

# Employer Reporting, Compliance & Education



KHRIS Reporting Official Training

#### **TOPICS:**

KRS Secure Email Portal

**Employer Self Service** 

Monthly Reporting

Legislative Changes

#### **TOPIC BREAKDOWN:**

# KRS Secure Email Portal

- General information
- Log in
- Uses
- Security features

#### **EMAIL SECURITY**

SISTEMS!	SECURE E	EMAIL PORTA	AL	
Welcome to the Kentucky	Retirement Systems Sec	cure Email Portal		
	Email Address:			
	Password:		Sign In	
	Forgot your password?  Reset	New to secure email?  Register	Need more assistance?  Help	
For Customer Support, email us at sup	port@kyret.ky.gov			
				Secured by <b>ZIX</b>

Never send personal or confidential information in an unsecure email

#### **EMAIL SECURITY**

#### **Used For**

- New or reset Password and/or PIN code
- Requests by KRS for employee information
- Any correspondence from employer which contains confidential information

#### **Security Features**

- Inactivity for 20+ minutes = auto log out
- Three failed log in attempts = 30 minute lock out
- Email available to view for only 14 days
- Emails cannot be forwarded

#### **TOPIC BREAKDOWN:**

# Employer Self Service

- Logging In
- Navigation
- Services Available

#### EMPLOYER LOGIN – General Website



https://kyret.ky.gov

#### EMPLOYER LOGIN – General Website

#### Login



- Update Contact Information
- Request an Account Balance Letter
- Calculate Retirement Estimates
- Estimate Costs to Purchase Eligible Service
- View Annual Statements
- Check the Status of Correspondence

**MEMBER LOGIN** >



- Update Contact Information
- Change Tax Withholdings
- Maintain Direct Deposit Information
- View 1099-R
- Update Mailing Address
- -Submit Health Insurance Application during Open Enrollment
- -Check the Status of Correspondence

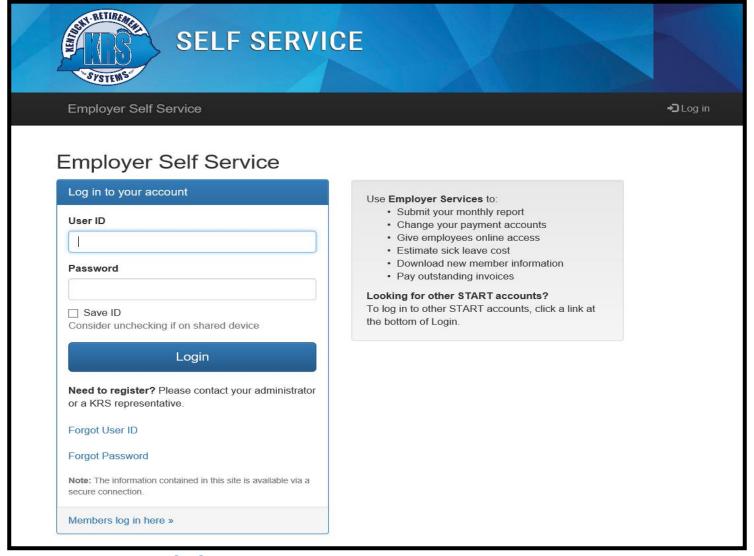
RETIREE LOGIN >



- Submit Your Monthly Report
- Change Your Payment Accounts
- Give Employees Online Access
- Estimate Sick Leave Cost
- Download New Member Information
- Pay Outstanding Invoices

