



NEWS TO USE for EMPLOYERS

FEBRUARY 2026



IT'S TIME: PREPARE NOW TO TRANSITION SMOOTHLY TO EMPLOYERSNXT!

Since January 20th, a number of roll-forward employers have participated in live training webinars and open office hours. They will transition in groups throughout February. Those employers should be on the lookout for emails letting them know exactly when they'll start using the new site.

For those unable to attend the live events, training materials specific to roll-forward employers are available at <https://certemployerreporting.persi.idaho.gov/>. Log in to this site, then click on the Home menu option to locate these materials.

File upload employers will transition in March. They'll receive invitations for training and open office hours towards the end of February and follow up emails to let them know their transition date in March. If these employers have not yet confirmed their files meet the new specification requirements, they must speak with their software providers immediately. Once their files are verified, employers should complete the remaining certification process. This can be accomplished on the certification site: certification.persi.idaho.gov

Employers who report through the SCO will transition in April and will get more information soon.

June-November 2025
FILE CERTIFICATION

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>.

November 2025-March 2026
TRAINING

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.

December 2025-March 2026
EMPLOYER SET-UP

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.

December 2025-March 2026
LAUNCH

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?

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

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

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

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

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

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

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.*

Will the way I remit contributions change?

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

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

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.

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

Stacy Parr: stacy.parr@persi.idaho.gov. **Yes, vendors can call.**

Who do I contact if I have general questions?

Vanessa Sellars: vanessa.sellars@persi.idaho.gov **or**
Rebecca Howard: rebecca.howard@persi.idaho.gov

Who should I send our updated user information to?

Vanessa Sellars: vanessa.sellars@persi.idaho.gov **or**
Rebecca Howard: rebecca.howard@persi.idaho.gov



REMINDER THAT RETURN-TO-WORK PROVISION UNDER
IDAHO STATUTE 59-1356(5) WILL END SOON.

In 2022, House Bill 555 allowed certain PERSI retirees to return to full-time employment without affecting their retirement benefit under Idaho Code 59-1356(5).

The PERSI retirees covered under this legislation were those general population retirees that retired prior to January 1, 2022, and returned to work once House Bill 555 went into effect on April 1, 2022.

Idaho Code 59-1356(5) is scheduled to sunset on June 30, 2026, meaning it will no longer be in effect after that date.

Because of the sunset, any retiree currently working full-time under this statute must be terminated on their employer’s transmittal no later than June 30, 2026.
After termination, reemployment rules depend on the retiree’s age:

- **Retirees who are not at service retirement age** (age 65 for general members) must take a 30-day break in service before returning to work.
- **Retirees who are at service retirement age** must take a **24-hour break in service** before returning to work.

After the required break, retirees may return to work under the standard post-retirement rule. This means they must either:

- Work **fewer than 20 hours per week**, or
- If working full-time, work **fewer than five months**.

PERSI encourages affected retirees to plan ahead and coordinate with their employers to ensure a smooth transition when the sunset takes effect.

If you have questions, call the PERSI Answer Center at 1-800-451-8228 or at 208-334-3365.



BUILD YOUR KNOWLEDGE THIS FEBRUARY: NEW HIRE AND ROTH WEBINARS HOSTED BY EMPOWER

Empower, the PERSI Choice 401 (k) Plan recordkeeper, will be conducting several webinars in the month of February. Please share these webinar dates and details with your employees.

New Hires: Saving though your PERSI Choice 401 (k) Plan is one of the simplest ways to pursue the future you imagine. Sign up for this webinar and learn more about the benefits of enrolling.

Upcoming Empower Webinars for New Hires:

- Wednesday, February 11, 2026 @ 12:30 pm (MT) Register [Here](#)
- Wednesday, February 11, 2026 @ 4:30 pm (MT) Register [Here](#)

Getting to Know Your Roth Option: After-tax Roth contributions are now available with the PERSI Choice 401 (k) Plan. Join the *Getting to Know Your Roth Option* webinar to learn more about this feature, and if it makes sense for you.

Upcoming Empower Webinars for Roth Options:

- Wednesday, February 18, 2026 @ 12:30 pm (MT) Register [Here](#)
- Wednesday, February 18, 2026 @ 4:30 pm (MT) Register [Here](#)