

# OREGON PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM



## EMPLOYER NEWS

**JUNE  
2023**

- 1 New PERS website coming soon
- 3 Attention, new retirees: Do these two things before returning to work
- 5 Fielding employee questions about applying for PERS retirement
- 6 How to report IAP contributions for employees who have different contribution types

### QUICK LINKS

[PERS employer website](#)

[Newsletter archive](#)

[SB 1049 programs](#)

### SUPPORT

[Employer Service Center](#)

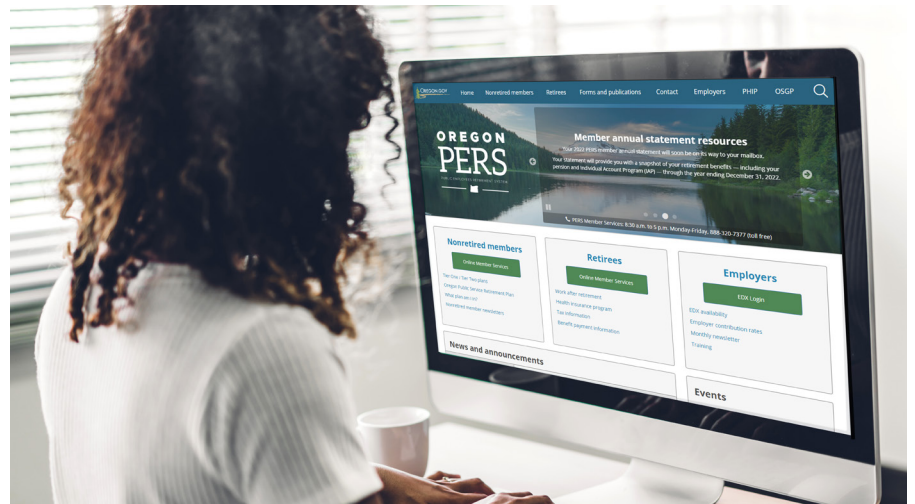
[Employer support email](#)

[Contact PERS](#)



Red Indian paintbrush

## New PERS website coming soon



We are launching a new and improved PERS website later this month. The website, upgraded to the state's newest platform, will feature a customized layout and appearance, along with updated and new information.

The new site is designed to help you find the information you need more easily. Highlights:

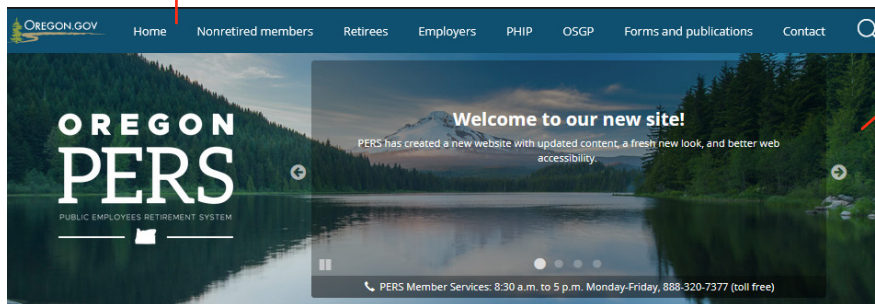
- ✓ Links to the most-used information are on the homepage.
- ✓ Information is organized by category.
- ✓ If you can't find what you want, check the Popular Links or use the search bar.
- ✓ New "About PERS" section includes expanded information about PERS benefits and programs.
- ✓ The Frequently Asked Questions section includes new questions.