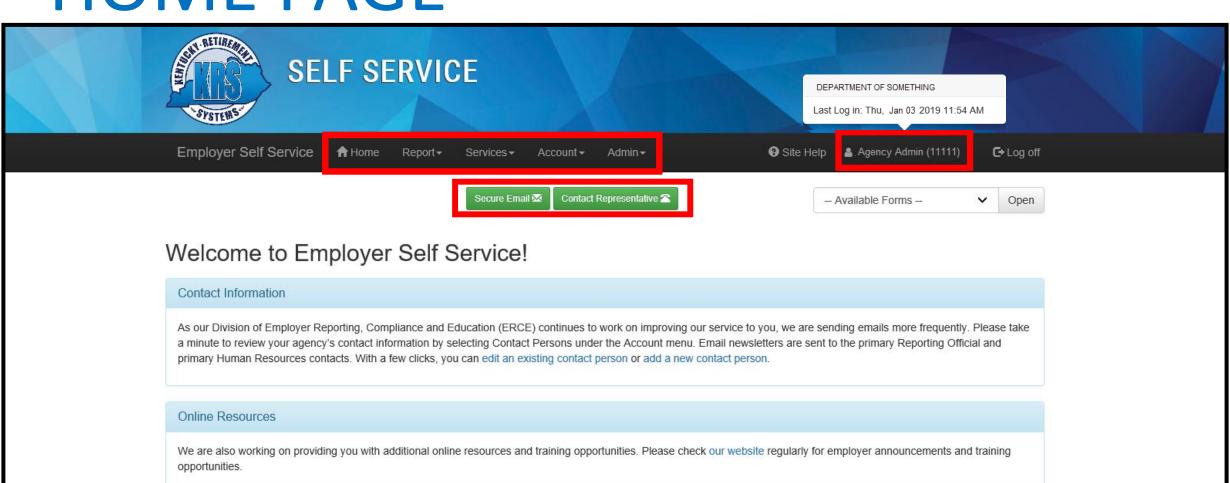
**EMPLOYER LOGIN** >

#### EMPLOYER LOGIN - Self Service



https://myretirement.ky.gov

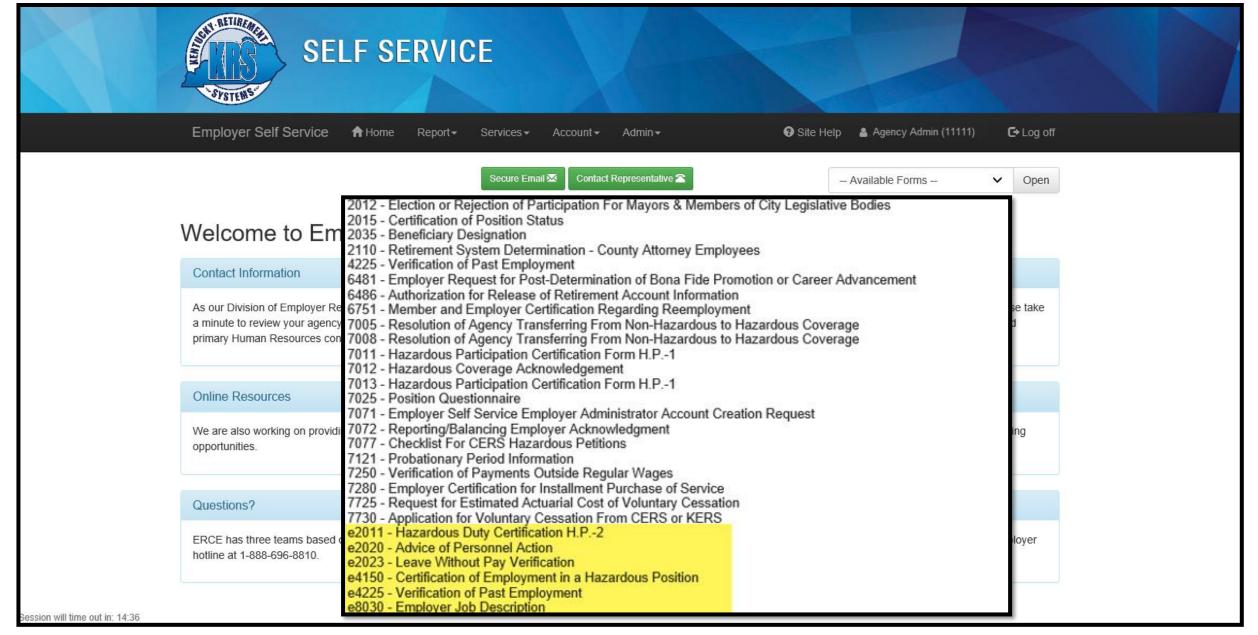
#### HOME PAGE



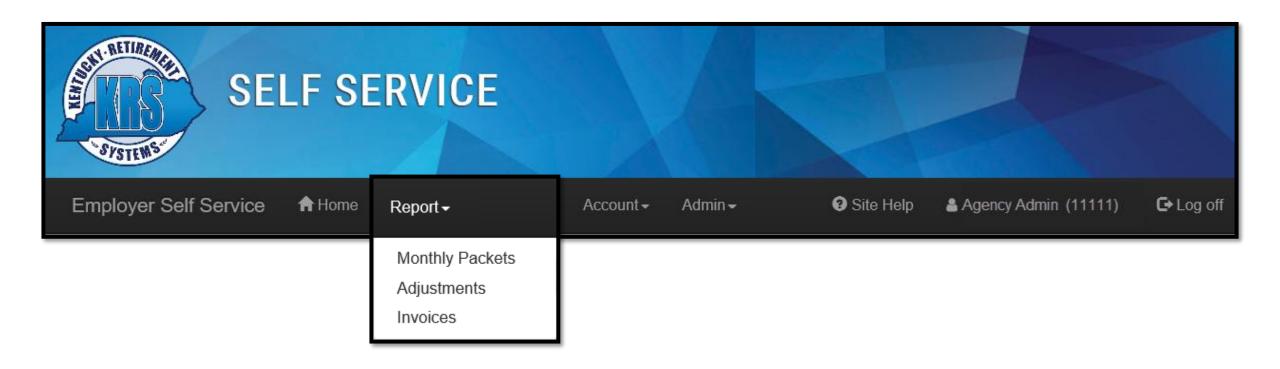
#### Questions?

ERCE has three teams based on reporting method: School Board, File/Web, and KHRIS. Please contact your ERCE Team if you have questions. You can also call the employer hotline at 1-888-696-8810.

