



## DIRECTOR HAMPTON'S EMPLOYER TOUR

Director Mike Hampton continues to travel around the state meeting with PERSI employers' directors, administrators, leadership, and upper management. He has enjoyed meeting and talking with many of PERSI's employers and discussing PERSI related topics.

He still has a few more meetings before the tour wraps up. Feel free to attend any of the meetings still to be held listed in your letter. Please RSVP by sending a message to the email address listed in your letter and include the city name and the names of the people attending.



## A FRIENDLY REMINDER ON SEPARATION OF DATA FROM THE BASE PLAN AND THE CHOICE PLAN

As a reminder the PERSI Choice 401 (k) Plan and the PERSI Base Plan are separate plans, and the transmittals for each are submitted separately.

- PERSI Base Plan is submitted to PERSI via the PERSI Employer Portal
- PERSI Choice 401 (k) Plan is submitted to Empower via their Plan Service Center (PSC)

What does this mean to you?

Going forward you will need to ensure you are making updates on participant employment information (i.e. dates of termination) or indicative data (like address changes) in both your Base Plan transmittal to PERSI as well as your Choice Plan transmittal to Empower.

If you have any questions relating to issues with remitting payroll files for the Choice Plan to Empower, please call the Empower PSC Support Line at 800-695-4952 and ask for a Payroll Specialist to assist you.



## PERSI WEBINAR TO HELP EMPLOYERS WITH PERSI CHOICE 401(k) PLAN CHANGES!

PERSI and Empower are teaming up to provide a webinar, allowing you to have a better understanding of the exciting changes coming to the PERSI Choice 401 (k) Plan! You will be able to ask questions in real-time if need be.

Content that will be covered:

1. Roth (contributions, rollovers, and in-plan conversion)
2. Catch-up Contributions (required and optional)
3. Part-time Eligibility
4. Choice Plan transmittal related changes for employers

**Webinar time and date:**

Thursday November 13, 2025 from 10 a.m. to 11 a.m. (MST) Click Here to [Register!](#)

In case you missed it. Here is a [link](#) to PERSI's October Employer News to Use with detailed information on these changes coming soon to the Choice Plan.

Employers with questions can contact our Account Manager at Empower Melissa Chiumento at [melissa.chiumento@empower.com](mailto:melissa.chiumento@empower.com) or by phone at 303-737-6431.





**LET YOUR EMPLOYEES KNOW...**

At the October (2025) Retirement Board meeting, the regular interest rate members will earn on their personal Base Plan accounts was announced. From January 1, 2026, through December 31, 2026, members will earn 9.68%.

Interest on member account balances are determined annually by a formula established in PERSI rules. By rule, regular interest for each calendar year is the greater of 90% of the rate of return on the PERSI fund net of all expenses for the fiscal year ending immediately prior to the calendar year as reported in the actuary's annual valuation report, or 1%.

Employee contributions go directly into individual accounts. The money and any interest earned belongs to the member and is not impacted by market conditions.



**PERSI DOES NOT SOLICIT**

PERSI occasionally receives inquiries from employers and/or members that they have received either an email, mailing, or phone call offering financial advising and/or retirement services.

These solicitations and/or offers are not authorized or affiliated with PERSI, nor any other government agency.

If your employee would like to meet with a PERSI Retirement Counselor to discuss their PERSI benefit or have questions, please have them call the PERSI Answer Center at 1-800-451-8228 or 208-334-3365.



**ARRIVOS EMPLOYER UPGRADE SCHEDULE ON TRACK**

The employer reporting Arrivos Upgrade project continues and has a completion goal of February 2026. However, the schedule has been slightly updated. Please take note of the updates and use the following schedule to help keep informed of the timeframe for the reporting upgrade in Arrivos.

[Click below to download Arrivos Upgrade schedule as a PDF](#)

If you have any questions and/or concerns, please call the Employer Service Center at 208-287-9525 or 866-887-9525.



June-November 2025  
FILE CERTIFICATION

November 2025-March 2026  
TRAINING

December 2025-March 2026  
EMPLOYER SET-UP

December 2025-March 2026  
LAUNCH

Employers, or their software vendors, who upload a file will be required to update their file specifications. New file specification documents are now available at: <https://certification.persi.idaho.gov>.

Employers and software vendors can validate the new files and go through a self-certification process at: <https://certification.persi.idaho.gov>.

PERSI will roll out training material in the form of user guides and prerecorded videos. Open Office Hours will also be offered. Be on the lookout for these invitations.

PERSI will contact each employer to begin the initial registration process for employer reporting users. Employers will be required to confirm primary contacts ahead of this process.

**A select number of employers will go live in December.** Remaining employers will be brought on in phases from January through March. PERSI will notify each employer when it's their turn to make the switch.

FAQs

What are the big changes?

I don't upload a file because I use PERSI's current Employer Reporting interface. Do I have to do anything?

I upload a file, but use a software vendor. Do I have to do anything?

I report through the SCO (Luma). Do I need to do anything?

Will the way I remit contributions change?

How will I know when to start using the new portal?

Who do I contact if I have technical questions? Can my vendor call?

Who do I contact if I have general questions?

Who should I send our updated user information to?

The new portal offers a simplified interface, more intuitive validations, streamlines the user experience, and increases security.

**Yes.** All employers must be prepared to switch to the new portal.

**Yes.** Employers who upload their files must work through their software vendors to ensure their files meet the new requirements.

**Yes, but not yet.** The SCO is working hard to ensure agencies are ready to report through the new portal. *However, agencies should be prepared to play a more active role in the reporting process. Agencies should plan to attend training and respond to PERSI's requests.*

**Yes.** PERSI will 'pull' funds to pay transmittal invoices through the new portal, similar to online bill pay.

**PERSI will work closely with employers to ensure a clean transition between portals.** Employers will receive plenty of notice before they need to use the new portal.

**Stacy Parr:** [stacy.parr@persi.idaho.gov](mailto:stacy.parr@persi.idaho.gov). **Yes, vendors can call.**

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## FOR EMPLOYER QUESTIONS, PLEASE CALL...

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

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