

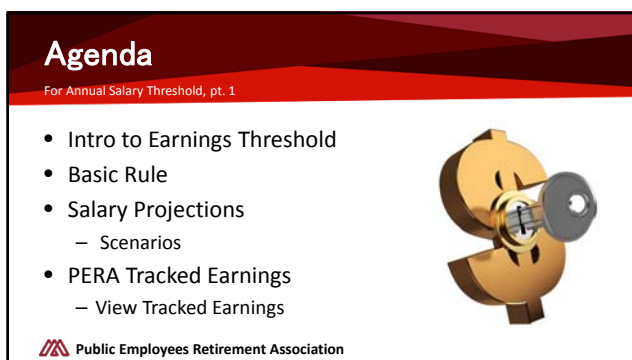
Logo: A stylized 'M' composed of three overlapping shapes.

Live Webinars:
Annual Salary
Threshold - Part 1

Luis Argueta, Employer Communications

WEBINAR
NOW ON!


Four small circular icons showing people in a meeting or presentation.



Agenda

For Annual Salary Threshold, pt. 1

- Intro to Earnings Threshold
- Basic Rule
- Salary Projections
 - Scenarios
- PERA Tracked Earnings
 - View Tracked Earnings



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Intro to
Earnings Threshold





PERA Eligibility

Time and money



Job description

- Part-time
- Full-time
- Hourly
- Salaried



Eligibility due to salary

Intro to Earnings Threshold



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Basic Rule



Historical Earnings Threshold

Monthly Salary Thresholds through the years

Date	Per Month
July 1, 1988 through December 31, 2014	\$425
May 1, 1981 through June 30, 1988	\$325
June 3, 1977 through April 30, 1981	\$250
March 24, 1974 through June 2, 1977	\$150
July 1, 1961 through March 23, 1974	\$75
Prior to July 1, 1961	\$50

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Basic Rule of Eligibility

With some exceptions...

PERA membership under a DBP-

- 1) Required for public employees
- 2) who have annual earnings in excess of PERA's salary threshold

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Annual Salary Threshold

General employment and school-year

Employment Type	Threshold
General employment	\$5100
School-year employment	\$3800

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\$425 is still relevant

\$5100? \$3800?

$12 \times \$425 = \5100

$9 \times \$425 = \3800

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Salary Projections

Employee projections

One position

Part-time, 20hrs/wk
@ \$16/hr

Time x Money
 $20 \times 16 = \$320/\text{week}$
 $\times 52 = \$16640/\text{year}$


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Employee projections

??? x money

Part-time, ??hrs/wk
@ \$16/hr

Average time x Money
 $10 \times 16 = \$160/\text{week}$
 $\times 52 = \$8320/\text{year}$




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Employee projections

School calendar days

Part-time, 3hrs/day
@ \$9/hr

Time x Money
 $3 \times 9 = \$27/\text{day}$
 $\times 170 \text{ days} = \$4590/\text{year}$




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Employee projections

2 positions

PT, 6hrs/wk @ \$10/hr + PT, 6hrs/wk @ \$12/hr

$(6 \times 10) + (6 \times 12) = \$132/\text{week}$
 $\times 52 = \$6864/\text{year}$



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Employee projections

1 position + Missing picture

NEW Part-time,
open ended @ \$17/hr

? x 17 = \$??/?/week

x 52 = \$??/?/year




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Notice of Non-Covered Employment

Annual Threshold

NOTICE OF NON-COVERED EMPLOYMENT OR PROVISIONAL COVERAGE
Relating to PERA's Coordinating, Correctional or Public & Fire Plans
Public Employees Retirement Association 400 Capitol St., 2nd Floor, Saint Paul, MN 55103-0001
English or Fax Number: 612-296-2993, TDD/Relay: 612-296-2636 or 1-800-892-PERA-1373

For Employees: This form must be completed when a person is employed in a job that is excluded from PERA membership because the employee's annual earnings are a salary threshold or more, or when an employee is being given pro-credit for work that will be subject to an earnings validation by PERA. You are encouraged to provide written disclosure to any worker not enrolled in PERA at the start of employment and to inform the eligible determination. Please give this form to the employee and keep a copy in your personnel file. **Do not send a copy to PERA.**



Required for employees excluded due to salary

For Employees: If you have questions about the PERA membership decision made by your employer, you are encouraged to contact the human resources or payroll personnel at your employer. If you want PERA to review your employment for membership purposes, state law gives you a right to request a review by sending a request to PERA's Executive Director at 400 Capitol St., 2nd Floor, Saint Paul, MN 55103.

The purpose of this notice is to inform you of the following determination relating to membership under a defined benefit plan administered by PERA. [Check Under Section 3 or 4, as indicated below.](#)

Name of Employee	Job Title or Classification	Starting Date for this Position

SECTION A: YOU ARE EXCLUDED FROM PERA MEMBERSHIP BECAUSE:

1. Our agency is providing that your annual compensation is not expected to exceed \$5100 or \$3800 for school term employment (9-month position)

2. Your employment is provisional for temporary and is not expected to exceed six consecutive months.

3. Your seasonal appointment is not expected to exceed 185 consecutive calendar days in a year.

4. You are under age 23 and attending classes full-time at an accredited school, college or university.

5. You are receiving a monthly retirement or disability benefit from PERA.

6. Your position is excluded by law for the following reason: _____

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Provisional Enrollment

Annual Threshold

1. _____ consecutive months.

3. Your seasonal appointment is not expected to exceed 185 consecutive calendar days in a year.

4. You are under age 23 and attending classes full-time at an accredited school, college or university.

5. You are receiving a monthly retirement or disability benefit from PERA.

6. Your position is excluded by law for the following reason: _____

SECTION B: YOU ARE BEING ENROLLED INTO PERA ON A PROVISIONAL BASIS AND THAT MEMBERSHIP WILL BE SUBJECT TO VALIDATION.

Our entity is unable to accurately determine that your annual compensation will not exceed the minimum salary threshold for PERA participation as noted below because your employment is intermittent, sporadic, or casual, without a regular work schedule and a regular number of work hours.

\$5100 or \$3800 for school term employment (9-month position)

Because your annual earnings exceed the above-referenced earnings threshold, you are being reported to PERA for membership. PERA will review the amount of annual earnings you receive, and if your earnings in a year do not exceed the threshold amount set in law for PERA membership, your participation will be deemed invalid and your member contributions will be refunded to you by PERA.

Name of Employer	Name of Employer Representative	Daytime Phone No.	Date

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Resources for Employers
That's a wrap!


Resources for Employers


Employer Response Line	MNPERA.org
— 651-296-3636 / 888-892-7372	— PERA 101: Go2 Resource
PERAphrase newsletter	— FAQs
Employer Manual	— Reporting Requirements
	— Education: Next Webinar: Annual Threshold, pt. 2

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Sneak-peek: Agenda for Part 2
Next week, Thursday, July 20!

- Process the Annual Salary Threshold report
- PERA salary review
- And more!




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Disclaimer
Thank you for your time!

Disclaimer

This presentation is intended to provide general information for employers to consider and apply to their own circumstances as appropriate. This may not be considered to be a legal interpretation of state/federal laws or regulations.

The Minnesota Legislature, or the federal government, may at any time change the laws, rules and regulations governing participation in PERA or mandatory coverage under Social Security and Medicare.

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