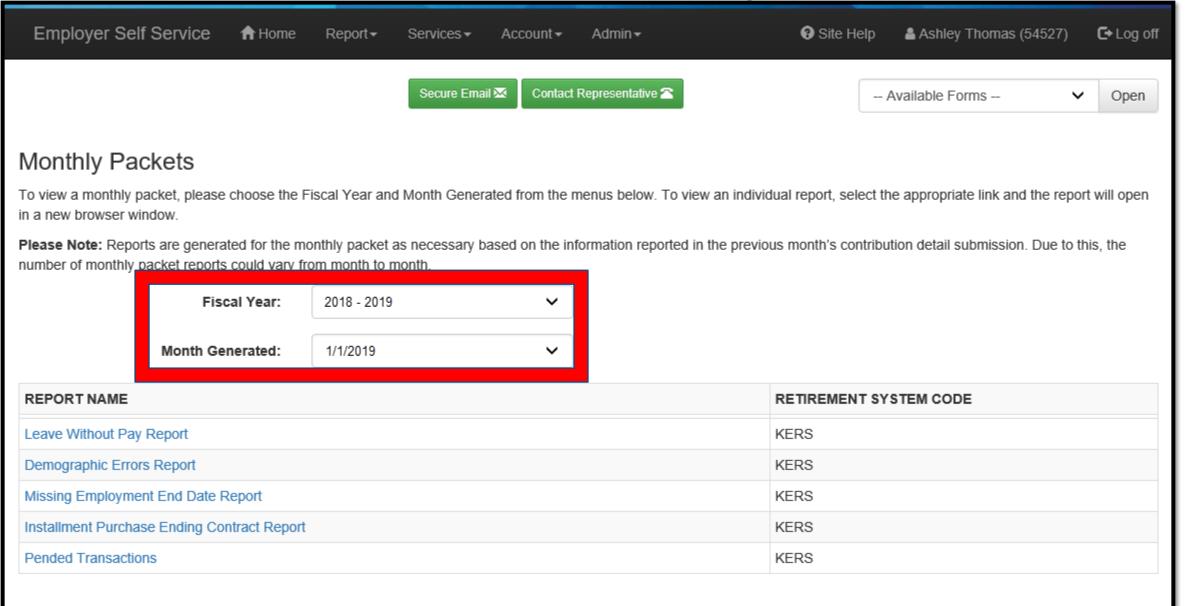
### HOME PAGE – Available Forms



### REPORT TAB



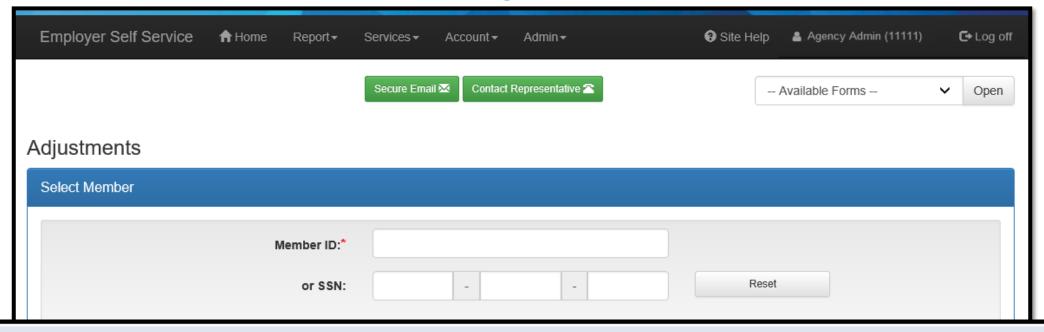
# REPORT TAB – Monthly Packet



# REPORT TAB – Monthly Packet

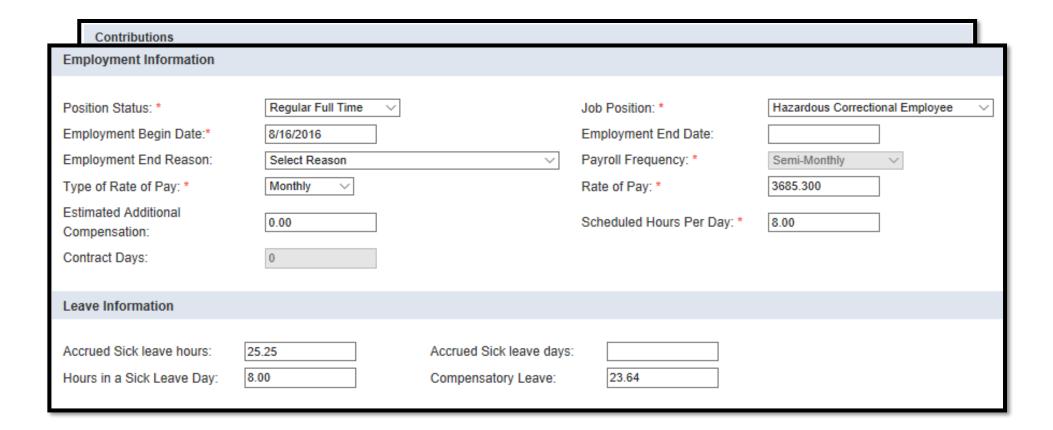


# REPORT TAB - Adjustments

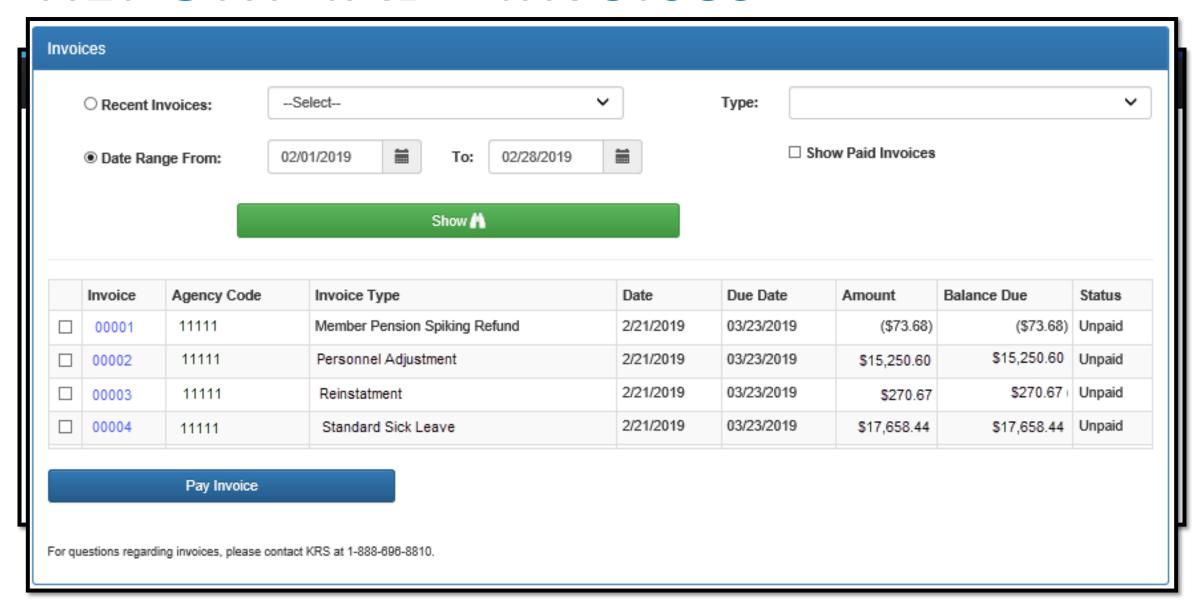


Contributions							
Posting Month	Salary	Payment Reason	Job Position	Position Status	Employment Begin Date	Employment End Date	Adjusted
May 2018 more details	\$3,869.56	Regular pay			08/16/2016		
Apr 2018 more details	\$3,869.56	Regular pay			08/16/2016		
Mar 2018 more details	\$3,685.30	Regular pay			08/16/2016		

