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NEWS to USE

FOR EMPLOYERS

Public Employee Retirement System of Idaho

April 2019

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WHO QUALIFIES AS 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 form RS130, **Certification of 8-Month Seasonal Employment Status**, to PERSI for each seasonal employee. Both the employer and the employee are required to sign form RS130 to acknowledge that the employee is being hired for a seasonal position that is determined by weather 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
- Irrigation district positions

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

At the time of termination, the employer is **required** to resubmit a copy of form RS130 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 no longer considered seasonal and **all** employment during the 8 months becomes eligible for PERSI membership. This means that employee and employer contributions, plus interest, 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, that employee **is not** eligible for service

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credit for the time 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 at 208-287-9525 from the Treasure Valley area.

PLEASE REMEMBER... CONTRIBUTION RATES ARE INCREASING JULY 1, 2019

The upcoming contribution rate increase will go into effect on July 1, 2019. Employers will see this increase with payrolls beginning on or after July 1st.

To see a history of PERSI's contribution rates, click the following link: [PERSI Historical Numbers](#).

If you have questions, please contact the PERSI Employer Service Center at 1-866-887-9525 or at 208-287-9525.

NEW RATES BEGINNING JULY 1, 2019	
EMPLOYEE	EMPLOYER
CLASS 1 AND 3 — 7.16%	CLASS 1 AND 3 — 11.94%
CLASS 2 — 8.81%	CLASS 2 — 12.28%
CLASS B — 11.45%	CLASS B — 25.93%
CLASS D — 8.81%	CLASS D — 17.28%
CLASS E — 7.16%	CLASS E — 16.94%

PERSI INVESTMENT REPORT

Month to Date Report

March 21, 2019

CURRENT VALUE OF THE FUND	\$	18,053,264,601
FISCAL YEAR NET CHANGE IN ASSETS	\$	599,835,809
FISCAL YEAR TO DATE RETURNS		4.8%
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.

