

Descriptive Transcript for *Membership Eligibility*

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<p>Greetings, my name is Desi and I'm an Outreach and Education Specialist at PERA and I'll be walking you through our <i>Membership Eligibility</i> Program today.</p> <p>This program will focus in on a highly requested topic: eligibility. What qualifies an employee for PERA membership, what excludes them, and which PERA plan should they be enrolled into? This program will answer all those questions and more.</p> <p>So whether you're new to PERA or just looking for a refresher on this topic, you're going find a lot of great information and content in this webinar.</p>	<p>Welcome slide with a header that says "Membership Eligibility", and a note saying "PERA prohibits recording and distribution of this presentation".</p>
<p>This is today's agenda. First, we'll welcome you to PERA and tell you a little bit about ourselves.</p> <p>We'll introduce the basic rules of eligibility, including the monthly salary threshold.</p> <p>Next, we'll discuss exclusions, which employees are excluded from PERA, and how the exclusion process works.</p> <p>Finally, we'll discuss how to determine which plan to enroll employees into.</p>	
<p>Some of you may be brand new to administering a pension. So let's start with what is a pension?</p> <p>A pension is retirement plan paid into that provides its members with a future monthly lifetime income. So it's not like a 401(k)</p>	

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<p>where the retirement account determined by how much is contributed and the market performance. Instead, this benefit is calculated on a formula that takes to account the member's years of service and salary.</p> <p>Additionally, members do not make investment decisions. Instead, the funds are professionally managed by the Minnesota State Board of Investment, making PERA's pensions a hands-off retirement plan that will pay benefits for a lifetime.</p>	
<p>We administer three pension plans here at PERA. The Coordinated Plan, Police and Fire Plan, and the Correctional Plan. We do also have one Defined Contribution Plan available for specific people, and we'll discuss that plan later on.</p> <p>PERA's pensions have approximately 470,000 members. Once your employee gains membership in a plan, a percentage of each paycheck is deducted, and these deductions are their member contributions. You, the employer, will also contribute a percentage of each paycheck, and the employer and employee contributions are pooled together and invested by the Minnesota State Board to help fund the pension.</p> <p>Now, the percentage that the employee and the employer contribute differs depending on which plan, and you can see those rates listed here. These rates are set by statute and they are subject to legislative change.</p> <p>These deductions are going to be of gross pre-tax income, which means they're tax-deferred. So, there will be no taxes on contributions now, but once the member begins drawing the benefit, both federal and state income taxes will be owed.</p>	<p>A chart lists the three PERA pension plans alongside their contribution rates; 6.5% for employees and 7.5% for employers for Coordinated, 11.8% for employees and 17.7% for employers for Police and Fire, and 6.83% for employees and 10.25% for employers for Correctional.</p>

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<p>Again, it's important to keep in mind that the member's monthly pension payment is not based on how much is contributed, nor how well the investments perform. So, your next question may be, how is that amount determined?</p>	
<p>PERA's pensions are calculated on a formula that takes into account these three factors: the member's average monthly salary, years of service, and age when they begin drawing their pension. This is information that's provided by you, the employer, every payroll period.</p> <p>We update member accounts and we calculate pensions based on what the employer reports for the member's salary, contribution coverage dates, service credits earned, and age at retirement.</p> <p>It's very important that this information is reported accurately and on time, because we rely on it to ensure that the member's retirement payments are reflecting the correct service credits and the highest average salary.</p>	
<p>Now, on to the topic of the day, eligibility.</p> <p>While some exclusions do apply, the basic rule of eligibility can be broken down to these two things. First, it's mandatory for public employees, so that would be any employee or public officer who perform services for a local governmental unit in Minnesota or non-licensed teaching positions in schools, but it does not include independent contractors.</p> <p>And second, the employee's monthly pay from a single employer is expected to exceed the monthly salary threshold of \$425. To clarify, that means that if an employee's monthly pay is \$425 or less, then they will not be eligible. But, if their pay is \$425.01,</p>	