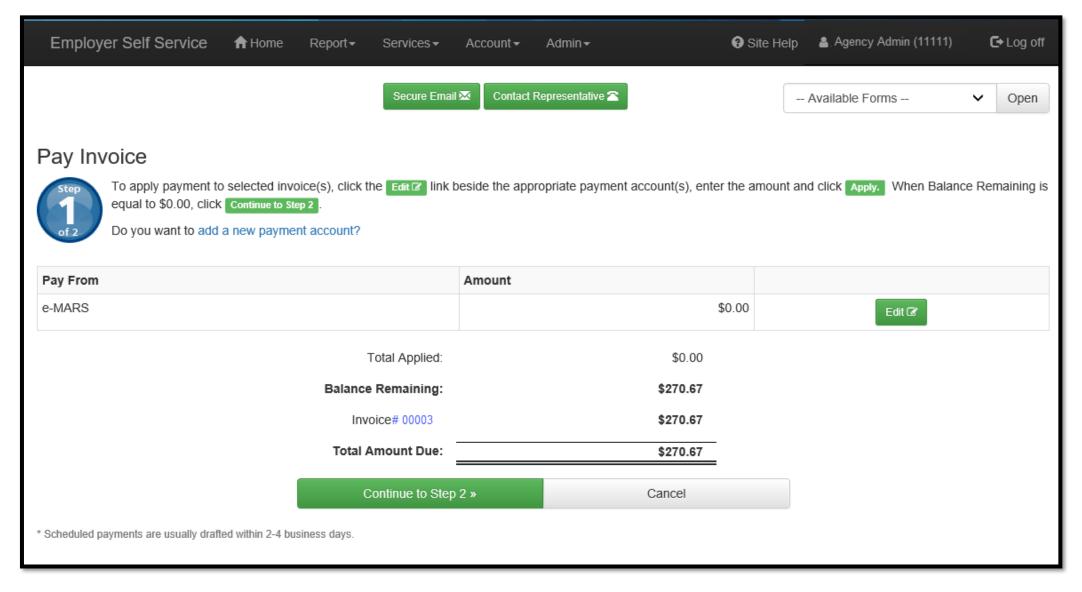
# REPORT TAB - Adjustments



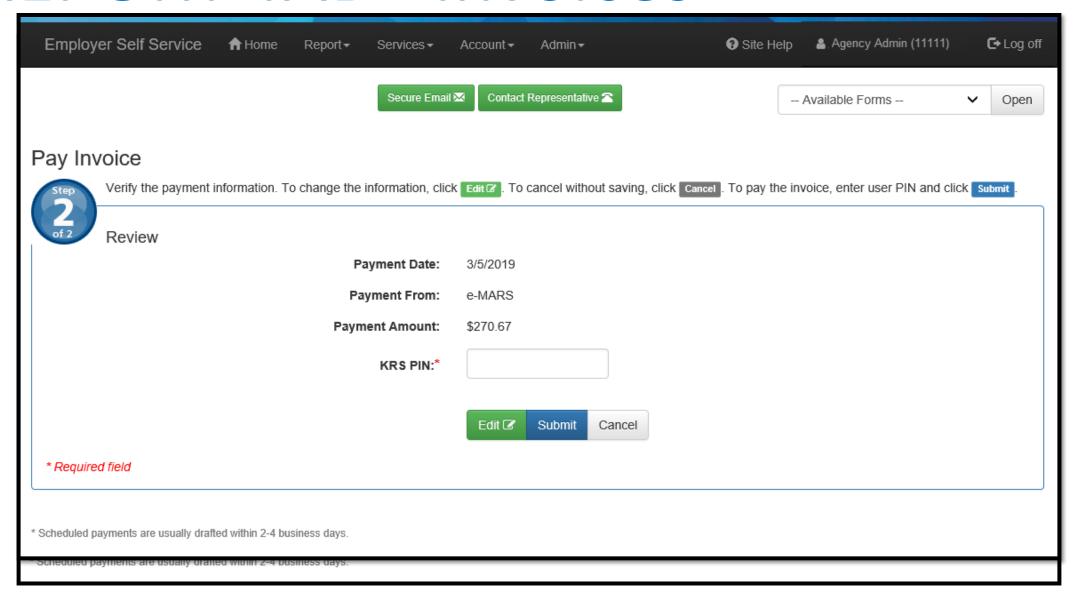
#### **REPORT TAB - Invoices**



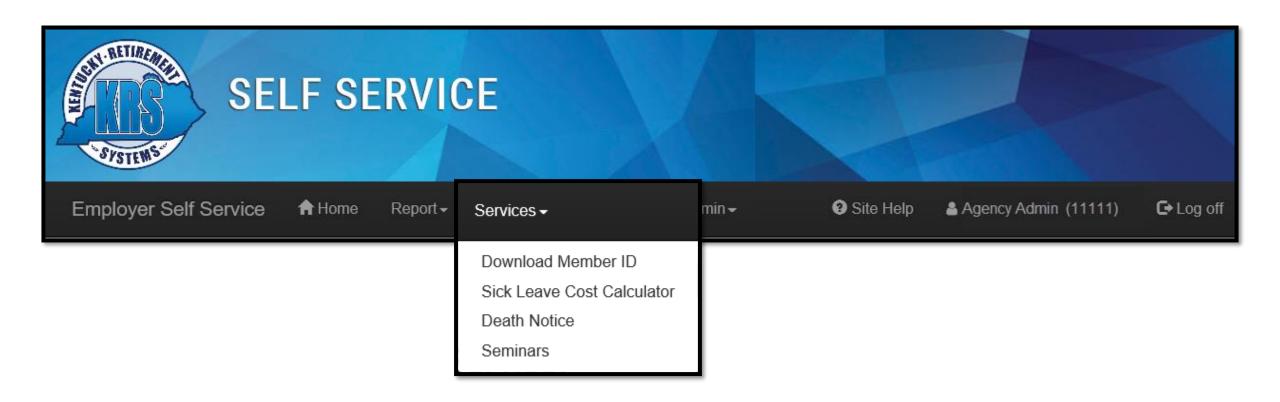
#### **REPORT TAB - Invoices**



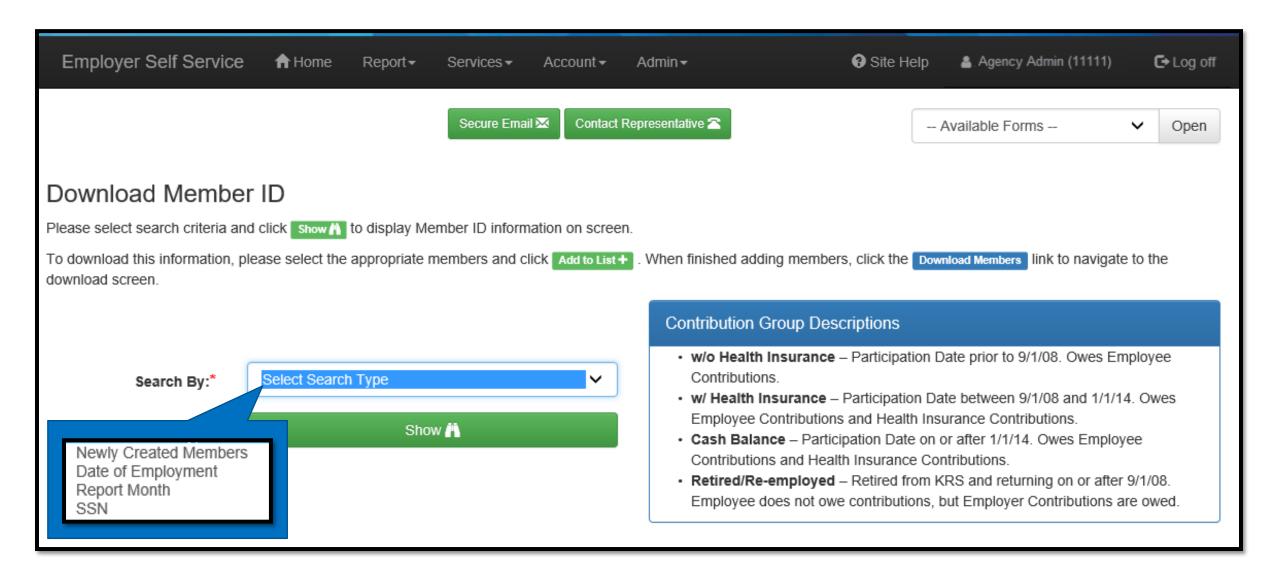
#### **REPORT TAB - Invoices**



## **SERVICES TAB**



### SERVICES TAB – Download Member ID



#### SERV

Employer S

#### Sick Leav

Employers who retires.

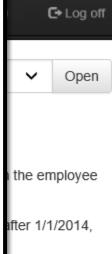
Tier 3 members even if an earlier

To calculate an

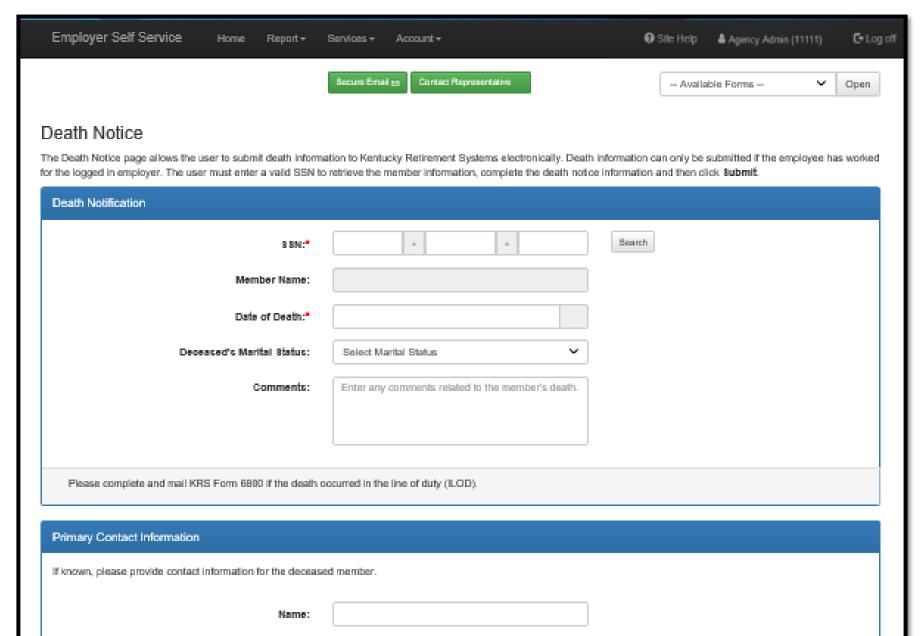
Member Name:	TEST EMPLOYEE	Member ID:	111111
Participation Date:	6/2/2003 12:00:00 AM	Birth Date:	3/11/1965
Retirement Plan:	KERS Hazardous		

#### Sick Leave Calculation Information Factors In Agency Cost Calculation Retirement Date 04/2019 Sick Leave Hours at Retirement 1,500.000 Sick Leave Months at Retirement Hours in a Sick Leave Day 8.0 Age at Retirement (rounded to nearest year) 54 Cost Calculation Results 1 0.24343585 Actuarial Factor Final Compensation \$38,420.36 Sick Leave In Years 0.750000 **Total Agency Cost** = \$7,014.66 This calculation is only an estimate and is based on estimated future earnings. Actual sick leave costs are based on service and salary at the time of refirement and may differ significantly from the estimate shown above. This estimate in no way guarantees the cost to your agency for an individual's sick leave. If you have any questions or need additional information, please contact your Employer Compliance and Education Representative.

