

PERspectives

Public Employee Retirement System of Idaho

EMPLOYER/ September — December 2026

PUBLIC SAFETY CONTRIBUTION RATES

At the August Board Meeting, the Board adopted recommended new actuarial assumptions for the line of duty catastrophic and death benefits for the public safety class. The total impact of the Board's actions were negligible to public safety contribution rates, decreasing employer contributions by .01% and increasing employee contributions by .01%.

Effective July 1, 2027 the public safety class contribution rates will be:

- Employer contribution rate will decrease from 13.98% to 13.97%.
- Employee contribution rates will increase from 10.36% to 10.37%.

PLEASE REMIND YOUR EMPLOYEES TO UPDATE THEIR DESIGNATED BENEFICIARY(IES) IF SOMETHING HAS CHANGED.

Please pass the following information on to your employees.

DO YOU HAVE NEW LIFE CIRCUMSTANCES?

If you have become married, had a child, got divorced, or had a significant change in your life since you last listed your beneficiary(ies), you may need to review who you have listed as your beneficiary(ies) and update them to reflect your wishes.

When naming a beneficiary(ies), you may select one or more people and direct whether the benefit is paid in equal shares or in different percentages.

Your beneficiary designation may be changed at any time, but to be valid, PERSI must have received the designation form prior to your death. In the event of a claim, you want to ensure the benefit is paid to the correct individual(s).

BASE PLAN DEATH BENEFITS

When you prepare to retire from your PERSI-covered employer, you will select a Contingent Annuitant (CA) Option, Idaho Statute 59-1361(2), your CA will receive a monthly allowance for the remainder of their life at the time of your death.

If you select a Regular retirement option at the time of retirement, and you have a balance remaining in your account at the time of your death, that will be paid to your Base Plan beneficiary as a lump sum.

REPORTING A DEATH TO PERSI

PERSI is not automatically notified of a PERSI member's death. PERSI respectfully requests that a representative of the member's estate call PERSI to inform us of the death. Once PERSI is notified of a member's death, PERSI will review and finalize the member's account.

Correspondence addressed to the surviving spouse, estate representative, and/or to the estate of the member will inform them of the process moving forward.

If additional information is needed to finalize the account, PERSI will reach out to the member's estate for that information. Additionally, if necessary, PERSI will give a status of benefit overpayments which can arise due to the timing of the death in relation to the notification. Benefit overpayments must be returned to PERSI.

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

A REMINDER ABOUT NEW LEGISLATION THAT IS NOW EFFECTIVE

During this past legislative session, amendments were made to Idaho Code pertaining to PERSI's return- to-work provisions. The following amendments are now effective.

Senate Bill 1261 amended Idaho Code Section 59-1356(3) by expanding the provision to include individuals who are appointed to an elected office, allowing them to continue receiving their PERSI retirement benefit under the same conditions, as if they were elected to the office.

Senate Bill 1276 amended Idaho Code Section 59-1356(5) by removing the sunset provision that restricts retired employees from returning to work. This means that retirees currently working under this provision may continue in their roles without interruption, and no action is required from them at this time.

PERSI has sent letters directly to affected retirees confirming this update. Additionally, the bill expands eligibility to include individuals who retired prior to January 1, 2026.

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

FIXING MISSED CONNECTIONS

From the PERSI Programs Team

As a reminder, employee address changes are now made directly by the member through their secure *my*PERSI Member Portal - employers no longer update an employee's address for the PERSI Base Plan.

That makes it especially important to encourage employees to keep their information up to date. PERSI recently mailed annual statements to members and many were returned because of incorrect or outdated addresses. While annual statements are one reason accurate contact information matters, they're certainly not the only one. Current mailing addresses, email addresses and phone numbers help ensure members receive important account information, benefit updates and other communications from PERSI throughout their careers.

The good news is that updating contact information is easy! Members can simply log in to their *my*PERSI Member Portal to review and update their information at any time.

Employers can help by reminding employees that updating their address with HR or Payroll does not automatically update their information with PERSI for their Base Plan account. If an employee moves or changes other contact information, they should also log in to *my*PERSI and make the change directly with us.

Need help getting employees comfortable with *my*PERSI? We offer live Your *my*PERSI Member Portal workshops that walk members through registration, logging in, updating contact information, beneficiaries and more.

You can **invite a PERSI Member Educator to your workplace for an in-person workshop.** We'll come to you and help your employees learn how to manage their PERSI account with confidence.

Contact us at 208-287-9291 or workshops@persi.idaho.gov today to schedule workshops for your staff.

A simple reminder from you can help prevent missed communications and make sure your employees stay connected with PERSI.

As a reminder, employees who have money in the PERSI Choice 401(k) Plan account need to make their account updates with Empower as well.

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

From the PERSI Choice 401(k) Plan Team

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?

You will need to ensure participant employment information, such as termination dates, is updated on both your Base Plan transmittal to PERSI and your Choice Plan transmittal to Empower. However, indicative data, such as address changes, are now updated directly by the member for the Base Plan. Employers will still need to update indicative data via the 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. If you have any participant related questions outside of remitting payroll, please reach out to 401k_Choice_Employer@Empower.com.