

- PERS Employer Incentive Fund: Share your feedback
- 2018 year-end reconciliation
- Statements enhanced

EMPLOYER NEWSLETTER

PERS Employer Incentive Fund: Share your feedback

Employer Incentive Fund (Senate Bill 1566) News

To stay informed on this and all other topics related to Employer Rate Relief, sign up for GovDelivery updates [here](#).

As you may have read on PERS' [Employer Rate Relief Programs](#) webpage, the Employer Incentive Fund is a program that may provide employers making a qualifying lump-sum payment (the lesser of \$25,000 or 25 percent of their UAL) into a new or existing side account, up to a 25 percent match for rate relief. As this program develops, PERS is reaching out to employers to gauge potential interest, as well as to seek employer feedback in a key feature of the program—the Unfunded Actuarial Liability Resolution Program (UALRP).

To provide your feedback, please take our [Employer Incentive Fund: Application Process Planning Survey](#) (https://www.surveymonkey.com/r/EIF_Oct18).

Employer Incentive Fund Background

Created by Senate Bill 1566 (2018), the Employer Incentive Fund may be used to provide up to a 25 percent match on employers' qualifying lump-sum payments. **The application start date and payment deadlines have yet to be determined; however payment will not be required** at the time of approval. This will allow employers time to strategically budget for a potential lump-sum payment.

Unfunded Actuarial Liability Resolution Program (UALRP)

All employers approved for the Employer Incentive Fund are required to participate in the UALRP. The purpose of the UALRP is to provide employers with information on how to improve funded status and to manage projected employer contribution rate changes in the future. In addition to the [existing tool](#) that allows employers to forecast the impact of future lump-sum payments (<https://www.oregon.gov/pers/EMP/Pages/Employer-Rate-Projection-Tool.aspx>), PERS expects to provide general information to help employers better understand funded status and contribution rate management.

PERS would appreciate employer feedback about components of the UALRP. To share your potential interest in the program and provide your feedback, please take this survey: [Employer Incentive Fund: Application Process Planning Survey](#) (https://www.surveymonkey.com/r/EIF_Oct18).

If you have any questions, comments or concerns, please contact us at side.account.legislation@pers.state.or.us.



An employer recently requested whether PERS staff could add “PERS” to the subject line of all outbound employer emails. After discussing, staff felt this would be an excellent way to continue to improve the customer service we are able to provide to the employers we work with day in and day out.

2018 year-end reconciliation

Are you ready for year end? Phase One of the 2018 Annual Reconciliation begins October 1, 2018, and ends December 31, 2018. During this phase employers are asked to focus on clearing suspended records and reports for calendar year 2018. Phase One would be an ideal time frame for education employers, for example, to review their substitute teaching staff to identify those who are likely to reach 600 hours of total service for 2018.

Remember that 600 hours of total service in any calendar year will change non-qualifying position types to active service qualifying position types for members who established membership in calendar year 2018 or a prior year. Please submit a demographic correction request (DCR) to PERS requesting that the position type is changed from non-qualifying service to active service for employees who reached 600 hours this year. If an employee is not projected to reach 600 hours total service in 2018 and the employee's position type is currently active service, this must be changed to non-qualifying service for employees.

For your assistance in these efforts, use the EDX tools including Eligibility Reports and Year-to-Date Wage and Contribution Summary, which can be found in the Site Navigation toolbar on the left-hand side of the EDX home page.

Helpful EDX Tools



A. Eligibility Reports:

- Members Approaching Qualifying Hours Report: Displays members who:
 - i. Have 550 or more posted hours with all employers in the specified year, and
 - ii. Have two or more DTL2-non-qualifying wage records posted in the specified year, and
 - iii. Are not retired in the specified year.
- Members with Contributions Who May Not Qualify Report: Displays members who:
 - i. Have less than 600 hours with all employers in the specified year, and
 - ii. Have contributions reported in the specified year, and
 - iii. Are not retired in the specified year.

Note: This tool does not look at partial-year rules.

B. Year-to-Date Wage and Contribution Summary:

- Wage, hour, and contribution information for employees with posted DTL2 records in the search year.
- Concurrent total hours worked with additional PERS employers in the search year.

Contact your ESC Account Team representative if you have questions on this topic:

<https://www.oregon.gov/pers/EMP/Pages/ESC-Representatives.aspx>

Statement enhancement

On September 27, 2018, there was a maintenance release of the Employer Data Exchange (EDX). Part of this release was a statement enhancement to change the view within the Pension UAL and Side Accounts links found on the View Employer Statement page.