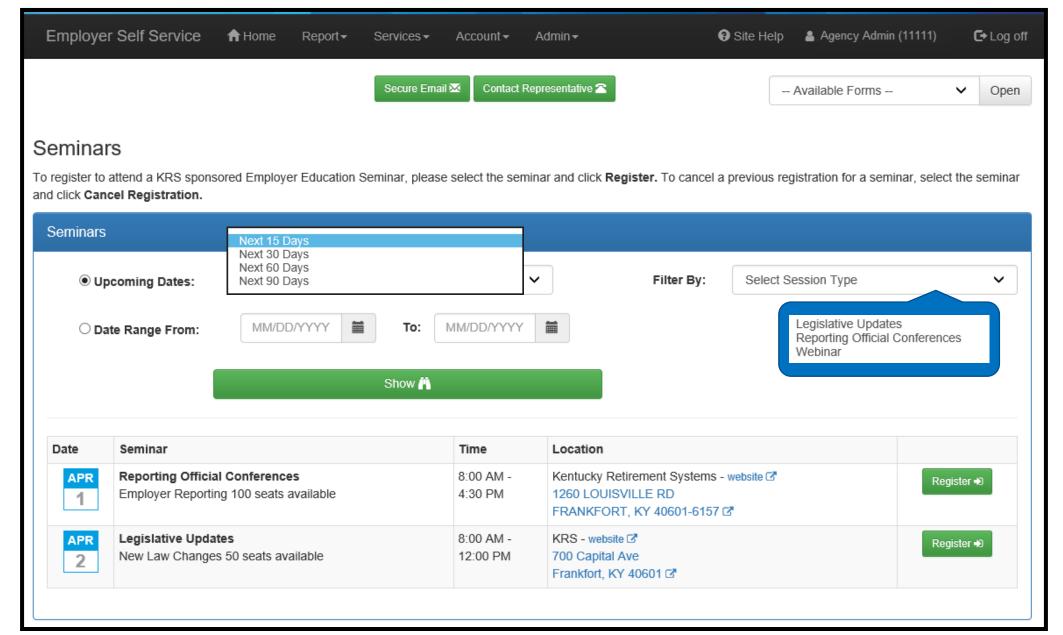
ator



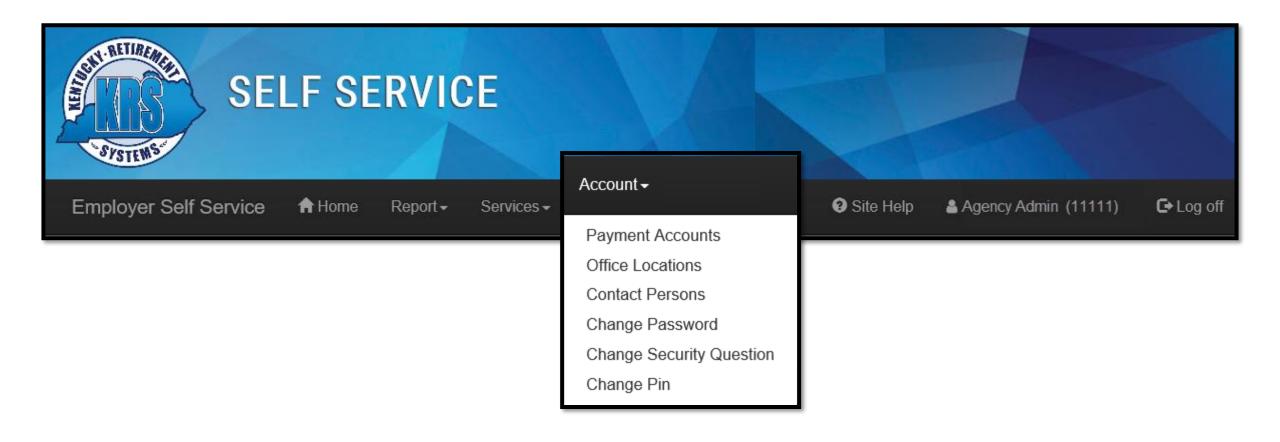
## SERVICES TAB — Death Notice



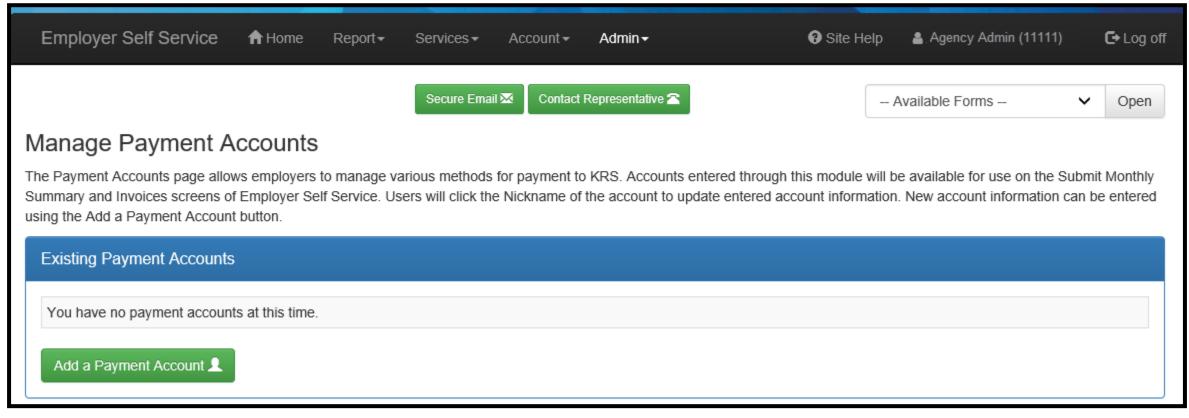
### **SERVICES TAB- Seminars**

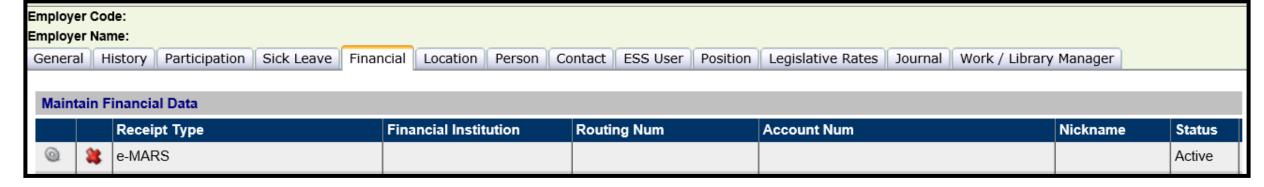


## **ACCOUNT TAB**



## ACCOUNT TAB – Payment Accounts



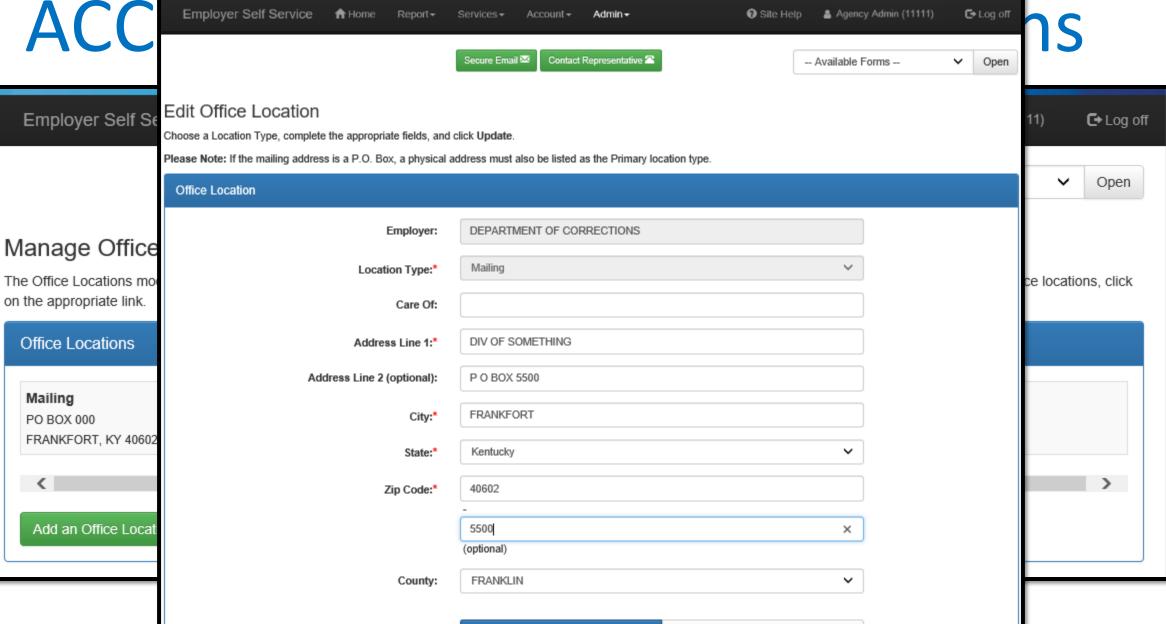




Mailing

<

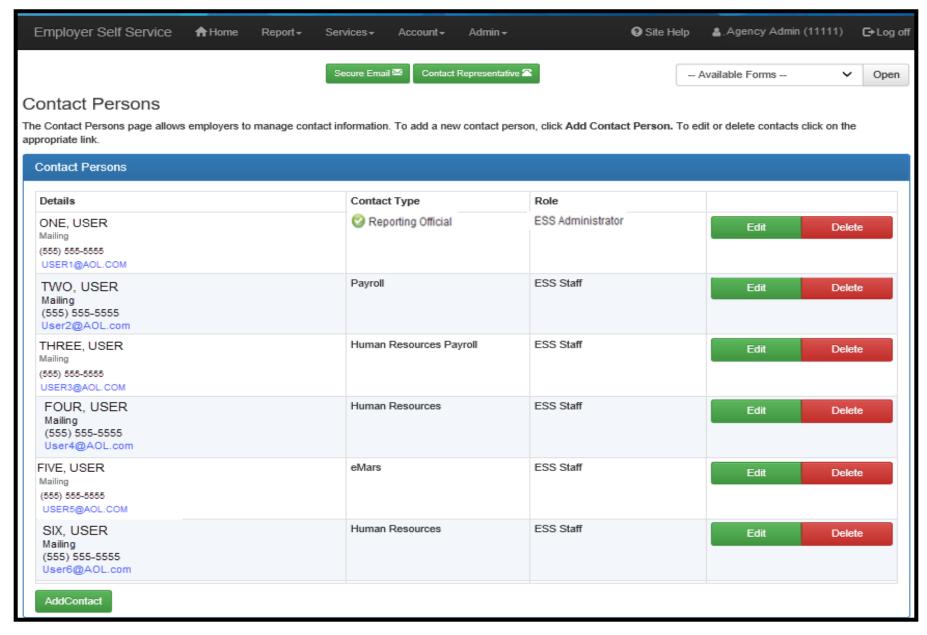
PO BOX 000



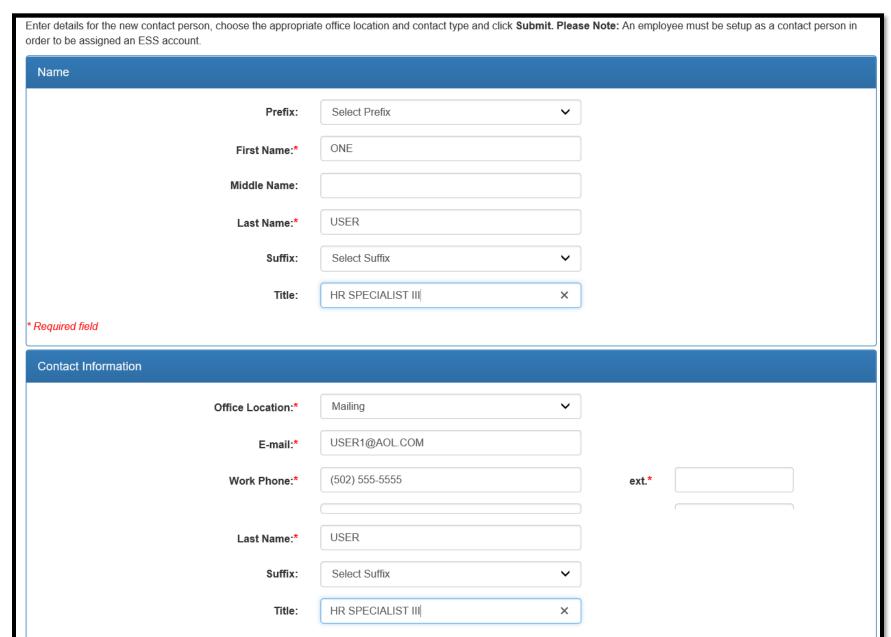
Cancel

Update

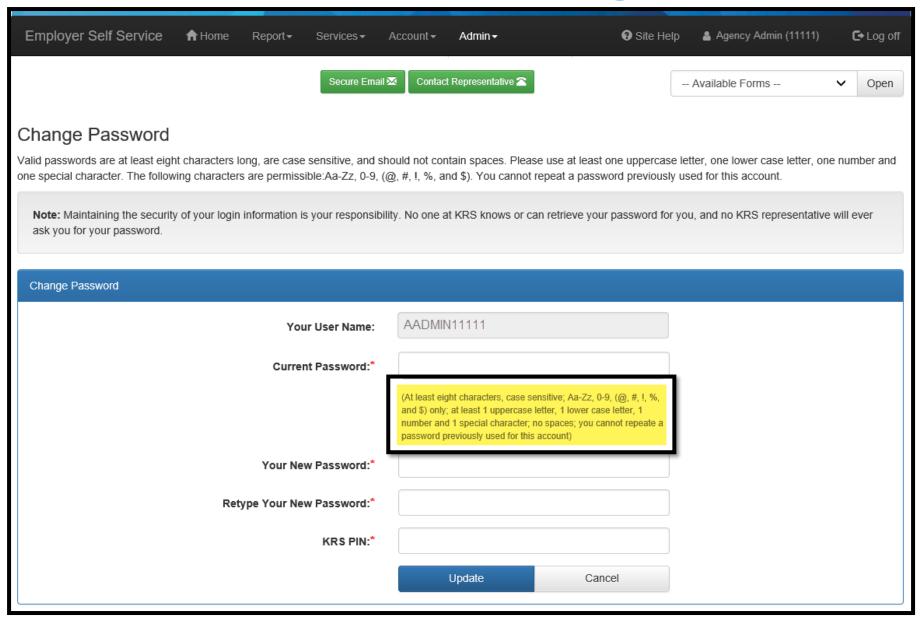
### ACCOUNT TAB - Contact Persons



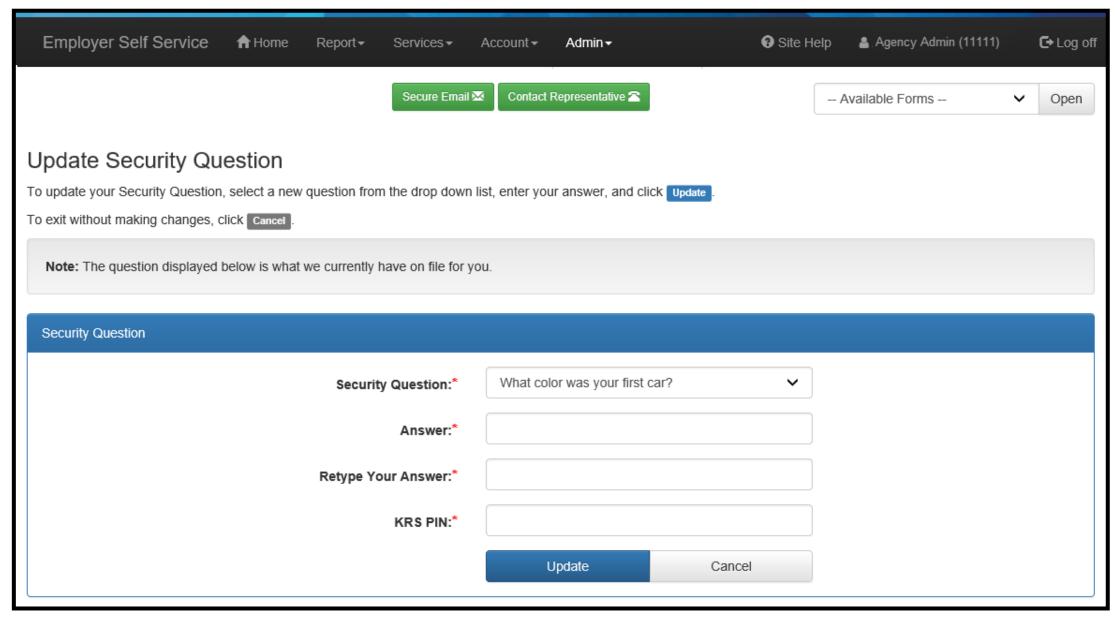
#### ACCOUNT TAB — Contact Persons



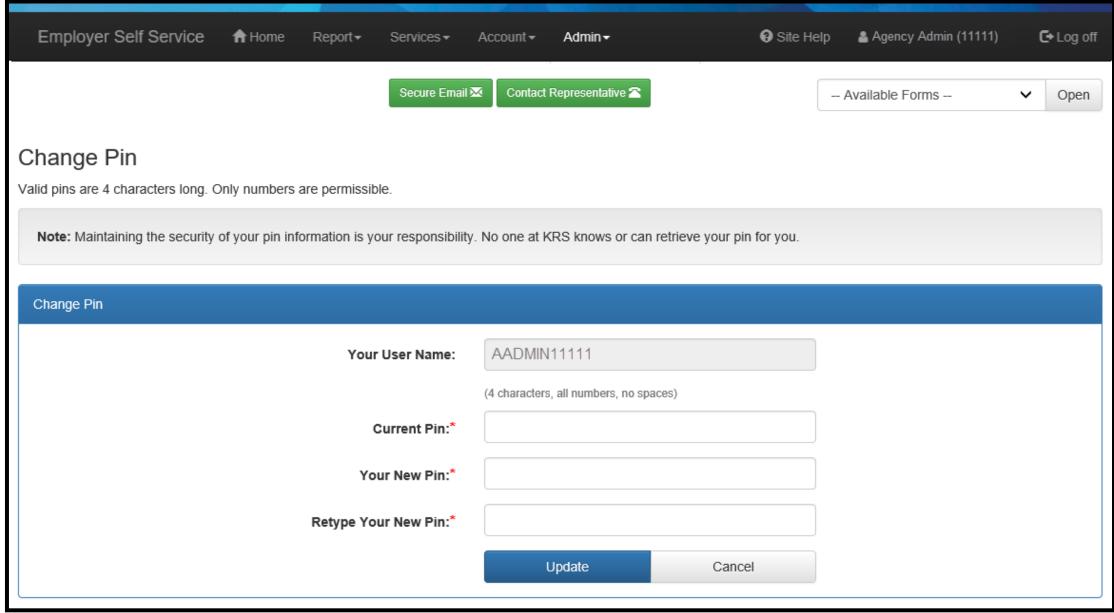
# ACCOUNT TAB - Change Password



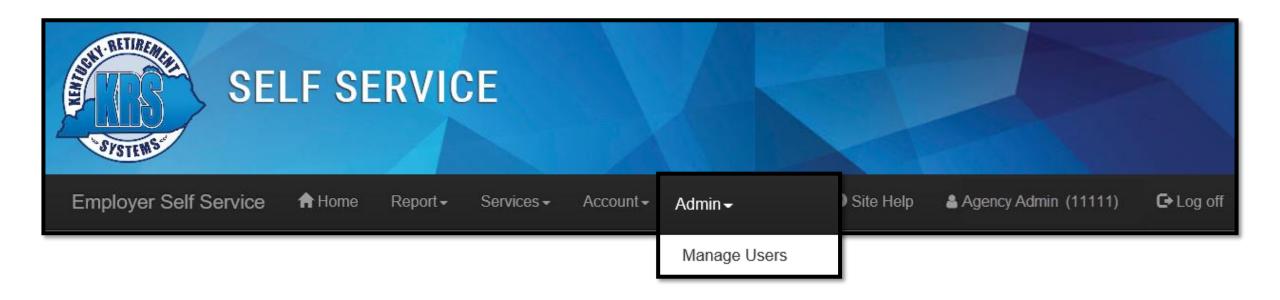
## ACCOUNT TAB – Change Security Question



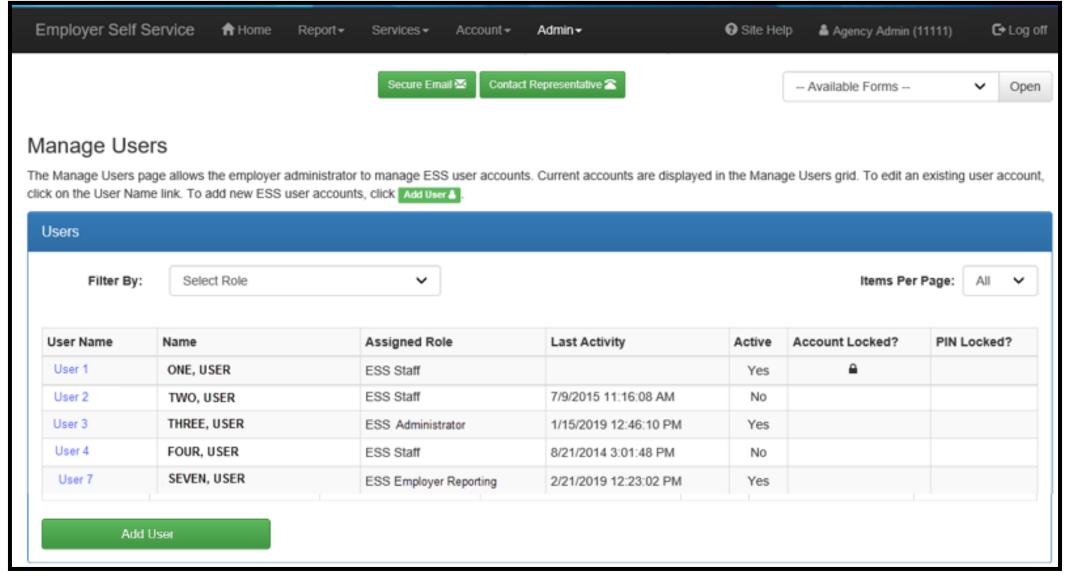
# ACCOUNT TAB – Change PIN



#### **ADMIN TAB**



# ADMIN TAB – Manage Users



# ADMIN TAB – Manage Users

ROLE	ACCESS
ESS Administrator*  (*role can be added to user by ERCE representative only)	The administrator role has full access to all tabs and modules in Employer Self Service, with no restrictions.
<b>Employer Reporting</b>	This role has full access to all modules under the Report, Services, and Account tab.
