

# OPTIONAL 2-YEAR membership deferral



For CDDOs & Community Service Providers  
Effective July 1, 2019

## Employer Fact Sheet

KPERS-affiliated Community Developmental Disability Organizations (CDDOs) and Community Service Providers<sup>1</sup> now have the **option** to defer KPERS membership for two years for trainees hired in direct-support positions on or after July 1, 2019.

### It's the Employer's Decision

Employers that choose to implement the 2-year deferral (waiting period) will need to identify positions they consider to be "**direct-support positions**." Then they will implement a process to defer KPERS membership for employees hired on or after July 1, 2019.

Based on that decision and process, employers must treat all direct-support positions the same.

Each employer's policy also will dictate whether employees who are **rehired** on or after July 1, 2019, are subject to the 2-year deferral.

KPERS can help employers find out if applicants have a vested, active, retired or other status.

During the 2-year membership deferral, employees are not covered by death and disability.

After the 2-year wait, employees (as new KPERS members) can purchase the 2 years of service they spent as a non-covered trainee.

### Employees Not Included

New hires who are current, active KPERS members, or employees moving from trainee status to another position. The system will know when you enroll an employee.

### Hiring Retirees

If your employer implements the 2-year deferral policy, **all newly hired KPERS retirees** are subject to the 2-year wait. All retirees should be enrolled as "**non-covered**" in the working-after-retirement plan, even if they're working full-time. After those 2 years, KPERS' system will put these employees in the right place. Employers need to follow working-after-retirement rules throughout.

1. Must be a qualified employer organized under K.S.A. 19-4001 and defined under K.S.A. 39-1803

### How do I get started?

If you want to implement the waiting period, print [this letter](#) on your letterhead and send to:

Laurie McKinnon  
611 S. Kansas Ave, Suite 100  
Topeka, KS 66603

### Start/Stop Notice Required

To **start** the deferral option for your employer, KPERS needs **30 days** notice.

To **stop** the deferral option for your employer, KPERS needs **90 days** notice.

### What if I forget to enroll after the 2 years is over?

The employer could be responsible for arrearages and have to pay all required contributions for employee and employer, plus interest.

If you choose to not do the deferral and then change your mind later, send us a letter.

### New-hire trainees in direct-support positions

### Questions?

Need clarification or more details?  
Contact Laurie McKinnon at:

[lmckinnon@kpers.org](mailto:lmckinnon@kpers.org)