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<p>then that one cent will put them over the threshold and so they will be eligible. And this would include all full-time employees and most part-time employees.</p> <p>And once an employee becomes a member, they remain a member until they terminate from their public service position, even if their monthly salary never again exceeds the threshold.</p>	
<p>In this next section, we're going to discuss the monthly salary threshold, including how it applies to new hires, and what kind of salary is eligible for PERA.</p>	
<p>What types of salary count towards a threshold? What salary is considered PERA eligible? The basic answer would be gross pre-tax salary earned by your employee. So, pay for hours worked.</p> <p>It's also important to understand that PERA evaluates threshold earnings by the date the employee was paid. So, not coverage dates or the dates the employee worked. We go by the pay date. A common question we get is, well, what if there's three pay dates within one month? In that case, all three pay dates would count towards a threshold for that month.</p> <p>Now, besides regular pay, some more common examples of eligible salary would include overtime or retroactive or back pay, PTO when it's used to cover a day off, and most merit or performance based bonuses.</p> <p>Some examples of pay that is not eligible would be money paid to an employee due to an expense reimbursement, retirement incentive, payment for unused PTO, and any bonus payment that is not merit or performance based.</p>	

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<p>And just be aware that this is not an exhaustive list of what types of pay are eligible or ineligible. But you can find the full list—plus more detail—by referring to chapter five of the Employer Manual.</p>	
<p>If your new hire has a regular schedule, and you can tell based on their hourly rate and schedule that their monthly pay will regularly exceed \$425, the membership is mandatory under the law, and you will immediately enroll them on day one, so long as no other exclusions apply. And this applies to all full-time and most part-time employees.</p> <p>Now, what if you have an employee whose monthly pay will not exceed \$425 in the first month, but you can tell based on their hourly rate and schedule that they will exceed it in the second month?</p> <p>For example, let's say your new employee starts in October and they're paid \$400 every two weeks. And their first payday comes at the end of the month. So their only pay for October will be \$400.</p> <p>However, since they have a regular schedule, we know that they will be paid at least \$800 in the months that follow. And in that case, we would still enroll them immediately on the date they were hired, and both months will be valid.</p>	
<p>If you have a new hire with an irregular schedule and pay that will vary, don't enroll them right away. Enroll them only once they're paid at least \$425.01 in a single month.</p> <p>So for example, let's say you hire a permanent employee to do building maintenance as needed. They start off only working a few hours a month, but months down the road the basement floods, and now</p>	

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<p>they're here every day, and they end up surpassing the threshold. In that case, you would enroll them the first month their pay exceeds \$425. And you should start deductions with the check that caused them to exceed the threshold.</p> <p>Once enrolled, the employee's PERA membership continues until they terminate from your unit, even if their monthly pay never again exceeds \$425.</p>	
<p>Here we have a calendar to illustrate how this works.</p>	<p>A calendar for the month of October appears. October 9th is labeled "1st Day".</p>
<p>In this example, our new employee, Sam, starts work on October 9th near the beginning of pay period that runs from October 8th through October 21st.</p>	<p>October 8th through October 21st is highlighted.</p>
<p>Let's say that Sam's bi-weekly pay is \$400. The pay date for this period is October 27th, and that will be Sam's first payday and her only payday for October.</p>	<p>"\$400" appears on October 27th.</p>
<p>That means that Sam will not exceed \$425 threshold in October.</p> <p>Now, if Sam has a regular schedule earning \$400 every two weeks, we can predict that her monthly pay will regularly exceed the threshold.</p> <p>In that case, we would enroll Sam on the very first day, October 9th.</p>	<p>October 9th is circled.</p>
<p>Because even though she won't exceed the threshold in October, when she exceeds the threshold in November, it will validate both months.</p> <p>However, if Sam had an irregular schedule and her monthly pay would be unpredictable, we would not enroll her in October. Instead, when we need to monitor her other pay dates in November, because if Sam's total November pay is even one cent over \$425, she will become eligible. And in that case,</p>	

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<p>Sam would gain membership with the November check that put her over the threshold, and you would need to enroll her in November.</p> <p>And of course, if Sam's November pay doesn't end up exceeding \$425, she remains ineligible due to her salary, and you'll need to continue monitoring her monthly pay.</p>	
<p>There are certain employees that are excluded from PERA's Pension Plans, even if that employee meets all other eligibility requirements, including the salary threshold.</p> <p>So in this next section, we're going to introduce the four categories of excluded employees, and what you need to know about exclusions.</p>	
<p>First off, it's important that you know who your excluded employees are and why they're excluded. Because as the employer, you must report all excluded employees each year along with their corresponding exclusion code. And exclusion codes are three-digit numbers established by PERA to identify why an employee is excluded from PERA.</p> <p>In the next couple of slides, I'm going to cover some of the most common exclusions. And you can find the full list of exclusions in Chapter three of the Employer Manual.</p>	
<p>There are four different categories of exclusion codes, the zeros, ones, twos, and threes.</p> <p>The first category of exclusion codes begins with zero, and these relate to employees who are excluded due to an affiliation with another entity.</p> <p>Examples would include full-time students under 23, retirees and disabilities, and certain internships, and an example of that would be</p>	