ESS Staff	This role has access to the following modules: Report Tab - Monthly Packets; Services Tab - all modules; Account Tab - Office Locations, Contact Persons, Change Password, Change Security Question, Change PIN.



# Let's take a break.

### **TOPIC BREAKDOWN:**

## Monthly Report

- Cycle
- Components of the report
- Error Correction
- Employer Role
  - Monthly Packet
  - Invoices

### MONTHLY REPORT CYCLE

For records that do not automatically post, KRS manually corrects error with agency assistance

Agency enters payroll and personnel info

Monthly Detail File submitted to KRS from KHRIS system

Member records are run through edits and post to member accounts if correct

Summary is populated from file totals and Payment is received from Treasury

KRS balances Detail File, Summary, and Payment and posts to system

### MONTHLY REPORT COMPONENTS

### Detail File

Interface file from KHRIS that provides more than 50 pieces of information per employee

### Summary

KRS
populates this
from the
interface file
totals
submitted by
KHRIS

### Payment

Remitted by Treasury via a JVT based on report totals provided by KHRIS

## **COMPONENT - Detail File Info**

Detail Record Information								
Status:			Employer:		~	]		
Report Month:			Report Type:	KERS				
Personal Information								
Prefix:		~				SSN:	*	
First Name:	*					Member ID:	*	
Middle Name:								
Last Name:	*							
Suffix Name:		~						
