



Boise | Coeur d'Alene | Pocatello

NEWS to USE

FOR EMPLOYERS

Public Employee Retirement System of Idaho

April 2018

TOPICS / Who Is An Eight Month Seasonal Worker? pg. 1-2 / PERSI Trainers Are On The Road. Register Today! pg. 2 / Are You Using Current Forms? pg. 2 / Learn More About PERSI'S Choice 401(k) Plan pg. 3 / What Does Retirement Look Like For You? pg. 3 / Investment News pg. 3

WHO IS AN EIGHT-MONTH SEASONAL EMPLOYEE?

Each year, employees are hired by cities and counties to fill certain seasonal positions that last 8 months or less, but are they PERSI eligible or ineligible?

IDENTIFYING A SEASONAL WORKER

At the time of hire, the employer must submit a **Certification of City or County Employee's 8-Month Seasonal Status form (RS130)** to PERSI for each seasonal employee. Both the employer and the employee are required to sign the RS130 form acknowledging the employee is being hired for a seasonal position that is weather related during a calendar year. Only employees of cities, counties, irrigation districts, cemetery districts, and mosquito abatement districts are eligible for 8-month seasonal status and very few positions qualify.



EXAMPLES OF QUALIFYING POSITIONS

- Groundskeepers for parks and golf courses, and irrigation district positions.

Including a job description when submitting the RS130 makes it easier for the employer and for PERSI to ensure an employee qualifies for 8-month seasonal status.

At the time of termination, the employer is **required** to resubmit a copy of the RS130 form to PERSI showing the employee's termination date.

EMPLOYMENT EXCEEDS 8 MONTHS

If an employee exceeds 8 consecutive months of employment, then the position is not considered seasonal and **all** employment during the 8 months becomes eligible for PERSI membership. Employee and employer contributions would be required retroactive to the date of hire.

TERMINATED AT THE 8 MONTHS & HIRED FOR DIFFERENT POSITION

If a seasonal employee is terminated at the end of 8 consecutive months and immediately hired for a different (non-seasonal) position with the same employer, the employee **is not** eligible for service credit

continued on page 2...



...continued from page 1

for the time while they were employed as an 8-month seasonal employee. The time as a seasonal worker (8 months) is specifically excluded per statute 59- 1302(14)(B)(h).

NOT APPLICABLE TO STATE AGENCIES

The 8-month seasonal employee eligibility status **does not** apply to employees of state agencies. These employees are eligible for PERSI membership after they have worked for 5 consecutive months, regardless of weather conditions. Employers are responsible for determining whether or not their employees meet the requirements for PERSI membership.

If you have questions about 8-month seasonal employees, or eligibility requirements in general, please contact the Employer Service Center (ESC) toll-free at 1-866- 887-9525 or 208-287-9525 from the Treasure Valley area.



PERSI TRAINERS ARE ON THE ROAD! REGISTER TODAY!

Help your employees prepare for their future with one of PERSI's **Ready, Set, or Go!** workshops! PERSI trainers are traveling the state delivering in-person training to employers and employees, and want to help you take charge of your retirement.

The **Ready, Set, and Go!** workshops are popular and easy to schedule. **Ready** and **Set** workshops focus on educating our newer and younger employees to better understand and appreciate their PERSI benefits. In our **Go!** workshop, trainers provide outstanding education to help employees understand and prepare for retirement.



CLICK HERE TO REGISTER

Visit the **Education and Videos Quick Links** on PERSI's website to see full descriptions of the **Ready, Set, and Go!** workshops along with employer locations scheduled for workshops for the coming months and through the end of 2018. These workshops are open to employees in the area and even those who don't work for the host employer.

We really would like your employees to take advantage of the training opportunities PERSI offers. Early requests are given priority, however, there is still time to schedule a workshop this year.

Please send us an email at workshops@persi.idaho.gov or call us at 208-287-9291 to schedule your workshop.

ARE YOU USING CURRENT FORMS?

When submitting an employer form to PERSI please make sure it is the most current version with a barcode in the lower right corner of form. If the form does not have a barcode, it is an old version. All PERSI employer forms are posted online at www.persi.idaho.gov under EMPLOYERS.

Please call the PERSI Employer Service Center at 1-866-887-9525 if you have questions.





LEARN MORE ABOUT PERSI'S CHOICE 401(k) PLAN



LEARN MORE HERE

Let employees know that beginning April 2nd through the 6th, their dedicated, personal Choice 401(k) Plan counselors, Ali Belden and Bruce Singkhaophet, will be helping employees prepare for retirement through topic specific webinars.

Each Choice 401(k) Plan Retirement Readiness webinar will be 30 minutes and cover one of these topics:

- PERSI Choice 401(k) Plan Enrollment
- Knowledge is Power
- Website Tutorial: Using the website
- Market Volatility
- Steps to Building an Investment Strategy

Go Now, Go BIG with your retirement knowledge! Join a PERSI Choice 401(k) Plan Webinar! Space is limited. Register today! **[CLICK HERE FOR FULL SCHEDULE](#)**

HAVE MORE QUESTIONS? Ali and Bruce are available to provide one-on-one counseling for their Choice 401(k) Plan account. We encourage employees to reach out to one of their plan representatives directly and learn how to plan for their future.

Ali Belden at 208-345-1120 or 1-844-446-8658, ext. 20431 and Ali.belden@empower-retirement.com.
Bruce Singkhaophet at 208-345-5201 or 1-844-446-8658, ext. 20461 and Bruce.singkhaophet@empowerretirement.com.

WHAT DOES RETIREMENT LOOK LIKE FOR YOU?

Employees can get a better idea of what their retirement will look like with the *my*PERSI Benefit Calculator and the new Benefit Calculator Guide. Employees can create up to 5 unique retirement scenarios at a time for their situation. The calculator will also give the option to determine possible retirement dates with Purchase of Service. Employees can walk through steps to learn what their possible retirement estimates may be and earliest possible retirement date. To access your *my*PERSI Benefit Calculator, you must be registered for a *my*PERSI account. Go to **www.persi.idaho.gov** and click the button to get started!

PERSI INVESTMENT REPORT

Month to Date Report

March 23, 2018

CURRENT VALUE OF THE FUND	\$	17,207,526,774
FISCAL YEAR NET CHANGE IN ASSETS	\$	823,927,375
FISCAL YEAR TO DATE RETURNS		6.3%
MONTH TO DATE RETURNS		-1.6%

Each month, PERSI Chief Investment Officer, Bob Maynard presents his investment report to the PERSI Retirement Board, and posts it to the PERSI website.

