

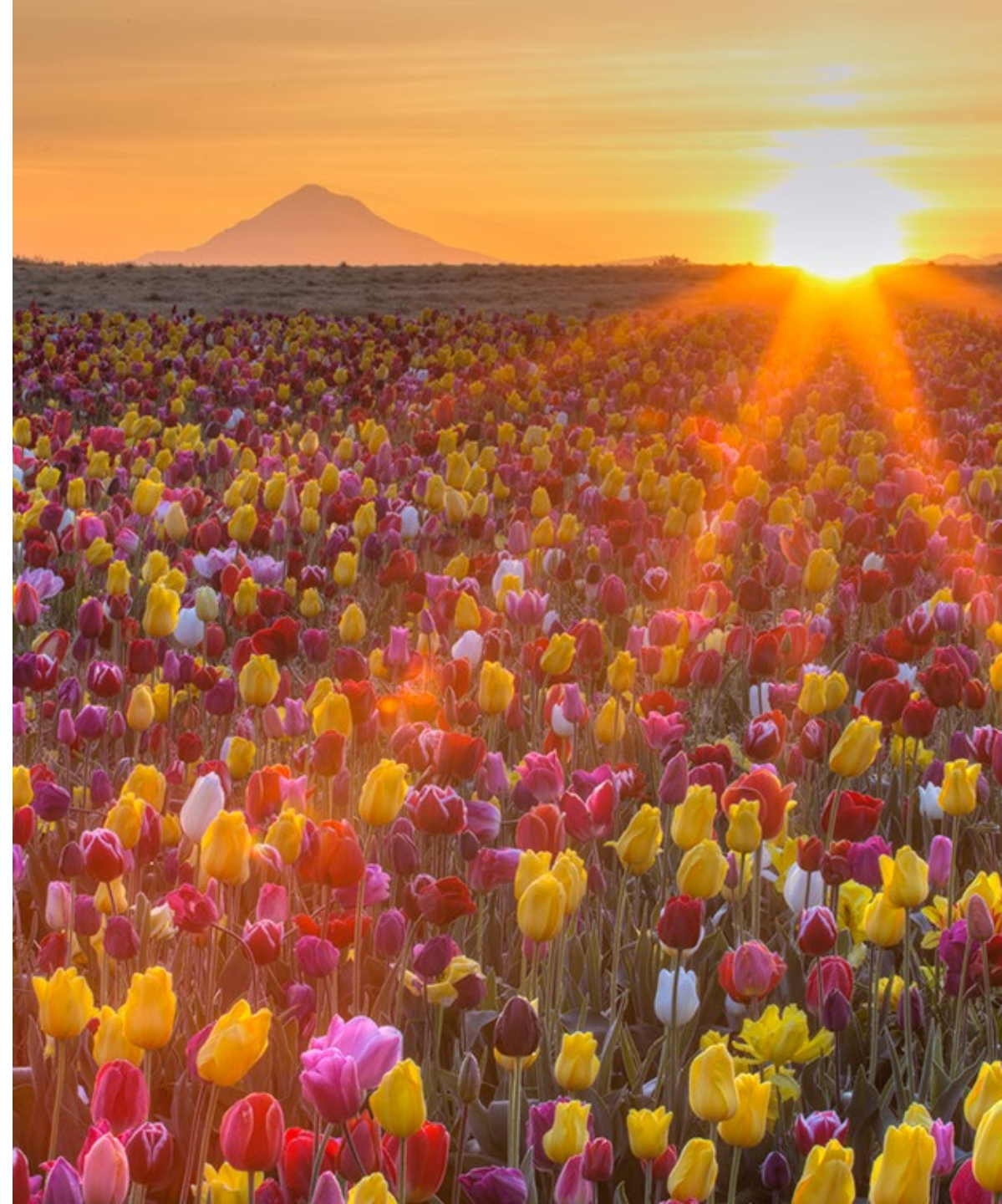
OREGON PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM



Employer Advisory Group

April 24, 2026



Agenda

- Director's Office update
- Legislative update
- Modernization update
- Actuarial update
- Employer Service Center update
- Communications update
- Additional Items
- Open discussion

Director's Office update

Kevin Olineck, Director

Director's Office update

Board meetings

April PERS Board meeting recap

- OPERF performance review
Rex Kim, Oregon Treasury
Chief Investment Officer,
excerpt at right
- Oregon Savings Growth Plan
(OSGP) annual report out
- Agency budget development
- 2025 final earnings crediting
and reserving
- School district rate collar

[Open the board packet](#)

(slides 22 – 31)

(slides 33 – 45)

(slides 139 – 141)

(slides 143 – 154)

(slides 156 – 165)

Performance (12/31/2025)

- Good News: Beat Assumed Rate by nearly 3% in 2025!
- OPERF continues to outpace the Assumed Rate for both 5-Year and 10-Year periods.
- However, the strength of public markets over the past 3-Year period impacting relative performance of OPERF against Reference Portfolio.