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<p>an internship that's sponsored by a college or a public employer.</p>	
<p>Exclusion codes that begin with one relate to the type of position the employee holds.</p> <p>Examples include temporary or seasonal positions that are six months or less, election officers, volunteer ambulance personnel or volunteer firefighters, and emergency employees, which would include anyone who's hired due to a natural disaster such as a tornado.</p>	
<p>The last two categories are exclusion codes that begin with two and three, and there's only one code in each category, code 201 and code 301.</p> <p>201 is the code for the very specific group of public officials who have the option to not participate in a PERA retirement plan.</p> <p>And finally, exclusion code 301. This is what you'll use for employees whose monthly pay doesn't exceed the threshold. And this can be the most fickle code because you cannot perfectly predict that your part-time employee's monthly pay won't creep above 425 in the future.</p> <p>And so, you'll want to monitor any employee you're excluding with code 301, because if they ever do exceed the threshold, they'll no longer meet that exclusion, and you'll need to enroll them.</p>	
<p>Under Minnesota law, all employers are required to report any excluded employees at the end of the school year or calendar year by submitting an annual exclusion report. Even if your unit has no excluded employees, you still need to submit this report to PERA.</p> <p>On this report, you'll list the employees or elected officials who you are excluding, along</p>	

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<p>with their three-digit exclusion code. Instructions on how to complete this report can be found in chapters three and nine of the Employer Manual.</p> <p>For school districts, the exclusion report covers employment during the fiscal year, and it's due by August 31st. All other employers submit reports based on the calendar year, and the reports are due February 28th.</p>	
<p>Now let's discuss how the exclusion process works, starting with how to determine if your employee should be excluded, and what code to exclude them with.</p>	
<p>As previously mentioned, there's four different categories of exclusion codes: the zeros, ones, twos, and threes.</p>	<p>New slide appears with a set of four steps. A zero appears on the first step, a one appears on the next step, a two appears on the third step, and a three appears on the fourth step.</p>
<p>And they are set up as a sequence. So when trying to determine an employee's eligibility, you'd start with the zeros.</p>	<p>The zero on the first step wiggles.</p>
<p>If none of the zeros apply to your employee, you can move on to the ones, and so on and so forth. Once you find an exclusion, stop there and use that code to exclude them. And if you make it through all the codes and none apply to your employee, then they're eligible, and you'll need to enroll them.</p>	<p>The one on the second step wiggles.</p>
<p>Now we're going to go into more depth on some of the most common exclusions.</p> <p>Code 001 is for full-time students under 23 who are enrolled in and regularly attending classes at a high school, accredited college, or university.</p> <p>In order to use this code, you must obtain certification of your employee's full-time student status, and you must keep documentation in your records to provide to PERA upon request. Additionally,</p>	

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<p>documentation needs to be updated every semester.</p> <p>You must also continually monitor their full-time status each semester, and on that note, if your employee attended class full-time in the spring and they plan to resume class full-time in the fall, then they are excluded from the summer as well.</p> <p>Code 003 are for those who are drawing a PERA retirement or disability benefit. And this is only for those who are drawing from PERA. There are no exclusions for employees who are drawing from Social Security, MSRS, TRA, or any other retirement benefit. And there's also no age exclusion, so there's no exclusion for employees who are at retirement age. If you're unsure or have questions about this, call us for verification.</p> <p>Code 101 are for temporary positions, which PERA defines as positions that are predetermined by the employer to be six consecutive months or less. So it's not for employees who are on a probationary period.</p> <p>Code 105 are for individuals who are solely employed as election judges or officials. And you can see our website for more information about this particular exclusion.</p> <p>Code 106 are for seasonal positions, which are positions where the work is related to a specific season of the year, and it's limited by the employer to six consecutive months or less. Some examples would be someone who's hired to plow snow, a golf course attendant, and school coaches.</p>	

