



NEWS TO USE

A newsletter for PERSI employers

October 2016

- Determining Eligibility
- IRIS Transition Update
- Annual Statements
- Investment Update



DETERMINING ELIGIBILITY -- "IT DEPENDS"

Working less than 20 hours a week doesn't always make an employee "not PERSI eligible".

The IRIS conversion has finally come. Now, along with employer required Full Reporting, IRIS is helping identify more situations where employers have made eligibility determinations based on hours worked (more or fewer than 20) without consideration of other important factors. When an error is identified, consequences for the employee and employer can sometimes be problematic and possibly devastating. Here are some hypothetical examples:

#1 - NON-RETIREE APPOINTED

An individual (not a PERSI retiree) was appointed to a paid position by the city council and worked for several years. The member was working less than 20 hours per week, so the employer assumed the member was not PERSI eligible, and did not pay contributions to PERSI. Because the member was an appointed official, she actually **was** PERSI eligible because elected/appointed officials are excluded from the 20 hours per week rule ([Idaho Statute 59-1302\(14\)\(A\)\(b\)](#)).

As a result, the employee and employer would be responsible for payment of all respective delinquent contributions, plus interest.

#2 - EARLY RETIREE ELECTED/APPOINTED:

A retired (early, with a reduced benefit) public safety worker was appointed or elected to a position and reported (through full reporting) to be working less than 20 hours per week ([IDAPA 59.01.06.146](#)). Only problem is, the member had actually been working in the same position in excess of the 20 hour limit, thus making her PERSI eligible.

As a result, the employer would have to pay back to PERSI any retirement benefits already paid to the retired member (plus interest), as well as any delinquent contributions to PERSI ([Idaho Statute 59-1356\(5\)](#)).

Additional Eligibility Links:

- [PERSI Eligibility Videos for Employers \(All 8\)](#)
- [PERSI Eligibility Rules \(IDAPA 59.01.02\)](#)
- [PERSI Employer Reference Manual](#)

Additional Full Reporting Article Links:

- [Full Reporting: It's Important, It's Required Full Reporting Reminder](#)

SPOTLIGHT VIDEO: "Elected/Appointed Eligibility"



IRIS TRANSITION UPDATE

We have made a lot of progress, and the IRIS pension administration is now activated. This includes the insurance vendor portal, and the myPERSI member portal.

We want to thank all PERSI employers for your patience as we worked through the blackout period and launch in late August/early September. During the blackout, many of our processes could not be completed, causing a "backup" in a couple of essential areas. Our Employer Service Center has caught up with most of its functions delayed by the launch, and Member Services is working hard to get caught up as well.

The introduction of IRIS has significantly changed the way we handle many of our forms. Many of the forms

you used to fill out and return to PERSI can now be done in the employer portal. For example, the paper version of Form RS109 (Notice of Change in Employment Status) is no longer valid and should not be used. This information must be reported through the employer portal. We have also added barcodes to all PERSI forms in order to properly integrate them into our document imaging system. So if you have a pre-printed stockpile of any of our old forms, please don't return them to PERSI, and instead use our new forms.

As with any new system, we expect to continue finding and fixing bugs and errors. So, if you notice something in the myPERSI member portal, your annual statement, or other PERSI correspondence that just doesn't look right, please call the PERSI Answer Center to let us know.

ANNUAL STATEMENTS IN THE MAIL NOW

Base Plan account statements to active and inactive members starting mailing last week. The statements reflect unaudited account data as of the end of PERSI's most recent fiscal year (June 30, 2016). Members should not confuse these statements with Choice 401(k) Plan statements.

The Base Plan annual statement provides each member with specific information regarding his or her retirement, disability, separation, and death benefits. The statements also provide information about the member's accrued service credit

and an estimate of projected benefits. By understanding benefits, PERSI believes members are in a better position to make informed financial decisions.

Please encourage your staff to review the credited service section of the statement carefully, and to report any discrepancies to PERSI. This is also a good time for members to review their beneficiary designation to ensure it still accurately reflects their wishes.

As a result of PERSI's transition to a new pension administration

software system, this annual statement and previous annual statements will not be available for you to view in the myPERSI member web portal. Future annual statements will be posted in your account in the myPERSI member web portal.

Members with questions should call the PERSI Answer Center toll-free at 1-800-451-8228 or 208-334-3365 from the Treasure Valley area. The Answer Center is open weekdays from 8:00 am to 5:00 pm Mountain Standard Time.

PERSI INVESTMENT REPORT *

Month to Date Report

September 27, 2016

CURRENT VALUE OF THE FUND	\$	15,319,427,287
FISCAL YEAR NET CHANGE IN ASSETS	\$	472,573,566
FISCAL YEAR TO DATE RETURNS		3.3%
MONTH TO DATE RETURNS		0.1%

*Each month, PERSI Chief Investment Officer, Bob Maynard presents his investment report to the PERSI Retirement Board, and posts it to the PERSI website. Click [here](#) to link to the full report.