

OREGON PERS

PUBLIC EMPLOYEES RETIREMENT SYSTEM



EMPLOYER NEWS

JULY
2023

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Bumble bee on a rhododendron flower

New rates effective July 1

Employer rates for the 2023-25 biennium became effective July 1, 2023.

Rates include:

- Side account rate offsets, if applicable. (Learn more about [Employer Side Accounts](#).)
- Retiree healthcare contributions (i.e., Retirement Health Insurance Account and Retirement Health Insurance Premium

Account (RHIA and RHIPA), explained in "[Understanding PERS Retiree Health Insurance](#)," March 2022 *Employer News*).

Rates do not include:

- Individual Account Program (IAP) contributions. ([About the IAP](#).)
- Debt service for pension obligation bonds (POB). ([Employer Side Accounts](#), scroll down to "Pension obligation bond requirements.")



Find your new rates

You can find your new rates in three places:

1. In the [Contributions Rates 2023-25](#) file on the PERS website.
2. In your [actuarial valuation report](#) on the PERS website. (Follow the instructions to download your report.)
3. On your [statement in EDX](#). (Select View Your Statement in the Site Navigation menu.)

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About your rates

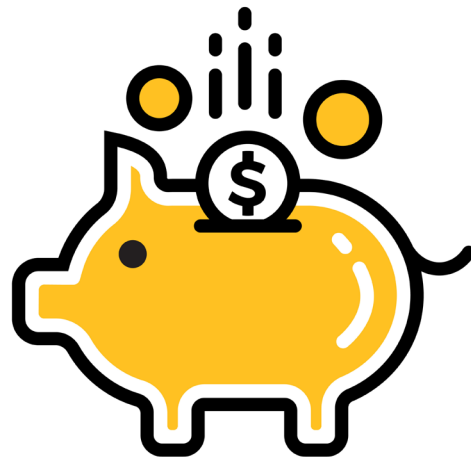
Each member of the **State and Local Government Rate Pool (SLGRP)** pays a different rate, as do **School District** employers who have one or more side accounts. Each rate is listed in the [Contributions Rates](#) file and detailed in each employer’s [actuarial valuation report](#).

SLGRP employers also pay separate rates for their different payrolls:

- Tier One/Tier Two payroll.
(Some SLGRP employers pay distinct General Service and Police & Fire rates for their Tier One/Tier Two payroll.)
- OPSRP General Service payroll.
- OPSRP Police & Fire payroll.

Other employers do not pay individual rates and do not receive individual valuation reports.

School District employers who do not have a side account and who are not listed individually in the Contributions Rates file all pay the same rate, which is the employer number 03000 School Districts rate.



2023-25 rates for employer groups

Employer number	Employer name	Tier One/Two payroll rate	OPSRP GS payroll rate	OPSRP P&F payroll rate
1000	State Agencies (excluding agency-specific side accounts)	22.91%	18.28%	23.07%
2099	State Judiciary (member redirect offset does not apply)	29.01%	N/A	N/A
3000	School Districts	27.87%	25.03%	29.82%

State Agencies all pay the same rate as each other, and members of the **State Judiciary** also pay one rate.

Rates are applied based on pay date. They are effective for payrolls dated on and after **July 1, 2023**, even if the pay was for work performed before that date.

If you have any questions about your employer rates, email actuarial.services@pers.oregon.gov.



Work After Retirement program extended

House Bill (HB) 2296, previously addressed in the [March 2023](#) edition of *Employer News* (p. 3), passed in the 2023 legislative session.

The bill was amended to extend the working after retirement provisions of Senate Bill 1049 for an additional 10 years, through 2034. This will allow certain reemployed retirees to continue to work unlimited hours until January 1, 2035. It also means that PERS-participating employers who employ PERS retirees will continue to pay their contribution rate on these employees.

This bill passed as amended and was signed by the Governor on May 8, 2023. It goes into effect on January 1, 2024.

