



Board Actions and Resolutions 2024

Board Actions and Resolutions

2024

Table of Contents

ACTION 2024-01	PEHP ANNUAL ADMINISTRATIVE FEE ADJUSTMENT	4
ACTION 2024-02	SALT LAKE CITY PEHP REFUND REQUEST	4
ACTION 2024-03	URS EMPLOYEES RETIREE HEALTH CARE PLAN (OPEB) ACTUARIAL VALUATION REPORT.....	4
ACTION 2024-04	NEW EMPLOYER – WAYNE COUNTY	4
ACTION 2024-05	BUDGET REVIEW	4
ACTION 2024-06	BUDGET REVIEW	4
ACTION 2024-07	FTE REQUESTS.....	4
ACTION 2024-08	2024-2025 FINAL CONTRIBUTION RATES APPROVAL	5
ACTION 2024-09	NEW EMPLOYER – JUAB COUNTY	5
ACTION 2024-10	TIER 2 SALARY INCREASE	5
ACTION 2024-11	PEHP RATE RENEWALS.....	5
ACTION 2024-12	SALT LAKE CITY PEHP REFUND REQUEST	5
ACTION 2024-13	NEW EMPLOYER – FLAMING GORGE FIRE & EMS DISTRICT	6
ACTION 2024-14	STIPULATED ORDER OF VOLUNTARY DISMISSAL 20-07R	6
ACTION 2024-15	FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER OF DISMISSAL WITH PREJUDICE 21-11D	6
ACTION 2024-16	STIPULATED ORDER OF VOLUNTARY DISMISSAL 21-18L.....	6
ACTION 2024-17	STIPULATED ORDER OF VOLUNTARY DISMISSAL 24-01H	6
ACTION 2024-18	NEW EMPLOYER – NORTH SUMMIT RECREATION SPECIAL SERVICE DISTRICT	6
ACTION 2024-19	URS/PEHP EMPLOYEE MEDICAL, DENTAL, AND LTD INSURANCE BUDGET 2024-2025	7
ACTION 2024-20	STIPULATED ORDER OF VOLUNTARY DISMISSAL 24-02H	7
ACTION 2024-21	UTAH STATE RETIREMENT BOARD AUDIT CHARTER.....	7
ACTION 2024-22	UTAH RETIREMENT SYSTEMS MANAGEMENT CONTROL POLICY	7
ACTION 2024-23	PEHP RATE RENEWALS.....	7
ACTION 2024-24	NEW EMPLOYER – FLAMING GORGE FIRE AND EMS DISTRICT	7
ACTION 2024-25	NEW EMPLOYER – UTAH COUNTY GOVERNMENT	7
ACTION 2024-26	NEW EMPLOYER – RIVER HEIGHTS CITY CORPORATION.....	8
ACTION 2024-27	EMPLOYEE COMPENSATION PACKAGE	8
ACTION 2024-28	FTE REQUESTS.....	8
ACTION 2024-29	PEHP RATE RENEWALS.....	8

