MINUTES OF THE
UTAH STATE RETIREMENT BOARD
ADMINISTRATIVE BOARD MEETING
August 21, 2025, 1:00 p.m.
540 Board Room, Retirement Office
540 East 200 South, Salt Lake City, Utah

Hybrid Meeting

Board Members Attending In-Person:

Mr. Karl Wilson, Board President
Mr. Richard Ellis, Board Member
Mr. Larry Evans, Board Member
Mr. Marlo Oaks, Board Member

Board Members Attending Virtually:

Ms. Christie Behunin, Board Vice President
Ms. Aaryn Birchell, Board Member
Ms. Laura Warnock, Board Member

Staff Attending In-Person:

Mr. Dan Andersen, Executive Director
Mr. Steve Berg, Director – Information Technology
Mr. Kory Cox, Director of Legislative & Government Affairs
Mr. Rob Dolphin, Chief Financial Officer
Ms. Jayne Knecht, Human Resource Director
Mr. Dee Larsen, General Counsel
Mr. Marc Lawson, Internal Audit Director
Mr. Jason Morrow, Deputy Chief Investment Officer
Ms. Stacie Petersen, Executive Assistant
Mr. Kendall Rima, Managing Director – Retirement

Staff Attending Virtually:

Mr. Jason Winsor, Health Data Analyst III
Mr. Dave Bjarnason, Chief Compliance Officer – Investments
Mr. Kevin Catlett, Chief Investment Counsel

Guests Attending In-Person:

Ms. Janie Shaw, GRS Consulting
Mr. Lewis Ward, GRS Consulting
Mr. Danny White, GRS Consulting

Call to Order

President Karl Wilson called the meeting to order at 1:01 p.m. and welcomed Board members, staff, and guests.

Approval of Minutes

ACTION: Mr. Marlo Oaks moved, seconded by Mr. Richard Ellis, to approve the minutes of the June 12, 2025, Administrative Board Meeting. The motion passed unanimously, 6-0. Ms. Laura Warnock was absent for this vote.

ACTION: Mr. Richard Ellis moved, seconded by Ms. Christie Behunin, to approve the minutes of the June 12, 2025, Investment Board Meeting. The motion passed unanimously, 7-0.

New Employer – North Valley Public Safety Department

Mr. Dan Andersen reviewed the application for North Valley Public Safety Department to participate in the Public Employees' and Public Safety Retirement Systems. All eligibility requirements have been met, and approval of the application was recommended.

ACTION: Mr. Larry Evans moved, seconded by Mr. Marlo Oaks, to approve North Valley Public Safety Department as a participating employer in the Public Employees' and Public Safety Retirement Systems. The motion passed unanimously, 7-0.

Employee Compensation Package

Ms. Jayne Knecht explained the recommendation for a 2.5% COLA increase and 1.0% Merit increase for a total of 3.5% increase for the 2025-2026 Employee Compensation Package.

ACTION: Mr. Richard Ellis moved, seconded by Mr. Marlo Oaks, to approve the 2025-2026 Employee Compensation Package of 2.5% COLA and 1.0% Merit. The motion passed unanimously, 7-0.

FTE Requests

Mr. Dan Andersen discussed the rationale and business need for six new FTE requests for the Retirement Benefits Department.

ACTION: Mr. Larry Evans moved, seconded by Ms. Christie Behunin, to approve the following six new FTEs and the associated budget increase:

- 1 – Retirement Benefits – Benefits Accountant I
- 1 – Retirement Benefits – Death Benefit Processor I
- 4 – Retirement Benefits – Customer Service Specialist I

The motion passed unanimously, 7-0.

PEHP Rate Renewals

Mr. Jason Winsor reviewed the PEHP rate renewal changes effective September 1, 2025, for Utah School Board Association, Jordan School District, and Park City School District.

