%	17.28%	22.55%	20.00%	17.10%	22.62%
2527	Deschutes Valley Water District	29.60%	24.79%	30.06%	31.32%	29.39%	34.91%
2743	Douglas Soil & Water Conservation District	19.48%	13.78%	19.05%	18.64%	13.19%	18.71%
2529	East Fork Irrigation District	20.03%	17.74%	23.01%	24.73%	22.53%	28.05%
2410	East Umatilla Fire and Rescue	N/A	N/A	N/A	15.68%	12.56%	18.08%
2618	Estacada Cemetery District	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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	Independent Employers						
	Special Districts						
2623	Evans Valley Fire District #6	22.50%	16.80%	22.07%	37.55%	20.15%	25.67%
2785	Fern Ridge Community Library	22.66%	16.96%	22.23%	22.44%	16.99%	22.51%
2608	Gaston Rural Fire Protection District	24.96%	19.26%	24.53%	25.08%	19.63%	25.15%
2400	Gilliam County Fire Services	18.27%	12.57%	17.84%	17.84%	12.39%	17.91%
2891	Grant County Emergency Communications Agency	19.48%	13.78%	19.05%	19.19%	13.74%	19.26%
2698	Halsey Shedd Rural Fire Protection District	29.33%	25.95%	31.22%	30.16%	27.94%	33.46%
2771	Harbor Water PUD	30.62%	24.92%	30.19%	34.19%	28.74%	34.26%
2717	Ice Fountain Water District	32.31%	26.61%	31.88%	35.88%	30.43%	35.95%
2556	Jackson County Fire District #5	43.96%	33.35%	38.62%	58.29%	37.17%	42.69%
2575	Jefferson County Fire & EMS	15.92%	12.28%	17.55%	20.58%	11.56%	17.08%
2841	Jefferson County Soil & Water Conservation District	14.29%	13.07%	18.34%	13.49%	11.74%	17.26%
2809	Juntura Road District #4	27.41%	21.71%	26.98%	29.94%	24.49%	30.01%
2646	Keno Rural Fire Protection District	55.42%	32.07%	37.34%	70.84%	44.35%	49.87%
2402	Kernville Gleneden Beach Lincoln Beach Water District	18.27%	12.57%	17.84%	17.81%	12.36%	17.88%
2515	Klamath County Fire District #1	51.04%	42.13%	47.40%	51.10%	41.95%	47.47%
2760	Knappa Svensen Burnside Rural Fire Protection District	69.99%	61.26%	66.53%	70.07%	61.08%	66.60%
2881	Lake Chinook Fire and Rescue District	18.26%	12.56%	17.83%	17.82%	12.37%	17.89%
2644	Lakeside Water District	13.57%	10.56%	15.83%	9.43%	6.38%	11.90%
2751	Lane Regional Air Protection Agency	18.27%	12.57%	17.84%	11.65%	12.39%	17.91%
2521	League of Oregon Cities	27.09%	27.21%	32.48%	26.92%	27.03%	32.55%
2597	Mapleton Water District	27.59%	21.89%	27.16%	31.16%	25.71%	31.23%
2877	Mid-Columbia Fire and Rescue V1-801	14.44%	13.33%	18.60%	11.43%	13.15%	18.67%
2861	Mt Angel Fire District	23.29%	13.79%	19.06%	22.66%	17.21%	22.73%
2724	Nehalem Bay Wastewater Agency	28.02%	22.32%	27.59%	29.72%	24.27%	29.79%
2740	Neskowin Regional Sanitary Authority	8.10%	2.40%	7.67%	8.00%	2.55%	8.07%
2655	North Bay Rural Fire Protection District	36.06%	30.36%	35.63%	31.63%	26.18%	31.70%
2835	North Clackamas County Water Commission	26.39%	20.69%	25.96%	21.20%	15.75%	21.27%
2404	North Gilliam County Health District	N/A	N/A	N/A	17.84%	12.39%	17.91%
2637	Northeast Oregon Housing Authority	29.82%	24.12%	29.39%	33.39%	27.94%	33.46%
2550	Nyssa Road Assessment District #2	33.49%	30.99%	36.26%	29.46%	26.27%	31.79%
2685	Oregon Community College Association	18.08%	16.57%	21.84%	23.91%	20.39%	25.91%
2876	Oregon Municipal Electric Utilities Association	18.45%	12.75%	18.02%	18.04%	12.59%	18.11%
2533	Owyhee Irrigation District	31.37%	25.58%	30.85%	30.47%	25.40%	30.92%
2688	Polk County Fire District #1	32.49%	23.30%	28.57%	33.16%	24.57%	30.09%
2613	Polk Soil & Water Conservation District	22.05%	16.35%	21.62%	21.62%	16.17%	21.69%
2507	Port of Astoria	16.16%	14.52%	19.79%	15.31%	13.41%	18.93%
2633	Port of Cascade Locks	23.21%	18.79%	24.06%	28.06%	22.61%	28.13%

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	Independent Employers						
	Special Districts						
2570	Port of Columbia County	12.27%	12.69%	17.96%	11.89%	12.43%	17.95%
2788	Port of Hood River	11.13%	13.60%	18.87%	10.77%	13.96%	19.48%
2581	Port of Umatilla	22.57%	16.48%	21.75%	19.55%	12.30%	17.82%
2689	Redmond Area Park & Recreation District	19.98%	17.01%	22.28%	20.09%	16.83%	22.35%
2409	Riddle Fire Protection District	N/A	N/A	N/A	17.84%	12.39%	17.91%
2672	Rockwood Water PUD	25.26%	23.30%	28.57%	23.98%	23.12%	28.64%
2411	Rogue Valley Sewer Services	N/A	N/A	N/A	16.52%	12.38%	17.90%
2747	Salem Housing Authority	28.62%	26.33%	31.60%	28.06%	26.15%	31.67%
2885	Siletz Rural Fire Protection District	N/A	N/A	N/A	16.93%	11.48%	17.00%
2401	South Clackamas Transportation District	18.27%	12.57%	17.84%	17.84%	12.39%	17.91%
2859	South Lane County Fire and Rescue	37.06%	25.98%	31.25%	39.66%	29.80%	35.32%
2803	Southwestern Polk County Rural Fire Protection District	10.79%	10.81%	16.08%	11.16%	10.67%	16.19%
2845	Sunrise Water Authority	11.85%	10.96%	16.23%	13.14%	12.04%	17.56%
2643	Sweet Home Cemetery	19.04%	11.55%	16.82%	20.82%	15.37%	20.89%
2722	Tillamook 9-1-1	22.08%	22.37%	27.64%	23.91%	23.98%	29.50%
2821	Tillamook County Soil and Water Conservation District	15.66%	13.25%	18.52%	13.31%	10.26%	15.78%
2783	Tillamook Fire District	23.40%	17.70%	22.97%	26.03%	20.58%	26.10%
2865	Tri-County Cooperative Weed Management Area	19.36%	13.66%	18.93%	18.54%	13.09%	18.61%
2610	Turner Fire District	50.96%	17.83%	23.10%	27.10%	21.65%	27.17%
2887	Umatilla County Fire District #1	33.71%	24.77%	30.04%	34.12%	24.59%	30.11%
2874	Umatilla-Morrow Radio and Data District	18.20%	17.59%	22.86%	18.44%	17.41%	22.93%
2536	Valley View Cemetery	2.22%	0.00%	1.74%	0.00%	0.00%	0.00%
2797	Vernonia Fire	13.47%	11.79%	17.06%	16.25%	10.80%	16.32%
2796	West Side Rural Fire Protection District	25.17%	16.57%	21.84%	25.04%	16.39%	21.91%
2714	Winchester Bay Sanitary District	21.65%	15.29%	20.56%	19.10%	11.54%	17.06%
2878	Yamhill Fire Protection District	15.12%	12.48%	17.75%	14.12%	12.24%	17.76%

