Top compliance issues

Washington State Department of Retirement Systems

This list represents the most common compliance issues employers have. Review the categories below and contact Employer Support Services if you have questions.

**Eligibility**

- Employees ELIGIBLE for PERS were not reported
- Employees INELIGIBLE for PERS were incorrectly reported
- Employees not eligible for PSERS were reported incorrectly
- Worker status was not correctly determined

**Retirees**

- Retirees returned to work were not reported

**Reporting of hours and compensation**

- Allowances (uniform, vehicle, phone) were incorrectly reported
- Comp time cash outs were reported incorrectly
- Hours and compensation were not reported as earned
- Hours were not reported correctly
- Holiday bank cash outs were not reported correctly
- Leave cash outs were reported incorrectly
- Lump sum payments were reported with the incorrect status code
- Shared leave was reported incorrectly (PERS and LEOFF)
- Standby pay was reported in error for LEOFF

**Record retention**

Records were not retained for 60 years by local or state employers

- [State Government General Records Retention Schedule](#) Section 4.3
- [Local Government Common Records Retention Schedule](#) Section 4.2