Intro to PERA

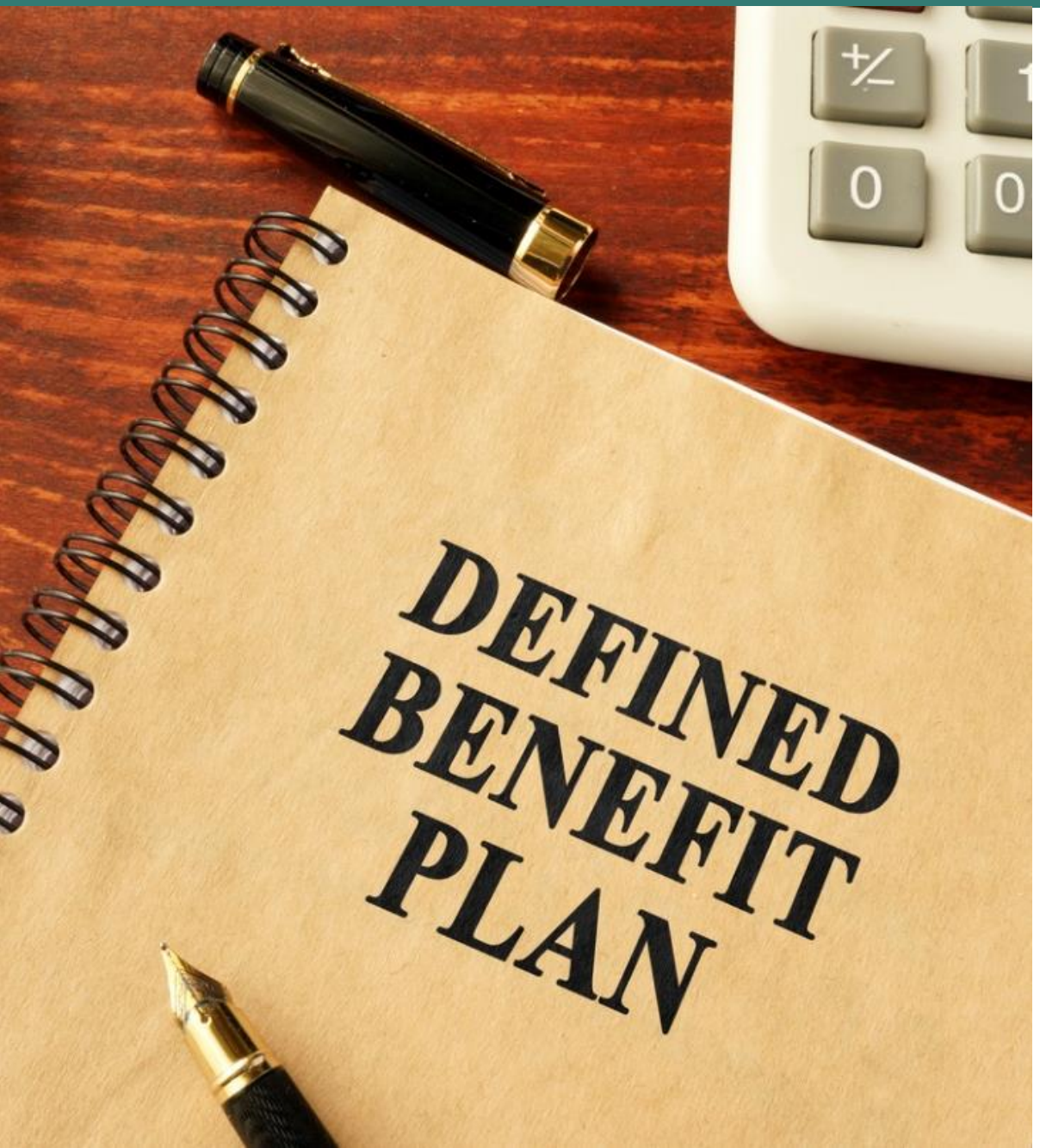
PERA prohibits recording and distribution of this presentation.

