

Tier 1

Utah Governors and Legislators

Retirement Plan Highlights



2025-26

Effective July 1, 2025

Where to Find It

- 7 Address Changes
- 8 Administrative Information
- 2 Annual Retirement Statement
- 8 Beneficiary Designations
- 3 Benefit Formula
- 7 Cost-of-Living Increases
- 2 Death Benefits
- 7 Direct Deposit
- 7 Health Insurance
- 7 Lost or Misplaced Checks
- 2 Membership Eligibility
- 5 Partial Lump-Sum Option (PLSO)
- 2 Refunds
- 6 Required Minimum Distribution
- 3 Retirement Qualifications
- 5 Returning to Work After Retirement
- 4 Steps to Retirement
- 6 Taxes
- 5 URS Savings Plans (401(k), 457(b), IRAs)

**Welcome to the
Utah Governors and Legislators
Retirement Plan!**



The
Utah Governors
and Legislators

.....

Retirement Plan is a defined benefit retirement plan under Utah Retirement Systems (URS) intended to provide a meaningful retirement benefit to governors and legislators. It is a qualified tax-deferred plan under Internal Revenue Code Section 401(a). The laws that govern this retirement plan are set forth in Utah Code Title 49.

Membership Eligibility

You qualify for membership if you were initially elected into office before July 1, 2011, or have prior Tier 1 service.

Annual Retirement Statement

Annual Retirement Statements reflect service credit. Statements are available online. Go to www.urs.org and log in to myURS.

Refunds

A withdrawal of any member contributions will forfeit all benefits based on those contributions.

Death Benefits

For surviving spouse benefits, you must have been married for at least six months prior to death.

Non-Retired Member

If you had not yet retired and had completed four or more years of service in the elected office, your surviving spouse would be eligible to receive a monthly benefit. The benefit would be equal to 50% of the benefit to which you would have been entitled when reaching age 65.

Retired Member

If you are retired and receiving a benefit under this plan, your surviving spouse is entitled to an amount equal to 50% of the benefit you were receiving at the time of your death.

Note: In order for your surviving spouse's benefit to be effective the first day of the month following the month of your death (the benefit effective date), your surviving spouse must file an application with our office within 90 days of your death. If the application is received 90 days after your death, the benefit effective date will be the first day of the month following the month the application is received.

After your death, any money in your URS Savings Plans (401(k), 457(b), IRAs) will be payable to your beneficiary(ies).

Retirement Qualifications

	Age	Service	Reduction
Governor	65	1 Term	None
	62	10 Years	Actuarial
Legislator	65	4 Years	None
	62	10 Years	Actuarial

Benefit Formula

Governor

\$500* per month for each term.

**Increased semiannually up to 2% based on the consumer price index. The amount as of July 1, 2025, is \$1,540.*

Legislator

\$10** per month for each year of service as a legislator.

***Increased semiannually up to 2% based on the consumer price index. The amount as of July 1, 2025, is \$33.20.*

An additional \$3.50 per month, for each year of service, is payable to elected and appointed legislators and governors who were members of this Plan before March 1, 2000.

Steps to Retirement

Get an Estimate

Contact our office for a URS-generated estimate if you’re planning to retire in the next 12 months. You may also submit an estimate request through myURS using the *Request Benefit Estimate* option if available.

Once You Decide to Retire

When you decide to retire, you may request an online or paper application or make an appointment with a retirement counselor. Your application setting your retirement date must be filed with our office not more than 90 days before or after your retirement date.

Setting a Retirement Date

You may set your retirement date for the first or the 16th day of the month.

When You’ll Receive Payment

Your retirement benefit is deposited the last working day of each month. Although your first check may take up to three months following your effective retirement date, the amount of your check is retroactive to the date your retirement began. This is due in part to the time required to receive and post salary information from your employer and to receive verification of your service credit eligibility.

Filing Your Application

When you file your retirement application, you need to provide a legible copy of your marriage certificate as well as birth certificates or other proof-of-age documents for yourself and your spouse.