ACTION 2024-30	PROPOSALS FOR LONG-TERM DISABILITY COVERAGE	9
ACTION 2024-31	BOARD RESOLUTION #2024-01 LONG-TERM DISABILITY PROGRAM BENEFIT CLARIFICATION AND ENHANCEMENTS.....	9
ACTION 2024-32	GRS ACTUARIAL VALUATION	9
ACTION 2024-33	APPROVAL OF FY 2025-2026 PRELIMINARY CONTRIBUTION RATES	9
ACTION 2024-34	STIPULATED ORDER OF VOLUNTARY DISMISSAL 22-07D	9
ACTION 2024-35	URS INTERNAL AUDIT DEPARTMENT CHARTER.....	9
ACTION 2024-36	BENCHMARK CHANGE – DB & DC INSIGHT FIXED INCOME ACCOUNTS	10
ACTION 2024-37	BENCHMARK CHANGE – DB & DC INSIGHT FIXED INCOME ACCOUNTS	10
ACTION 2024-38	BENCHMARK CHANGE – DB & DC INSIGHT FIXED INCOME ACCOUNTS	10
ACTION 2024-39	PRIVATE EQUITY REVIEW, CO-INVESTMENTS, AND STRATEGIC PLAN	10
ACTION 2024-40	URS/PEHP ANNUAL BUDGET REPORT	10
ACTION 2024-41	LEGAL MATTERS – CONFIDENTIAL MEMBER APPEALS	10
ACTION 2024-42	NEW EMPLOYER - LAKETOWN.....	11
ACTION 2024-43	NEW EMPLOYER – UTAH INLAND PORT AUTHORITY	11
ACTION 2024-44	NEW EMPLOYER – WEBER HOUSING AUTHORITY.....	11
ACTION 2024-45	JANUARY PEHP RATE RENEWALS.....	11
ACTION 2024-46	STIPULATED ORDER OF VOLUNTARY DISMISSAL 22-06D	12
ACTION 2024-47	NEW EMPLOYER – SOUTH SUMMIT FIRE PROTECTION DISTRICT.....	12
ACTION 2024-48	FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER OF DISMISSAL WITH PREJUDICE 20-09D	12
ACTION 2024-49	INTERNAL AUDIT WORK PLAN APPROVAL.....	12
ACTION 2024-50	NEW EMPLOYER – GRAND COUNTY EMS SPECIAL SERVICE DISTRICT	12
ACTION 2024-51	JANUARY PEHP RATE RENEWALS.....	12
ACTION 2024-52	PEHP LGRP ANNUAL REVIEW REFUND.....	12
ACTION 2024-53	POLICY UPDATE FOR URS’ PUBLIC FINANCIAL INFORMATION DISCLOSURE.....	13
ACTION 2024-54	DEFINED CONTRIBUTION ADMINISTRATIVE FEE REVIEW.....	13
ACTION 2024-55	CHINA INVESTMENTS.....	13
RESOLUTION #2024-01	LONG-TERM DISABILITY PROGRAM BENEFIT CLARIFICATION AND ENHANCEMENTS	13

**Action 2024-01 PEHP Annual Administrative Fee Adjustment
January 18, 2024**

The Board voted to approve a 4.0% PEHP Administrative Fee increase, with the exception of flexible spending accounts, beginning July 1, 2024.

**Action 2024-02 Salt Lake City PEHP Refund Request
January 18, 2024**

The Board voted to approve the Salt Lake City refund request from their risk pool for \$30,166.78 to pay for taxes on wellness incentives earned by city employees.

**Action 2024-03 URS Employees Retiree Health Care Plan (OPEB) Actuarial
Valuation Report
January 18, 2024**

The Board voted to accept the GRS Actuarial Valuation Report and information contained therein.

**Action 2024-04 New Employer – Wayne County
February 15, 2024**

The Board voted to approve Wayne County as a participating employer in the Firefighters' Retirement System.

**Action 2024-05 Budget Review
February 15, 2024**

The Board voted to approve an increase in the FY 2023-2024 capital budget by \$2,230,000.

**Action 2024-06 Budget Review
February 15, 2024**

The Board voted to approve an increase in the FY 2023-2024 administrative budget by \$386,000.

**Action 2024-07 FTE Requests
February 15, 2024**

The Board voted to approve the following new FTEs and the associated budget increase:

- PEHP – 4 Medical Claims Adjuster I
- PEHP – 8 Health Benefits Advisor I
- PEHP – 1 Accountant II

**Action 2024-08 2024-2025 Final Contribution Rates Approval
March 21, 2024**

The Board voted to give final approval of the Contribution Rates for 2024-2025 fiscal year as presented in the Board Meeting materials.

**Action 2024-09 New Employer – Juab County
March 21, 2024**

The Board voted to approve Juab County as a participating employer in the Firefighters' Retirement System.

