OPERS
277 East Town St.
Columbus, OH 43215

EMPLOYER NOTICE

Provisions of Amended Substitute House Bill 96

WHO SHOULD READ THIS NOTICE

Finance directors, chief administrative officers, human resources and benefits professionals of OPERS employers.

SITUATION OVERVIEW

Amended Substitute H.B. 96 was signed by the Governor on June 30, 2025, and most provisions that are subject to the voter referendum will take effect on September 30, 2025. Some of the provisions described below take effect on other dates, as noted.

SUMMARY OF BILL PROVISIONS AFFECTING OPERS

1. **Precinct election officials (R.C. 145.012)**
   The Act exempts from OPERS membership anyone who is appointed to serve as a precinct election official (formerly referred to as “election workers” or “poll workers) who receives compensation for that service during a calendar year. All precinct election officials must be qualified electors and constitute the election officers of the precinct.
2. **Minimum earnable salary increase (R.C. 505.24)**
   Beginning in the calendar year 2026, the minimum earnable salary required to earn a full month of service credit will increase 5% over the 2025 amount (instead of 1.75%) and will increase by 5% each year thereafter until the end of calendar year 2029. For 2026, the minimum monthly earnable salary would have been $746.91. Under the Act, the 2026 minimum monthly earnable salary will be $770.77. The 2026 amount will increase by 5% each year until 2029.
3. **OPERS Board to administer Ohio Deferred Compensation (ODC)(R.C. Chapter 148. and uncodified law Section 525.40)**
   The act grants authority to the OPERS Board to administer ODC. In recent years, OPERS has provided services to ODC. Going forward, the OPERS Board will administer the program but all assets of ODC will remain in a separate trust fund as it is today. If, as an employer, you offer the ODC program to your employees, you will experience no differences by this change.

(Continued)

Sept. 17, 2025

4. **Ohio Elections Commission abolished; Ohio Election Integrity Commission established (R.C. 145.054, 145.055, 145.99, 3517.15, 3517.17, 3517.991 and uncodified law Section 525.50)**
   Abolishes the Ohio Elections Commission and replaces it with the Ohio Election Integrity Commission in the Office of the Secretary of State effective January 1, 2026. The new commission will generally fulfill the same duties as the Elections Commission. Under the new commission, all complaints will be heard by the Secretary of State and, if the person subject to the complaint objects to the Secretary's decision, the new Election Integrity Commission will hear the complaint.

   The Act clarifies that, for enforcement purposes, the Ohio Campaign Finance Law includes the laws governing campaign finance practices by candidates for the state retirement system boards, which are located in each systems' respective Chapters of the Revised Code.

WHOM TO CONTACT FOR MORE INFORMATION

After reviewing this Employer Notice, contact Employer Services with questions or comments at 888-400-0965, or by e-mail at employeroutreach@opers.org.

Sept. 17, 2025