

PERS EMPLOYER ADVISORY GROUP MEETING

NOTES

DATE: 04/24/2015 TIME: 10:00 AM-12:00 PM

PERS HEADQUARTERS

TYPE OF MEETING	PERS EMPLOYER ADVISORY GROUP MEETING
FACILITATOR	Sam Paris
NOTE TAKER	Christy Noble
CALL IN NUMBER	(877)411-9748; participant code: 510922
ATTENDEES	<p>Present: Steve Rodeman, PERS; Yvette Elledge, PERS; Sam Paris, PERS; Rich McDonald, Chemekata Community College; Trudy Vidal, DAS; Linda Ely, DAS; Nancy Brewer, City of Corvallis; Jeff White, Marion County; Ralph Wyatt, Linn County; Rob Bovett, Association of Oregon Counties; Debra Guzman, Tualatin Valley Fire & Rescue; Celia Heron, City of Portland; Kerry Gilbreth, Portland State University; Heather Mercer, Western Oregon University</p> <p>Phone: Olivia Meyers, Fern Ridge School District</p> <p>Guests: Marjorie Taylor, PERS; Nancy Hill, PERS; Alison Chan, City of Medford; David Lay, City of Salem; Dave Hauser, Linn County; Elizabeth McCann, City of Gresham; Wendy Santucci, Oregon State University; Sharie Lewis, Portland Public Schools; Carol Samuels, Piper Jaffray; Dave Alderman; Scott Morgan, City of Lincoln City; Jeremy Morgan, City of Salem</p>

TIME: 10:00 – 10:10 TOPIC: WELCOME & INTRODUCTIONS ALL

PURPOSE/GOAL	Roundtable Introductions	
Sam Paris welcomed everyone to the second PERS Employer Advisory Group meeting on April 24, 2015 and introduced the newest members from the Oregon University System.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

**TIME: 10:10 – 10:20 TOPIC: PERS WEBSITE CHANGES YVETTE ELLEDGE
NANCY HILL**

PURPOSE/GOAL	Enhancements to the employer website
<p>PERS is currently enhancing the employer website and is interested in engaging employers in the development process. Nancy Hill presented the new website templates. The templates are designed to assist employers navigate around the site. Nancy also demonstrated the Card Sorting tool. This tool will be used to get employer feedback on how data should be sorted in the new website template. The Card Sorting tool allows users to click on a card and drag it to a specific category or create a new category and will be posted on the employer website soon.</p>	

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Nancy asked for Focus group participants to provide website feedback to PERS	Nancy Hill	

TIME 10:20 – 10:50

TOPIC: OPSRP CONTRIBUTION START

SAM PARIS

DATE ISSUE

PURPOSE/GOAL		
<p>Employers should apply the current law on data being reported this year. The bill’s effective date will determine when employers apply the new law going forward and it will apply to all employers equally.</p> <p>In the meantime, there is a large amount of data requiring clean-up. PERS is currently working on an internal clean-up plan to identify accounts that require data review. PERS would appreciate input and feedback from the EAG regarding how to capture invoicing, whether or not to work with each employer separately or provide reports to employers on a specific date. However, after much discussion it was decided that the EAG needed additional data in order to determine how to approach the clean-up effort; the main concern being who will be paying for the additional contributions and earnings.</p> <p>Items of interest during the clean-up discussion:</p> <ul style="list-style-type: none"> • The incoming data must be in compliance with the current law. • There will be different stages of clean up. • Clean up should not be treated as a choice. • System wide clean-up makes a lot more sense. • Funding the clean-up project? • How to engage employers in the clean-up process? • Data will be required to support the analysis. • Individual resolution may make more sense than a universal solution. <p>EAG questions and comments:</p> <ul style="list-style-type: none"> • Do we know how many employers will be affected by the clean-up process? • What is the work impact? • Has PERS determined the existing employees affected? • Will the report show the number of employees required for clean up? 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
PERS will provide additional data and financial impact for the 15 employers in attendance; including aggregate data for the entire population.	Yvette Elledge	5/22/15