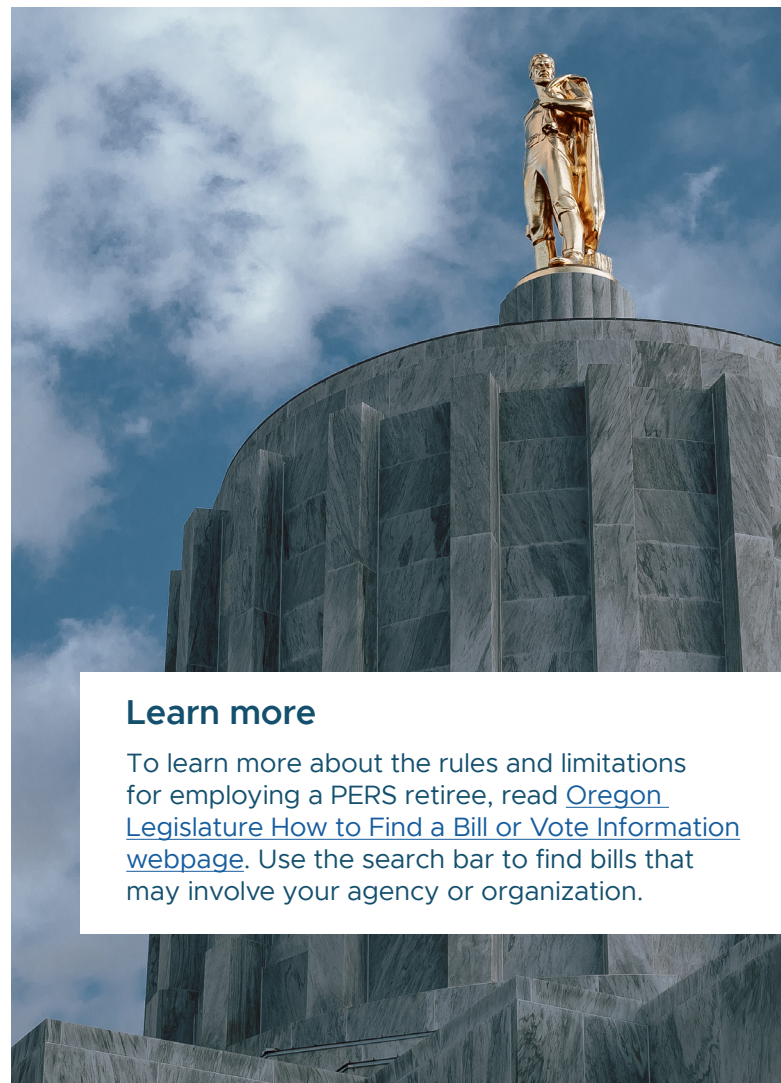
About work after retirement

To learn more about the rules and limitations for employing a PERS retiree, read the [Work After Retirement](#) webpage for employers.

About the legislative long session

About 2,800 bills were introduced during this legislative session, which included bills introduced by state agencies like PERS. May 19 marked the Second Chamber deadline to hold work sessions on bills for them to move forward. The session ended on June 25.

Employer News will provide the status of other PERS-related bills in August.



Learn more

To learn more about the rules and limitations for employing a PERS retiree, read [Oregon Legislature How to Find a Bill or Vote Information webpage](#). Use the search bar to find bills that may involve your agency or organization.



Reminder: July 1 was the OPSRP membership start date for December hires

All employees hired into a qualifying position between December 2 and 31, 2022, became Oregon Public Service Retirement Plan (OPSRP) members on July 1, 2023 (if they met all membership requirements).

For these employees, you will submit contributions on their salary earned as of the first full pay period after July 1.

Learn more about reporting wages for local government employees in “EDX Tip: Why Do Only Local-Government Employers List Work Period Dates?” [February 2023 Employer News](#).

OPSRP membership requirements

An employee becomes an OPSRP member once they complete a “wait time” of six full calendar months, which requires that they:

- Be employed for six months in a qualifying position with the same PERS-covered employer.
- Have no break in employment greater than 30 consecutive working days.
- Be employed with the same employer on the **last day** of the wait time.
- Be employed with the same employer on the **first day after** the wait time.

Normally, a new employee’s first day of membership, or contribution start date, lands on the first business day after their six-month period ends (if they don’t take any leaves of absence). For those who start working close to the end of the year, however, the wait time always lands on July 1 of the following year.

For help

Contact your [Employer Service Center](#) account representative if you have questions about submitting wages for new members, wait-time requirements, or other questions on this topic.

Thank you for taking the Employer Satisfaction Survey

Thank you to everyone who filled out the annual Employer Satisfaction Survey.

PERS teams are now analyzing the results and will present the highlights at a future PERS Board meeting.