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	Judiciary - member redirect offset does not apply						
2099	State Judiciary	33.71%	N/A	N/A	36.68%	N/A	N/A

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	School Districts - 2025-2027 rates reflect 1.68% offset for SB 849. 2027-2029 rates reflect estimated 1.37% offset for SB 849.						
	School						
4404	Alliance Charter Academy	26.75%	23.57%	28.84%	26.06%	23.47%	28.99%
4306	Amity School District	11.79%	8.61%	13.88%	27.18%	24.59%	30.11%
3446	Ashwood School	18.01%	14.83%	20.10%	25.11%	22.52%	28.04%
3003	Baker School District #5J	18.58%	15.40%	20.67%	21.78%	19.19%	24.71%
4035	Banks School District	25.06%	21.88%	27.15%	27.56%	24.97%	30.49%
4062	Beaverton School District	21.43%	18.25%	23.52%	25.75%	23.16%	28.68%
3291	Bend-La Pine Public Schools	21.64%	18.46%	23.73%	27.48%	24.89%	30.41%
3510	Bethel School District	16.55%	13.37%	18.64%	16.24%	13.65%	19.17%
3451	Black Butte School District	24.56%	21.38%	26.65%	21.41%	18.82%	24.34%
3283	Brookings-Harbor School District #17C	14.05%	10.87%	16.14%	27.56%	24.97%	30.49%
3320	Camas Valley School District #21	26.55%	23.37%	28.64%	25.96%	23.37%	28.89%
4333	Canby School District	15.41%	12.23%	17.50%	27.56%	24.97%	30.49%
4334	Cascade School District #5	21.30%	18.12%	23.39%	27.56%	24.97%	30.49%
3859	Central School District #13J	19.33%	16.15%	21.42%	27.56%	24.97%	30.49%
4259	Clackamas Education Service District	24.25%	21.07%	26.34%	27.56%	24.97%	30.49%
3179	Clatsop County School District #1C	13.25%	10.07%	15.34%	27.56%	24.97%	30.49%
3116	Colton School District #53	26.63%	23.45%	28.72%	26.13%	23.54%	29.06%
3242	Coos Bay School District #9	23.00%	19.82%	25.09%	27.56%	24.97%	30.49%
3039	Corvallis School District #509J	20.64%	17.46%	22.73%	25.65%	23.06%	28.58%
3970	Cove School District	26.04%	22.86%	28.13%	23.50%	20.91%	26.43%
3502	Creswell School District #40	23.84%	20.66%	25.93%	27.56%	24.97%	30.49%
3274	Crook County School District	18.60%	15.42%	20.69%	27.56%	24.97%	30.49%
3850	Dallas School District	15.98%	12.80%	18.07%	13.53%	10.94%	16.46%
3843	David Douglas School District	25.29%	22.11%	27.38%	27.56%	24.97%	30.49%
4291	Dayton Public Schools	11.33%	8.15%	13.42%	27.43%	24.84%	30.36%
4237	Douglas Education Service District	26.34%	23.16%	28.43%	27.56%	24.97%	30.49%
4012	Dufur Schools	27.70%	24.52%	29.79%	27.28%	24.69%	30.21%
3927	Echo School District	13.56%	10.38%	15.65%	19.55%	16.96%	22.48%
4323	Estacada School District #108	22.28%	19.10%	24.37%	27.56%	24.97%	30.49%
3473	Eugene School District 4J	25.04%	21.86%	27.13%	27.56%	24.97%	30.49%
3887	Falls City School District	25.55%	22.37%	27.64%	27.56%	24.97%	30.49%
3494	Fern Ridge School District	15.92%	12.74%	18.01%	27.56%	24.97%	30.49%
4405	Forest Grove Community School	27.49%	24.31%	29.58%	27.09%	24.50%	30.02%
4313	Forest Grove School District	21.90%	18.72%	23.99%	25.88%	23.29%	28.81%
4034	Gaston Public Schools	16.99%	13.81%	19.08%	27.56%	24.97%	30.49%
4329	Gervais School District #1	2.32%	0.00%	4.41%	24.30%	21.71%	27.23%
3160	Gladstone School District #115	17.27%	14.09%	19.36%	27.56%	24.97%	30.49%

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	School Districts - 2025-2027 rates reflect 1.68% offset for SB 849. 2027-2029 rates reflect estimated 1.37% offset for SB 849.						
	School						
3316	Glide School District #12	22.67%	19.49%	24.76%	27.56%	24.97%	30.49%
4219	Grant County Education Service District	25.53%	22.35%	27.62%	25.57%	22.98%	28.50%
4260	Greater Albany School District #8J	21.82%	18.64%	23.91%	27.56%	24.97%	30.49%
4332	Gresham-Barlow School District #10	19.04%	15.86%	21.13%	27.17%	24.58%	30.10%
4326	Harney County School District #3	0.00%	0.00%	0.00%	27.56%	24.97%	30.49%
4258	Hermiston School District #8R	14.04%	10.86%	16.13%	18.11%	15.52%	21.04%
4252	High Desert Education Service District	24.58%	21.40%	26.67%	27.30%	24.71%	30.23%
4341	Hillsboro School District #1J	21.71%	18.53%	23.80%	25.69%	23.10%	28.62%
3409	Hood River County School District	21.48%	18.30%	23.57%	27.56%	24.97%	30.49%
4223	InterMountain Education Service District	18.01%	14.83%	20.10%	21.65%	19.06%	24.58%
4220	Jefferson County Education Service District	15.78%	12.60%	17.87%	14.15%	11.56%	17.08%
3729	Jefferson School District #14Cj	11.78%	8.60%	13.87%	27.56%	24.97%	30.49%
4315	John Day School District	21.41%	18.23%	23.50%	27.56%	24.97%	30.49%
3520	Junction City School District #69	17.23%	14.05%	19.32%	16.54%	13.95%	19.47%
3965	La Grande Public Schools	11.09%	7.91%	13.18%	19.09%	16.50%	22.02%
3461	Lake County School District #7	16.47%	13.29%	18.56%	16.64%	14.05%	19.57%
4268	Lake Oswego School District	21.38%	18.20%	23.47%	27.56%	24.97%	30.49%
4276	Lane County Education Service District	26.03%	22.85%	28.12%	27.56%	24.97%	30.49%
3579	Lincoln County School District	0.00%	0.00%	0.00%	27.56%	24.97%	30.49%
3447	Madras School District	17.10%	13.92%	19.19%	19.49%	16.90%	22.42%
4142	McMinnville Schools	21.65%	18.47%	23.74%	27.56%	24.97%	30.49%
4288	Medford School District #549C	24.53%	21.35%	26.62%	27.56%	24.97%	30.49%
4335	Milton-Freewater Unified School District #7	6.12%	2.94%	8.21%	23.06%	20.47%	25.99%
4423	Molalla River Academy	27.19%	24.01%	29.28%	26.44%	23.85%	29.37%
4331	Molalla River School District	5.07%	1.89%	7.16%	27.56%	24.97%	30.49%
4340	Monroe School District #1J	18.97%	15.79%	21.06%	27.56%	24.97%	30.49%
3372	Monument School District #8	12.99%	9.81%	15.08%	11.97%	9.38%	14.90%
3809	Morrow County Schools	18.59%	15.41%	20.68%	20.98%	18.39%	23.91%
4238	Multnomah Education Service District	11.99%	8.81%	14.08%	17.68%	15.09%	20.61%
4336	Nestucca Valley School District #101	24.65%	21.47%	26.74%	27.56%	24.97%	30.49%
4135	Newberg School District #29Jt	14.49%	11.31%	16.58%	27.56%	24.97%	30.49%
3245	North Bend Public Schools	20.85%	17.67%	22.94%	27.56%	24.97%	30.49%
4321	North Clackamas School District #12	19.90%	16.72%	21.99%	23.51%	20.92%	26.44%
3321	North Douglas School District #22	25.40%	22.22%	27.49%	25.47%	22.88%	28.40%
3463	North Lake School District #14	27.12%	23.94%	29.21%	26.85%	24.26%	29.78%
3730	North Marion School District #15	10.29%	7.11%	12.38%	19.30%	16.71%	22.23%
4342	North Santiam School District #29J	4.81%	1.63%	6.90%	21.48%	18.89%	24.41%

