

PUBLIC EMPLOYEES RETIREMENT SYSTEM AND SOCIAL SECURITY

It is mandatory that every employee be brought into PERS membership on the first day of compensated employment unless he/she falls within a specific statutory or contract exclusion.

Any employee who is employed to work less than full-time is excluded from membership UNLESS:

1. He/she is already a member of the System, or
2. His/her part-time employment:
 - a. Requires him/her to work at least 4 hours per day on a regular basis, or on average of 87 hours per month if hours vary from day to day; and
 - b. His/her employment is expected to extend for more than one year and is not limited to one year or less; and
 - c. His/her employment is regular and continuous (as opposed to intermittent)

An employee whose employment, in the opinion of the PERS Board, is temporary or seasonal is excluded from membership UNLESS:

1. He/she is already of member of the System, or
2. The appointment or employment contract fixes a term of continuous full-time compensated employment in excess of six months, or
3. The term of employment is not fixed and full-time compensation will continue for more than six months.

If items 1, 2, or 3 apply, the employee should be brought into System membership on the first day of compensated employment.

If a part-time employee does not meet the qualifying work time standard at the time of hire, but his/her status is later changed so that he/she does, he/she becomes a member as of the date his/her status changes.