*~Excerpt from OPERF
performance review, slide 24*

Director's Office update

Board meetings

May board meeting preview

- PERS Health Insurance Program (PHIP) annual review
- PHIP renewal and rates
- Agency budget development
- School District rate collaring



Legislative update

Heather Case, Senior Policy Advisor

Legislative update

February 2026 legislative session

Oregon Legislature 2026 short session

- Convened Monday, February 2, and adjourned Friday, March 6.
- No policy bills passed that involved PERS, the system.
- Bills passed (implementation activities not needed):
 - [Senate Bill 1507](#), the federal reconnect bill.
 - [House Bill 5204](#), the modernization budget adjustment bill.
- Multiple bills passed dealing with PERS's operations as a state agency; implementation activities have begun on some of those bills.

Oregon State Legislature bill definitions

Senate Bill 1507 ([link to bill](#)):
Updates the connection date to the federal Internal Revenue Code and other provisions of federal tax law.

House Bill 5204 ([link to bill](#)):
Establishes and modifies certain biennial appropriations made from the General Fund to specified state agencies and the Emergency Board.

Legislative update

2027 legislative concepts

Development of legislative concepts for 2027 continues.

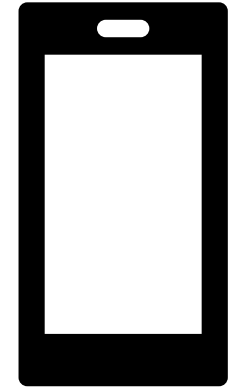
- Government affairs interested parties meeting held in February.
- Changes to PHIP subsidy **will not** be proposed by PERS in 2027, but outside advocacy groups have indicated they will be bringing forward a bill for 2027.
- Board voted to approve concepts on April 3. Sent concept requests in to be approved for drafting on April 10.
 - To see full descriptions of concepts, see April 3, 2026, PERS Board meeting materials (slides 133–137): <https://www.oregon.gov/pers/pages/board/pers-board-information.aspx>.
 - The agency will present bill drafts (actual bill language) to the board at their December meeting.

Modernization update

Kristi Ivers, Modernization Program Director

Modernization update

Telephony 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

Phase 2 successful go-live on February 23, 2026.
Functionalities added:

- Natural language processing.
- One-way text messaging.
- Post-call survey.
- Automated messaging during pre-scheduled closures.

Scheduled call-back functionality has been deferred to a new Phase (Phase 2b).

Current activities

Phase 2b plan for scheduled call-back functionality 4/6–6/19/26 (estimated end date).

Analysis and high-level requirements gathering for phase 3 are in process.

