Frequently Asked Questions

Q: I never got large earnings inquiries on my part-time employees. Why am I getting them now?

A: The large earnings formula was changed recently. The prior method had a much higher threshold, based upon the fact that some employers had a reporting and pay schedule that warranted it. Now that the formula uses a daily wage rate, the threshold has been narrowed. This helps the retirement system evaluate more closely that only earnable salary is being reported and used in calculation of retirement benefits.

Q: My employee didn't get paid for 8 hours in the last pay period, so I included it on the current report. Now I got a large earnings inquiry, but everything reported is his regular salary.

A: The 8 hours you've included in the current pay period actually should have been reported in the prior period. In order to correct this problem, select "underreported/underpaid" as the large earnings reason for the amount that needs to be credited to the prior reporting period. The salary for the current period should be reported as "regular salary."

Q: I paid my employee his vacation time in advance of his trip and have a large earnings inquiry. You do not have a reason to indicate this.

A: This is a reporting error. If any kind of salary is paid in advance, it still needs to be reported to OPERS when earned, not when paid. The large earnings process does not allow for salary to be credited to a future period, so in this case, a call to Employer Outreach would be necessary to determine how to correct the problem.

Q: I have an employee that only works part-time, intermittently. What do I put in the "Regular Salary" field?

A: For most employees, there is a "regular", "budgeted" or "base" number of hours that employees work. For any of these individuals, you would include this salary in the regular salary field.

Then, include any additional amounts with the appropriate reasons in up to three large earnings reasons fields.

Q: Why am I getting so many large earnings inquiries?

A: The large earnings process changes were developed to refine OPERS' review of larger than normal salaries, so that the integrity of the pension fund over the long term could be maintained. The goal is to insure that all future retirees receive the benefit to which they are entitled, by completing a more thorough review when salary is initially reported. Large earnings inquiries are generated when the current period's daily wage rate exceeds the prior 12 months' daily wage rate multiplied by a threshold. As a result, salary that may have not been caught by the prior method will be caught by the current method.