Agenda

- PERA's Pension Plans
- Public Employees DCP
- Resources

PERA's Pension Plans

What is a Pension?



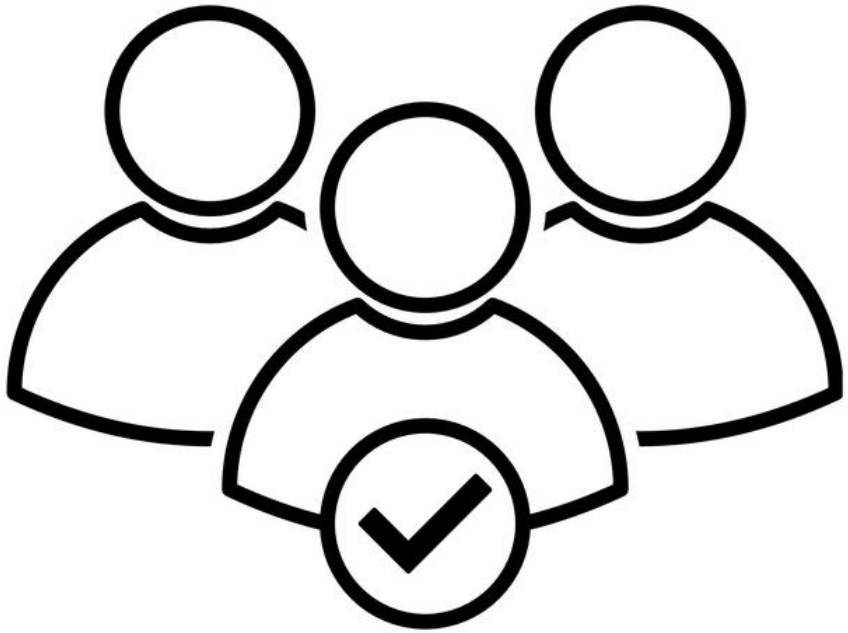
What is a Pension?

- A retirement plan paid into while working that provides a future **monthly lifetime** income
- Funds are professionally managed by the Minnesota State Board of Investment
- Future benefit amount based on a formula

Pension Plan Participation

Participation is required if:

- Employee exceeds $425 monthly salary threshold; and
- No exclusions apply



PERA

Three Pension Plans

	Employee Contributions	Employer Contributions
Coordinated Plan	6.50%	7.50%
Police & Fire Plan	11.80%	17.70%
Correctional Plan	6.83%	10.25%

Coordinated Plan Membership

Coordinated Plan — Minn. Stat. § 353.01, subd. 2a or 2d

- Largest of PERA's three pension plans
- For most full or part-time permanent employees, including non-certified employees of independent school districts

Police & Fire Plan Membership

Police & Fire Plan —
Minn. Stat. § 353.64

- For **full-time** police officers and **full-time** professional firefighters
- Part-time police officers and firefighters can be enrolled with a resolution
  - If no resolution is provided, default plan is Coordinated

