OREGON
PERS
PUBLIC EMPLOYEES RETIREMENT SYSTEM

EMPLOYER
NEWS

AUGUST 2022

QUICK LINKS

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- SB 1049 programs
- PERS employer website

SUPPORT

- Employer support email
- Contact PERS

Sea floats, Lincoln City

What you need to know about hiring retirees

Summer is peak retirement season for PERS members. If one of your retirees comes back to work for you (or if you hire any PERS retiree), you will need to know the rules for working after retirement.

PERS retirees are welcome to return to work for a PERS-participating employer while maintaining their "retired member" status, which allows them to continue receiving their retirement benefits; however, some retirees have a limit on the number of hours they are allowed to work per year. If they surpass that limit, they become an active PERS member, and their retirement benefits stop (see limits in table below).

PERS retirement status	Work limitations	Annual limit
PERS members who **retire at full retirement age.**	May work **unlimited** hours and still receive their PERS retirement benefits.	No hour limit.
PERS members who **retire early** and **have had a complete break** from all PERS-participating employment for at least six months from their effective retirement date.	May work **unlimited** hours and still receive their PERS retirement benefits.	No hour limit.
PERS members who **retire early** and **have not had a complete break** from all PERS-participating employment for at least six months from their effective retirement date.	May work a **limited** number of hours per year and still receive their retirement benefits.	Tier One/ Tier Two: up to 1,039.99 hours. OPSRP: up to 599.99 hours.
PERS retirees who choose to **stop their retirement** and return to work as an "active" member.	May work **unlimited** hours. However, as an active member, they will stop receiving their PERS retirement benefits until they re-retire.	No hour limit.

Employers who hire a PERS retiree must pay **employer contributions** on that retiree's salary, like they do for active members. However, because working retirees do not earn retirement benefits, employers do not have to make 6% employee contributions to the IAP. The employer contributions you pay on working retirees apply as a credit to your employer account to help reduce your rate.

Note: An active member is an employee who has not retired, withdrawn, nor lost their PERS membership.

Reporting a PERS-retiree hire

When you hire a retired public employee on a part-time basis, even if they retired from your agency, you must create and submit a new Detail 1 record to re-hire them as a retiree. The re-hire report should not be on the same report as the employee's final wages or Detail 1 02 - Termination record.

Tips for success

Retirement date
PERS retirement dates are always on the first of a month. Retirees can return to work as a PERS retiree on or after their effective PERS retirement date. However, those who retire early and return to work too soon (within six months of their retirement) are limited in the number of hours they are allowed to work per year without risking their retired-member status.

Status code
Choosing the right status code is very important to avoid accidentally returning a retiree to active service and stopping their retirement benefits.

There are three options for status codes: 11, 12, and 13. **Choose the code you would have chosen prior to SB 1049** (11 is the most common). Use code 13 only for a retiree who wishes to come out of retirement and become an active PERS member again.

Membership plan
Retirees stay in the plan they were in when they retired: Tier One, Tier Two, or OPSRP. EDX calculates your employer contributions on their wages based on their existing PERS membership plan.

Job class
Be sure to update the employee's new hire record to match their current job, regardless of what kind of work a retiree did before they retired. For example, if a career police officer retires and seven months later takes a position at a school district, their new job will have a school-employee job code.

If record suspends (fails to post)
If a Detail 1 new-hire record and any subsequent Detail 2 status code 17 wage records suspend, wait at least 90 days to re-save the records. Post-retirement employment segments and associated wages will not post until PERS staff have processed the employee's retirement, which takes about 90 days.

If you are still having trouble getting records to post, contact your ESC representative.

Disability retirees
Different rules apply to hiring disability retirees. For help hiring someone on disability retirement, contact your ESC representative.

Learn more
For a detailed explanation of the rules for hiring a PERS retiree, read the "Guide to Hiring a PERS Retiree" handout and the Work After Retirement webpage for employers.

Important: Include your employer number

When leaving a voice message or emailing the Employer Service Center, make sure to include your employer number.

ESC representatives need your employer number to look up your account. Providing it in your voice message or email helps them assist you faster.

Don't know your number? Simply log into EDX, find your employer on the employer home page, and jot down the five-digit number in the Employer Code column.

Selected	Employer Code	Employer Name
➹	02601	IRRIGATION DISTRICT
select	04062	CITY SCHOOL DISTRICT
select	04462	INTERNATIONAL SCHOOL
select	02820	FIRE DISTRICT
select	04331	COUNTY SCHOOL DISTRICT
select	02870	WATER DISTRICT

Prior-year earnings invoices go paperless

Starting this month, PERS is sending prior-year earnings (PYE) invoices digitally instead of by mail. If you have a prior-year earnings invoice in your statement, you will now need to check your email inbox, not your mailbox, for the detailed invoice.

Your PYE invoice includes the details of the PYE charges that will be on your next PERS employer statement. The invoice in your statement does not link to a screen with more information because the charges are not generated by EDX. Therefore, we send the detailed invoice directly to you.

About IAP PYE

When you successfully submit all your records to PERS by the end of a calendar year, your PERS members receive a deposit of interest earnings from PERS into their IAP accounts. If you do not submit all your records by year end, you must pay the earnings. The IAP PYE invoice is included on your employer statement in EDX.

Registration open for the annual PERS Expo

Mark your calendar for October 5 and 6, 2022.

PERS Expo 2022 is an opportunity for PERS members to learn more about their retirement benefits — from what they are to how to maximize them. Presented online for members' safety and convenience, the PERS Expo will feature two days of live, interactive, and on-demand presentations and question-and-answer sessions.

Whether retiring in three years or 30, PERS members can learn about:

Retirement benefits	When to talk to PERS	When and how to retire
Pension • Individual Account **Program**	Marriage • Divorce • New child	Maximize benefits • Understand rules

Post-retirement health-insurance	Oregon Savings Growth Plan	
Costs • Coverage	More savings options	**REGISTER NOW**

Employer Incentive Fund (EIF) update

As of July 1, 2022, PERS has matched just under $14 million to 13 of the employers who were waitlisted during the first round of EIF in 2019. Approximately $22 million in funding remains.

If you are an EIF waitlisted employer and have not declared your intent to make a lump sum payment, please contact actuarial.services@pers.oregon.gov. Planning your payment is essential because PERS does not have your funding readily available. PERS requests funding quarterly based on the employers who have declared they will be making payments during that period.

If you are not sure if you are an EIF waitlisted employer or of the amount you are entitled to, visit the PERS EIF webpage.