Contribution Information								
Posting Month:	*					Post-Tax EECON:	*	
Contribution Group:	*				~	Pre-Tax EECON:	*	
Payment Reason:	*			~		Employee Contrib Required Amount:		
Salary:	*					Pre-Tax HICON:	*	
Salary that Exceeds IRS Limit:						HICON Required Amount:		
Employer-paid ERCON:						Employer Contribution:		
SFE Reporting Employer Code:		~				Employer Pay Credit:		
Days Worked > Zero:						Calculate Required Amounts		
SFE Billing Employer Code:		~				Additional Hours:		
Employment Information								
Position Status:	*			~		Job Position:	*	<b>▽</b>
Employment Begin Date:	*					Scheduled Hours Per Day:	*	
Type of Rate of Pay:	*	~	_			Rate of Pay:	*	
Payroll Frequency:	*		<b>~</b>			Estimated Additional Comp:		
Employment End Date:						Employment End Reason:		<u> </u>
Contract Days:	Ì					Increment Date:		
Leave Information								
Accrued Sick Leave Hours:	*					Accrued Sick Leave Days:	*	
Hours in a Sick Leave Day:						Compensatory Leave:		
Accrued Annual Leave:						Appual Logyo Appual Dato:		

### **ERROR CORRECTION**

Interface File is reviewed for errors in reported data

### **ERRORS**

- Errors in data reported based on known details
- Informational errors result in Monthly Packet Report information
- Warnings or Errors require follow up with the employer to correct the erroneous information