Correctional Plan Membership

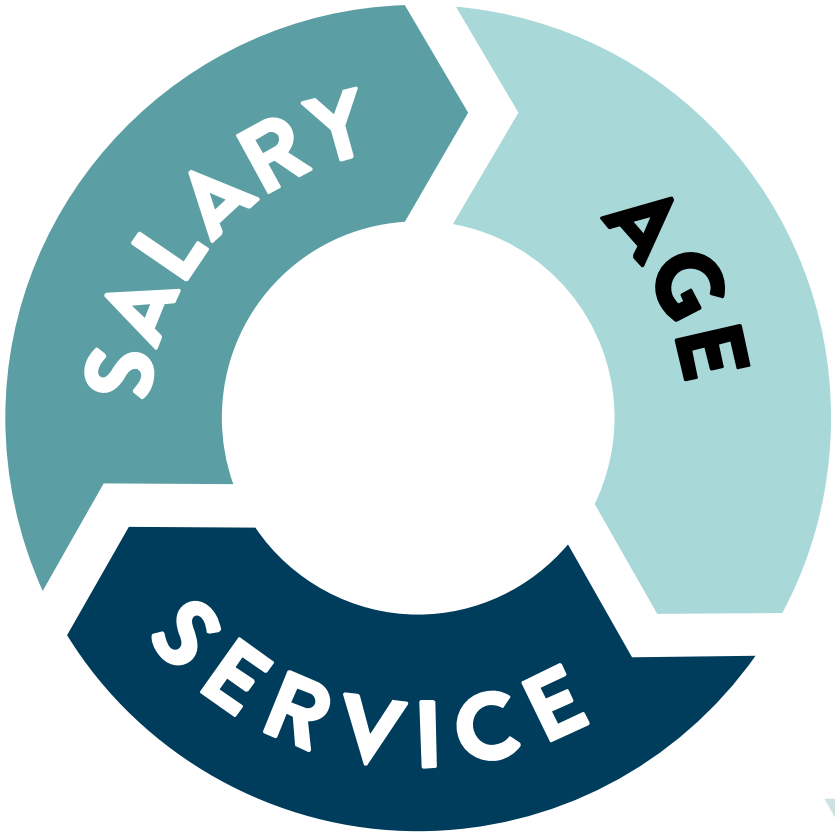
Correctional Plan —
Minn. Stat. § 353E.02

- For correctional guards or officers, a joint jailer/dispatcher, or a supervisor of these positions
- Must be working in a county, regional adult, or juvenile correctional facility

Pension Formula

Calculated on Three Factors

- Years of Service
- Average Monthly Salary
- Age



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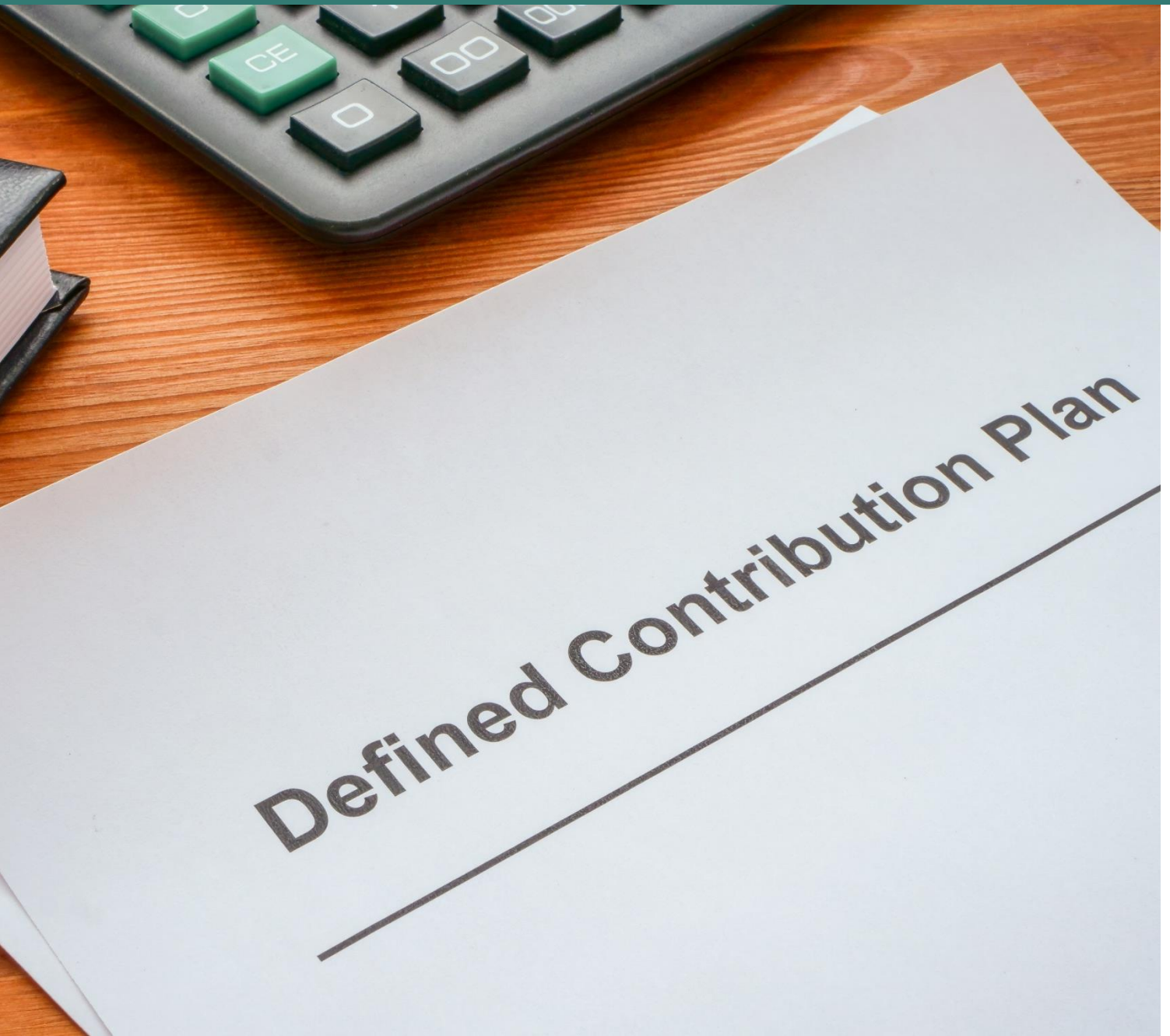