Summary of PERS Employer Contribution Rates

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Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	Net Employer Contribution Rate 7/1/25 - 6/30/27: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/25 - 6/30/27: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	School Districts - 2025-2027 rates reflect 1.68% offset for SB 849. 2027-2029 rates reflect estimated 1.37% offset for SB 849.						
	School						
4381	North Wasco County School District #21	24.54%	21.36%	26.63%	27.56%	24.97%	30.49%
3307	Oakland School District	26.73%	23.55%	28.82%	26.43%	23.84%	29.36%
3524	Oakridge School District	16.90%	13.72%	18.99%	15.36%	12.77%	18.29%
3684	Ontario School District #8C	22.56%	19.38%	24.65%	27.56%	24.97%	30.49%
3122	Oregon City School District #62	10.77%	7.59%	12.86%	18.85%	16.26%	21.78%
4345	Oregon Trail School District 46	27.63%	24.45%	29.72%	27.19%	24.60%	30.12%
3462	Paisley School District	26.49%	23.31%	28.58%	25.95%	23.36%	28.88%
3820	Parkrose School District	11.80%	8.62%	13.89%	13.61%	11.02%	16.54%
3931	Pendleton School District #16R	12.14%	8.96%	14.23%	27.56%	24.97%	30.49%
3043	Philomath School District #17J	23.29%	20.11%	25.38%	27.56%	24.97%	30.49%
3414	Phoenix-Talent School District	20.97%	17.79%	23.06%	25.37%	22.78%	28.30%
3958	Pilot Rock School District #2R	19.63%	16.45%	21.72%	27.56%	24.97%	30.49%
3470	Pleasant Hill School District	27.55%	24.37%	29.64%	27.12%	24.53%	30.05%
3818	Portland Public Schools	6.92%	3.74%	9.01%	21.07%	18.48%	24.00%
4403	Portland Village School	27.05%	23.87%	29.14%	26.68%	24.09%	29.61%
3370	Prairie City School District #4	23.77%	20.59%	25.86%	23.11%	20.52%	26.04%
4320	Rainier School District #13	17.98%	14.80%	20.07%	27.56%	24.97%	30.49%
4311	Redmond School District #2J	13.33%	10.15%	15.42%	18.42%	15.83%	21.35%
4312	Reedsport School District	21.12%	17.94%	23.21%	27.56%	24.97%	30.49%
3824	Reynolds School District	17.02%	13.84%	19.11%	27.56%	24.97%	30.49%
3847	Riverdale School	19.82%	16.64%	21.91%	27.56%	24.97%	30.49%
3310	Roseburg Public Schools	10.03%	6.85%	12.12%	20.30%	17.71%	23.23%
3735	Salem-Keizer Public Schools	20.83%	17.65%	22.92%	26.25%	23.66%	29.18%
3665	Santiam Canyon School District	19.69%	16.51%	21.78%	27.56%	24.97%	30.49%
3000	School Districts	28.02%	24.84%	30.11%	27.56%	24.97%	30.49%
3647	Scio School District #95C	23.86%	20.68%	25.95%	21.73%	19.14%	24.66%
3187	Seaside Schools	20.58%	17.40%	22.67%	27.56%	24.97%	30.49%
4440	Sheridan Allprep Academy	27.10%	23.92%	29.19%	26.86%	24.27%	29.79%
4144	Sheridan School District #48J	27.17%	23.99%	29.26%	26.82%	24.23%	29.75%
4337	Sherman County School District	20.88%	17.70%	22.97%	22.14%	19.55%	25.07%
4317	Sherwood School District #88J	24.41%	21.23%	26.50%	27.56%	24.97%	30.49%
4270	Silver Falls School District	14.15%	10.97%	16.24%	17.55%	14.96%	20.48%
3296	Sisters School District	19.48%	16.30%	21.57%	27.56%	24.97%	30.49%
3537	Siuslaw School District #97J	23.16%	19.98%	25.25%	27.56%	24.97%	30.49%
3506	South Lane School District	5.49%	2.31%	7.58%	19.54%	16.95%	22.47%
3319	South Umpqua School District	0.00%	0.00%	0.00%	27.56%	24.97%	30.49%
3487	Springfield School District #19	10.89%	7.71%	12.98%	18.02%	15.43%	20.95%

Summary of PERS Employer Contribution Rates

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Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27			Net Employer Contribution Rate 7/1/27 - 6/30/29		
		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	School Districts - 2025-2027 rates reflect 1.68% offset for SB 849. 2027-2029 rates reflect estimated 1.37% offset for SB 849.						
	School						
4279	St Helens School District #502	13.16%	9.98%	15.25%	27.56%	24.97%	30.49%
3942	Stanfield School District	16.21%	13.03%	18.30%	27.56%	24.97%	30.49%
3353	Sutherlin School District #130	13.32%	10.14%	15.41%	27.56%	24.97%	30.49%
3618	Sweet Home School District #55	11.22%	8.04%	13.31%	24.28%	21.69%	27.21%
4380	The Emerson School	26.70%	23.52%	28.79%	26.24%	23.65%	29.17%
4338	Three Rivers U J School District	18.97%	15.79%	21.06%	27.56%	24.97%	30.49%
4316	Tigard-Tualatin School District #23J	25.65%	22.47%	27.74%	27.56%	24.97%	30.49%
3902	Tillamook Public Schools	6.13%	2.95%	8.22%	22.09%	19.50%	25.02%
3928	Umatilla School District #6R	18.67%	15.49%	20.76%	22.09%	19.50%	25.02%
3966	Union County School District	22.69%	19.51%	24.78%	27.56%	24.97%	30.49%
3195	Warrenton-Hammond School District	23.54%	20.36%	25.63%	27.56%	24.97%	30.49%
3075	West Linn School District	14.33%	11.15%	16.42%	17.26%	14.67%	20.19%
4254	Willamette Education Service District	23.41%	20.23%	25.50%	27.56%	24.97%	30.49%
4314	Willamina School District #30J	24.83%	21.65%	26.92%	27.28%	24.69%	30.21%
3349	Winston-Dillard Schools	0.00%	0.00%	1.52%	27.56%	24.97%	30.49%
4166	Yamhill-Carlton School District #1	0.00%	0.00%	0.00%	27.56%	24.97%	30.49%