*continued on page 2*

Quick access to main sections available at top

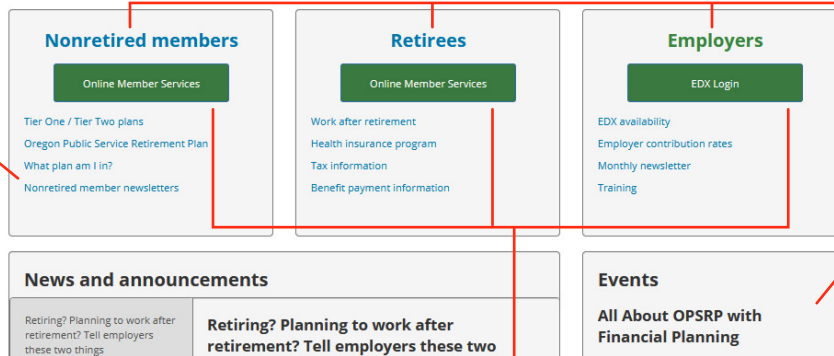
## PERS homepage

Carousel rotates through four screens



Most-popular info in each section listed for easy access

Click to enter a subsite



Scroll down for news, events, and videos

Access to OMS and EDX

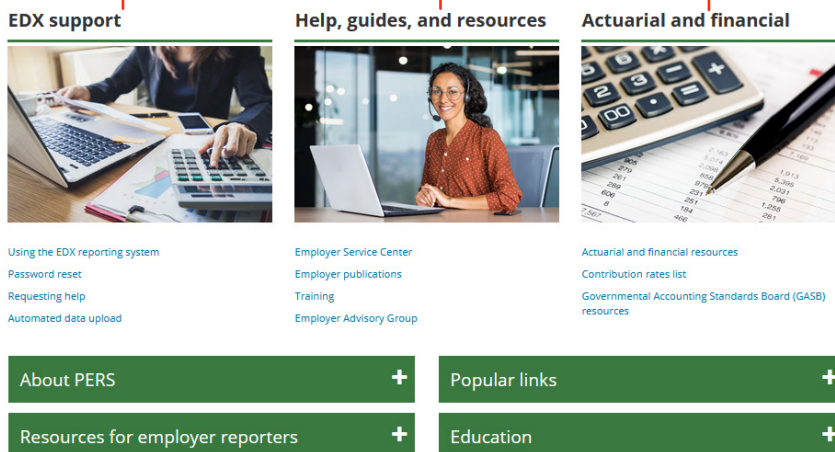
## Employers site

Quick access to EDX login

Click for ESC contact info



Employers' most-needed topics listed first



Find most-popular information for each topic listed here

Scroll down for lists of webpages about PERS benefits and programs, EDX reporting, actuarial and financial resources, FAQs, and more

*For new retirees and their employers*



## Attention, new retirees: Do these two things before returning to work

To receive the right retirement benefits without delay, PERS-retirement applicants must do two things before returning to work (or continuing to work past their retirement date) for a PERS-participating employer:

1. **Tell their current employer or employers that they have applied for PERS retirement.**
2. **Tell their new (or continuing) employer or employers that they have applied for PERS retirement.**

If PERS-retirement applicants fail to make sure their employers know that they have applied for PERS retirement, it can delay the onset of their retirement payments.

### Why their position must terminate

Once a PERS member applies for PERS retirement and chooses a retirement date, their employer must terminate their position at least one day before the effective retirement date and report final wages as soon as possible. Once PERS begins calculating

their benefits after their retirement date, their account is locked for benefit calculation — no more hours or wages can be added. If they are, this puts the brakes on the employee's retirement process.

This doesn't mean that a retirement applicant can't return to PERS-covered work or continue to work, however. They just need to make sure their employer stops or "terminates" their current employment and their next employer (whether that's a new employer or their current employer) hires them as a working retiree.

Therefore, if the employee is going to continue to work for their employer or start a new PERS-covered position, it must be as a working retiree. Their hours and wages must be reported as wage code 17 Retiree Wage-ER Rate.

### What employees need to do

Once an employee applies for PERS retirement, they need to tell their employer or employers what their effective PERS retirement date is.

#### Remember

- Retirees are free to work for a non-PERS-covered employer with no PERS limitations nor requirements.\*
- Early retirees are limited to working fewer than 1,040 hours/year (Tier One/Tier Two) or 600 hours/year (OPSRP) until they take a six-month break from working for all PERS-participating employers. If they surpass the limit, they may have to repay any pay they receive after that point.
- Regular retirees do not have to take a six-month break and don't have an hour limit. [Learn more on the members' Work After Retirement webpage.](#)

\*Some PERS retirees who are receiving Social Security benefits and have not reached full retirement age under Social Security may have limitations on how much they can earn and still receive full benefits. For more information, go to the [Social Security Receiving Benefits While Working webpage](#) and the PERS [Work After Retirement employers webpage](#).