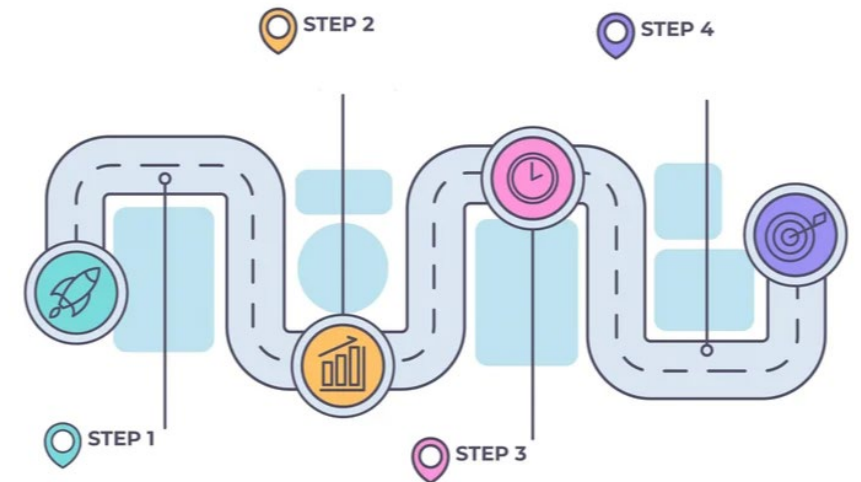
Modernization update

Employer experience

Journey maps: analysis and findings

Top 3 findings

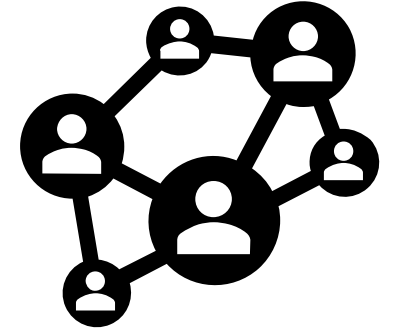
- 1. Detail record sequencing and validation gaps**
Inadequate validation and dependency logic between Detail 1 and Detail 2, which allows sequence errors to pass unchecked and causes delays.
- 2. Employer guidance and compliance issues**
Limited employer-facing guidance and training materials.
- 3. Employer visibility and notification gaps**
Employers lack timely, unified visibility into key member-status information. They rely on manual notification processes, creating communication delays and increasing the risk of missed or late onboarding actions.



Definition: Journey maps are visual tools that illustrate an end-to-end experience for a user. They show what someone is trying to accomplish, what steps they take, where pain points occur, and what opportunities exist to improve services.

Modernization update

Pension administration system (PAS) modernization

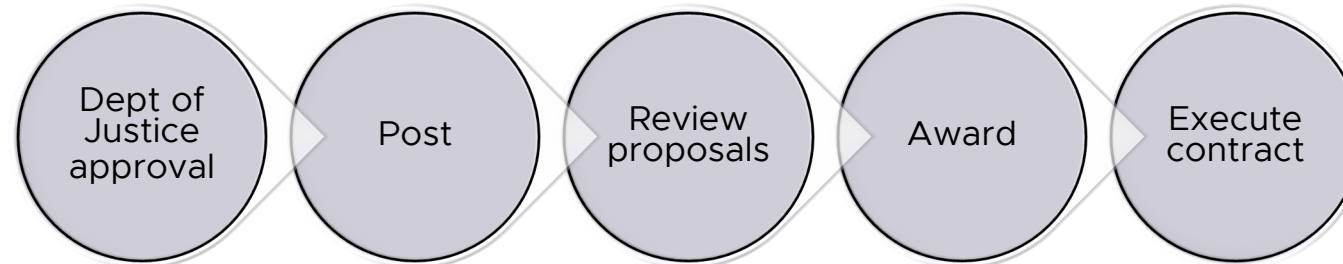


Summary: Deliver a modern and secure pension administration system.

Current highlights

Specialized consultant RFP status:

- Proposals were received on March 10, 2026.
- Evaluation team reviewed proposals and completed review on March 30, 2026.
- Evaluation team is in the process of scoring and working on next steps to award.





Actuarial update

Troy Phillips, PERS Actuarial Business Specialist

Actuarial update

Employer Incentive Fund (EIF) update

First phase — April 1–June 30, 2025

- Applications received — 8
- Independent employers — 8
 - Local governments — 5
 - Special districts — 3



Actuarial update

Employer Incentive Fund (EIF)

Second phase — July 1–September 30, 2025

- Applications received — 34 (6 waitlisted)
- School districts — 14
- Local governments — 7
- Special districts — 6
- Independent employers — 5
- Colleges — 2



Actuarial update

Employer Incentive Fund (EIF)

Final numbers

- Counties received matching funds — 18
- Employer deposits — \$136,254,873
- EIF match awards — \$33,655,335



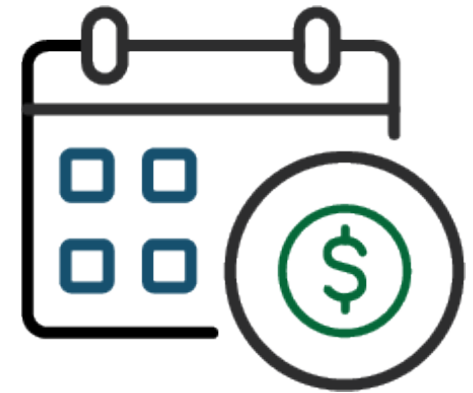
Actuarial update

Side account expiration project

About the project

In 2027, 52% of employer side accounts are due to reach their 20-year expiration. This new project will shepherd employers through the process by administering side account expirations and keeping employers informed.