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	SLGRP (Default Tier One/Tier Two Rates)						
	CC						
2901	Blue Mountain Community College	12.35%	9.74%	15.01%	27.38%	25.14%	30.66%
2999	Central Oregon Community College	22.98%	20.37%	25.64%	27.38%	25.14%	30.66%
2919	Chemeketa Community College	7.79%	5.18%	10.45%	20.83%	18.59%	24.11%
2908	Clackamas Community College	11.94%	9.33%	14.60%	19.61%	17.37%	22.89%
2900	Clatsop Community College	18.99%	16.38%	21.65%	27.38%	25.14%	30.66%
2996	Columbia Gorge Community College	23.67%	21.06%	26.33%	27.38%	25.14%	30.66%
2906	Klamath Community College	27.92%	25.31%	30.58%	27.38%	25.14%	30.66%
2904	Lane Community College	2.26%	0.00%	4.92%	18.71%	16.47%	21.99%
2910	Linn-Benton Community College	18.34%	15.73%	21.00%	27.38%	25.14%	30.66%
2905	Mt Hood Community College	6.44%	3.83%	9.10%	20.39%	18.15%	23.67%
2995	Oregon Coast Community College	23.43%	20.82%	26.09%	27.38%	25.14%	30.66%
2918	Portland Community College	9.67%	7.06%	12.33%	19.33%	17.09%	22.61%
2922	Rogue Community College	8.37%	5.76%	11.03%	19.01%	16.77%	22.29%
2998	Southwestern Community College	12.71%	10.10%	15.37%	27.38%	25.14%	30.66%
2997	Tillamook Bay Community College	28.17%	25.56%	30.83%	27.38%	25.14%	30.66%
2902	Treasure Valley Community College	8.75%	6.14%	11.41%	27.38%	25.14%	30.66%
2903	Umpqua Community College	10.68%	8.07%	13.34%	19.75%	17.51%	23.03%
	City						
2258	City of Adair Village	28.67%	24.57%	29.84%	28.06%	24.48%	30.00%
2103	City of Albany	29.16%	23.50%	28.77%	28.65%	23.76%	29.28%
2235	City of Amity	21.63%	16.09%	21.36%	30.08%	24.85%	30.37%
2104	City of Ashland	30.15%	24.72%	29.99%	29.26%	24.65%	30.17%
2105	City of Astoria	31.79%	25.45%	30.72%	30.49%	24.92%	30.44%
2234	City of Aumsville	29.97%	23.01%	28.28%	30.65%	23.41%	28.93%
2272	City of Aurora	26.83%	22.73%	28.00%	23.54%	22.09%	27.61%
2159	City of Baker City	29.30%	24.12%	29.39%	28.34%	24.19%	29.71%
2150	City of Bandon	27.10%	24.36%	29.63%	26.27%	24.39%	29.91%
2231	City of Banks	27.05%	22.95%	28.22%	27.95%	24.37%	29.89%
2241	City of Bay City	25.98%	24.35%	29.62%	25.87%	24.42%	29.94%
2178	City of Boardman	25.12%	19.62%	24.89%	22.34%	20.89%	26.41%
2216	City of Brookings	30.35%	23.95%	29.22%	33.66%	24.19%	29.71%
2204	City of Burns	24.92%	20.82%	26.09%	25.17%	23.72%	29.24%
2109	City of Canby	26.87%	21.65%	26.92%	26.25%	22.45%	27.97%
2223	City of Cannon Beach	28.13%	23.83%	29.10%	28.46%	23.93%	29.45%
2198	City of Carlton	25.38%	23.75%	29.02%	27.95%	24.37%	29.89%
2182	City of Cascade Locks	36.58%	31.06%	36.33%	34.17%	29.22%	34.74%
2194	City of Cave Junction	29.67%	24.13%	29.40%	27.73%	24.15%	29.67%

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	SLGRP (Default Tier One/Tier Two Rates)						
	City						
2181	City of Central Point	27.49%	23.99%	29.26%	27.27%	23.84%	29.36%
2201	City of Coburg	25.55%	23.92%	29.19%	25.03%	23.58%	29.10%
2271	City of Columbia City	35.63%	24.42%	29.69%	35.35%	24.41%	29.93%
2177	City of Condon	25.04%	23.41%	28.68%	24.62%	23.17%	28.69%
2110	City of Coquille	32.87%	25.00%	30.27%	31.00%	25.03%	30.55%
2155	City of Corvallis	24.90%	19.90%	25.17%	26.57%	22.38%	27.90%
2236	City of Creswell	26.95%	24.52%	29.79%	25.72%	24.27%	29.79%
2202	City of Dallas	28.91%	24.05%	29.32%	29.41%	24.16%	29.68%
2252	City of Dayton	27.51%	23.41%	28.68%	26.76%	23.18%	28.70%
2294	City of Depoe Bay	29.97%	24.43%	29.70%	28.57%	24.39%	29.91%
2131	City of Drain	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2245	City of Dundee	23.89%	22.26%	27.53%	23.90%	22.45%	27.97%
2299	City of Dunes City	24.89%	20.79%	26.06%	27.17%	23.59%	29.11%
2269	City of Durham	28.14%	24.04%	29.31%	27.36%	23.78%	29.30%
2225	City of Echo	33.91%	28.37%	33.64%	31.91%	28.33%	33.85%
2205	City of Elgin	12.37%	10.74%	16.01%	0.90%	0.00%	4.95%
2305	City of Elkton	26.09%	24.46%	29.73%	25.88%	24.43%	29.95%
2180	City of Enterprise	26.63%	25.00%	30.27%	26.28%	24.83%	30.35%
2179	City of Estacada	26.20%	24.57%	29.84%	25.89%	24.44%	29.96%
2208	City of Fairview	18.98%	17.35%	22.62%	24.30%	22.85%	28.37%
2224	City of Falls City	27.19%	23.09%	28.36%	34.79%	23.85%	29.37%
2291	City of Florence	25.41%	21.49%	26.76%	26.60%	22.31%	27.83%
2220	City of Garibaldi	29.47%	25.37%	30.64%	28.43%	24.85%	30.37%
2242	City of Gaston	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2304	City of Gladstone	25.29%	22.14%	27.41%	26.40%	23.94%	29.46%
2274	City of Gold Hill	17.93%	16.30%	21.57%	22.89%	21.44%	26.96%
2113	City of Grants Pass	29.51%	23.23%	28.50%	29.72%	23.11%	28.63%
2284	City of Halsey	23.95%	22.32%	27.59%	23.00%	21.55%	27.07%
2296	City of Happy Valley	23.15%	21.52%	26.79%	23.15%	21.70%	27.22%
2268	City of Harrisburg	25.71%	23.90%	29.17%	25.50%	23.81%	29.33%
2193	City of Heppner	1.10%	0.00%	2.27%	28.00%	24.42%	29.94%
2160	City of Hermiston	29.78%	24.57%	29.84%	28.77%	24.56%	30.08%
2226	City of Hines	33.59%	24.05%	29.32%	27.85%	24.27%	29.79%
2138	City of Hood River	27.72%	20.58%	25.85%	27.65%	21.02%	26.54%
2196	City of Hubbard	30.30%	24.75%	30.02%	29.83%	24.60%	30.12%
2191	City of Huntington	62.12%	58.02%	63.29%	63.27%	59.69%	65.21%
2267	City of Independence	27.49%	23.48%	28.75%	27.40%	23.84%	29.36%