ACTION: Mr. Marlo Oaks moved, seconded by Ms. Aaryn Birchell, to ratify the PEHP rate renewals, effective September 1, 2025, as follows:

- Utah School Board Association – Approximate composite rate of $254.24 PEPM
- Jordan School District – Approximate composite rate of $140.30 PEPM
- Park City School District – Approximate composite rate of $50.48 PEPM

The motion passed unanimously, 7-0.

GRS Actuarial Valuation

Mr. Danny White, Ms. Janie Shaw, and Mr. Lewis Ward reviewed the Actuarial Valuation Report, as of January 1, 2025, including the following:

- Changes Since Prior Valuation
- Membership Experience
- Asset Experience
- Funded Status
- Contribution Rates

ACTION: Mr. Richard Ellis moved, seconded by Ms. Aaryn Birchell, to accept the GRS Annual Actuarial Valuation Report including the actuarial assumptions as contained in the Utah Retirement Systems Actuarial Valuation Report as of January 1, 2025. The motion passed unanimously, 7-0.

Approval of FY 2026-2027 Preliminary Contribution Rates

Mr. Dan Andersen provided additional information regarding the actual changes to the preliminary contribution rates for FY 2026-2027. Mr. Rob Dolphin also provided pay growth information about continuing State pay increases seen recently with the early pay periods of the 2025-26 fiscal year, and he briefly reviewed the public education funding increases announced by the governor and legislature near the end of the 2025 legislative session. The Board considered the continuing trend of these salary increases year over year in their discussion regarding the Tier 2 Public Employees' and Tier 2 Public Safety & Firefighter contingency risk versus the actual calculated contribution rate. The Board also discussed the prudence of prefunding benefits and stabilizing rates by establishing a small margin to absorb adverse experience (investment or liability) or a future change in actuarial assumptions. The margin would be aligned with trends instead of needing to further increase the cost of the defined benefit portion of the hybrid plan to catch up with the prior calendar years' experience, as has occurred the last several years. It was also pointed out that the Tier 2 Public Safety & Firefighter System currently has a margin between the certified and calculated contribution rates and accordingly needs a lower level of contingency reserve built into its rates than the Tier 2 Public Employees' System.

ACTION: Mr. Marlo Oaks moved, seconded by Mr. Richard Ellis, to adopt the preliminary contribution rates including the contingency reserve at the medium level for Tier 2 Public Employees' and the low level for Tier 2 Public Safety & Firefighter for the 2026-2027 fiscal year as contained in Utah Retirement Systems Actuarial Valuation Report as of January 1, 2025, subject to legislation in the 2026 General Session. The motion passed unanimously, 7-0.

At 2:34 p.m., Mr. Richard Ellis moved, seconded by Mr. Marlo Oaks, to move into Closed Session to discuss confidential legal and audit matters. The motion passed unanimously, 7-0.

At 3:21 p.m., Mr. Marlo Oaks moved, seconded by Mr. Richard Ellis, to move back into Open Session. The motion passed unanimously, 6-0. Ms. Laura Warnock was absent for this vote.

Final Motions/Other Business

Stipulated Order of Voluntary Dismissal 25-06H

ACTION: Mr. Larry Evans moved, seconded by Ms. Christie Behunin, to approve the Stipulated Order of Voluntary Dismissal 25-06H as submitted by the Adjudicative Hearing Officer. The motion passed unanimously, 6-0. Ms. Laura Warnock was absent for this vote.

Stipulated Order of Voluntary Dismissal 25-08H

ACTION: Mr. Richard Ellis moved, seconded by Mr. Larry Evans, to approve the Stipulated Order of Voluntary Dismissal 25-08H as submitted by the Adjudicative Hearing Officer. The motion passed unanimously, 6-0. Ms. Laura Warnock was absent for this vote.

Adjournment

Mr. Larry Evans moved, seconded by Mr. Richard Ellis, to adjourn the meeting. The motion passed unanimously, 6-0. Ms. Laura Warnock was absent for this vote.

The meeting adjourned at 3:22 p.m.

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Karl W. Wilson, President

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Daniel D. Andersen, Executive Director