



Membership Eligibility Overview

As of March 17, 2016

The Public Employees' Retirement System of Mississippi (PERS) is the retirement system for eligible Mississippi public employees who work as regular employees for state agencies, universities, community colleges, and public schools, as well as counties, cities, and other political subdivisions that have entered into Joinder Agreements with PERS to provide retirement coverage to eligible employees.

This handout provides a general overview of PERS membership eligibility and should not be considered a comprehensive guide. For additional information, see your employer and PERS Board of Trustees Regulations.

Eligible for PERS Membership	Not Eligible for PERS Membership
Eligible, properly classified employee of a PERS-covered employer who is paid regular hourly, daily, weekly, or monthly compensation and is anticipated to work in excess of four and half months*	Anyone whose employment is not expected to exceed four and half months (unless he or she is also employed full time with another PERS-covered agency in a PERS-eligible position, then both positions would be reported to PERS)
Anyone treated as an employee for all general purposes, including, but not limited to, eligibility for fringe benefits, payment of employment-related expenses, payroll tax withholding, etc.*	Substitute employee who works as a day-to-day employee, replacing absent employees for no more than four and half months
An employee who is subject to the control of the covered public employer as defined in Internal Revenue Service (IRS) guidelines and who has compensation properly reported on IRS Form W-2, Wage and Tax Statement*	A student who is employed by a PERS-covered institution as part of a work-study, cooperative education, or graduate assistant program; a student who is employed by a non-educational PERS-covered institution for less than four and half months
Any local elected official or any elected official whose position is not excluded from coverage by law or through a Joinder Agreement	Any local elected official whose position is specifically excluded by law or through a Joinder Agreement
	Anyone who does not work at least 20 hours per week or a total of 80 hours per month

* And who personally performs services and receives compensation for not less than 20 hours per week or a total of 80 hours per month, or in the case of contract school personnel, performs services and receives compensation for half time or more for the academic year

For more details, see
[PERS Board Regulation 36, Eligibility for Membership in the Public Employees' Retirement System of Mississippi \(PERS\);](#)
[PERS Board Regulation 37, Eligibility of Student Employees for Membership in Retirement Annuity Coverage;](#) and
[PERS Board Regulation 34, Reemployment after Retirement](#)