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	SLGRP (Default Tier One/Tier Two Rates)						
	City						
2266	City of Irrigon	25.24%	23.61%	28.88%	25.43%	23.98%	29.50%
2211	City of Jefferson	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2229	City of John Day	11.84%	7.74%	13.01%	7.14%	3.56%	9.08%
2256	City of Jordan Valley	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2199	City of Junction City	27.65%	24.11%	29.38%	27.50%	24.25%	29.77%
2287	City of King City	33.55%	24.00%	29.27%	33.48%	24.01%	29.53%
2148	City of Klamath Falls	24.54%	18.78%	24.05%	23.62%	18.95%	24.47%
2263	City of La Grande	31.89%	21.71%	26.98%	32.49%	23.02%	28.54%
2233	City of Lafayette	25.23%	23.60%	28.87%	24.60%	23.15%	28.67%
2120	City of Lake Oswego	30.29%	24.50%	29.77%	29.79%	24.40%	29.92%
2244	City of Lakeside	23.02%	18.92%	24.19%	28.00%	24.42%	29.94%
2140	City of Lebanon	28.74%	23.08%	28.35%	28.51%	23.25%	28.77%
2298	City of Lincoln City	22.52%	20.01%	25.28%	22.80%	21.35%	26.87%
2293	City of Lowell	27.89%	23.79%	29.06%	27.03%	23.45%	28.97%
2270	City of Lyons	25.61%	23.98%	29.25%	27.79%	24.21%	29.73%
2170	City of Madras	29.84%	22.35%	27.62%	23.26%	21.81%	27.33%
2247	City of Malin	26.09%	24.46%	29.73%	27.32%	24.42%	29.94%
2281	City of Manzanita	31.36%	24.31%	29.58%	31.02%	24.30%	29.82%
2117	City of McMinnville	28.60%	24.46%	29.73%	28.02%	24.42%	29.94%
2102	City of Medford	25.98%	19.41%	24.68%	31.11%	24.85%	30.37%
2207	City of Mill City	26.13%	24.50%	29.77%	25.94%	24.49%	30.01%
2286	City of Millersburg	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2158	City of Milton-Freewater	27.65%	25.12%	30.39%	26.47%	25.02%	30.54%
2163	City of Milwaukie	26.24%	20.92%	26.19%	28.78%	24.10%	29.62%
2157	City of Monmouth	24.95%	21.27%	26.54%	27.44%	24.15%	29.67%
2209	City of Monroe	19.71%	15.61%	20.88%	28.43%	24.85%	30.37%
2301	City of Moro	27.84%	23.74%	29.01%	27.63%	24.05%	29.57%
2302	City of Mt. Vernon	21.06%	16.96%	22.23%	16.31%	12.73%	18.25%
2197	City of Myrtle Creek	27.05%	22.95%	28.22%	26.46%	22.88%	28.40%
2183	City of Myrtle Point	25.10%	21.98%	27.25%	26.19%	23.42%	28.94%
2777	City of Newberg	28.53%	21.39%	26.66%	29.76%	24.26%	29.78%
2276	City of Newport	32.03%	22.21%	27.48%	32.41%	22.54%	28.06%
2292	City of North Bend	28.42%	22.59%	27.86%	29.32%	23.50%	29.02%
2192	City of North Plains	25.79%	24.16%	29.43%	25.70%	24.25%	29.77%
2166	City of Nyssa	31.84%	23.98%	29.25%	32.61%	24.33%	29.85%
2143	City of Oakland	32.40%	26.86%	32.13%	31.65%	26.42%	31.94%
2168	City of Oakridge	34.87%	26.85%	32.12%	34.96%	27.08%	32.60%

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	SLGRP (Default Tier One/Tier Two Rates)						
	City						
2119	City of Oregon City	25.32%	21.09%	26.36%	27.80%	24.85%	30.37%
2154	City of Pendleton	28.71%	21.10%	26.37%	31.77%	24.42%	29.94%
2187	City of Philomath	21.45%	18.63%	23.90%	22.16%	20.18%	25.70%
2249	City of Phoenix	29.43%	22.54%	27.81%	31.07%	24.35%	29.87%
2161	City of Pilot Rock	29.08%	27.45%	32.72%	28.70%	27.25%	32.77%
2184	City of Port Orford	28.33%	24.23%	29.50%	25.78%	24.33%	29.85%
2121	City of Portland	26.69%	23.79%	29.06%	26.55%	23.99%	29.51%
2122	City of Redmond	29.10%	23.76%	29.03%	29.38%	24.21%	29.73%
2139	City of Reedsport	20.18%	17.57%	22.84%	23.27%	21.10%	26.62%
2260	City of Riddle	23.83%	22.20%	27.47%	25.38%	23.93%	29.45%
2203	City of Rockaway Beach	30.13%	23.83%	29.10%	30.41%	24.27%	29.79%
2251	City of Rogue River	28.42%	24.46%	29.73%	28.09%	24.42%	29.94%
2100	City of Roseburg	30.89%	24.46%	29.73%	30.19%	24.42%	29.94%
2172	City of Sandy	29.47%	24.20%	29.47%	31.58%	24.21%	29.73%
2176	City of Scappoose	28.07%	24.58%	29.85%	26.40%	24.36%	29.88%
2254	City of Shady Cove	21.02%	16.92%	22.19%	18.37%	14.79%	20.31%
2142	City of Sherwood	29.39%	24.39%	29.66%	28.74%	24.37%	29.89%
2273	City of Silverton	24.97%	20.06%	25.33%	27.42%	21.94%	27.46%
2221	City of Sisters	24.94%	23.31%	28.58%	24.97%	23.52%	29.04%
2278	City of Springfield	26.39%	20.09%	25.36%	27.03%	21.32%	26.84%
2123	City of St Helens	31.00%	25.62%	30.89%	29.29%	25.68%	31.20%
2757	City of Stayton	28.17%	18.62%	23.89%	26.05%	16.58%	22.10%
2217	City of Sutherlin	24.53%	21.63%	26.90%	23.98%	22.53%	28.05%
2188	City of Talent	30.41%	22.88%	28.15%	31.76%	23.70%	29.22%
2295	City of Tigard	31.30%	21.75%	27.02%	32.03%	22.56%	28.08%
2128	City of Tillamook	27.85%	23.44%	28.71%	27.57%	23.41%	28.93%
2275	City of Toledo	26.34%	18.05%	23.32%	24.98%	17.87%	23.39%
2237	City of Troutdale	24.44%	22.31%	27.58%	25.85%	24.14%	29.66%
2288	City of Tualatin	29.61%	23.86%	29.13%	28.61%	23.84%	29.36%
2228	City of Turner	30.59%	24.92%	30.19%	28.27%	24.69%	30.21%
2175	City of Umatilla	28.50%	23.44%	28.71%	25.21%	23.76%	29.28%
2145	City of Vale	33.46%	27.86%	33.13%	36.37%	26.93%	32.45%
2285	City of Veneta	26.82%	22.94%	28.21%	26.48%	23.43%	28.95%
2125	City of Vernonia	27.28%	21.74%	27.01%	28.63%	23.40%	28.92%
2200	City of Wallowa	23.93%	22.30%	27.57%	23.85%	22.40%	27.92%
2238	City of Warrenton	30.83%	24.00%	29.27%	31.20%	24.26%	29.78%
2126	City of West Linn	25.82%	22.88%	28.15%	25.83%	23.21%	28.73%