TIME: 10:50 – 11:10

ASSUMED EARNINGS RATE

STEVE RODEMAN

PURPOSE/GOAL	Explain the importance of the Assumed Earning Rate	
<p>The assumed earnings rate is based on what the investments are expected to return in the next 20 years. Every two years assets and liabilities are evaluated by our actuary and the PERS Board. These evaluations indicate whether we have enough money to pay benefits in the future. In general, depending on investment returns, if PERS has fewer assets than liabilities, PERS will have to charge employers a higher percentage of salary.</p> <p>Steve reviewed the Oregon Public Employees Retirement Fund Chart (Returns from periods ending 3/31/15):</p> <ul style="list-style-type: none"> The PERS actuary will be presenting their evaluation at the May 29 Board meeting. The PERS Board will be deciding if the assumed rate should be lowered at the July Board meeting. 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

TIME: 11:10 – 11:25

TOPIC: PERS STRATEGIC PLAN

YVETTE ELLEDGE

PURPOSE/GOAL	PERS presented the Strategic Plan to EAG	
<p>The Strategic Plan is designed to enhance service to members. The plan is broken down into the following four themes:</p> <ol style="list-style-type: none"> Organizational Management and Development. The main focus of this theme is workforce development and improving our internal communications. Member Services and Communications. This area will focus on how we can enhance our communication process with members. Areas of interest include: placing more accountability on members, engaging with members from the date of hire, becoming more of a resource to our members, considering life and career stages, technological enhancements, etc. Data Reliability. PERS is currently researching ways to improve and strengthen the data collection and reliability. One strategy will be to lock data at a certain point to avoid retroactive data changes and invoices to employers. Information Technology. PERS needs to focus on infrastructure and IT governance in order to provide on-going support as well as new development. 		
<p>Main points brought up by the EAG:</p> <ul style="list-style-type: none"> Working with young members is difficult. A better understanding of their PERS benefits at a younger age may help. Now that some time has passed since OPSRP employees have joined the system, there is starting to be a more significant accrual of monies in their respective IAP balances. OPSRP members who are not vested and terminate employment are pulling out their IAP balances. They do not understand the value of their pension or IAP account. It is hard to keep track of part time school district employees. 		

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Leverage employers and collaborate with EAG on this topic	Sam Paris	TBD
PERS will email the strategic plan to EAG members	Yvette Elledge	5/8/15

TIME: 11:25 – 11:35 TOPIC: GASB 68 COMPLIANCE

SAM PARIS

PURPOSE/GOAL	Draft disclosure statement	
<p>The GASB 68 Compliance topic was brought up as a request from an employer group. The disclosure statement is currently being reviewed by the PERS audit department and the OSCPA. The statement is in draft form and has not been distributed to the EAG. PERS will share the disclosure statement with the group when it is available.</p>		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

TIME: 11:35 – 11:50 TOPIC: ROUNDTABLE DISCUSSION

ALL

PURPOSE/GOAL	Discus issues of interest to the EAG	
<p>Jeff White brought up a topic regarding PERS communication to employers. Employer announcement #90 was discussed as an example of a PERS decision that impacts employers that was not communicated to the EAG. Moving forward, PERS will share significant information with the EAG prior to sending it out to the employer community.</p> <p>The OPSRP work after retirement issue was also discussed and the following points were brought up by the group:</p> <ul style="list-style-type: none"> • Tier 1 and Tier 2 have specific hourly limits; OPSRP has a 600 hour limit. • The statute states that the OPSRP employee can work up to 600 hours in a qualifying position for that calendar year. • The employee’s work hours should start on January 1st. • We need to better educate the OPSRP employee and employers during their final year of work. • School districts could lose teachers mid-year. • Expectations need to be managed so that retirees are not harmed. • Changing the work after retirement limits for OPSRP (or Tier One/Tier Two) would need to go through the legislative process. 		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
The EAG may want to consider hours worked after retirement.		
Member and employer outreach.	PERS	In Process

TIME: 11:50 – 11:55 TOPIC: CONCLUSION

SAM PARIS

PURPOSE/GOAL	Closing remarks	
PERS will circulate a few date options for the upcoming July meeting. PERS will send the Agenda items request in June, in order to share the agenda in early July.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

Next Meeting Facilitator: Sam Paris
Next Meeting Date/ Time: 10:00 AM – 12:00 PM Propose 7/17 or 7/24