Public Employees DCP

Public Employees DCP

- Member and/or employer contribute % of gross eligible salary from each paycheck
- Member makes investment decisions
- Funds grow tax-deferred until retirement

Public Employees DCP Participation

Participation is optional:

- If it is the employee's first PERA eligibility with that unit, and
- It is within 30 days of their first day of work in a DCP-eligible position with that employer

Participation is mandatory:

- If the employee previously had PERA coverage with the same employer that they are now in a DCP-eligible position for

Public Employees DCP

- No salary requirements
- Contributions go towards purchasing shares
- Lump-sum payout—**no monthly benefits**

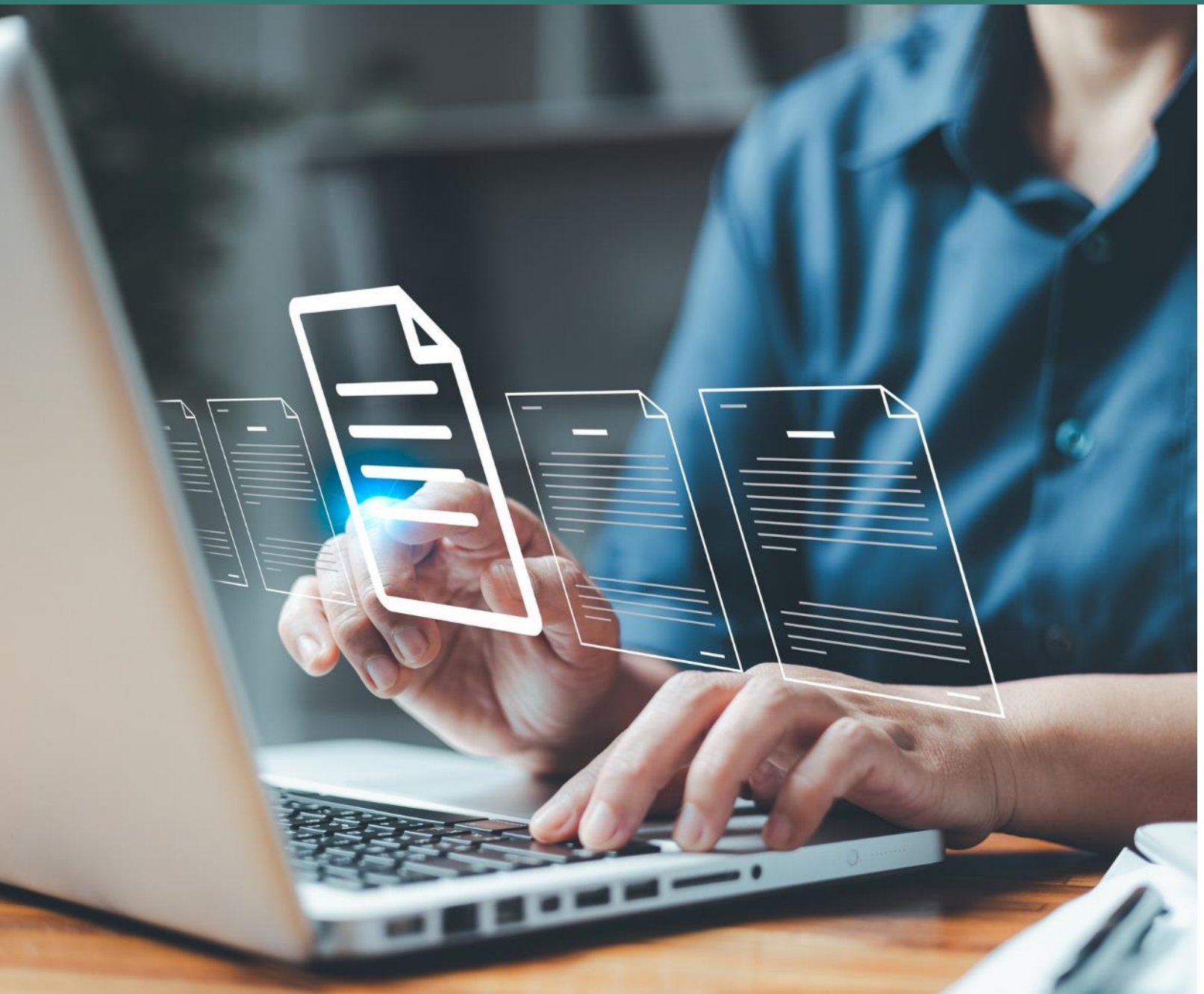
DCP vs. Pension Plans

Defined Contribution Plan

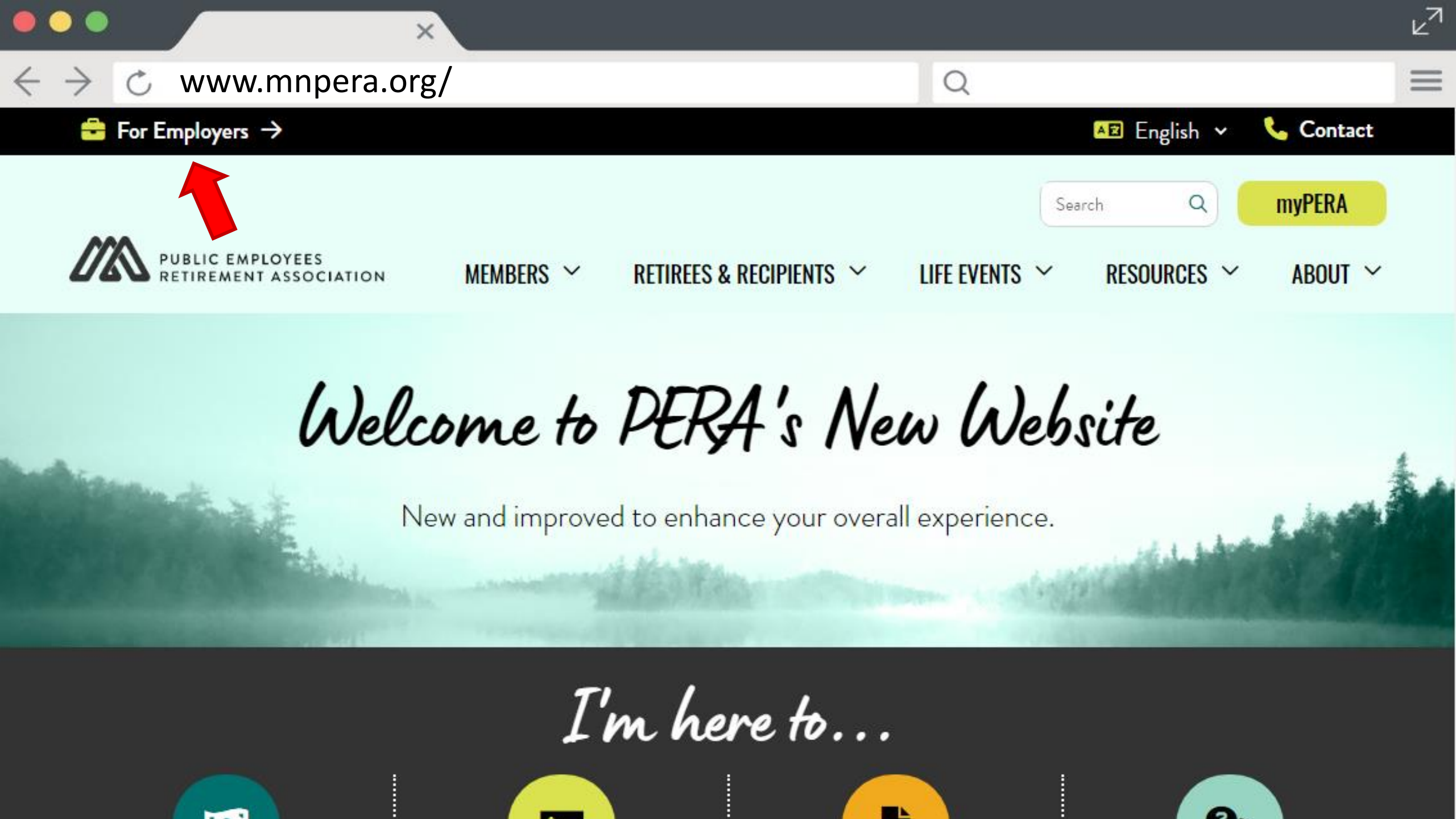
- Payment based on amount of contributions and investment performance