*continued on page 8*

*continued from page 7*

### What employer reporters need to do

When a PERS member retires from PERS, there can be no new 01-Qualifying or 15-Non-Qualifying new-hire employment segment added after their effective retirement date.

To hire or continue employing a new PERS retiree:

1. Submit a Detail 1 record with an 11 – Retiree New Hire with Hour Limit status code.
2. Report their hours and wages on a Detail 2 record with a 17 – Retiree Wage code.

The records will suspend until the retiree’s account is in “service retirement” status. Wait about 90 days and resave the records for processing.

For more information about hiring a PERS retiree, read [employer reporting guide 8, Hiring a PERS Retiree](#).

### Remember

- You do not owe 6% IAP contributions on a working retiree’s wages.
- Employer pension contributions are charged on the salary of rehired retirees. The contributions are credited to the employer, however, not the employee.
- Early retirees are limited to 1,039.99 or 599.99 hours a year until they take a complete six-month break from working for all PERS-participating employers. Learn more on the [employers’ Work After Retirement webpage](#).

### Learn more

[Work After Retirement program – information for retirees](#).

[Work After Retirement program – information for employers](#).



*For Human Resources professionals*

## Fielding employee questions about applying for PERS retirement



- How do I fill out this retirement application?*
- What's the status of my application?*
- Can I return to work for my employer after retirement?*
- I have two employers; can I retire from one and not the other?*
- How is my reported unused sick leave used in my benefit calculation?*

If your employee or retiree comes to you with retirement questions like these, let PERS Member Services help. Your employee can call Member Services at **888-320-7377** or email them by filling out an [online form](#).

You can also direct your employee to one of the PERS webpages listed below.

Questions about	Resources
Preparing for retirement	<a href="#">Tier One/Tier Two steps to retire.</a> <a href="#">OPSRP steps to retire.</a> <a href="#">Near Retirement Checklist.</a>
Status of their retirement application	Call PERS Member Services at 888-320-7377 (M-F, 8:30 a.m. to 5 p.m.).
Coordinating all retirement income sources	Retirement Readiness education session: <a href="#">Tier One/Two.</a> Retirement Readiness education session: <a href="#">OPSRP.</a>
PERS Health Insurance Program	<a href="#">PHIP New Enrollment Presentation.</a> <a href="#">PHIP website.</a>

*continued on page 4*

Questions about	Resources
Work after retirement	<a href="#">Tier One/Tier Two.</a> <a href="#">OPSRP.</a> <a href="#">Employer information.</a>
Unused sick leave	<a href="#">Unused Sick Leave Calculation and Reporting.</a> <a href="#">Employer reporting guide 17, <i>Calculating Unused Sick Leave Hours at Termination or Retirement.</i></a>
How to estimate pension payments at retirement	<a href="#">Online Member Services benefit estimate tool.</a>
How to estimate Individual Account Program (IAP) at retirement	<a href="#">IAP website</a> , hosted by Voya.
Employee Pension Stability Account (EPSA)	<a href="#">Employer Rate-Relief Programs.</a>
Voluntary contributions	<a href="#">Employer reporting guide 19, <i>Completing Work List Requests, "IAP Voluntary Contribution Request."</i></a>

**For employer reporters**

## How to report IAP contributions for employees who have different contribution types

Some employees have two different types of IAP contributions. This may be because they fill different roles that have different agreements in place for how the IAP contributions are deducted and reported. For some positions, the employer “picks up” the 6% contribution, meaning that the employer pays it on behalf of the employee (employer-paid pre-tax (EPPT)). For other positions, the member pays it by member-paid pre-tax (MPPT) or member-paid after tax (MPAT). EDX is not designed to process two different contribution types in a single record. If you do so, your record will post but will cause an error in the system that must be manually corrected.

### Instructions

When reporting a single pay date for an employee who earned two different types of IAP contributions, you must submit two records: one for each contribution type plus the hours and wages associated with that contribution type.

*continued on page 5*

### Example

Employee Beau worked hours in two different positions for ABC School District. In March 2023, he worked a total of 176 hours. Beau worked 57 hours in a part-time position and 119 in a full-time, licensed position.