**Action 2024-10 Tier 2 Salary Increase
March 21, 2024**

The Board voted to approve a 1% annual pay increase for Tier 2 employees starting July 1, 2024.

**Action 2024-11 PEHP Rate Renewals
April 18, 2024**

The Board voted to approve the PEHP rate renewals effective July 1, 2024, with the understanding that the LGRP July final aggregate medical rate may be different due to agency migration or rate adjustments arising from the renewal process, as follows:

- | | |
|-----------------------------|---------------|
| • State of Utah Medical/Rx | 7.2% increase |
| • State of Utah Dental | 0.9% increase |
| • Salt Lake City Medical/Rx | 6.5% increase |
| • Salt Lake City Dental | 1.0% increase |
| • LGRP July Medical/Rx | 4.5% increase |
| • LGRP Dental | 3.1% increase |

**Action 2024-12 Salt Lake City PEHP Refund Request
April 18, 2024**

The Board voted to approve the Salt Lake City refund request from their risk pool for \$60,000 to pay for taxes on wellness incentives earned by city employees.

**Action 2024-13 New Employer – Flaming Gorge Fire & EMS District
April 18, 2024**

The Board voted to approve Flaming Gorge Fire & EMS District as a participating employer in the Public Employees' Retirement System.

**Action 2024-14 Stipulated Order of Voluntary Dismissal 20-07R
April 18, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 20-07R as submitted by the Adjudicative Hearing Officer.

**Action 2024-15 Findings of Fact, Conclusions of Law, and Order of Dismissal
with Prejudice 21-11D
April 18, 2024**

The Board voted to approve the Findings of Fact, Conclusions of Law, and Order of Dismissal with Prejudice 21-11D as submitted by the Adjudicative Hearing Officer.

**Action 2024-16 Stipulated Order of Voluntary Dismissal 21-18L
April 18, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 21-18L as submitted by the Adjudicative Hearing Officer.

**Action 2024-17 Stipulated Order of Voluntary Dismissal 24-01H
April 18, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 24-01H as submitted by the Adjudicative Hearing Officer.

**Action 2024-18 New Employer – North Summit Recreation Special Service
District
May 16, 2024**

The Board voted to approve the proposed North Summit Recreation Special Service District as a participating employer in the Public Employees' Retirement System.

**Action 2024-19 URS/PEHP Employee Medical, Dental, and LTD Insurance
Budget 2024-2025
May 16, 2024**

The Board voted to approve the proposed budget for the URS/PEHP Employee Medical, Dental, and LTD insurance premiums for the July 1, 2024, to June 30, 2025, fiscal year.

**Action 2024-20 Stipulated Order of Voluntary Dismissal 24-02H
May 16, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 24-02H as submitted by the Adjudicative Hearing Officer.

**Action 2024-21 Utah State Retirement Board Audit Charter
May 16, 2024**

The Board voted to approve the revisions of the Utah State Retirement Board Audit Charter as presented and amended.

**Action 2024-22 Utah Retirement Systems Management Control Policy
May 16, 2024**

The Board voted to approve the revisions of the Utah Retirement Systems Management Control Policy as presented and amended.

**Action 2024-23 PEHP Rate Renewals
June 20, 2024**

The Board voted to ratify the PEHP rate renewal effective July 1, 2024, for West Jordan City for Medical/Rx of 8.0%.

**Action 2024-24 New Employer – Flaming Gorge Fire and EMS District
June 20, 2024**

The Board voted to approve Flaming Gorge Fire and EMS District as a participating employer in the Firefighters' Retirement System.

**Action 2024-25 New Employer – Utah County Government
June 20, 2024**

The Board voted to approve Utah County Government as a participating employer in the Firefighters' Retirement System.

**Action 2024-26 New Employer – River Heights City Corporation
August 15, 2024**

The Board voted to approve River Heights City Corporation as a participating employer in the Public Employees' Retirement System.