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<p>And finally, again, Code 301. This is for those employees whose gross monthly pay has not exceeded \$425.</p> <p>If you have questions about these exclusions or about any other exclusions, please feel free to contact us at PERA for help.</p>	
<p>There are circumstances where an excluded employee may later become eligible.</p> <p>As the employer, you have the responsibility to monitor these situations in order to determine if membership may apply at a later date, so you will want to keep an eye out.</p> <p>Some of the more common situations that would cause an excluded employee to later become eligible would be a full-time student turning 23 or no longer attending high school or college.</p> <p>Perhaps your employees' hours go up or they get a raise that causes them to exceed the salary threshold, or you have a temporary or seasonal employee whose position ends up being extended beyond six months.</p>	
<p>And speaking of employment changes, it's not uncommon for employees to move to different roles within the same unit, and certain factors can affect the employee's membership eligibility, including whether or not they terminated from their first position before moving to the second position.</p> <p>And PERA defines termination as an official separation of employment. So not simply a break in scheduled work.</p> <p>The first thing you should know is that if you have an employee who terminates from the first position, and they have a 30-day or more break before the second position, then that employee's membership ends. They're now</p>	

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<p>considered a new enrollment and they will have to reestablish eligibility under the current rules.</p> <p>Now, what if your employee moves from one position to another at your unit, and there's less than 30 days between the two positions? In that case, they do not have to reestablish eligibility. So if your employee is already a PERA member, their eligibility continues.</p> <p>One exception to that would be if an employee terminates from a permanent position and is rehired to a temporary position. In that case, membership does not continue and that temporary position is excluded. The most common example of this would be someone who's rehired to train the replacement.</p>	
<p>Now let's pause and discuss temporary and seasonal positions a little bit more.</p> <p>As previously mentioned, temporary and seasonal positions are excluded if the position's length is predetermined to be six months or less, and if it's the employee's sole position at your unit. Additionally, the employee's level of earnings don't matter. A temporary or seasonal employee can earn \$10K a month, but still be excluded.</p> <p>However, certain employment changes can affect a temporary or seasonal employee's eligibility and in those cases you would have to re-evaluate the employee's eligibility.</p> <p>For example, if an employee's position is or will be extended beyond six months or if a temporary or seasonal employee accepts a second temporary or seasonal position without a 30-day break between both positions. The exclusion will end as soon as</p>	

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<p>it's known that the employee will work over six months in a row.</p>	
<p>And on that note, if you have an employee who moves from one temporary or seasonal position to another temporary or seasonal position at your unit with less than a 30-day break between them—so if the positions are consecutive—then that employee's eligibility depends on the total duration of both positions. If the total duration is over six months, then the employee's position is no longer excluded. In that case, you would enroll them so long as no other exclusions apply.</p> <p>Let's take a look at an example here.</p> <p>And here we have Jim, and Jim's first position is a seasonal one, working as a golf course attendant for a total of five and a half months. After his golf course job ended on October 31st, Jim was hired November 1st as a temporary cashier to cover another employee's medical leave. And Jim's temporary position is predetermined to last about four months.</p> <p>Because there's no 30 day break between the two positions, we are going to add up the two positions, which gives us a total of nine and a half months of work. Because Jim's combined employment duration exceeds six months, this means that Jim's second position is no longer excluded.</p> <p>And so if his monthly pay exceeds the threshold and no other exclusions apply, Jim will be eligible, and you will need to enroll him in PERA effective November 1st, 2025.</p>	
<p>To help further illustrate, we're gonna walk through the exclusion process together with our new employee, Bob. First, we're gonna</p>	<p>A box labeled “0 – Affiliation With Another Entity” is in the bottom left corner.</p>

