

NEWS TO USE FOR EMPLOYERS
FEBRUARY 2023



CHOICE 401 (k) PLAN FEE CHANGES

Simplicity, transparency, and minimal cost to participants remain top priorities for the PERSI Choice 401(k) Plan.

With those priorities in mind, the PERSI Retirement Board has restructured the administrative/record keeping fees and negotiated favorable investment management fee reductions. The investment fee reductions took effect in August 2022, and the administrative/record keeping fee structure changes went into effect February 1, 2023.

This is important because saving and investing in your Choice Plan account may provide lower fees compared to saving on your own. Large retirement plans like the PERSI Choice 401(k) Plan can often negotiate lower fees and capitalize on economies of scale due to the greater number of individuals participating. It's like buying in bulk from warehouse stores, which usually costs less.

Follow this [link](#) to learn more and examine the new fee schedules.

Your PERSI Base Plan Account was designed to replace a portion of your working income in retirement. Preparing for, and enjoying a secure retirement requires additional planning and action by you. PERSI is committed to helping its members prepare for retirement, and encourages you to consider using the voluntary, supplemental PERSI Choice 401(k) Plan as a tool to help fill the gap in income replacement you may experience.

PERSI contracts with Empower to provide recordkeeping services for your Choice 401(k) Plan account. This includes individual counseling and assistance for participants. To schedule a retirement counseling appointment with an Empower representative, [click here](#). You can also reach an Empower representative by phone at (866) 437-3774.

HELP YOUR EMPLOYEES LEARN ABOUT THEIR PERSI BENEFIT WITH A PERSI WORKSHOP!

PERSI trainers are available to provide group workshops to help your employees understand the PERSI Base Plan and the PERSI Choice 401(k) Plan.

As an employer, you can request a PERSI trainer conduct a workshop at your job site or virtually. Our trainers look forward to meeting you and your employees. To request a workshop, email the trainer in your area or call 208.287.9291.

[LEARN MORE HERE](#)

WHEN TO SUBMIT RETIREMENT PAPERWORK?

If your employees are considering retirement, please let them know to contact PERSI for a retirement estimate approximately six (6) months before their desired retirement dates. PERSI requires them to complete and submit the [Application for Retirement](#) along with all required documents no earlier than six (6) months and no later than thirty (30) days prior to their retirement dates.

Failure to submit a complete [Application for Retirement](#) and all required documentation on time may result in their retirement benefits being delayed.

As the employer, you will receive an email from PERSI instructing you to complete the "Confirmation of Termination" in the employer portal.

This process must be completed as soon as possible regardless of the retirement date of the employee – even if the date is more than a month out.

Once you have provided PERSI with an electronic confirmation that the member has or will be terminating employment, and we have received all proofs from the employee and the termination date from the employer by the 15th, we will have the retiree on our payroll for the upcoming month.

If any required items are received after the 15th, the retiree's first check will be delayed until the month thereafter.

Please also let your employees know that September retirement is popular! Very popular! PERSI processes three times more applications for September retirements than any other month.

PERSI is asking employers to remind members who are planning an effective retirement date of September 1, 2023, to submit their application to PERSI on or before July 15, 2023.

PERSI cannot guarantee a retirement application will be processed in time for a September benefit if the application is received after July 15th.

For retirees purchasing additional service, the first benefit payment may be delayed a month or two.

Members who have questions or would like more information can call the PERSI Answer Center at 1-800-451-8228 or 208-334-3365.



DO YOU NEED HELP WITH YOUR REPORTS TO PERSI?

PERSI's Employer Service Center (ESC) is here to help! ESC can offer some quick tips to help your processes for reporting to PERSI. They can help you with forms, transmittals, GASB information, and much more.

If you have any employer-related questions and cannot find the answer



UPCOMING HOLIDAYS

PERSI will be closed in observance of the following holidays:

- Monday, February 20 – Presidents' Day

If you have questions, call the PERSI Employer Service Center at 1-866-887-9525 or 208-287-9525.