- Timeline: February 2026 through December 2028.
- Scope includes:
 - Employer communications (with links to materials on website).
 - Monitoring of side account balances.
 - Creation of invoices and credits to bring side accounts to zero.
- New dashboard for employers to monitor their side account balance will be available in early 2027.
- Three-step process to identify side accounts expiring sooner than anticipated.





Actuarial update

Side account expiration project

Watchlist identification

1. Use estimated 2025 year-end balance before earnings.
2. Subtract 2025 average monthly amortization plus 20%.
3. Identify those with projected negative balance within six months.

Outreach

1. Email/call employers with side accounts on watchlist.
2. Arrange meeting to discuss affected side account and course of action — offset rate stops first of month following negative accrual.
3. Second employer notification once account goes negative.



Actuarial update

Side account expiration project

Account maintenance

1. PERS staff sets side-account offset rate to zero in EDX on the first day of month after balance becomes negative — net contribution rates will increase.
2. Explanatory note entered in system for employer and PERS staff.
3. Employer account trued up at year-end.
 - Invoice or credit generated.
 - Amount of credit/invoice reflects earnings for calendar year.
 - [OAR 459-007-0005](#) — [Annual Earnings Crediting](#).

Employer Service Center update

Laurel Galego, Employer Service Center Manager

Brandon Armatas, Deputy Chief Operating Officer

Employer Service Center (ESC) update

Updates

Laurel

Employer newsletter

Suspended records
posting

Star Awards recipients

Employer reporting
webinars

Brandon

Data Services
Section update

Employer Service Center (ESC) update

Employer newsletter

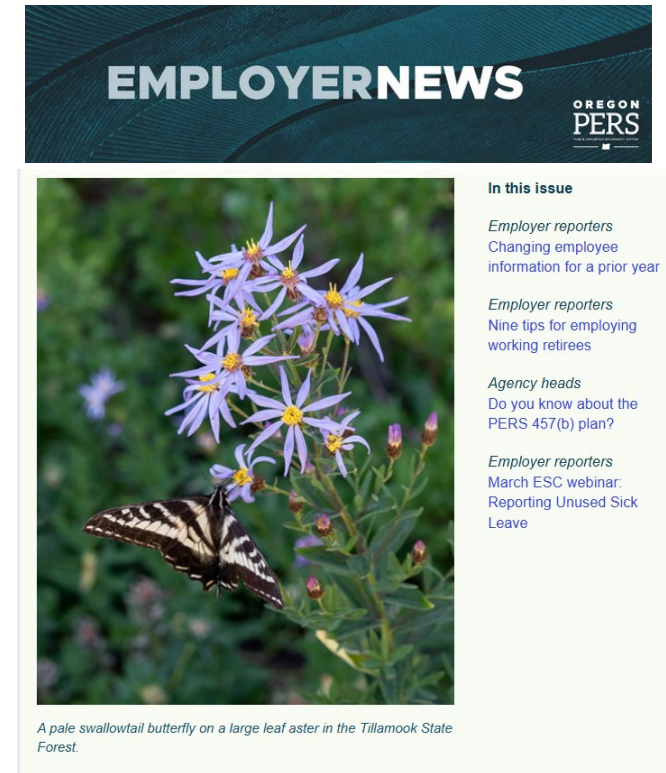
Thank you for taking time to read the *Employer News*.

For your awareness —

The newsletter has high engagement (i.e., open and click rates).

The most popular topics are:

- Salary limit, member redirect, actuarial valuation reports, contribution rates, and other [money-related news](#).
- [Payroll instructions](#), like reporting new hires and working retirees.
- Information about [how to retire](#) to help employers guide soon-to-be retirees. (Check out the [April edition](#).)



Employer News is a digital publication produced monthly by Communications. It contains news, tips, instructions, and announcements from ESC, Actuarial, Legislative, and other PERS sections. It launched in 2007 as *Monthly Update*.



Employer Service Center (ESC) update

Suspended records posted

Thank you to employers for all the work done to get reports and suspended records posted.

In one week:

24,861 records posted!

\$3,216,346.83 invoices paid!



