

# PERS EMPLOYER ADVISORY GROUP MEETING

NOTES

DATE: 10/19/2018 TIME: 10:00AM-12:00PM

PERS HEADQUARTERS

<b>TYPE OF MEETING</b>	PERS EMPLOYER ADVISORY GROUP MEETING	
<b>FACILITATOR</b>	Sam Paris	
<b>NOTE TAKER</b>	Tamie Johnson	
<b>CALL IN NUMBER</b>	(877) 411-9748; participant code: 510922	
<b>ATTENDEES</b>	<p><b>Present:</b> Debra Grabler, Tualatin Valley Fire &amp; Rescue; Jennifer Cooperman, City of Portland; Michelle Morrison, Hillsboro School District; Ralph Wyatt, Linn County; Rich McDonald, Chemeketa Community College; Rob Bovett, Association of Oregon Counties; Sandra Montoya, City of Woodburn; Shauna Tobiasson</p> <p><b>PERS:</b> Aaron Johnson; Adrienne Southard; Alison Burman; Anastasia Snegireff; Debra Hembree; Elaine King; Elizabeth Rossman; Kevin Olineck; Kimberly Johnson; Laurel Galego; Marjorie Taylor; MaryMichelle Sosne; Neil Jones; Robin Rhodes; Sam Paris; Stephanie Vaughn; Yvette Elledge-Rhodes</p> <p><b>Guests:</b> Caleb Ford, Metro; David Lacy, City of Salem; Michelle Kunec-North, City of Portland; Mike Jaspin, Multnomah County; Rhonda Miller, City of Salem; Samantha Nalnai, City of Salem; Scott Winkels, League of Oregon Cities</p> <p><b>Phone:</b> Jeff White, Marion County</p>	
<b>TIME: 10:00 – 10:01</b>	<b>WELCOME</b>	<b>SAM PARIS</b>
<b>PURPOSE/GOAL</b>	Introductions	
Sam welcomed everyone to the Employer Advisory Group meeting.		
<b>TIME: 10:01 – 10:04</b>	<b>EMPLOYER INCENTIVE FUND AND UAL RESOLUTION PROGRAM</b>	<b>MARYMICHELLE SOSNE</b>
<b>PURPOSE/GOAL</b>	Provide the group with an update on SB 1566	
<p>Ready to kick off when timelines are due. School district unfunded liability fund should be set up and ready to go. Thank you for those that replied to the employer survey. Feedback received from the EIF survey: education wise, there is more employers would like us to do, for example explain UAL &amp; what rate collaring is. The most common lump-sum payment amount from the EIF survey was \$1 million but runners up were a tie between \$25,000 and \$10 million. We anticipate having dollars for the EIF, as it's written now, in 2021 and will have updated amounts around mid-November. 46 employers took the EIF survey, 36 were interested in participating in EIF. The total match amount based on this survey was \$22 million.</p>		
<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
Send any ideas or feedback to the EAG mailbox	EAG	Ongoing

**TIME: 10:04 – 10: 15      EMPLOYER RATE COLLAR      DEBRA HEMBREE**

**PURPOSE/GOAL**      Provide opportunity for discussion

Nancy Brewer submitted questions looking at the strategy of continuing with the rate collar. Strategy was discussed during the October board meeting- comparing rate collar vs un-collared rate. Collared rates reinforce Board tenets of consistent and stable rates. With a new board chair, reviewing the assumptions and methodologies and validating we are still on the right path will be important. The rate collar is one of the methodologies reviewed in 2018 study. School districts have had discussion about the rate collar impact, and they feel it's not consistent about their needs to talk about loan projections. Would be useful to publish un-collared rates and have platform in Salem, and address the impacts. Given 2016 rates were projected to be higher, a lot of employers planned around that. Is there an option for employers to pick the 2016 or 2017 rates? We can give employers that option. If SLGRP employer elects to pay, whatever choice they make, it's not going to have an impact on an individual nor move the needle for the entire pool unless we have a lot of employers elect that. If an employer is not pooled, it goes to an individual employer's assets and it will help them down the line. It would be useful to employers to know all of their options. Are there unintended consequences- the Actuary would have to prepare customized sheet, to estimate the impact on actuarial costs.