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	SLGRP (Default Tier One/Tier Two Rates)						
	City						
2265	City of Westfir	21.98%	17.88%	23.15%	22.24%	18.66%	24.18%
2206	City of Weston	15.09%	10.99%	16.26%	17.25%	15.80%	21.32%
2147	City of Wheeler	26.66%	25.03%	30.30%	26.30%	24.85%	30.37%
2240	City of Wilsonville	24.65%	21.62%	26.89%	23.83%	21.42%	26.94%
2280	City of Winston	27.86%	21.52%	26.79%	29.31%	23.19%	28.71%
2185	City of Wood Village	26.94%	21.40%	26.67%	21.20%	17.62%	23.14%
2303	City of Woodburn	26.88%	21.77%	27.04%	26.73%	21.65%	27.17%
2300	City of Yachats	27.59%	22.05%	27.32%	30.08%	24.85%	30.37%
2214	City of Yamhill	30.56%	23.00%	28.27%	28.36%	21.76%	27.28%
2307	City of Yoncalla	26.05%	24.42%	29.69%	25.85%	24.40%	29.92%
2255	Town of Canyon City	29.41%	25.31%	30.58%	28.00%	24.42%	29.94%
2212	Town of Lakeview	30.46%	20.91%	26.18%	0.00%	0.00%	0.05%
	County						
2021	Baker County	27.11%	22.41%	27.68%	26.23%	22.52%	28.04%
2040	Benton County	25.40%	21.09%	26.36%	27.17%	23.01%	28.53%
2036	Clatsop County	24.11%	19.42%	24.69%	28.24%	24.42%	29.94%
2017	Columbia County	27.38%	22.71%	27.98%	29.14%	24.13%	29.65%
2018	Coos County	30.62%	25.35%	30.62%	30.26%	25.16%	30.68%
2044	Crook County	33.84%	24.29%	29.56%	34.32%	24.85%	30.37%
2027	Deschutes County	26.54%	21.67%	26.94%	26.05%	21.64%	27.16%
2022	Gilliam County	19.53%	14.46%	19.73%	19.46%	14.32%	19.84%
2012	Grant County	18.39%	12.69%	17.96%	22.64%	15.80%	21.32%
2004	Harney County	28.41%	23.55%	28.82%	27.70%	23.43%	28.95%
2035	Hood River County	21.22%	17.81%	23.08%	27.13%	23.79%	29.31%
2005	Jackson County	25.11%	20.08%	25.35%	24.24%	20.03%	25.55%
2042	Josephine County	29.30%	25.05%	30.32%	29.32%	24.97%	30.49%
2007	Klamath County	27.28%	17.61%	22.88%	30.60%	21.13%	26.65%
2000	Lake County	27.83%	21.26%	26.53%	28.09%	20.19%	25.71%
2043	Lincoln County	27.48%	17.93%	23.20%	27.82%	18.35%	23.87%
2009	Marion County	25.53%	20.88%	26.15%	27.73%	23.46%	28.98%
2038	Multnomah County	24.97%	20.40%	25.67%	25.40%	21.64%	27.16%
2016	Sherman County	24.78%	20.59%	25.86%	22.87%	20.02%	25.54%
2013	Umatilla County	26.85%	20.87%	26.14%	29.51%	23.60%	29.12%
2020	Wasco County	16.26%	11.71%	16.98%	17.81%	13.73%	19.25%
2011	Washington County	28.76%	23.69%	28.96%	27.94%	23.70%	29.22%
	Special Districts						
2742	Amity Fire District	34.01%	24.46%	29.73%	28.00%	24.42%	29.94%

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	SLGRP (Default Tier One/Tier Two Rates)						
	Special Districts						
2631	Arch Cape Water-Sanitary District	19.40%	17.77%	23.04%	19.21%	15.63%	21.15%
2602	Aumsville Rural Fire Protection District	25.02%	20.92%	26.19%	34.32%	24.85%	30.37%
2804	Aurora Rural Fire Protection District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2728	Baker County Library District	29.64%	24.10%	29.37%	29.30%	24.07%	29.59%
2601	Baker Valley Irrigation District	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2749	Black Butte Ranch Police	30.77%	24.46%	29.73%	28.00%	24.42%	29.94%
2595	Canby Fire District	31.64%	24.08%	29.35%	31.52%	24.56%	30.08%
2731	Canby Utility Board	26.17%	24.54%	29.81%	25.91%	24.46%	29.98%
2840	Cannon Beach Rural Fire Protection District	34.01%	24.46%	29.73%	33.89%	24.42%	29.94%
2820	Central Oregon Coast Fire & Rescue District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2569	Central Oregon Intergovernmental Council	18.25%	16.62%	21.89%	20.28%	18.83%	24.35%
2563	Central Oregon Irrigation District	27.46%	25.83%	31.10%	26.59%	25.14%	30.66%
2567	Charleston Rural Fire Protection District	34.58%	25.03%	30.30%	34.32%	24.85%	30.37%
2699	Chetco Library Board	29.89%	24.35%	29.62%	29.56%	24.33%	29.85%
2745	Clackamas County Fire District	31.36%	22.56%	27.83%	33.00%	24.25%	29.77%
2761	Clackamas River Water	26.56%	24.38%	29.65%	26.33%	24.35%	29.87%
2538	Clackamas Vector Control	30.20%	26.10%	31.37%	29.10%	25.52%	31.04%
2707	Clatskanie Library	28.89%	24.79%	30.06%	28.18%	24.60%	30.12%
2526	Clatskanie PUD	22.32%	20.69%	25.96%	22.27%	20.82%	26.34%
2588	Clatskanie Rural Fire Protection District	35.14%	24.44%	29.71%	34.69%	24.45%	29.97%
2617	Clean Water Services	20.81%	18.01%	23.28%	24.09%	21.81%	27.33%
2681	Cloverdale Rural Fire Protection District	35.67%	24.46%	29.73%	28.00%	24.42%	29.94%
2801	Coburg Rural Fire Protection District	33.53%	23.82%	29.09%	34.23%	24.76%	30.28%
2649	Colton Fire Department	36.24%	25.03%	30.30%	28.43%	24.85%	30.37%
2671	Columbia 911 Communications District	25.68%	24.05%	29.32%	25.56%	24.11%	29.63%
2687	Columbia Drainage Vector Control District	28.72%	27.09%	32.36%	30.00%	28.55%	34.07%
2528	Columbia River Fire & Rescue	31.57%	21.65%	26.92%	28.73%	19.26%	24.78%
2612	Community Services Consortium	26.10%	24.23%	29.50%	25.86%	24.18%	29.70%
2860	Coos County Airport District	29.16%	24.04%	29.31%	28.46%	23.38%	28.90%
2806	Corbett Fire District No. 14	28.44%	24.34%	29.61%	27.86%	24.28%	29.80%
2603	Corbett Water District	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2545	Council of Governments	29.24%	24.46%	29.73%	29.77%	24.41%	29.93%
2834	Crescent Rural Fire Protection District	34.52%	24.97%	30.24%	34.26%	24.79%	30.31%
2844	Crook County Rural Fire Protection District #1	32.74%	24.42%	29.69%	32.64%	24.39%	29.91%
2647	Crooked River Ranch Rural Fire Protection District	27.68%	23.58%	28.85%	27.45%	23.87%	29.39%
2571	Crystal Springs Water District	26.34%	24.71%	29.98%	26.12%	24.67%	30.19%
2718	Curry Library	21.84%	17.74%	23.01%	21.06%	17.48%	23.00%