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<p>look through the list of zero codes to see if any of them apply to Bob.</p>	
<p>Bob isn't a full-time student, he's not a PERA retiree. We go through the list and we confirm that Bob doesn't have any affiliation with another entity that would exclude him, and so we can move on to the next set of codes, which is the ones.</p>	<p>Another box—labeled “1 – Position Type” — appears above and to the right of the “0” box. An arrow points from the “0” box to the “1” box.</p>
<p>We take a look and see that Bob's sole position at our unit is a five-month temporary position. Since temporary positions six months or less are excluded, we will stop here and exclude Bob with code 101.</p>	<p>A stop sign labeled “Exclude with code 101”—appears above and to the right of the “1” box. An arrow points from the “1” box to the stop sign.</p>
<p>Let's say, however, that months down the road, Bob's position is extended to a one-year position. That means his position is no longer excluded, so we'll need to move on to the next set of codes, which is the twos.</p>	<p>The stop sign disappears, and a box labeled “2 – Public Official Who Opts Out” appears in its place.</p>
<p>We know that Bob isn't an elected official who can choose to opt out of PERA, so we can move right on past the twos to the final codes: the threes.</p>	<p>A fourth box—labeled “3 – Salary threshold”—appears above and to the right of the “2” box. An arrow points from the “2” box to the “3” box.</p>
<p>We take a look at Bob's pay for this month and see that it's \$400, which means that he hasn't exceeded the \$425 threshold. This means that even though Bob passed through the first three codes, he will still be excluded due to a salary, so we would stop here and exclude Bob with code 301.</p>	<p>A stop sign labeled “Exclude with code 301”—appears below the “3” box. An arrow points from the “3” box to the stop sign.</p>
<p>However, we will want to keep an eye on Bob's pay because if he gets a raise or picks up extra hours and one month his pay does exceed \$425, then he'll no longer meet that final exclusion. We will then have to enroll him starting that month, and he'll be a PERA member until he terminates from our unit, even if his monthly pay never again exceeds \$425.</p>	
<p>Once you've established that your employee is eligible, your next question might be, well, which plan do I enroll them into?</p>	

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<p>We're going to start with the Coordinated Plan, which is the largest of PERA's three pension plans. And it covers positions that meet membership requirements listed in this statute.</p>	<p>Minnesota Statute 353.01 subdivision 2a or 2d is listed.</p>
<p>The Coordinated Plan covers public employees who are working in local government, soil and water conservation districts, joint power boards, and non-teaching positions in schools.</p> <p>They cannot already be members of a different retirement plan covering public employees for the same service, and they are full-time or part-time permanent public employees, and that includes non-certified employees. PERA does not have exclusions based on probationary periods, so you do need to enroll them.</p>	
<p>The Police and Fire Plan is the second largest plan and it's mandated for full-time police officers and full-time professional firefighters as defined in statute.</p>	<p>Minnesota Statute 353.64 is listed.</p>
<p>And these employees cannot already be earning credit in any other PERA-retirement plan or local relief association for the same services.</p> <p>Now, in order for these employees to be eligible for Police and Fire coverage, policing or firefighting must be their primary duty. So they can be assigned to duties that are outside the scope of police and fire criteria, but these duties must be assigned within the same police or fire department, and these duties must be assigned less than 50% of the time. So again, policing or firefighting must be their primary duty.</p> <p>And I do want to note, it is possible for part-time police and fire to be enrolled if a resolution is passed by the governing board. Your unit can pass a resolution for one</p>	

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<p>employee or have a blanket resolution for any and all future part-time employees in the plan. If no resolution is passed, then any part-time police officers or firefighters would be enrolled in the Coordinated Plan by default.</p>	
<p>Additionally, statute states that the police officer or firefighter must hold certain licenses and responsibilities in order to be eligible for the Police and Fire Plan.</p> <p>In order for police officers to be eligible, they must be licensed by the POST board and possess the full power of arrest.</p> <p>They must be responsible for the prevention and detection of crimes and the primary duty is to enforce the criminal laws of the state.</p>	
<p>Police and Fire eligibility is open to any full-time employee of a Minnesota fire department, so long as they also meet following requirements.</p> <p>First, the Fire Department requires that the employee is licensed by the Board of Firefighter Training and Education under Section 299N.05, and the employee must currently be licensed.</p> <p>Second, the employee's primary work duties require them to be engaged in or exposed to the hazardous conditions of firefighting, including fire prevention, suppression, or investigation.</p> <p>Now, not all of these fire service employees are going to have the official job title of firefighter. However, as long as they meet this criteria, they will be eligible for Police and Fire Plan coverage. And when you enroll them in the Police and Fire Plan, enroll them with the job title of firefighter. Even if the employee's actual job title is something else. For example, fire investigator or fire marshal.</p>	

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<p>The Correctional Plan is the third and final of PERA’s three plans and it is the smallest, covering employees who are working in county regional adult or juvenile correctional facilities.</p> <p>The Correctional Plan does not cover any or all employees who are working at a local government correctional facility. It only covers specific correctional employees who meet eligibility criteria listed in this statute.</p> <p>And these will include correctional guards or officers, joint jailers and dispatchers, as well as supervisors of these positions.</p>	<p>Minnesota Statute 353E.02 is listed.</p>
<p>Statute also states that the employee must hold certain job duties and responsibilities in order to be eligible for the Correctional Plan.</p> <p>First, the employee must be directly responsible for the security, custody, and control of the institution and its inmates. And they're expected to respond to incidents within the institution as a part of their regular duties, and they are trained to do so.</p> <p>Now, if a correctional facility employer has a position other than what's specifically listed in statute that they believe meets eligibility requirements, that employer should contact PERA before certifying eligibility. In this case, we are going to ask you for a copy of the position description, as well as a letter explaining your rationale for including the position under the Correctional Plan.</p>	
<p>As mentioned in the beginning of this presentation, PERA also administers an optional defined contribution plan, which is for certain individuals who are excluded from paying into any of the other pension plans.</p> <p>PERA’s DCP is available for elected officials, and that would include both governing and</p>	