Employer Service Center (ESC) update

Star Award recipients

2025 Superhero Gold Star Awards

- Awarded to employers who got all Regular reports (wages and hours) in on time the whole year.
 - ☆ All reports posted and paid by year-end on March 5, 2026, receive prior-year earnings paid by the PERS Trust. (Reports not posted and paid by year-end have earnings invoiced to employer.)
- We sent awards to 483 employers in February.
- That's 23 more awards than last year!





Employer Service Center (ESC) update

Employer reporting webinars

Upcoming webinars

MAY: **Hiring PERS Retirees**

Best practices for success.

JUNE: **Bye month**

No webinar because of PERS-Treasury Invested for You webinar in early June.

JULY: **Reporting for Local Governments**

Special reporting considerations for local-government agencies.

Employer Service Center (ESC) update

Data Services Section update

Introduction

New PERS Data Services Section Manager
Tamie Johnson



Communications update

Shawn Harper, Employer Communications Specialist

Communications update

Website updates

Goal: **Boost ease and speed of accessing information.**

Update 1: [Employers home page](#).

This update has three components:

1

Add subheads within pull-down sections to help people find items in a long list.

2

Rename two sections to improve navigation.

3

Update the Popular Links section to the actual most-clicked links on home page.

Communications update

Website updates

Employers homepage, top section unchanged.

EDX support



[Using the EDX reporting system](#)

[Password reset](#)

[Requesting help](#)

[Automated data upload](#)

Help, guides, and resources



[Employer Service Center](#)

[Employer publications](#)

[Training](#)

[Employer Advisory Group](#)

Actuarial and financial



[Actuarial and financial resources](#)

[Contribution rates list](#)

[Governmental Accounting Standards Board \(GASB\) resources](#)

[Section 218 Social Security coverage](#)

Communications update

Website updates

In next section, two titles changed. One to better reflect contents, other to better reflect intended audience.

Past

New

Was About PERS.

PERS and retirement benefits



Popular links



Was Rates, budgeting, and financials.

Resources for employer reporters



Education



Resources for finance and leadership



News and events



Forms



Frequently asked questions




Communications update


Website updates

New
Subheads
added to
help you
locate
topics
faster.

Resources for employer reporters

New reporters
[Introduction to PERS reporting](#)
[New Employer Reporter Welcome Guide](#) 
[Getting an EDX account](#)
[Employer training](#)
[Employer reporter resources, checklists](#)
[Employer manuals and guides](#)

Employer Data Exchange (EDX) resources, instructions
[Learning how to use EDX](#)
[Account unlock and update](#)
[Automated data upload](#)
[Test environment instructions](#)

Reporting wages
[Payment categories chart](#)  (PDF)
[Regular report dates](#)
[Wage-reporting resources](#)
[Reporting leave without pay](#)

Employer Service Center (ESC)
[ESC representatives list](#)
[ESC training](#)
[Requesting help from ESC](#)

Paying your invoice
[ACH transfer dates](#)
[Payment and reporting resources](#)
[Employer invoicing](#) (how, when, special charges)
[Paying for PERS](#) (instructions and forms)


Resources for finance and leadership

Actuarial resources and reports
[Actuarial presentations and reports by year](#)
[Actuarial valuation reports](#)
[GASB reporting resources](#)
[Actuarial and financial reporting resources](#)
[Actuarial and financial reporting resources for employers](#)
[Unfunded Actuarial Liability Resolution Program \(UALRP\) guides](#)

Account earnings
[Annual earnings crediting](#)
[Current earnings](#)

Side accounts and Employer Incentive Fund (EIF)
[Side accounts and pension obligation bonds](#)
[Employer Incentive Fund](#)
[Employer Rate-Projection Tool](#)
[Unfunded Actuarial Liability Resolution Program \(UALRP\)](#)

Employer contribution rates
[Contribution rates](#)

Controlling costs
[Controlling your costs](#)
[Employer pooling](#)
[Rate-relief programs](#)
[Understanding your statement](#) 

Social Security coverage
[Section 218 Social Security coverage](#)

Popular links

[Employer Reporting Guides](#)
[Employer Contribution Rates](#)
[Employer Rate Summary](#)
[What Is PERS?](#)
[About the Individual Account Program \(IAP\)](#)
[Governmental Accounting Standards Board \(GASB\) Resources](#)
[Employer Training](#)
[Overview of PERS Benefits for Your Employees](#)
[Work After Retirement \(employing PERS retirees\)](#)
[Salary Limit: Information for Employer Reporters](#)
[Contact the Employer Service Center \(ESC\)](#)
[Designating a Preretirement Beneficiary \(Instructions and forms\)](#)

List updated to 12 most popular links on homepage (revealed by Google analytics), in order of popularity.