If you submit the application before your retirement date, you have until your retirement date to cancel or change your retirement application. If you submit the application between five calendar

days before your retirement date and up to 90 calendar days after your retirement date, you may cancel or change your application up to 10 calendar days following submission. Any requests to change or cancel your retirement application must be made in writing.

For more information, the ***Tier 1 Retirement Guidebook*** is available on our website and from our office.

Partial Lump-Sum Option (PLSO) at Retirement

.....

At retirement, you have the option to receive a lump-sum payment equal to 12 months or 24 months of your lifetime monthly retirement benefit. By electing to receive a lump-sum payment, you accept a permanently reduced lifetime monthly retirement benefit.

Returning to Work After Retirement

.....

The monthly legislative benefit ceases at the beginning of each session and is restored to the same amount at the end of the session, if you are elected to another term or continue to serve in the legislature after retirement. If you are receiving a benefit while serving as a legislator, you are eligible for additional service credits and a benefit adjustment at the end of each term of office.

For details on Post-Retirement Reemployment refer to the ***Post-Retirement Reemployment*** brochure.

URS Savings Plans

.....

URS offers four retirement savings plans: 401(k), 457(b), Traditional IRA, and Roth IRA. You and/or your employer have the option of contributing to a 401(k) and/or 457(b) plan, if your

employer participates, and you have the option of contributing to a Traditional and/or Roth IRA.

Each plan has been established under separate sections of the Internal Revenue Code. Therefore, a separate set of laws and regulations governs each plan. As a result, there are some differences among the plans.

Information about the savings plans is available at **www.urs.org** or by contacting the URS Savings Plans Department at 801-366-7720 or 800-688- 401k (press “0” to speak with a counselor during normal business hours).

URS Savings Plans Quarterly Statements are available at **www.urs.org**, via myURS.

Things to Know

.....

Federal law requires you, if you are no longer working, to begin receiving benefits on or before April 1, following the year you turn age 73. If you are still working after age 73 you must begin receiving benefits on or before April 1, following the year you terminate employment. If you fail to meet this **required minimum distribution (RMD)**, you may be subject to a substantial federal excise tax.

An additional 3% may be added to your monthly retirement benefit if you had retirement service in your account on *January 1, 1989*.

Federal and State of Utah income taxes can be withheld from your retirement check. Federal and State of Utah income tax may be withheld beginning with your first retirement check unless you tell us otherwise. If you’re a nonresident, check your state’s tax laws for the status of your Utah retirement benefits. You may change your withholding status at any time by logging in to myURS at **www.urs.org**. Forms are also available from our office and at **www.urs.org**.

If you had contributions withheld from your

paycheck, you may exclude a percentage of your monthly benefit from taxation. This information will arrive with your first retirement check under separate cover. Every January you will receive a 1099-R showing the gross and taxable amounts of benefits paid to you the previous year and the taxes withheld. Consult a tax professional regarding your own situation.

Social Security benefits are federally sponsored. For information, contact your local Social Security office.

Health insurance after retirement is based on your employer's benefit package and should be reviewed carefully with your employer **before** you retire. You should also check with your employer about any early retirement incentives. Medicare supplemental coverage for medical, pharmacy, dental, and vision is available through PEHP Health & Benefits when you or your spouse turns 65. A Retiree Health Counselor can help you with your questions. Call PEHP at 801-366-7499 or visit www.pehp.org/medsup.

Cost-of-living increases of up to 4% of your retirement benefit begin one year after you retire, based on the consumer price index.

Lost or misplaced checks can be replaced if you request it in writing.

Direct deposit: Your monthly retirement benefit is directly deposited the last business day of each month.

We need to know if your **address changes** to keep you informed about your retirement benefits. Our having your current address ensures that you receive your URS Annual Retirement Statement, your URS Savings Plans Quarterly Statement (401(k), 457(b), IRAs), informative publications, and information you request on your account. Change your address by logging in to myURS at www.urs.org, or you may request a form by contacting our office. Statements are also available by logging in to myURS.

