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NEWS to USE

FOR EMPLOYERS

Public Employee Retirement System of Idaho

March 2020

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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-month period 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

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different (non-seasonal) position with the same employer, that employee **is not** eligible for service credit for the time they were employed as an 8-month seasonal employee. The time as a seasonal worker (the 8-month period) 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.

HOSTING A PERSI WORKSHOP IS EVEN EASIER!

Keeping employers and members informed is a priority for PERSI. We want to make sure you and your employees are taking advantage of your face-to-face training opportunities when PERSI trainers are in your area. PERSI members can register for *any* PERSI workshop at *any* hosting agency/employer location.

PERSI trainers want to meet and speak with members in all stages of their career. Whether you are a new member, a member considering retirement, or somewhere in the middle, our trainers can help you understand your PERSI benefit. Go to PERSI’s website and click the **Check Workshop Schedule** link.

If you do not see a workshop in your area and would like to host one, you can contact PERSI by email at workshops@persi.idaho.gov or call us at 208-287-9291 to schedule a workshop with one of our trainers.



PERSI INVESTMENT REPORT

Month to Date Report

February 28, 2020

CURRENT VALUE OF THE FUND	\$	18,649,295,575
FISCAL YEAR NET CHANGE IN ASSETS	\$	129,887,521
FISCAL YEAR TO DATE RETURNS		2.0%
MONTH TO DATE RETURNS		-4.0%

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