- UAL-Unfunded Actuarial Liability
 - UAL is the difference between the value of benefits accrued to date and the assets available to pay them.
- Side Accounts
 - Side accounts are a voluntary lump-sum payment paid by employers that function much like an escrow account to prepay part or all of an employer's pension unfunded actuarial liability. Side accounts, if large enough, can satisfy an employer's entire Tier One/Tier Two and OPSRP pension obligation. Side accounts cannot fund RHIA, RHIPA, IAP, or other non-pension costs. Side accounts allow employers the potential to earn investment returns and receive rate relief, however there is risk involved and there is no guaranteed rate of return.

Employer Statement Home page

For Assistance Phone the PERS Call Center at 503-603-7788 or 888-320-7377

IAP

Beginning Balance:

Deposits	Date	Description
	04/14/2017	Employer IAP Remittances
		Total

Invoice	Date Posted	Description
1042298	04/13/2017	Contributions Pension
		Total

Ending Balance

Pension

Beginning Balance:

Deposits	Date	Description
	04/14/2017	Employer Pension Remittances
		Total

Invoice	Date Posted	Description
1042298	04/13/2017	Contributions Pension
		Total

[Pension UAL and Side Accounts](#)

Ending Balance

RHIA/RHIPA

Beginning Balance:



PERS EMPLOYER NEWSLETTER OCTOBER 2018

Old Pension UAL and Side Account view

View Employer Statement » Employer Statement

Statement Period: 04/06/2017 - 04/20/2017

Employer:

UAL Contributions and Side Account Credits Total (\$ 2,045.87)

Note: UAL and Side Account credits can be used only to satisfy Employer Contributions (PERS and OPSRP Pension).

UAL Contribution Detail

Invoice	Rate Type	Side Acct ID	Date Posted	Pay Date	Combined Subject Salary	Rate	Calculation	
	PERS Side Account Rate (EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	-7.78%	(\$ 184.72)	
	PERS Side Account Rate (EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	-7.78%	(\$ 19,225.12)	
	OPSRP GS UAL Amortizn(EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	0.61%	\$ 14.48	
	PERS UAL Amortizn(EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	6.35%	\$ 150.76	
	OPSRP GS UAL Amortizn(EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	0.61%	\$ 1,507.36	
	PERS UAL Amortizn(EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	6.35%	\$ 15,691.37	
Total								(\$ 2,045.87)

More Information

Wash of UAL and Side Account Credits \$0.00

Current Year Accumulated UAL and Side Account Credit \$ 0.00

Your credit balance will be zeroed out at the end of the calendar year. However, any remaining unused credits will be factored into your future contribution rates.

New Pension UAL and Side Account view – effective 9/28/2018

View Employer Statement » Employer Statement

Statement Period: 04/06/2017 - 04/20/2017

Employer:

UAL Contributions and Side Account Credits Total (\$ 2,045.87)

Note: UAL and Side Account credits can be used only to satisfy Employer Contributions (PERS and OPSRP Pension).

UAL Contribution Detail

Invoice	Rate Type	Side Acct ID	Date Posted	Pay Date	Combined Subject Salary	Rate	Calculation	
	PERS Side Account Rate (EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	-7.78%	(\$ 184.72)	
	PERS Side Account Rate (EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	-7.78%	(\$ 19,225.12)	
	OPSRP GS UAL Amortizn(EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	0.61%	\$ 14.48	
	PERS UAL Amortizn(EMPR)		04/13/2017	03/14/2017	\$ 2,374.24	6.35%	\$ 150.76	
	OPSRP GS UAL Amortizn(EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	0.61%	\$ 1,507.36	
	PERS UAL Amortizn(EMPR)		04/13/2017	03/31/2017	\$ 247,108.56	6.35%	\$ 15,691.37	
Total								(\$ 2,045.87)

More Information

Wash of UAL and Side Account Credits \$0.00

Current Year Accumulated UAL and Side Account Credit \$ 0.00

Your credit balance will be zeroed out at the end of the calendar year. However, any remaining unused credits will be factored into your future contribution rates.

Contact your ESC Account Team representative if you have questions:

<https://www.oregon.gov/pers/EMP/Pages/ESC-Representatives.aspx>