Communications update

Website updates

Past

Bulleted list.
Crowded,
requires
reading, not
fast to use.

Employer manuals and guides

This page provides links to reference guides for Oregon PERS-participating employers. The guides are provided by the Employer Service Center (ESC) to help you understand PERS and how to report employee data correctly.

The ESC welcomes your feedback. To provide feedback on a guide, go to the [Employer Resource Feedback Form](#).

Links to resources

- The [Payment Categories Chart](#) helps employers identify payments that are considered subject salary for Tier One, Tier Two, and OPSRP Pension program members.
- The [Regular-Report Dates webpage](#) lists wage report due dates for the current year.
- The [employer reporting guides](#) (below) explain how PERS works and how to report employee salary, hours, job status, and demographic information.
- The [employer quick-reference guides](#) (below) provide lists and definitions of PERS terms and EDX functions.
- The [Unfunded Actuarial Liability Resolution Program webpage](#) offers a series of guides explaining seven complex actuarial topics to help you understand and control your rate.
- The [prior versions](#) (below) are the old employer manuals.

Employer Reporting Guides

Welcome to PERS reporting

1

[Overview of PERS](#) 

Understand the Oregon PERS retirement system: the retirement benefits it provides, how members earn those benefits, when members are eligible to retire, and the responsibilities of participating employers. Includes rules and benefits for job classifications. (Revised 12/2025)

2

[Employer Requirements and Support](#) 

About employer obligations, getting support, and staying informed. (Revised 02/2024)

Communications update

Website updates

New

Buttons.
Descriptions
available, if
needed.

Employer manuals and guides

Employer reporting guides

Instructional guides for PERS employer reporters, HR representatives, payroll, and benefits professionals. Topics cover PERS membership and benefits, reporting employee data in EDX, and paying for PERS.

Quick-reference guides

Frequently needed lists, processes, and definitions, such as EDX codes, best methods, required fields for common Detail 1 and Detail 2 record types, and file uploading.

UALRP guides

Unfunded Actuarial Liability Resolution Program (UALRP) guides for financial professionals. Topics include unfunded actuarial liability (UAL), employer pooling, and pension obligation bonds.

Payment categories chart

Table listing different types of payments and whether they are subject or non-subject salary for Tier One, Tier Two, and OPSRP Pension Program members.

Regular-report dates

Webpage listing the current year's wage-report due dates for monthly, semi-monthly, biweekly, and weekly payrolls cycles.

New employer-reporter toolkit

The first stop for new employer reporters. Links to EDX account signup, training, EDX data upload, reporter checklists, reporter roles, and more.

Employer-resource feedback form

Anonymous online form to provide feedback on an employer guide, webpage, newsletter, presentation, video, or News Bite email.

Employer Reporting Guides

Welcome to PERS reporting

1

[Overview of PERS](#)

Understand the Oregon PERS retirement system: the retirement benefits it provides, how members earn those benefits, when members are eligible to retire, and the responsibilities of participating employers. Includes rules and benefits for job classifications. (Revised 12/2025)

2

[Employer Requirements and Support](#)

About employer obligations, getting support, and staying informed. (Revised 02/2024)

Communications update

Guide updates

Updated

[Employer reporting guide 8, *Hiring a PERS Retiree*.](#)

Defines bona fide retirement vs non bona fide retirement, work-after-retirement rules for each type.

[Guide 15, *Reporting a Termination or Death*.](#)

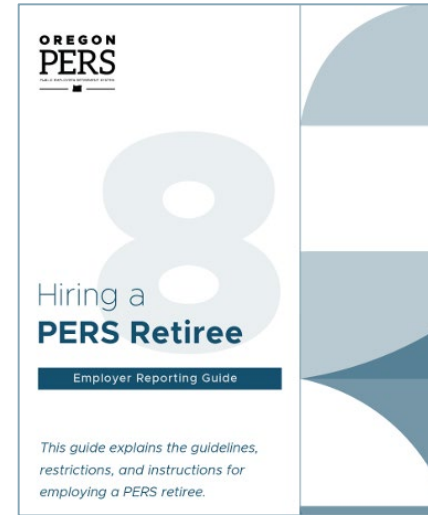
New clarifications of salary limit, last day of service, and contract number of months for school employees.