- Member makes investment decisions
- One-time lump sum

PERA's Pension Plans

- Payment based on average salary, years of service, and age at retirement
- SBI manages investments on member's behalf
- Lifetime monthly benefit



Resources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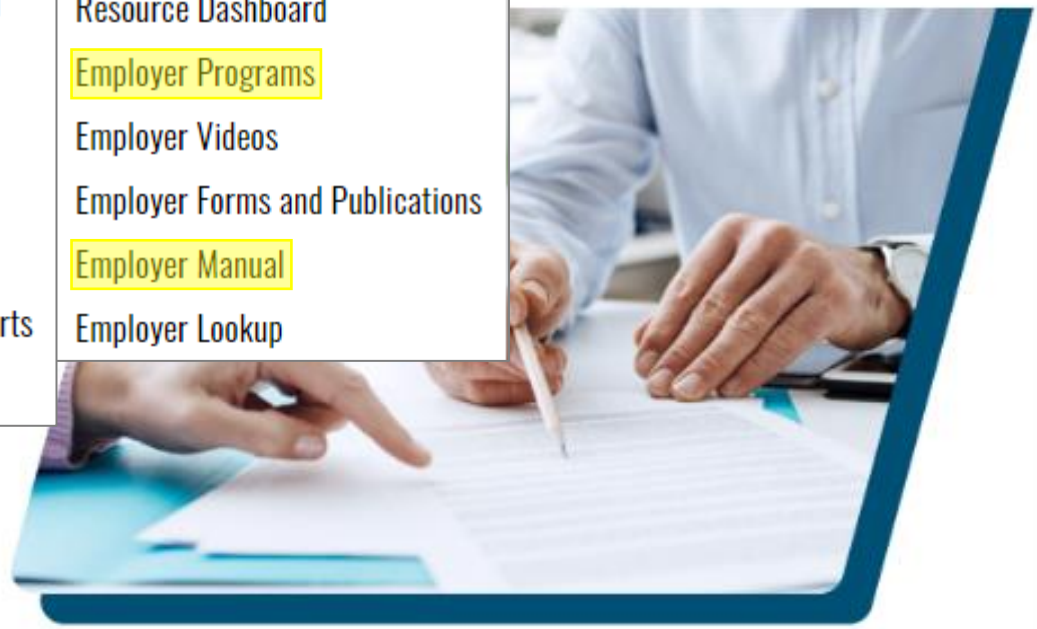
REPORTING
- Reporting Dashboard
- Plan Rates
- Salary Reporting
- Enrollment
- Status Changes
- PERA Employer Reports
- Make a Payment

