



AS OF THIS NEWSLETTER: RETURN-TO-WORK PROVISION UNDER IDAHO STATUTE 59-1356(5) MIGHT 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.

IMPORTANT NOTE:

This provision is currently under consideration by the Idaho Legislature this session as [Senate Bill 1276](#). If this legislation passes, it will permanently remove the sunset provision in Idaho Code §59-1356(5) that restricts retired employees from returning to work.

By eliminating this expiration, PERSI employers can continue to employ PERSI retirees without any negative effect upon the PERSI system, can continue to rely on experienced employees to address ongoing shortages, especially in high-need areas, without increasing retirement system costs.



SCHOOL SICK LEAVE CONTRIBUTION HOLIDAY EXTENDED TO 2028

At the February meeting, the Board examined the contribution rate holiday for the school sick leave plan. The contribution rate holiday was to expire June 30, 2026. However, due to its overfunded status, the Board voted unanimously to extend the contribution rate holiday to June 30, 2028.

If you have questions and/or concerns, please call the PERSI Employer Service Center at 1-866-887-9525 or (208) 287-9525.



PERSI NEW MEMBER ORIENTATION

PERSI is committed to helping employers like you in both attracting and retaining talent by leveraging PERSI's benefits. Through multiple surveys with members and employers we have asked for your thoughts and we have listened! One consistent takeaway from employers has been a desire for more tools and resources to easily and effectively offer PERSI benefits.

As a result, we have designed a new orientation experience called **"Welcome to PERSI"**, available to all PERSI members, and designed to excite your newer employees.

The advantages of PERSI membership begin on day one, and we recognized that it is YOU, the employer who makes PERSI benefits available for your staff. Part of this orientation is dedicated to making new hires aware of the employer's commitment and investment in them.

We also know employers like you want staff to know about their PERSI Base/Choice Plan and membership as early in their career as possible. In this new orientation, we highlight the features, advantages, and benefits of their membership and introduce them to the resources and tools we have available to them immediately.

"Welcome to PERSI" is a virtual workshop, conducted regularly – twice every Tuesday at 10AM and 2PM Mountain Standard Time (MST), and it usually lasts about 20 minutes.

Please encourage any new (and even existing) employees you think could benefit to sign up for the virtual **"Welcome to PERSI"**. Here is a [link to the registration page](#) on PERSI's website.

We are committed to providing you with the tools and resources employers like you need to easily and effectively offer PERSI benefits and we value your assistance in this partnership.



MILESTONE ACHIEVEMENT: PERSI CHOICE 401(K) PLAN HITS \$2 BILLION

This February, the **Public Employee Retirement System of Idaho (PERSI)** reached a historic landmark as the [Choice 401\(k\) Plan](#) officially eclipsed **\$2 billion in assets under management (AUM)** for the first time. The achievement coincides with the plan's **25th anniversary**, marking a quarter-century of helping Idaho's public employees build a more secure financial future.

A LEGACY OF GROWTH

Launched in 2001 to supplement the PERSI Base Plan, the Choice Plan has transformed from a modest supplemental offering into a cornerstone of retirement readiness for over 800 public employers. The climb to \$2 billion represents a massive leap in member participation and trust. For comparison, when current Choice Plan Manager Diane Kaiser took the helm in 2004, the plan managed approximately \$140 million.

Reflecting on the plan's evolution over the last two decades, Diane shared her pride in the program's success:

"Reaching the \$2 billion mark during our 25th anniversary year is a testament to the dedication of our participants and the stability of the Choice Plan. Since 2004, I've watched

this plan grow from \$140 million to where it is today, and it remains our mission to provide Idaho's public employees with the tools they need for a meaningful retirement."

ENHANCING YOUR RETIREMENT

The Choice Plan continues to evolve to meet member needs. Recent and upcoming enhancements include:

- **Roth Contributions:** As of late 2025, members can now make [Roth contributions](#) to their accounts, providing greater tax flexibility.
- **Expanded Eligibility:** Under new board policies, [part-time employees](#) are now eligible to enroll, opening the door for more public servants to save.
- **Modern Management:** The plan recently transitioned its recordkeeping to Empower, offering improved digital tools and counseling for participants.

Whether you are just starting your career or nearing retirement, the Choice Plan remains a "best of both worlds" benefit—combining the security of your pension with the growth potential of a flexible 401(k).



CONTINUE BUILDING YOUR KNOWLEDGE THIS MARCH: 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 March. Please share these webinar dates and details with your employees.

NEW HIRES: Saving through 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, March 11, 2026 @ 12:30 pm (MT) Register [Here](#)
- Wednesday, March 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, March 4, 2026 @ 12:30 pm (MT) Register [Here](#)
- Wednesday, March 4, 2026 @ 4:30 pm (MT) Register [Here](#)