**Action 2024-27 Employee Compensation Package
August 15, 2024**

The Board voted to approve the 2024-2025 Employee Compensation Package of 4.0% COLA and 1.0% Merit.

**Action 2024-28 FTE Requests
August 15, 2024**

The Board voted to approve the following six new FTEs and the associated budget increase:

- 1 – Finance, Administrative Assistant
- 1 – Investments, Asset Management Analyst I
- 1 – Investments, Investment Analyst (Real Estate)
- 1 – Investments, Investment Analyst (Energy, Mining/Minerals, Infrastructure)
- 2 – Internal Audit, Internal Auditor II

**Action 2024-29 PEHP Rate Renewals
August 15, 2024**

The Board voted to ratify the PEHP rate renewals, effective September 1, 2024, as follows:

- Utah School Board Association – Approximate composite rate of \$222.73 PEPM
- Jordan School District – Approximate composite rate of \$59.06 PMPM
- Park City School District – Approximate composite rate of \$48.54 PEPM

**Action 2024-30 Proposals for Long-Term Disability Coverage
August 15, 2024**

The Board voted to approve the requested changes to the PEHP Long-Term Disability program as presented.

**Action 2024-31 Board Resolution #2024-01 Long-Term Disability Program
Benefit Clarification and Enhancements
August 15, 2024**

The Board voted to approve Board Resolution #2024-01 Long-Term Disability Program Benefit Clarification and Enhancements.

**Action 2024-32 GRS Actuarial Valuation
August 15, 2024**

The Board voted 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, 2024.

**Action 2024-33 Approval of FY 2025-2026 Preliminary Contribution Rates
August 15, 2024**

The Board voted to adopt the preliminary contribution rates for the 2025-2026 fiscal year as contained in Utah Retirement Systems Actuarial Valuation Report as of January 1, 2024, subject to legislation in the 2025 General Session.

**Action 2024-34 Stipulated Order of Voluntary Dismissal 22-07D
August 15, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 22-07D as submitted by the Adjudicative Hearing Officer.

**Action 2024-35 URS Internal Audit Department Charter
August 15, 2024**

The Board voted to approve the revisions of the URS Internal Audit Department Charter as presented.

**Action 2024-36 Benchmark Change – DB & DC Insight Fixed Income Accounts
August 15, 2024**

The Board voted to approve the benchmark changes for the DB and DC Global Fixed Income portfolios as presented.

**Action 2024-37 Benchmark Change – DB & DC Insight Fixed Income Accounts
August 15, 2024**

The Board voted to approve the DB IPS changes as presented.

**Action 2024-38 Benchmark Change – DB & DC Insight Fixed Income Accounts
August 15, 2024**

The Board voted to approve the DC IPS changes as presented.

**Action 2024-39 Private Equity Review, Co-Investments, and Strategic Plan
August 15, 2024**

The Board voted to accept the changes to the Private Equity Strategic Plan as presented.

**Action 2024-40 URS/PEHP Annual Budget Report
September 23, 2024**

The Board voted to approve the following budgets as presented and shown on page 55 of the Board Workshop meeting materials:

- 2023-2024 final actual fiscal year ended expenditures
- 2024-2025 budget
- 2025-2026 preliminary budget
- 2026-2027 preliminary budget
- 2023-2024 final actual fiscal year ended capital expenditures
- 2024-2025 capital projects budget
- 2025-2026 preliminary capital projects budget
- 2026-2027 preliminary capital projects budget

**Action 2024-41 Legal Matters – Confidential Member Appeals
September 24, 2024**

The Board voted to approve the following legal items as presented and submitted by the Adjudicative Hearing Officer:

- Stipulated Order of Voluntary Dismissal 21-17D
- Stipulated Order of Voluntary Dismissal 24-04H
- Findings of Fact, Conclusions of Law, and Order of Dismissal with Prejudice 22-10D

**Action 2024-42 New Employer - Laketown
October 17, 2024**

The Board voted to approve Laketown as a participating employer in the Public Employees' Retirement System.

