

# OREGON PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM



**April 22, 2026**

**Office Hour**  
employer webinar

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**Employer Service Center (ESC)**



# Agenda

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## PART 1 Reminders:

- Retroactive changes
- Leave without pay update
- 2026 member redirect and salary limit numbers
- Job classification codes
- Resources

## PART 2 Office hour:

- Question and answer

# Part 1: Reminders

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- Retroactive changes
- Leave without pay update
- 2026 member redirect and salary limit numbers
- Job classification codes
- Resources

# Reminders

## Employer announcement 106 and retroactive changes

When you request a change to employment information for a past, closed year, the Employer Service Center may require **documentation to support the change**.

### Why is this important?

Changing past employment information can have a significant impact on an employee's benefits. Therefore:

1. PERS requires documentation for some changes.
2. Getting all your reporting done correctly in the current year saves effort down the road.

### What is a closed year?

For PERS purposes, every calendar year officially closes on March 5 of the following year. For example: 2025 officially closed on March 5, 2026.

# Reminders

## Employer announcement 106 and retroactive changes

### Learn more

- [Employer Announcement #106, Requesting Retroactive Changes to Employment Data \(PDF\)](#): explanation of policy.
- [Changing Employee Information for a Prior Year \(PDF\)](#) employer guide: complete instructions on how to request a prior-year data change, when to include documentation, and the types of documentation PERS will accept.

# Reminders

## Leave without pay update

Senate Bill 851 (2025) established a new definition of “major fraction of the month” that is used to determine when to report a qualifying employee’s leave without pay (LWOP).

Instead of **11 business days**, it is now **more than half the calendar days in a calendar month**.

### When to report leave without pay

Report LWOP only when an employee is on an official leave without pay for more than half the total days in a calendar month.

- If a month has 30 or 31 days, report LWOP of 16 days or more (do not have to be consecutive).
- If a month has 28 or 29 days, report LWOP of 15 days or more (do not have to be consecutive).

**LWOP and service credit:** When a qualifying member is on an official LWOP of more than half the month, they do not receive service credit for that month.

School employees have special rules for earning service credit that account for school breaks.

*Employees on summer break should not be reported as on LWOP.*

# Reminders

## Leave without pay update

### Learn more

- This year, training materials, guides, and processes are being updated with the new definition.
- Many of the same reporting requirements apply for reporting current LWOPs.
- Any updates or changes will be communicated to you.
- Watch for further information on this to be sent out in the coming months in your PERS newsletters and communications.

# Reminders

## 2026 salary limit and member redirect numbers

**Member redirect  
monthly threshold**

**\$3,890**

**2026**

**\$3,777**

**2025**



[Employers Member Redirect webpage](#)

**Salary limit  
subject-salary annual limit**

**\$245,724**

**2026**

**\$238,567**

**2025**



[Employers Salary Limit webpage](#)

