

THE LATEST WORD FOR IPERS EMPLOYERS



Iowa Public Employees' Retirement System | *Spring 2014*

NEWS FOR REPORTING OFFICIALS

No Change in Contribution Rates

Contribution rates will remain the same in fiscal year 2015.

[Contribution Rates 7/1/13-6/30/14 and 7/1/14-6/30/15](#)

Membership Class	Member Share	Employer Share	Total
Regular	5.95%	8.93%	14.88%
Sheriffs and deputies	9.88%	9.88%	19.76%
Protection occupations	6.76%	10.14%	16.90%

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Updated Employer Handbook

Looking for answers to all your IPERS reporting questions in one place? Check out the recently updated [Employer Handbook](#). It's a great go-to guide for your job as an IPERS reporting official.

Printed Handbooks will be available at April training. If you aren't attending training and would like us to send you one, just ask!

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Join us for an information-packed half-day training session at the IPERS office in Des Moines on April 8 or 9. We'll help you master all of your reporting official tasks. [Register](#) ahead of time using our form. Bring all your questions and come ready to learn!

NEWS & ANNOUNCEMENTS

Bright Outlook for IPERS

For the fifth consecutive year, IPERS' funded status has remained steady--around 80 percent--which is considered a good indicator of a strong pension system. To learn more about other key measurements in FY2013, read IPERS' recent annual update, [Strong Horizons](#) (mailed to all members and retirees in February).

ONLINE RESOURCES

Keep Up With the Legislative Session

This is a "pension year" in the Iowa Legislature. If you'd like to stay current with pension issues related to IPERS, take a look at our online [legislative tracker](#), published weekly, with explanations of bills that may affect IPERS. In addition, we also post informative presentations given to legislative committees this year. Feel free to share this link with others in your organization.

Manual for Your Future Financial Reports

Does your organization report financials using GAAP (Generally Accepted Accounting Principles)? If so, let your accountants know that the [Implementation Guide for GASB Statement No. 68](#) is now available. GASB (Governmental Accounting Standards Board) Statement No. 68 requires new and different information to be reported in your organization's financial reports about IPERS. Statement No. 68 takes effect in fiscal years beginning after June 15, 2014.

IPERS brings you updates related to this major upcoming change on our [GASB webpage](#), packed with helpful links.

IPERS BENEFITS FOR MEMBERS

A Good Deed for Your Family

As life-changing events occur, such as marriage, divorce, birth, or death, it's important to keep beneficiary designations up to date--including your IPERS beneficiary. Best practices suggest sending an annual reminder to all employees about this.

If a beneficiary update is needed, direct your employees to use the IPERS [Enrollment/Beneficiary Designation form](#). Let them know the form is available on www.ipers.org. Married members must have the form signed by their spouse. Both signatures must be accompanied by the signature of a disinterested witness.

Designations are included on the member annual benefits statements that are mailed in the spring, or members can check their designation online by signing in to [My Account](#)--the online IPERS application for members.

Member Handbook

IPERS has updated our [Member Handbook](#). The updated version boasts a new look and a more detailed section on disability benefits. It's the definitive and comprehensive book about IPERS benefits and membership, from early in a member's career all the way through to retirement and beyond.

COMPLIANCE TIPS

Seasonal Employees: To Cover or Not to Cover?

A sparkling clean pool. A tidy, inviting golf course. A thriving green lawn. Who will take care of these for your municipality this year?

Spring is almost here and it's time to start thinking about this summer's seasonal workers: not only *who* will fill these roles, but will they be IPERS-covered?

We recommend creating a policy, in writing, on IPERS coverage for seasonal workers. The focus of your policy should address whether your organization treats seasonal workers as temporary employees or permanent employees. This is a determination your organization must make, and it must be applied consistently for all workers who perform the same or similar jobs.

Remember, a temporary employee becomes IPERS-covered after earning \$1,000 in two consecutive calendar quarters. The next time the person earns wages from your organization, those wages must be covered by IPERS. Please read the following exceptions to this rule.

Do not cover the employee if any of the following occur:

- You formally sever the employer-employee relationship by providing a paper document to the worker showing the date of termination. (Keep a copy for your records.)
- You open the position to the general public and require candidates to complete a new employment application.
- The worker does not earn wages from your organization for four consecutive quarters.

Let us know if you need further clarification on this important issue.

SPRING 2014

CONTACT US

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