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		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	SLGRP (Default Tier One/Tier Two Rates)						
	Special Districts						
2576	Depoe Bay Rural Fire Protection District	28.48%	24.38%	29.65%	27.93%	24.35%	29.87%
2642	Dexter Rural Fire Protection District	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2557	Estacada Fire Department	34.01%	24.46%	29.73%	30.14%	20.67%	26.19%
2132	Eugene Water & Electric Board	22.76%	20.70%	25.97%	23.33%	21.58%	27.10%
2798	Fairview Water District	28.05%	23.95%	29.22%	28.00%	24.42%	29.94%
2789	Farmers Irrigation District	22.73%	19.09%	24.36%	19.83%	18.38%	23.90%
2824	Glide Fire Department	28.50%	24.40%	29.67%	27.89%	24.31%	29.83%
2511	Grants Pass Irrigation District	29.03%	24.93%	30.20%	28.45%	24.87%	30.39%
2784	Greater St. Helens Aquatic District	23.79%	22.16%	27.43%	24.85%	23.40%	28.92%
2855	Harney Hospital	24.81%	23.04%	28.31%	24.57%	22.70%	28.22%
2819	Harrisburg Fire-Rescue	28.40%	24.30%	29.57%	27.89%	24.31%	29.83%
2838	High Desert Parks & Recreation District	28.59%	24.49%	29.76%	28.02%	24.44%	29.96%
2519	Home Forward	26.90%	24.08%	29.35%	27.07%	24.76%	30.28%
2607	Hoodland Fire District #74	33.23%	23.68%	28.95%	33.49%	24.02%	29.54%
2510	Horsefly Irrigation District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2773	Housing Authority of Jackson County	24.86%	23.00%	28.27%	24.81%	23.12%	28.64%
2829	Hubbard Rural Fire Protection District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2886	Idanha-Detroit Rural Fire Protection District	34.58%	25.03%	30.30%	34.32%	24.85%	30.37%
2564	Illinois Valley Fire District	32.40%	22.85%	28.12%	32.60%	23.13%	28.65%
2549	Jackson County Fire District #1	30.21%	21.99%	27.26%	31.39%	21.92%	27.44%
2715	Jackson County Fire District #3	30.32%	21.05%	26.32%	30.59%	21.71%	27.23%
2620	Jackson County Fire District #4	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2541	Jackson County Vector Control District	24.87%	20.77%	26.04%	28.36%	24.78%	30.30%
2846	Jefferson County Library District	25.47%	23.84%	29.11%	27.29%	23.71%	29.23%
2561	Jefferson Rural Fire Protection District	34.75%	25.03%	30.30%	34.52%	24.85%	30.37%
2763	Junction City Fire Department	26.66%	25.03%	30.30%	26.30%	24.85%	30.37%
2559	Keizer Fire Department	34.10%	23.97%	29.24%	34.68%	24.48%	30.00%
2710	Klamath County Emergency Communications District	27.21%	23.11%	28.38%	27.19%	23.61%	29.13%
2721	Klamath Housing Authority	28.03%	23.93%	29.20%	28.43%	24.85%	30.37%
2624	Klamath Vector Control	29.89%	25.79%	31.06%	28.86%	25.28%	30.80%
2579	La Pine Rural Fire Protection District	33.36%	23.57%	28.84%	32.93%	23.46%	28.98%
2768	Lake County Library District	30.66%	25.12%	30.39%	30.48%	25.25%	30.77%
2522	Lane Council of Governments	28.52%	24.87%	30.14%	27.91%	24.75%	30.27%
2883	Lane Fire Authority	32.99%	23.90%	29.17%	31.90%	23.83%	29.35%
2849	Lebanon Aquatic District	26.23%	24.62%	29.89%	27.72%	24.14%	29.66%
2705	Lebanon Fire District	34.10%	23.62%	28.89%	32.95%	23.08%	28.60%
2753	Linn-Benton Housing Authority	24.49%	21.94%	27.21%	22.33%	20.54%	26.06%

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		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	SLGRP (Default Tier One/Tier Two Rates)						
	Special Districts						
2700	Lowell Rural Fire Protection District	31.95%	22.40%	27.67%	30.50%	21.03%	26.55%
2823	Lyons Fire District	26.66%	25.03%	30.30%	28.43%	24.85%	30.37%
2580	Marion County Fire District #1	35.19%	25.46%	30.73%	34.35%	24.88%	30.40%
2598	Marion County Housing Authority	12.48%	10.85%	16.12%	12.01%	10.56%	16.08%
2628	McKenzie Fire and Rescue	32.32%	22.77%	28.04%	26.83%	23.25%	28.77%
2405	McMinnville Fire District	N/A	N/A	N/A	32.04%	24.42%	29.94%
2135	McMinnville Water & Light Department	26.40%	24.46%	29.73%	26.18%	24.42%	29.94%
2592	Medford Irrigation District	25.65%	24.02%	29.29%	25.33%	23.88%	29.40%
2837	METCOM	26.28%	22.43%	27.70%	24.64%	23.19%	28.71%
2594	Metro	24.94%	22.27%	27.54%	26.58%	24.25%	29.77%
2663	Metropolitan Area Communications Commission	28.04%	23.94%	29.21%	27.37%	23.79%	29.31%
2811	Mid-Columbia Center For Living	27.01%	24.53%	29.80%	26.77%	24.44%	29.96%
2853	Mill City Rural Fire Protection District	0.00%	0.00%	0.00%	28.43%	24.85%	30.37%
2752	Mist-Birkenfeld Rural Fire Protection District	26.67%	22.57%	27.84%	23.49%	19.91%	25.43%
2758	Mohawk Valley Rural Fire District	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2568	Molalla Rural Fire Protection District #73	34.34%	24.79%	30.06%	34.07%	24.60%	30.12%
2555	Monroe Fire Department	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2873	Mosier Fire District	22.66%	18.56%	23.83%	7.71%	4.13%	9.65%
2869	Nehalem Bay Fire & Rescue	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2858	Nesika Beach-Ophir Water District	28.72%	24.62%	29.89%	27.65%	24.07%	29.59%
2716	Neskowin Water District	28.55%	24.45%	29.72%	28.00%	24.42%	29.94%
2674	Nestucca Rural Fire District	35.71%	24.46%	29.73%	35.48%	24.42%	29.94%
2818	Netarts Water District	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2830	Netarts-Oceanside Rural Fire Protection District	28.39%	24.29%	29.56%	27.79%	24.21%	29.73%
2604	Netarts-Oceanside Sanitary District	23.33%	21.70%	26.97%	23.80%	22.35%	27.87%
2899	New Carlton Fire District	26.66%	25.03%	30.30%	26.29%	24.85%	30.37%
2781	North Bend Coos-Curry Housing Authority	32.74%	28.64%	33.91%	31.07%	27.49%	33.01%
2884	North Central Public Health District	30.57%	25.03%	30.30%	30.08%	24.85%	30.37%
2638	North Douglas County Fire and EMS	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2406	North Gilliam County Rural Fire Protection District	N/A	N/A	N/A	28.43%	24.85%	30.37%
2793	North Lincoln Fire & Rescue District #1	34.58%	25.03%	30.30%	34.32%	24.85%	30.37%
2839	North Morrow Vector Control District	26.14%	24.51%	29.78%	25.90%	24.45%	29.97%
2792	North Wasco County Parks and Recreation District	28.56%	24.46%	29.73%	28.00%	24.42%	29.94%
2825	Northern Oregon Corrections	27.56%	22.24%	27.51%	27.21%	22.01%	27.53%
2657	Northwest Senior & Disability Services	26.81%	23.99%	29.26%	26.65%	24.39%	29.91%
2888	Oak Lodge Water Services District	22.50%	19.21%	24.48%	20.41%	18.96%	24.48%
2852	Ochoco Irrigation District	26.78%	21.24%	26.51%	27.84%	22.61%	28.13%

Summary of PERS Employer Contribution Rates

Rates shown reflect the effect of side account rate offsets and retiree healthcare contributions,
and exclude contributions to the IAP and debt service for pension obligation bonds.

Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	7/1/25 - 6/30/27: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	7/1/25 - 6/30/27: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Net Employer Contribution Rate 7/1/27 - 6/30/29: Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	7/1/27 - 6/30/29: OPSRP General Service Payroll (reflects 0.65% member redirect offset)	7/1/27 - 6/30/29: OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	SLGRP (Default Tier One/Tier Two Rates)						
	Special Districts						
2816	Odell Sanitary District	26.35%	24.72%	29.99%	25.92%	24.47%	29.99%
2880	Oregon Health & Science University	23.39%	20.16%	25.43%	25.37%	22.56%	28.08%
2531	Oregon School Boards Association	29.56%	25.08%	30.35%	28.48%	24.90%	30.42%
2774	Oregon Trail Library District	26.00%	24.38%	29.65%	25.83%	24.38%	29.90%
2684	Parkdale Fire District	34.67%	25.12%	30.39%	34.49%	25.02%	30.54%
2694	Philomath Fire Department	28.50%	24.40%	29.67%	28.00%	24.42%	29.94%
2408	Pleasant Hill Goshen Rural Fire Protection District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2513	Port of Coos Bay	25.72%	24.09%	29.36%	26.63%	23.05%	28.57%
2741	Port of Garibaldi	28.53%	24.43%	29.70%	27.75%	24.17%	29.69%
2625	Port of Newport	26.66%	25.03%	30.30%	26.30%	24.85%	30.37%
2512	Port of Portland	21.63%	17.32%	22.59%	26.02%	22.05%	27.57%
2501	Port of The Dalles	16.55%	14.92%	20.19%	19.54%	18.09%	23.61%
2713	Port of Tillamook Bay	25.21%	23.58%	28.85%	24.79%	23.34%	28.86%
2673	Port Orford Library	26.09%	24.46%	29.73%	25.87%	24.42%	29.94%
2542	Rainbow Water District	30.89%	25.35%	30.62%	30.37%	25.14%	30.66%
2776	Rainier Cemetery District	17.97%	13.87%	19.14%	8.47%	4.89%	10.41%
2590	Redmond Fire & Rescue	32.70%	23.00%	28.27%	33.07%	23.60%	29.12%
2585	Rogue River Valley Irrigation District	26.19%	24.56%	29.83%	25.72%	24.27%	29.79%
2669	Roseburg Urban Sanitary Authority	26.67%	22.96%	28.23%	26.40%	23.16%	28.68%
2802	Rural Road Assessment District #3	28.63%	24.53%	29.80%	28.07%	24.49%	30.01%
2709	Scappoose Public Library	28.34%	24.24%	29.51%	27.86%	24.28%	29.80%
2739	Scappoose Rural Fire Protection District	33.16%	24.33%	29.60%	33.82%	24.35%	29.87%
2605	Scio Fire District	36.22%	25.03%	30.30%	35.80%	24.85%	30.37%
2786	Seal Rock Rural Fire Protection District	35.67%	24.46%	29.73%	35.35%	24.42%	29.94%
2734	Seal Rock Water District	26.00%	23.32%	28.59%	26.66%	24.14%	29.66%
2630	Sheridan Fire District	32.09%	25.03%	30.30%	31.71%	24.85%	30.37%
2790	Silver Falls Library District	24.88%	20.97%	26.24%	24.53%	20.87%	26.39%
2659	Silverton Fire District	34.03%	23.37%	28.64%	34.89%	24.42%	29.94%
2701	Sisters-Camp Sherman Rural Fire Protection District	14.02%	7.68%	12.95%	19.46%	12.52%	18.04%
2692	Siuslaw Public Library	25.32%	23.69%	28.96%	25.28%	23.83%	29.35%
2599	South Suburban Sanitary District	17.08%	13.48%	18.75%	17.51%	14.21%	19.73%
2766	Southwest Lincoln County Water PUD	29.39%	23.85%	29.12%	29.25%	24.02%	29.54%
2696	Stayton Fire District	32.99%	25.03%	30.30%	34.82%	24.85%	30.37%
2799	Sublimity Fire District	25.14%	23.51%	28.78%	25.22%	23.77%	29.29%
2641	Suburban East Salem Water District	26.83%	23.16%	28.43%	27.17%	23.69%	29.21%
2857	Sunriver Service District	31.01%	21.46%	26.73%	33.08%	23.61%	29.13%
2810	Sutherlin Water Control District	27.87%	23.77%	29.04%	27.33%	23.75%	29.27%

Summary of PERS Employer Contribution Rates

Rates shown reflect the effect of side account rate offsets and retiree healthcare contributions, and exclude contributions to the IAP and debt service for pension obligation bonds.

Employer Number	Employer Name	Net Employer Contribution Rate 7/1/25 - 6/30/27			Net Employer Contribution Rate 7/1/27 - 6/30/29		
		Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)	Tier One / Tier Two Payroll (reflects 2.40% member redirect offset)	OPSRP General Service Payroll (reflects 0.65% member redirect offset)	OPSRP Police and Fire Payroll (reflects 0.65% member redirect offset)
	SLGRP (Default Tier One/Tier Two Rates)						
	Special Districts						
2847	Sweet Home Fire and Ambulance District	33.71%	24.15%	29.42%	33.89%	24.42%	29.94%
2582	Talent Irrigation District	30.40%	24.86%	30.13%	30.05%	24.82%	30.34%
2553	Tangent Rural Fire Protection District	29.13%	25.03%	30.30%	28.43%	24.85%	30.37%
2626	Tillamook People's Utility District	27.19%	24.32%	29.59%	27.11%	24.42%	29.94%
2864	Tri City Joint Water & Sanitary Authority	27.43%	23.33%	28.60%	27.12%	23.54%	29.06%
2660	Tualatin Valley Fire & Rescue	32.01%	22.83%	28.10%	32.09%	22.96%	28.48%
2587	Tualatin Valley Irrigation District	25.55%	23.92%	29.19%	25.64%	24.19%	29.71%
2842	Tualatin Valley Water District	19.16%	16.99%	22.26%	20.21%	18.21%	23.73%
2772	Umatilla County Soil & Water District	24.13%	20.03%	25.30%	25.19%	21.61%	27.13%
2732	Umatilla County Special Library District	25.70%	22.39%	27.66%	26.70%	23.41%	28.93%
2653	Umatilla Fire Department	36.24%	25.03%	30.30%	28.43%	24.85%	30.37%
2407	Urban Flood Safety & Water Quality District	N/A	N/A	N/A	25.95%	24.50%	30.02%
2826	Wasco County Soil-Water Conservation District	25.52%	23.89%	29.16%	25.32%	23.87%	29.39%
2695	Washington County Consolidated Communications Agency	26.75%	24.82%	30.09%	26.50%	24.71%	30.23%
2540	West Extension Irrigation District	21.81%	20.18%	25.45%	25.76%	24.31%	29.83%
2867	West Multnomah Soil and Water Conservation District	26.35%	24.72%	29.99%	25.99%	24.54%	30.06%
2589	West Slope Water District	30.57%	25.03%	30.30%	30.08%	24.85%	30.37%
2606	West Valley Housing Authority	24.93%	22.58%	27.85%	21.20%	18.90%	24.42%
2895	Western Lane Fire and EMS Authority	28.45%	22.73%	28.00%	29.21%	22.07%	27.59%
2817	Wickiup Water District	28.55%	24.45%	29.72%	27.95%	24.37%	29.89%
2552	Winston-Dillard Fire District	42.31%	32.21%	37.48%	71.09%	61.62%	67.14%
2600	Winston-Dillard Water District	25.54%	23.91%	29.18%	25.77%	24.32%	29.84%
2676	Woodburn Fire District	36.20%	26.33%	31.60%	34.33%	24.86%	30.38%
2562	Wy'East Fire District	34.01%	24.46%	29.73%	33.89%	24.42%	29.94%
2843	Yachats Rural Fire Protection District	35.71%	24.50%	29.77%	34.98%	24.04%	29.56%
2726	Yamhill Communications Agency	29.94%	24.40%	29.67%	29.59%	24.36%	29.88%
	State (excluding Agency specific side accounts)						
1000	State Agencies	25.98%	21.94%	27.21%	28.67%	25.14%	30.66%