# Reminders

## Job classification codes

**What is PERS Job Class Code?** Required field on new-hire Detail 1 record.

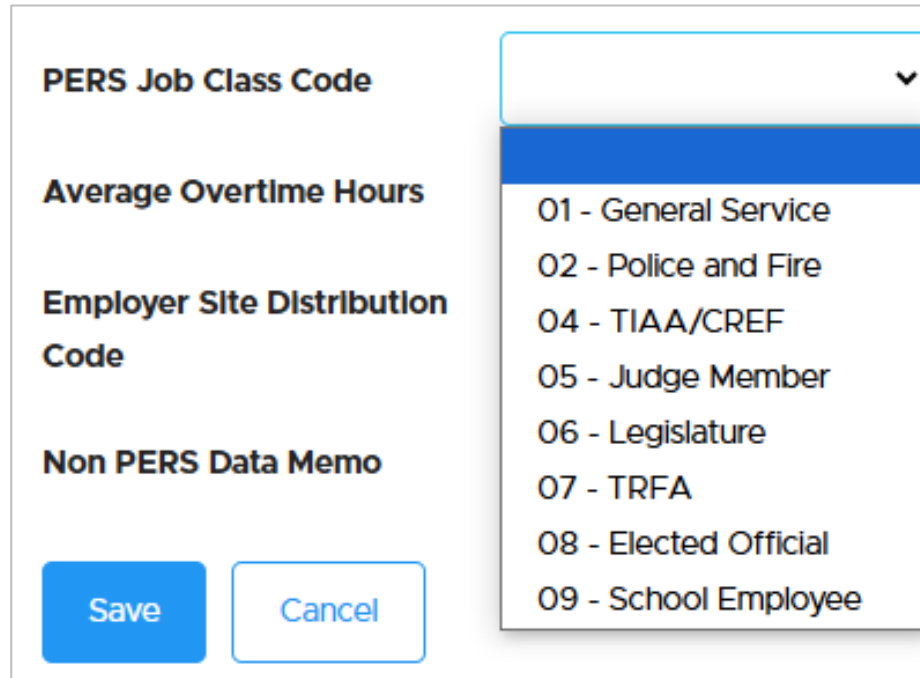
**What does it do?** Places employee into proper job class for the type of work they are doing.

There are eight job classifications.

The most common are:

- 01 - General Service.
- 02 - Police and Fire.
- 09 - School Employee.

**Why is it important?** Each job class earns slightly different benefits.



The screenshot shows a web form with several fields: "PERS Job Class Code", "Average Overtime Hours", "Employer Site Distribution Code", and "Non PERS Data Memo". The "PERS Job Class Code" field is open, displaying a dropdown menu with the following options: 01 - General Service, 02 - Police and Fire, 04 - TIAA/CREF, 05 - Judge Member, 06 - Legislature, 07 - TRFA, 08 - Elected Official, and 09 - School Employee. Below the form are "Save" and "Cancel" buttons.

Job classes are defined in quick reference guide [Job Classification Codes](#).

# Reminders

## Job classification codes

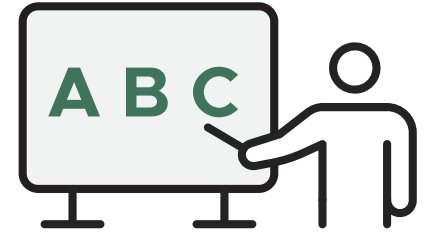
### Reporting employees as Police and Fire:

Only employees whose job meets the legal definition of “firefighter” or “police officer” for PERS purposes can be classified as 02 Police and Fire (see [Job Classification Codes guide](#) for definitions).



### Reporting employees as School Employee:

Not everyone who works at a school is classified as 09 School Employee (although most are).



### NOTES

If the job classification does not qualify for Police and Fire or School Employee, then most often it is General Service.

In addition, a job classification must be included in your employer agreement with PERS for people in that job class to earn benefits.

# Reminders

## Resources

### Retroactive changes

- [Employer announcement #106, Requesting Retroactive Changes to Employment Data.](#)
- [Changing Employment Information for a Prior Year guide.](#)

### Leave without pay

- PERS resources and guides currently being updated from “11 business days” to “more than half the calendar days in a calendar month.”
- You can still use the not-yet-updated guides because the same basic rules apply.
- [Employer reporting guide 11, Reporting a Leave.](#)

### Member redirect

- [Employers Member Redirect webpage.](#)

### Salary Limit

- [Employers Salary Limit webpage.](#)

### Job class codes

- [Job Classification Codes guide.](#)  
To check job class codes included in your employer agreement with PERS, email Rachel or your account representative.

# Part 2: Office hour

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- Questions
- Answers
- Discussion

# Questions and answers

## Office hour

Raise your hand to speak (preferred) or ask in the chat.

An ESC representative will answer your question, if possible. More complicated questions may need a follow-up.

Do not use employee names or personal information.



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**Thank You**

