

Utah Retirement Systems  
Preliminary Tier 1 Retirement Contribution Rates as a Percentage of Salary and Wages  
Fiscal Year July 1, 2027 - June 30, 2028

| Preliminary Tier 1 2027-2028 RATES         |                 |                                  |                                   |                                  |                           |           | Increase<br>(Decrease)<br>From<br>Prior Year |
|--------------------------------------------|-----------------|----------------------------------|-----------------------------------|----------------------------------|---------------------------|-----------|----------------------------------------------|
| (1)<br>Employee                            | (2)<br>Employer | (3)<br>Normal cost*<br>(6) - (4) | (4)<br>Amortization<br>of UAAL ** | (5)<br>Net Employer<br>(2) + (4) | (6)<br>Total<br>(3) + (4) |           |                                              |
| Public Employees                           |                 |                                  |                                   |                                  |                           |           |                                              |
| Contributory Retirement System             |                 |                                  |                                   |                                  |                           |           |                                              |
| 11- Local Government                       | 6.00            | 6.09                             | 12.09                             | 4.51                             | 10.60                     | 16.60     | (0.36)                                       |
| 12- State and School                       | 6.00            | 5.45                             | 11.45                             | 10.75                            | 16.20                     | 22.20 1   | (0.50)                                       |
| 17- Higher Education                       | 6.00            | 5.45                             | 11.45                             | 12.25                            | 17.70                     | 23.70 1   | 0.00                                         |
| Public Employees                           |                 |                                  |                                   |                                  |                           |           |                                              |
| Noncontributory Retirement System          |                 |                                  |                                   |                                  |                           |           |                                              |
| 15- Local Government                       | -               | 11.86                            | 11.86                             | 2.75                             | 14.61                     | 14.61     | (0.36)                                       |
| 16- State and School                       | -               | 12.25                            | 12.25                             | 8.44                             | 20.69                     | 20.69 1,2 | (0.50)                                       |
| 18- Higher Education                       | -               | 12.25                            | 12.25                             | 9.94                             | 22.19                     | 22.19 1,2 | 0.00                                         |
| Public Safety                              |                 |                                  |                                   |                                  |                           |           |                                              |
| Contributory Retirement System             |                 |                                  |                                   |                                  |                           |           |                                              |
| Division A                                 |                 |                                  |                                   |                                  |                           |           |                                              |
| 23- Other Division A With 2.5% COLA        | 12.29           | 11.02                            | 23.31                             | 9.77                             | 20.79                     | 33.08     | (1.00)                                       |
| Public Safety                              |                 |                                  |                                   |                                  |                           |           |                                              |
| Noncontributory Retirement System          |                 |                                  |                                   |                                  |                           |           |                                              |
| Division A                                 |                 |                                  |                                   |                                  |                           |           |                                              |
| 42- State With 4% COLA                     | -               | 22.89                            | 22.89                             | 16.46                            | 39.35                     | 39.35 1   | (0.50)                                       |
| 43- Other Division A With 2.5% COLA        | -               | 22.29                            | 22.29                             | 9.25                             | 31.54                     | 31.54     | (1.00)                                       |
| 75- Other Division A With 4% COLA          | -               | 22.80                            | 22.80                             | 10.41                            | 33.21                     | 33.21     | (1.00)                                       |
| 48- Bountiful With 2.5% COLA               | -               | 23.49                            | 23.49                             | 26.39                            | 49.88                     | 49.88     | (0.50)                                       |
| Division B                                 |                 |                                  |                                   |                                  |                           |           |                                              |
| 44- Salt Lake City With 2.5% COLA          | -               | 22.51                            | 22.51                             | 23.70                            | 46.21                     | 46.21     | (0.50)                                       |
| 45- Ogden With 2.5% COLA                   | -               | 22.42                            | 22.42                             | 25.80                            | 48.22                     | 48.22     | (0.50)                                       |
| 46- Provo With 2.5% COLA                   | -               | 22.62                            | 22.62                             | 19.11                            | 41.73                     | 41.73     | (0.50)                                       |
| 47- Logan With 2.5% COLA                   | -               | 22.60                            | 22.60                             | 16.87                            | 39.47                     | 39.47     | (1.00)                                       |
| 49- Other Division B With 2.5% COLA        | -               | 22.62                            | 22.62                             | 9.45                             | 32.07                     | 32.07     | (0.50)                                       |
| 76- Other Division B With 4% COLA          | -               | 23.03                            | 23.03                             | 8.94                             | 31.97                     | 31.97     | (2.00)                                       |
| Firefighters' Retirement System            |                 |                                  |                                   |                                  |                           |           |                                              |
| Division A                                 |                 |                                  |                                   |                                  |                           |           |                                              |
| Gross Rate                                 | 15.05           | 11.68                            | 26.73                             | 0.99                             | 12.67                     | 27.72     | 0.00                                         |
| Insurance Premium Offset                   | 0.00            | (10.07)                          | (10.07)                           | (0.99)                           | (11.06)                   | (11.06)   | 0.00                                         |
| 31- Net rate                               | 15.05           | 1.61                             | 16.66                             | -                                | 1.61                      | 16.66     | 0.00                                         |
| Division B                                 |                 |                                  |                                   |                                  |                           |           |                                              |
| Gross Rate                                 | 15.05           | 11.04                            | 26.09                             | (11.04)                          | 0.00                      | 15.05     | (13.06)                                      |
| Insurance Premium Offset                   | 0.00            | 0.00                             | 0.00                              | -                                | 0.00                      | 0.00      | 11.06                                        |
| 32- Net rate                               | 15.05           | 11.04                            | 26.09                             | (11.04)                          | 0.00                      | 15.05     | (2.00)                                       |
| Judges' Retirement System                  |                 |                                  |                                   |                                  |                           |           |                                              |
| Gross Rate                                 | -               | 31.60                            | 31.60                             | 20.31                            | 51.91                     | 51.91 1   | 0.00                                         |
| Court Fees Offset                          | -               | 0.00                             | 0.00                              | (6.43)                           | (6.43)                    | (6.43)    | (0.52)                                       |
| 37- Net rate- Noncontributory              | -               | 31.60                            | 31.60                             | 13.88                            | 45.48                     | 45.48 1   | (0.52)                                       |
| Governors and Legislative                  |                 |                                  |                                   |                                  |                           |           |                                              |
| 14- Appropriation Payable by June 30, 2028 |                 |                                  |                                   | \$344,497                        | \$344,497                 | \$        | 7,002                                        |

1 Includes funding of 3% Substantial Substitute based on salaries for all state and school employees.

2 Does not include 1.5% 401(k).

\* The difference between the Board certified employer contribution rate and the Board certified amortization rate

\*\* Amortization of Unfunded Actuarial Accrued Liability (UAAL)