

# The Latest Word

Iowa Public Employees' Retirement System Employer Update | Summer 2018

## NEWS & ANNOUNCEMENTS

### I-Que System Upgrade Coming This Fall

I-Que is scheduled to be upgraded mid to late fall. After the upgrade, I-Que will have a new look and feel, but your reporting responsibilities will remain the same.

During the upgrade process, I-Que will be unavailable for a few days before the new version becomes available.

To help you prepare to use the new version, you'll have access to several forms of training:

- **in person** across Iowa in September
- **online** via webinars and recorded tutorials

Registration will be available soon.

## COMPLIANCE TIPS

### Summer Paychecks for School Employees: When to Report Wages

Are you confused about how to handle issuing paychecks during the summer? Recently, we had a school district ask how to report wages if paychecks were issued in June for July and August time periods, with the restriction that employees cannot cash them immediately. The employer

wanted to report these earnings in the month of June for all three months.

If employees have restrictions on the receipt of the wages, the employer must report the wages in the month that they are received. In other words, if a school district employee is not allowed to cash a summer paycheck until a later time, then the wages must be reported when the employee can access the funds.

IPERS follows the constructive receipt principle as outlined in IRS Publication 538. *Constructive receipt* means income is considered received when an amount is credited to the recipient's account or made available to the recipient without restriction. Income is not considered received if the employee's receipt of the funds is subject to substantial restrictions or limitations.

## Current Contribution Rates

Membership Group	Current Rate/FY2019 (7/1/18 – 6/30/19)
Regular	Member share: 6.29%
	Employer share: 9.44%
	Total: 15.73%
Sheriffs and Deputies	Member share: 9.76%
	Employer share: 9.76%
	Total: 19.52%
Protection Occupations	Member share: 6.81%
	Employer share: 10.21%
	Total: 17.02%

**Employer HelpDesk: 1-877-IPERS-99**

Monday – Friday, 8 a.m. – 4:30 p.m. Fax 515-281-0053

[www.ipers.org](http://www.ipers.org) [employerrelations@ipers.org](mailto:employerrelations@ipers.org) [ipersaccounting@ipers.org](mailto:ipersaccounting@ipers.org)