[Guide 19, *Completing Work List Requests*.](#)

Updated Employer Data Verification Work List instructions per Senate Bill 851 (2025).

[Guide 22, *Changing Demographic Information*.](#)

Includes link to a new form employers must use to tell ESC when their organization's address changes.



New

[Changing Employee Information for a Prior Year.](#)

How to change an employee's or former-employee's information for a "closed" year, plus the types of documentation PERS might require you to submit.

Communications update

Satisfaction surveys next month

The annual PERS Employer Satisfaction Survey kicks off May 1.

Help us meet our goal!

Survey team set a goal of **600 responses** for 2026 (about 40 more than last year).

The more surveys we receive, the more we learn about:

- What is working for PERS employers and members.
- What we need to
 - ✓ Improve.
 - ✓ Keep doing.
 - ✓ Increase.
 - ✓ Cut back on.

We appreciate specific feedback, whether it's services you appreciate or ideas for improvement.

We read every comment!



Additional items

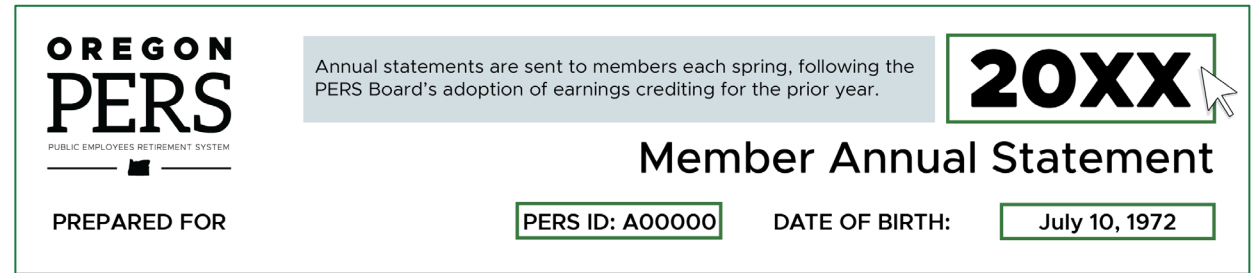
Brandon Armatas

Additional items

Member annual statements update

2026 update

- Minor cosmetic updates this year; no data changes.
- The statements have high-level information on the back.



Status

- Preparing for data extract and testing to ensure statements are accurate.
- Working with PERS Publishing and Distribution, gliding toward May mailing date.
- PERS efforts to update member addresses should continue to reduce returned statements:
 - Notifying members to update incorrect addresses.
 - Using the National Change of Address Database again.

Additional items

Member annual statements update

Learn more

- FAQ on the PERS website:
<https://www.oregon.gov/pers/MEM/Pages/Member-Annual-Statement-FAQs.aspx>
- Members can contact Member Services for assistance at 888-320-7377.

Additional items

Member annual statements update

Interactive sample statements online

- Great way to understand the information on your statement.
- Three versions:
 - [OPSRP](#)
 - [Tier Two](#)
 - [Tier One](#)

Hover over a green-outlined item on interactive statement for a pop-up explanation.

20XX OPSRP PENSION INFORMATION

Your Oregon Public Service Retirement Plan (OPSRP) pension is the first part of your retirement benefit. The pension provides a lifetime monthly benefit at retirement for eligible, vested members. You can produce a pension benefit estimate for a future retirement date on Online Member Services (OMS), located on the PERS website.

What could my pension benefit be at retirement?

$1.5\% \times \text{years of total retirement credit} \times \text{monthly final average salary} = \text{monthly pension benefit}$

Vested status:
20XX retirement credit:
Total retirement credit:

KEY ITEM TO CHECK!
Retirement credit is the number of months and years you work in a PERS-qualifying position. You also may see this called "years of service" or "service credit." You must work at least 600 hours per calendar year and the majority of each month to receive retirement credit for the year. Because your retirement credit is used in the calculation above, errors in your credit could negatively impact your pension benefit payments in retirement. If you are working, contact your PERS-participating employer(s) to resolve any errors.

20XX IN

Additional items

Online Member Services (OMS) benefit estimate

Employer feedback/discussion:

- Service credit only uses qualified employment segments.
- Impacts part-time employees.
- **Suggestion:** Make edit to open service-credit calculations.

Open discussion

Open discussion

Any questions or comments for PERS?

Questions for each other?



OREGON PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM



Thank you