Your right to privacy is protected.

Information can be given over the telephone to you only if you can demonstrate your identity through knowledge of personal information. If such knowledge cannot be demonstrated, account information will not be discussed over the telephone. Because your file is confidential, we cannot release information to your spouse, relatives, or group representative. Information provided through the URS website is permitted only with a valid user identification (ID) and password.

Beneficiary designations should be kept current and on file in our office at all times. You may change your beneficiary(ies) any time, by logging in to myURS at **www.urs.org** or you may request a form by contacting our office. When updating your beneficiary designations, you revoke all previous designations.

Administrative Information

Nonassignability of Benefits or Payments

Retirement benefits or payments are not subject to alienation or assignment by you and are not subject to attachment, execution, garnishment, or any other legal or equitable process except for a domestic relations order (DRO) and IRS tax levies. If there is a valid DRO on your URS Defined Benefit Retirement (pension) account or your URS Savings Plans (401(k), 457(b), traditional or Roth IRA), part of your benefits will be paid to your alternate payee (ex-spouse), as specified in the DRO. Our office cannot begin payment of your defined benefit retirement (pension) to an alternate payee until you terminate employment and apply for retirement benefits. Payments from your URS Savings Plans to an alternate payee can begin as soon as a valid DRO is filed with our office.

The defined benefit plans (pension) and the defined contribution savings plans have separate

model DROs, available from our office, to help attorneys prepare an acceptable order.

Appeals

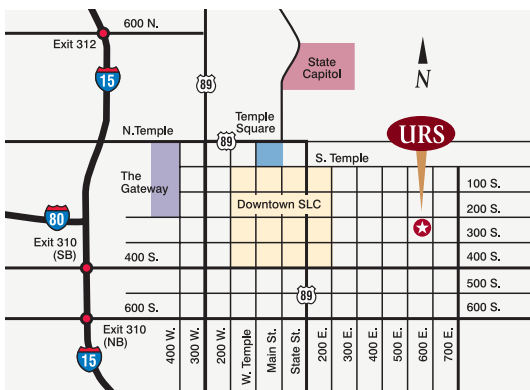
If you disagree with a decision made by the URS Retirement Benefits Department regarding benefits arising under Utah Code Title 49, you may request in writing a determination of that dispute from the URS Retirement Benefits Department Director. If you disagree with the decision made by the department director, you may request in writing a ruling from the URS Executive Director. If you are dissatisfied with the Executive Director's ruling, you may within 30 days of the ruling file a written petition with the Hearing Officer and the Utah State Retirement Board. Following the determination of the Utah State Retirement Board, you may appeal its legal determination as prescribed in Utah Code Section 49-11-613. At each stage of the appeal, your dispute must be in writing stating facts of the situation, the remedy you are requesting, and the legal or equitable basis of your appeal.

A Final Word

.....

This publication is intended to provide general information regarding the Governors and Legislators retirement plan and does not constitute legal, tax, financial or investment advice and should not be construed as such or relied upon for those purposes. Nothing herein should be construed to establish, amend, enlarge, reduce, or otherwise affect any benefits, rights, responsibilities, or privileges. If there is a conflict between any applicable law, rule, regulation, plan provision, or contract and the contents of this publication, the law, rule, regulation, plan provision, or contract shall prevail. For specific information on your account, contact our office in Salt Lake City or St. George.

For more information regarding 401(k), 457(b), IRAs, contact the URS Savings Plans Department at 801-366-7720 or 800-688-401k.



Salt Lake City Office

560 East 200 South, Suite 240

Salt Lake City, UT 84102-2021

801-366-7700 • 800-365-8772

Visit: Monday - Friday, 8 a.m. - 5 p.m.

Salt Lake Office Mailing Address

PO Box 1590 • Salt Lake City, UT 84110-1590

Southern Utah Branch Office

20 North Main Street, Suite 206

St. George, UT, 84770

435-673-6300 • 800-950-4877

For more information: www.urs.org

