

Subject: PERS: July 2013 Employer Monthly update.

Dear PERS employer:

In this update:

- 1) ESC processing 'tip' for July.
- 2) 3rd quarter 2013 EDX reporting time survey.
- 3) Reminders: PERS retirees returning to work.**
- 4) EDX basics for software developers.

- 1) ESC processing 'tip' for July.

Those hired December 2-31, 2012 will complete their six full month waiting time on June 30, 2013. If they also continue the "employer-employee" relationship beyond that date (they don't terminate employment), they'll establish membership with a Contribution Start Date (CSD) of July 1, 2013. Remember that Release 6.0, active June 2011, introduced posting restrictions on DTL2 records which allow DTL2 wage code 01 (Regular wages) records to post only to positions with "qualifying" hire intent, and DTL2 wage code 02 (Regular/Non-Qualifying) records to post only to positions with "non-qualifying" hire intent.

Contact your ESC Account Team if you have questions about the use of DTL2 wage codes.

- 2) 3rd quarter 2013 EDX reporting time survey.

PERS would like to determine trends in time spent by employers on EDX reporting tasks. Mapping reporting trends will clearly identify both EDX problem reporting areas and cyclical demands on PERS and our employer personnel resources. This will show where our limited personnel resources can be most effectively concentrated throughout the year.

The survey will be titled "EDX Reporting Time Survey (Q3)" and posted in the "Employer News" area of the PERS employer web page, www.oregon.gov/pers/emp/pages/index.aspx. The survey will remain available the first two weeks of this quarter.

Thanks in advance for your participation in the Q3 2013 EDX reporting time survey.

3) Reminders: PERS retirees returning to work.

After retirement, only Tier One/Tier Two retirees may return to work for a participating PERS employer and continue to receive retirement benefits as long as the period or periods of employment with one or more participating PERS employers do not total 1,040 hours or more in a calendar year, or if the position is listed in ORS 238.082 or OAR 459-017-0060 as exempt from the calendar year work limit of 1,040 hours.

Tier One/Tier Two members who receive a benefit unreduced for early retirement (termed a "normal" benefit) may occupy any of the positions listed in ORS 238.082 or OAR 459-017-0060.

Tier One/Tier Two general service members who retire with less than 30 years cumulative service and between ages 55-57 as a Tier One member, 55-59 as a Tier Two member, or as Tier One/Tier Two Police & Fire members between ages 50-54 with less than 25 years cumulative service, are considered “early” retirees, with a benefit reduced for early retirement.

Tier One/Tier Two “early” retirees can access only a limited number of the positions listed in ORS 238.082 or OAR 459-017-0060, and must wait 6 full calendar months after retirement before returning to one of those limited number of positions. **An “early” retiree who does not wait 6 full calendar months after PERS retirement before being hired into one of the limited number of positions listed in ORS 238.082 as open to early retirees will LOSE the exemption and be subject to the 1040 hour/calendar year work limit.**

Those positions listed in ORS 283.082 and OAR 459-017-0060 and available to “early” Tier One/Tier Two retirees can be found:

1) In the “Working After Retirement: 1040-Hour Exceptions in Table Format” document available through the “General Information” link of the PERS employer web page, or

2) Through this link:

http://www.oregon.gov/pers/docs/general_information/1040_exceptions_table.pdf

(Positions open to Tier One/Tier Two “early” retirees are noted in the “Early Ret.” column.)

The exemption from the 1040 hour/calendar year limit APPLIES TO THE POSITION listed in ORS 238.082 or OAR 459-017-0060, NOT to the retiree holding the position.

Example 1: A Tier One/Tier Two “normal” benefit recipient, hired by an employer into an exempt position, may work unlimited hours WHILE IN THAT EXEMPT POSITION. If the retiree leaves that exempt position and goes to work as a retiree for another PERS employer in a position NOT listed in ORS 238.082 or OAR 459-017-0060, the retiree becomes subject to the 1040 hour/calendar year work limit while working in that non-exempt position.

Example 2: If the retiree works concurrently in an exempt position and a non-exempt position, the hours worked in the non-exempt position will be subject to the 1040hour/calendar year work limit.

Hiring an OPSRP retiree into a position with “qualifying” hire intent CANCELS the individual’s retirement and re-establishes active membership effective at the hire date. Hiring an OSRP retiree into a position with “non-qualifying” hire intent allows only 599 hours of work (total for ALL PERS employers) per calendar year. Hiring an OPSRP retiree before they have received their first benefit check will cancel the benefit calculation process, and the individual will not receive a benefit check.

Please check with your ESC Account Team representative before submitting records to re-hire an OPSRP retiree to work as a retiree.

4) EDX basics for software developers.

Many PERS employers utilize payroll software systems bought commercially or built by in-house IT staff. In turn, many of those systems have been modified to generate a “.dat” file for reporting PERS financial and demographic data.

Commercial software developers have varying degrees of familiarity with PERS reporting requirements so a new presentation has been posted on the PERS employer web page to explain PERS record and reporting basics for software developers engaged in “.dat” file development. The presentation is available through the “EDX Basics for Software Developers” link under the “EDX Resources” heading on the PERS employer web page, or through this link:

http://www.oregon.gov/pers/EMP/docs/er_tools/edx_basics_for_software_developers.pdf

PERS employers who are considering upgrading payroll software to incorporate a “.dat” file may wish to direct software developers to this presentation before those developers begin “.dat” file construction.

Best regards,