Per the district’s collective bargaining agreement:

- All substitutes and part-time employees pay the 6% IAP contributions as member paid pre-tax (MPPT).
- Regular licensed employees have their 6% IAP contributions “picked up” as employer paid pre-tax (EPPT).



Beau has two contribution methods for one pay period. His agency’s employer reporter will submit two Detail 2 wage records to show the hours and wages earned for each contribution method.

### ADD/EDIT A MEMBER RECORD

The status of this member record is: **Added**

#### DETAIL 2 - WAGE AND SERVICE

SSN	<input type="text" value="*****"/>
First Name	<input type="text" value="FIRST"/>
Last Name	<input type="text" value="NAME"/>
Pay Date	<input type="text" value="03/31/2023"/> <small>(MM/DD/YYYY)</small>
Work Period Begin Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Work Period End Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Hours Worked (Regular)	<input type="text" value="176"/>
Hours Worked (Overtime)	<input type="text"/>
Reported Wage Code	<input style="border: none; background-color: #f0f0f0; padding: 2px 5px; width: 100%;" type="text" value="01 - Regular wages"/>
Subject Salary (Regular)	<input type="text" value="3456.94"/>
Subject Salary (Overtime)	<input type="text"/>
Non-Subject Salary	<input type="text"/>
Lump Sum Payoff	<input type="text"/>
Lump Sum Vacation Payoff	<input type="text"/>
Gross Salary	<input type="text" value="3456.94"/>
Member Paid After-Tax Contribution (MPAT)	<input type="text"/>
Member Paid Pre-Tax Contribution (MPPT)	<input type="text" value="49.81"/>
Unit Contribution	<input type="text"/>
Employer Paid Pre-Tax Contribution (EPPT)	<input type="text" value="157.60"/>

WRONG

**Incorrect reporting:** One record with two types of IAP contributions.

*continued on page 6*

### ADD/EDIT A MEMBER RECORD

The status of this member record is: **Added**

#### DETAIL 2 - WAGE AND SERVICE

SSN	*****
First Name	FIRST
Last Name	NAME
Pay Date	03/31/2023 <small>(MM/DD/YYYY)</small>
Work Period Begin Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Work Period End Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Hours Worked (Regular)	119
Hours Worked (Overtime)	<input type="text"/>
Reported Wage Code	01 - Regular wages <input type="button" value="v"/>
Subject Salary (Regular)	2626.74
Subject Salary (Overtime)	<input type="text"/>
Non-Subject Salary	<input type="text"/>
Lump Sum Payoff	<input type="text"/>
Lump Sum Vacation Payoff	<input type="text"/>
Gross Salary	2626.74
Member Paid After-Tax Contribution (MPAT)	<input type="text"/>
Member Paid Pre-Tax Contribution (MPPT)	<input type="text"/>
Unit Contribution	<input type="text"/>
Employer Paid Pre-Tax Contribution (EPPT)	157.60

RIGHT

### ADD/EDIT A MEMBER RECORD

The status of this member record is: **Added**

#### DETAIL 2 - WAGE AND SERVICE

SSN	*****
First Name	FIRST
Last Name	NAME
Pay Date	03/31/2023 <small>(MM/DD/YYYY)</small>
Work Period Begin Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Work Period End Date	<input type="text"/> <small>(MM/DD/YYYY)</small>
Hours Worked (Regular)	57
Hours Worked (Overtime)	<input type="text"/>
Reported Wage Code	01 - Regular wages <input type="button" value="v"/>
Subject Salary (Regular)	830.20
Subject Salary (Overtime)	<input type="text"/>
Non-Subject Salary	<input type="text"/>
Lump Sum Payoff	<input type="text"/>
Lump Sum Vacation Payoff	<input type="text"/>
Gross Salary	830.20
Member Paid After-Tax Contribution (MPAT)	<input type="text"/>
Member Paid Pre-Tax Contribution (MPPT)	49.81
Unit Contribution	<input type="text"/>
Employer Paid Pre-Tax Contribution (EPPT)	<input type="text"/>

RIGHT

**Correct reporting:** Two records – one for each contribution type.