**TIME: 10:15 - 10:25      EMPLOYER REPORTING SURVEY- DATA RELIABILITY      ELAINE KING**

**PURPOSE/GOAL**      Provide the group with an update on the survey findings and to gather feedback

Providing data that members and employers can rely on is one of PERS's Strategic Goals. The Employer Sub-team is currently active and they created a survey for employer reporters to learn what is important to them. A slideshow was shared to present the survey results. We learned a lot from the survey, good information we can use for example- we were aware that it's difficult to determine if a member is going to qualify in any given year. We weren't aware employers needed more education, but surprisingly we learned it's wanted in different format. Small tutorials are requested. The survey highlighted areas to be improved. The Sub-team identified areas of improvement that we are calling strategies. We are recommending improving employer resources like the status check feature. We are looking for ways to reduce retroactive adjustments, members care about not having their benefits altered. Investigating a way for employers to do final check, so the data can be locked and benefit not changed. For EDX processing, we are thinking of improving reporting process, creating a training locking employer data on annual basis, and improving employer invoicing so it is easier to reconcile employer data with the PERS statements. 3 areas of focus: employer training, improving EDX & reducing retroactive changes. (Kim)

We'd mailed out employer survey to all EAG members, encouraged any questions. Michelle Morrison was here for the statement work group that met before the official EAG meetings and saw the transparency; was really good to work with. We do want to make sure all parties are at the table and continue the open communication and continue to help. It is a long term effort that we are investing in here and thank you for your support and giving us the data. (Elaine)

<b>TIME: 10:25 -10:35</b>	<b>PERS REFORM WORKING GROUP</b>	<b>ROB BOVETT AND RALPH WYATT</b>
<b>PURPOSE/GOAL</b>	Provide the group with an update on the project and gather feedback	
<p>Provided an update on the work and concepts from the workgroup. They are aware of the litigation concerns about changing existing benefits and are looking at changes going forward. The reason we're here is we're interested in PERS and what it provides. Discussion at the legislative level heavily supports changes.</p>		
<b>TIME: 10:35 -10:37</b>	<b>OPSRP IAP FIRST WAGE CLEAN-UP PROJECT UPDATE</b>	<b>SAM PARIS</b>
<b>PURPOSE/GOAL</b>	Provide the group with an update on the project and gather feedback	
<p>We continue to run into some delays in deploying tool, targeting the first part of the year. Due to resource constraints, we need to build as much automation into the tool to help PERS and the employers.</p>		
<b>TIME: 10:37 -10:38</b>	<b>2019 EAG MEETING DATES</b>	<b>SAM PARIS</b>
<b>PURPOSE/GOAL</b>	Provide the group with information on the EAG meeting dates for 2019	
<p>EAG meetings are scheduled for January 18<sup>th</sup>, April 19<sup>th</sup>, July 19<sup>th</sup> &amp; October 18<sup>th</sup> for next year.</p>		
<b>TIME: 10:38 -10:43</b>	<b>ROUNDTABLE DISCUSSION</b>	<b>YVETTE ELLEDGE-RHODES</b>
<b>PURPOSE/GOAL</b>	Provide the group with information and opportunity for additional questions	
<p>Yvette introduced Elizabeth (El) Rossman, PERS Communications Officer. El will be responsible for all communications for the agency. The feedback from the members and employers survey was reviewed at the October 5 Board meeting and is online; please feel free to look at that if you have time.</p> <p>Public testimony at PERS Board meetings- What is the process or policy? We would be open to feedback, with a new Board chair- it has historically been left up to the chair. As an example at the City, people sign up in advance, add name and have 3 minutes to speak for public comment. At PERS, it is at the discretion of the chair, we appreciate advance notice if you wish to provide comments, written or verbal. We could look at writing it as a standing item. You can always provide input in the PERS Board Email Box. We can have the conversation to see if the Board chair wants to change things. It is at the bottom of the agendas, published about a week in advance. We will make sure it's communicated.</p> <p>SLGRP, is it mathematically possible to separate it out? It's statutory impossible because it doesn't allow you to remove yourself from the pool. Establishing a side account is the only way to do that. There is a risk, no matter what.</p>		
<p><b>Update:</b> We have now posted the following information on the EAG Website:</p> <p><i>Public testimony will be taken on action items at the Chair's discretion. Please contact 503.603.7785 to notify staff of your request to provide testimony at the meeting or submit written testimony to <a href="mailto:PERS.Board@state.or.us">PERS.Board@state.or.us</a> (three days in advance of the meeting is preferred.)</i></p>		
<b>Next Meeting Facilitator:</b> Sam Paris		
<b>Next Meeting Date &amp; Time:</b> January 18, 2019 10:00 AM – 12:00 PM		