### **ERROR CORRECTION - Process**

Pended Transactions Errors Invoices

### ERROR CORRECTION – Results

#### PENDED TRANSACTIONS

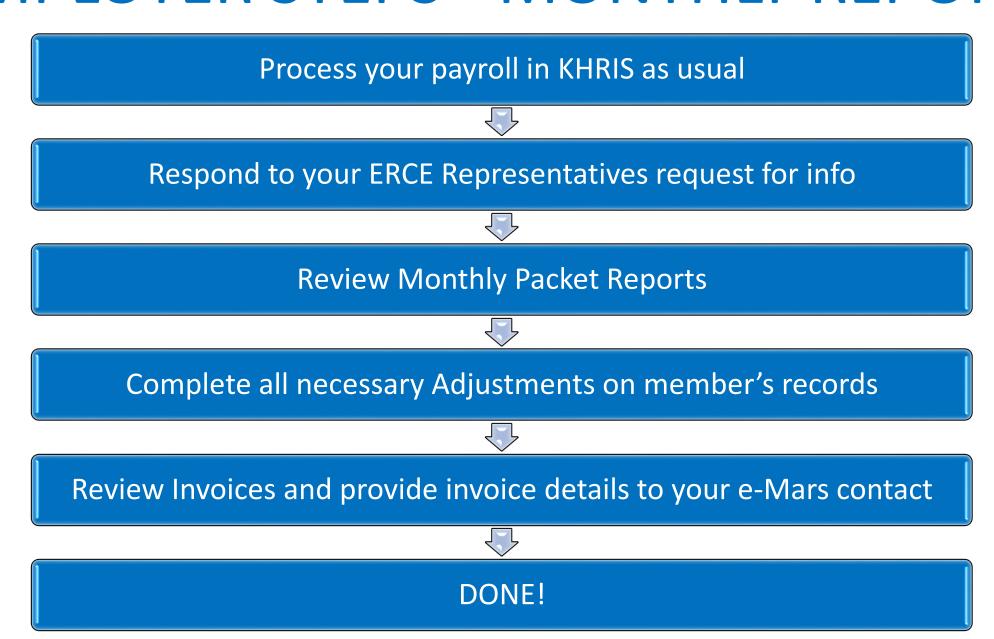
- Occur from a Monetary/Contribution Group change
- Pended transactions allow for correcting of monetary changes without invoicing the employer directly
- A correction must be made in KHRIS to correct a pended transaction

### ERROR CORRECTION – Results

### **INVOICES**

- Not all monetary changes in error correction will pend:
  - Processes handled manually outside of KHRIS
  - Error in IPS remitted
  - Changes of Employer Contribution only
- Personnel Adjustment Transactions Invoice

### **EMPLOYER STEPS - MONTHLY REPORT**



### MONTHLY PACKET REPORTS

**Pended Transactions Report Demographic Errors Report** Installment Purchase New Contract Report **Installment Purchase Ending Contract Report** Leave Without Pay Report Missing Form 2011 (Hazardous Duty Certification HP-2) Report Non-Participating/Part-time Status Report Request for Member Pension Spiking Exemption Amounts Missing Employment End Date Report

### MONTHLY PACKET REPORTS

#### **Pended Transactions Report**

- Split by aging
  - Return of contributions not currently enforced
- Shows Reported and Corrected lines
- If due to error correction include errors associated with record
- If due to an Adjustments no error messages following corrected line

#### **Demographic Errors Report**

- Provides data related to updates or errors in reported demographic information
- Updates completed for date of birth, fiscal year service, address
- Errors to review regarding:
  - Invalid prefix/suffix, verified date of birth, gender, name, address, sick leave
- Review ER0116 and ER0119 messages

### MONTHLY PACKET REPORTS

#### Missing Form 6487, Request for Member Pension Spiking Exemptions

- Identifies employees with a pension spike who retired after 1/1/2018,
   who have not had a Form 6487 returned by employer
- Complete the Form 6487 received by mail, or contact KRS for a duplicate form

#### Missing Form 2011, Hazardous Duty Certification HP-2 Report

- For new hazardous employees
- For changes in hazardous position
- Complete the Form 2011, Hazardous Duty Certification H.P.-2 (e-form)

#### Missing Employment End Date Report

- Identifies an employee that has not been reported and an end date was also not reported
- Confirm member is still employed

## **INVOICES**

Standard Sick Leave
Health Insurance Reimbursement
Omitted Employer
Personnel Adjustment
Pension Spiking
Member Pension Spiking Refund
Expired Post Pending
Reinstatement
Employer Free Military/Decompression
IPS Employer Refund

### **TOPIC BREAKDOWN:**

Legislative Changes (2013 – 2018)

Legislative Changes (2019)

## LEGISLATIVE CHANGES (2013-2018)

#### Senate Bill 2

**Employer Pension Spiking** 

Applies to members retiring through 6/30/2017

- 2013 regular session of the General Assembly, established employer pension spiking rules for members with an effective retirement date of January 1, 2014 through June 1, 2017
- Video available

#### House Bill 364

Sheriff Employment of Retired Police Officer

- Effective 7/15/2014
- Amended 6/24/2015 to include qualified SPRS Retirees
- Detailed information viewable on Training Page

## LEGISLATIVE CHANGES (2013-2018)

#### Senate Bill 104

Member Pension Spiking

Applies to members retiring 1/1/2018 and after

- 2017 regular session of the General Assembly, created new pension spiking rules for members retiring on or after January 1, 2018
- New exclusions
- Form 6487 must be returned to Kentucky Retirement Systems
- Salary in excess excluded and associated employee contributions (EECON) refunded
- Video available

#### House Bill 200

Revision of Sheriff and Jailer Expense Allowance

- Effective for Budget Period 7/1/2018-6/30/2020
- Sheriff's Expense Allowance 2,400.00 annual, 200.00 monthly
- Jailer's Allowance for participation in Jailer Staff Training Program 2,400.00 annual,
   200.00 monthly

## LEGISLATIVE CHANGES (2019)

### House Bill 55

### **Returning Elected Officials**

• Voids the retirement of an elected official participating in KRS who retires and is elected to the same office within twelve (12) months of retiring.

#### House Bill 80

#### **KRS Housekeeping Bill**

- Allows electronic balloting for Trustee elections and synchronizes the two separate CERS elections into one election cycle
- Grants KRS more authority to work cooperatively with participating agencies who are delinquent with their monthly reporting requirements
- Grants KRS permission to deposit the 1% employee contribution for retiree health for Tier 2 and Tier 3 members into an account that lets the money be better used for paying premiums.

## LEGISLATIVE CHANGES (2019)

#### House Bill 419

#### Retired Re-employment

- Requires members to certify at the time of retirement that no prearranged agreement exists between the member and any participating agency
- Provides that a reemployed retiree shall no longer be required to notify the systems if their reemployment, contracting, volunteering, or serving as a leased employee first occurs with a participating agency after a period of 12 months following the member's initial retirement date.

## LEGISLATIVE CHANGES (2019)

#### Senate Bill 1

Retired Re-employment of School Safety Officers

 Although primarily a "school safety" law, Senate Bill 1 contains a provision that says Special Law Enforcement Officers (SLEOs) will be treated the same as School Resource Officers (SROs) for retired reemployed purposes

#### Senate Bill 162

Retired Re-employment of School Security Officers

 Exempts employers from paying contributions on a retiree employed as a school security officer.

### THANK YOU FOR YOUR ATTENTION



# QUESTIONS?

### LEGAL NOTICE

This presentation is written in plain language for use by public employers and employees who are subject to coverage under the Kentucky Retirement Systems. It is not intended as a substitute for federal or state law, namely the Kentucky Revised Statutes, the Kentucky Administrative Regulations, or the Internal Revenue Code, nor will its interpretation prevail should a conflict arise between it and the Kentucky Revised Statutes, Kentucky Administrative Regulations, or Internal Revenue Code. Rules governing the retirement system are subject to change periodically either by statute of the Kentucky General Assembly, regulation of the Kentucky Retirement Systems, or regulation of the Internal Revenue Code. If you have questions about this material, please contact our office or seek legal advice from your attorney. Notwithstanding the foregoing, upon the discovery of any error or omission in system records, the system shall correct all records including but not limited to, membership in the system, service credit, member and employer contributions, and benefits paid and payable. See KRS 61.685.