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<p>non-governing officials, as well as school board members. Other eligible positions would include certain appointed officials, emergency personnel such as ambulance service employees, physicians and city managers, as well as any other positions listed under Minnesota Statute chapter 353D.</p>	
<p>Important to note that the DCP is not a pension. It's a performance-based retirement plan similar to a 401(k), 403(b), or deferred comp. So the member and the employer make contributions, which are deposited into the member's account, and the member chooses how the money is invested.</p> <p>Another important note: participation is voluntary for most employees. And the employee has 30 days from their first day of work to make the decision to opt in or opt out. However, while participation is voluntary in most cases, if the same employer has contributed to any PERA plan for the same employee, then PERA participation is mandatory for that employee.</p> <p>And lastly, unlike PERA's pension plans, there's no minimum salary requirement, so no salary threshold to worry about.</p>	
<p>We're going to get more specific here and talk about the plan options available to non-governing body officials. And non-governing body officials are officials who don't hold voting rates on how the community conducts its business. So this would include city or township clerks, county auditors, attorneys, and treasurers.</p> <p>Non-governing body officials, whether elected or appointed, whose monthly pay is \$425 or less, may choose to join the DCP. If their monthly pay is \$425 and one cent or</p>	

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<p>more, then their options depend on if they're elected or appointed.</p> <p>Elected non-governing officials can choose between the DCP and the Coordinated Plan, and they must make that decision within their first 30 days of work. And when we say elected, that includes individuals who are appointed to an elected position vacancy.</p> <p>Appointed or hired non-governing officials whose monthly pay exceeds the threshold must join the Coordinated Plan. And by appointed, we mean individuals whose position was never an elected position.</p> <p>Now, if you have an appointed non-governing official who's enrolled in DCP, and one month their salary increases so that they've exceeded the monthly threshold—then that appointed official's DCP eligibility will end, and that official must be immediately enrolled in the Coordinated Plan instead.</p>	
<p>We covered a lot of information today, so let's recap some main points.</p> <p>First off, the basic rule of eligibility is that it's mandatory for public employees whose monthly pay from a single employer is expected to exceed \$425. Again this would include all full-time and most part-time employees.</p> <p>And once an employee becomes a member, they remain a member until they terminate from their public service position. However, keep in mind that certain categories of employees are excluded from PERA's pension plans, even if the employee meets all other eligibility, including the salary threshold.</p> <p>We also discussed the four categories of exclusion codes and how they're set up as a</p>	

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<p>sequence. So, when trying to determine an employee's eligibility, you'd start with the zero codes. If none of the zeros apply to your employee, you'd move on to the ones and so on and so forth. Once you find an exclusion, stop there and use that code to exclude them. And if you make it through all of the codes and none of them apply to your employee, then they're eligible and you will need to enroll them.</p> <p>And lastly, reminder that there are circumstances where an excluded employee may later become eligible. As the employer, it's your responsibility to monitor these situations in order to determine if membership may apply at a later date, so you will want to keep an eye out.</p>	
<p>And that is the end of our program. Reminder of the statutes that govern PERA, chapters 353 and 356, is where you will find most of the information.</p>	<p>New slide appears, listing Minnesota Statutes 11A, 353, and 356.</p>
<p>And just a disclaimer, but our programs are intended to provide general information. If there's a discrepancy between the law and the information contained in this presentation, just know that whatever is written in the law will always take precedence.</p>	
<p>For more information, check out our website at www.mnpera.org/employers.</p> <p>If you ever have questions about eligibility, you can contact us via email at eligibility.mnpera.org.</p> <p>You can also call us. Our local number is 651-296-3636. And our toll-free number is 1-888-892-7372. To reach the eligibility department, select option three.</p>	

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All right. Thank you, everybody. I hope this presentation was informative and helpful, and have a great day.	