**Action 2024-43 New Employer – Utah Inland Port Authority
October 17, 2024**

The Board voted to approve Utah Inland Port Authority as a participating employer in the Public Employees' Retirement System.

**Action 2024-44 New Employer – Weber Housing Authority
October 17, 2024**

The Board voted to approve Weber Housing Authority as a participating employer in the Public Employees' Retirement System.

**Action 2024-45 January PEHP Rate Renewals
October 17, 2024**

The Board voted to approve PEHP rate renewals effective January 1, 2025, with the understanding that the LGRP January medical final aggregate rate may be different due to agency migration or rate adjustments arising from the renewal process as follows:

- LGRP January 2025 Medical/Rx 5.3% increase
- LGRP January 2025 Dental 1.0% increase
- Medicare Supplement 8.7% increase
- Medicare Part D Enhanced Rates \$92.75 PMPM
- Medicare Dental
 - Senior 500 & 1000 1.9% increase
 - Senior 1500 3.0% increase

**Action 2024-46 Stipulated Order of Voluntary Dismissal 22-06D
October 17, 2024**

The Board voted to approve the Stipulated Order of Voluntary Dismissal 22-06D as submitted by the Adjudicative Hearing Officer.

**Action 2024-47 New Employer – South Summit Fire Protection District
November 21, 2024**

The Board voted to approve South Summit Fire Protection District as a participating employer in the Public Employees' and Firefighters' Retirement Systems.

**Action 2024-48 Findings of Fact, Conclusions of Law, and Order of Dismissal
with Prejudice 20-09D
November 21, 2024**

The Board voted to approve the Findings of Fact, Conclusions of Law, and Order of Dismissal with Prejudice 20-09D as submitted by the Adjudicative Hearing Officer.

**Action 2024-49 Internal Audit Work Plan Approval
November 21, 2024**

The Board voted to approve the Internal Audit Four-Year Plan as discussed.

**Action 2024-50 New Employer – Grand County EMS Special Service District
December 12, 2024**

The Board voted to approve Grand County EMS Special Service District as a participating employer in the Firefighters' Retirement System.

**Action 2024-51 January PEHP Rate Renewals
December 12, 2024**

The Board voted to ratify the PEHP rate renewals effective January 1, 2025, as follows:

- | | |
|---------------------------|---------------------------------|
| • Canyons School District | Composite rate of \$89.31 PEPM |
| • Salt Lake County | Composite rate of \$113.68 PEPM |

**Action 2024-52 PEHP LGRP Annual Review Refund
December 12, 2024**

The Board voted to approve the LGRP annual review refund range of \$2.6 million to \$3.6 million.

**Action 2024-53 Policy Update for URS' Public Financial Information Disclosure
December 12, 2024**

The Board voted to approve the changes to the Board Governance Policies as presented.

**Action 2024-54 Defined Contribution Administrative Fee Review
December 12, 2024**

The Board voted to approve the Defined Contribution Administrative Fee change from 10 basis points down to 5 basis points.

**Action 2024-55 China Investments
December 12, 2024**

The Board voted to adopt Option 1 as presented by the Investment Staff, which restricts securities in Chinese State-Owned Enterprises within URS directed accounts.