RESOURCES
- Resource Dashboard
- Employer Programs
- Employer Videos
- Employer Forms and Publications
- Employer Manual
- Employer Lookup

Welcome, PERA Employ

PERA employers now have a new home.

GET STARTED



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Employer Programs

RESOURCES

- RESOURCE DASHBOARD
- EMPLOYER PROGRAMS
- EMPLOYER VIDEOS
- EMPLOYER FORMS AND PUBLICATIONS
- EMPLOYER MANUAL
- EMPLOYER LOOKUP

Employer education offers payroll, human resources, and business managers an opportunity to learn and review PERA's membership and reporting requirements.

PERA webinars are free to attend, but you must register in advance to access each session. During live sessions, attendees can ask questions and receive answers in real time during the Q&A portion. These Q&A sessions are compiled into a document which is posted with the recorded webinar.

Public Official Eligibility

This program will discuss public official position types, explain how to determine whether they have optional or

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ELIGIBILITY REPORTING RESOURCES SOCIAL SECURITY SVF

Employer Contact

Employer Services

Hours

8:00am - 4:30pm, Monday - Friday

Phone

Local: 651-296-3636

Toll-free: 1-888-892-7372

Fax

Send us a Message

Topic*

Contribution Reporting

Employer ID (xxxx-xx)*

Find your Employer ID Number: Employer Look-Up

Name*

www.mnpera.org/employers/contact

Employer Services

Hours

8:00am - 4:30pm, Monday - Friday

Phone

Local: 651-296-3636

Toll-free: 1-888-892-7372

Fax

Fax: 651-296-2493

Mail

60 Empire Drive Suite 200, St. Paul, MN 55103

Employer Lookup

Send us a Message

Topic*

Contribution Reporting

- Contribution Reporting
- EFT Assistance
- General/Other
- ERIS
- Enrollments/Status Changes
- Eligibility
- Exclusion Reports/Records of Earnings
- Statewide Volunteer Firefighter (SVF) Plan

First Name

Last Name

Email*

Message*

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Employer Lookup

Message*

Submit

Contact Employer Services

Account Operations

- Contribution & salary reporting
- EFT payments & account help
- Invoices and credit memos
- Summer Earnings Verification Report
- General questions or unsure

Employer.Reps@mnpera.org

Employer Support

- ERIS Access & contact changes
- Demographic records
- Missing enrollments
- Higher than normal salary
- Status Verification Report

ERISResponses@mnpera.org

Eligibility Team

- Eligibility for Individuals or Employers
- DIEs and OD Invoices
- Exclusion Report
- Excessive Salary/ IRS Limits
- PERA/ TRA transfers
- Social Security/Section 218

Eligibility@mnpera.org

PERA is governed by Minnesota Statutes; especially chapters 11A, 353, 353A, 353D, 353E, 353F, 353G, 356 and 356A.

Changes to PERA's plans, including benefit provisions and contribution rates, are made through the introduction and passage of legislation by the Minnesota Legislature.

Disclaimer

Disclaimer:

Our programs are intended to provide general information; the rights and obligations of PERA members are governed by state and federal laws, rules, and regulations. The Minnesota Legislature or the federal government may change the statutes, rules, and regulations governing PERA at any time. If there is a discrepancy between the law governing PERA and the information contained in this presentation, the statutes and regulations will govern.