



PERSI EMPLOYERS: YOU MUST ACT SOON – TIME IS RUNNING OUT!

Between now and July 1, 2025, **All PERSI Employers MUST** report PERSI Choice 401(k) Plan contributions, data, and payments directly to Empower, the PERSI Choice 401(k) Plan record-keeper. Several employers are already transmitting directly to Empower, and PERSI thanks you for your attention and efforts. However, many more employers have **not** completed, or even started, the transition, and time is running out.

If you have not completed the transition, please start the process now. You can contact one of the following Empower representatives as soon as possible.

- **Employers who upload a file:** your file must meet Empower’s file specification requirements and must be approved prior to your first submission. Software vendors and employers should contact Jordan Mura at Jordan.Mura@retirementpartner.com for technical assistance with the file certification process.
- **Employers using Empower’s self-guided payroll process** must still work with Empower to ensure a smooth transition. Contact Kathy Castle at Kathy.Castle@empower.com for more information.

Note: This change does not impact your PERSI Base Plan report and is separate from the PERSI Employer Reporting upgrade.

**NEW PUBLIC SAFETY CONTRIBUTION RATES
ARE NOW IN EFFECT AS OF APRIL 1, 2025**

New contribution rates for public safety employers and employees are now the following.

	AS OF APRIL 1, 2025
PUBLIC SAFETY EMPLOYER	13.98%
PUBLIC SAFETY EMPLOYEE	10.36%

The rates are effective for the first full payroll cycle starting April 1 or later. Please make sure your system is prepared for this change.

If you have questions, please contact the PERSI Employer Services Center (ESC) at 1-866-887-9525 or 208-287-9525.



**ATTENTION – CRITICAL INFORMATION
FOR SCO, ROLL-FORWARD, AND UPLOADING
EMPLOYERS**

SCO PERSI EMPLOYERS

PERSI has been communicating with all PERSI employers for several months about the upcoming changes to PERSI’s employer reporting system. As mentioned in previous

communications, file specification documents are available for uploading employers to start this upgrade.

PERSI will require state agencies reporting through Luma to confirm the files provided by the SCO meet the new requirements prior to production submission. PERSI is working with the SCO and Luma teams to ensure files are being updated and tested.

It is important for agency payroll and human resource personnel to know they will likely have a more active role in the file submission process because of PERSI's employer reporting upgrade.

PERSI and the SCO provide joint communication to agencies when training and site demos are available. PERSI will also offer open office hours to answer questions and address concerns closer to launch. **Please be prepared to respond to these messages in a timely manner.**

The PERSI employer reporting upgrade is different from the recent Choice 401(k) Plan reporting changes made in connection with Empower because of the SECURE 2.0 Act.

ROLL-FORWARD PERSI EMPLOYERS

PERSI has been communicating with all PERSI employers for several months about the upcoming changes to PERSI's employer reporting program. **The upgrade is scheduled to go live starting July 1, 2025.** Per statute, participating employers are required to provide reports that meet PERSI's new requirements.

Roll-forward reporters will continue using the program PERSI provides, but the look will change, and you will be required to report compensation, contributions, and demographic data differently.

PERSI will notify employers when training and site demos are available. PERSI will also offer open office hours to answer questions and address concerns closer to launch. **Please be prepared to respond to these messages in a timely manner.**

The PERSI employer reporting upgrade is different from the recent Choice 401(k) Plan reporting changes made in connection with Empower because of the SECURE 2.0 Act.

UPLOADING PERSI EMPLOYERS

PERSI has been communicating with all PERSI employers for several months about the upcoming changes to PERSI's employer reporting system. As mentioned in previous communications, file specification documents are available for uploading employers to start this upgrade.

PERSI will require vendors to confirm employer files meet the new requirements prior to production submission. Please

check our website for updates on the test file submission and certification process. File specification documents are available here: <https://www.persi.idaho.gov/employers-1/>

STARTING APRIL 15, PERSI WILL BEGIN ACCEPTING & CERTIFYING TEST FILES.

Per statute, participating employers are required to provide reports that meet PERSI's requirements. **FILES MUST BE UPDATED, AND TEST FILES MUST BE CERTIFIED PRIOR TO JULY 1. PLEASE CONFIRM WITH YOUR VENDOR THAT THIS WORK HAS STARTED AND WILL BE COMPLETED BEFORE IMPLEMENTATION ON JULY 1, 2025.**

If you experience any obstacles or need additional assistance, please contact PERSI at Stacy Parr at 208.287.9243 or 800.334.3365 ext. 243, as soon as possible.

This communication is specific to your PERSI Base Plan report. The requirements and new file specification documents referenced here are different from the recent changes required under the SECURE 2.0 Act, which must also be completed and certified by July 1. Please have your vendor contact Empower if they have questions about the Empower file changes.

FOR EMPLOYER QUESTIONS, PLEASE CALL...

If you need assistance or have questions, call 208-287-9525 or 866-887-9525.

Hours of Operation:

8:00 a.m. to 5:00 p.m. (Mountain Time)
Monday through Friday