RESOLUTION #2024-01 Long-Term Disability Program Benefit Clarification and Enhancements

August 15, 2024

WHEREAS, in the interpretation of the Retirement Act in Utah Code Title 49 ("Title 49") the "title shall be liberally construed to provide maximum benefits and protections consistent with sound fiduciary and actuarial principles"; and

WHEREAS, Utah Code Annotated §49-20-105 states that "the purpose of this chapter [the Public Employees' Benefit and Insurance Program Act,] is to provide a mechanism for covered employers to provide covered individuals with group . . . disability . . . and other programs requested by the state, its political subdivisions, or educational institutions in the most efficient and economical manner[;]" and

WHEREAS, the PEHP Long-Term Disability Program ("Program") has accumulated excess reserves above the amount needed to maintain an actuarially sound Program; and

WHEREAS, the Program anticipates providing a refund of long-term disability (“LTD”) rates to participating employers on or about September 1, 2024, and reducing the ongoing rate paid by employers for LTD benefits; and

WHEREAS, the Program and the Utah State Retirement Board (“Board”) find that there is an immediate, extraordinary need to the Program, its participating employers and members in clarifying and enhancing LTD benefits which justifies making the changes in this Resolution prior to the 2025 Legislative Session, but which likely will be adopted by the Utah State Legislature through legislation in the 2025 General Session; and

WHEREAS, pursuant to Utah Code Annotated §49-21-105 the Program may offer disability plans to employers other than the state that differ from the benefit plan specified by the statute under policies and rules adopted by the Board; and

WHEREAS, Utah Code Annotated § 49-11-203(1)(k) grants the Board broad policymaking authority, “including the specific authority to interpret and define any provision or term under this title when the board or office provides written documentation which demonstrates that the interpretation or definition promotes uniformity in the administration of the systems or maintains the actuarial soundness of the systems, plans, or programs[;]” and

WHEREAS, the Board has determined that the Program may provide the modified LTD benefits as prescribed herein without jeopardizing the actuarial soundness of the Program; and

NOW, THEREFORE, BE IT RESOLVED that the Program desires to comply with its mandate to provide disability benefits as requested by eligible employers in the most efficient and economical manner.

BE IT FURTHER RESOLVED that the Program will provide a pro-rata refund of excess reserves to participating employers on or about September 1, 2024, equal to up to six months of premium. Employers who terminated their LTD benefit contract after September 1, 2022, may be permitted to share in a portion of the pro-rata refund of reserves if the employer recontracts with the LTD Program on or before July 1, 2025;

BE IT FURTHER RESOLVED that in maintaining the actuarial soundness of the Program, effective September 1, 2024, the LTD base rates shall be reduced to .475% or .425% of eligible employees’ salary, depending on employer type;

BE IT FURTHER RESOLVED that the term “gainful employment” as defined Utah Code Ann. §49-21-102(4)(a) shall be amended to mean, “any occupation or employment position in the state that: (i) contemplates continued employment during a fiscal or calendar year for the actual number of hours worked up to 40 hours per week in their

regular occupation; and (ii) would pay an amount equal to or greater than 60% of the eligible employee's regular monthly salary;"¹

BE IT FURTHER RESOLVED, that if an eligible employee is receiving LTD benefits on the date of their death, the Program shall pay to the eligible employee's named beneficiary, in accordance with Utah Code Annotated §49-11-609, a lump-sum payment equal to three months of that employee's "regular monthly benefit" without offset[;]"²

BE IT FURTHER RESOLVED, that an eligible employee receiving LTD benefits shall be eligible for Life Assistance Counseling ("LAC") offered by PEHP while receiving disability benefits;

BE IT FURTHER RESOLVED that an eligible employee may have the weekly average of overtime calculated over the 12 months preceding disability, not to exceed 10 hours per week, added to their monthly disability benefit; and

BE IT FURTHER RESOLVED that the additional overtime benefit described above shall not be used in the calculation of final average salary in determining the amount of a retirement benefit.

This Resolution takes effect on August 31, 2024.

1 "Regular monthly salary" is defined in Utah Code Annotated §49-21-102(12)(2024) as, "the amount certified by the participating employer as the monthly salary of the eligible employee, unless there is a discrepancy between the certified amount and the amount actually paid, in which case the office shall determine the regular monthly salary."

2 Statutory offsets found in Utah Code Annotated §49-21-402, may not be taken from this survivor benefit.