

It shall be illegal for employers to impose mandatory retirement ages as specified in the Amendment of Age Discrimination in Employment Act of 1967 (H.R. 4154).

Public Employees Retirement System of Idaho (PERSI). PERSI is a retirement and disability benefit system for public employees in the State of Idaho. Contributions are made by the District, as a subdivision of the government, for the cost of the system, and by its employees, who are members. Contributions are based on a percentage of each employee's salary or wages. The amount contributed by each employee is a percentage of the total contribution. The amount is deducted from each employee's salary or wages before taxes are computed, and is accounted for separately. Taxes are paid on PERSI benefits when they are received by the employee at retirement or upon separation from public employment.

**RETIREMENT**

1. *Membership:* An employee who normally works twenty (20) hours or more per week for five (5) or more consecutive months, has been a contributing member of PERSI for at least six (6) months, and has five (5) years or more of credited service is eligible for retirement benefits. Payment of benefits upon termination of employment due to retirement shall be accomplished according to PERSI rules and regulations.
2. *Retirement Age:* Service retirement age is sixty-five (65) years; however an eligible member may retire up to ten (10) years earlier.
3. *Payment of Medical Premiums:* Active members of PERSI, who retire after age fifty-five (55), qualify for payment of medical premiums based on the number of unused sick leave days accumulated at a 50% ratio.
4. *Disability Retirement:* An employee who becomes disabled within the meaning of State law is entitled to disability retirement if the employee becomes disabled after at least five (5) years of credited service, which includes at least six (6) months as a contributing member of PERSI. If the disability is work-related, the employee may be eligible for disability retirement from the first day of employment.

**Policy Cross Reference:**

**Legal Reference:**

Idaho Code §59-1301	Public Employee Retirement System et. seq.
Idaho Code §59-1302	Definitions

**Policy History:**

Adopted:	05/12/1975
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