

InsideStory

Fall 2023 | Newsletter for URS Participating Employers

New Contribution Rates Bring Important Changes

Tier 2 Public Employees' system will enter range to require member contributions

Preliminary [Contribution Rates](#) for fiscal year 2024-25 are now available. These will be the final rates unless legislation is enacted in the upcoming session that affects benefits.

Note that many rates have changed.

Many Tier 1 amortization rates have decreased as part of our contribution rate management plan to prudently reduce rates over time and avoid future increases.

Tier 2 rates have increased. Changes in contribution rates may require employee contributions in the Tier 2 Public Employees' System. What this will mean for employers and employees

will become more clear in the coming months, and we'll provide more details as they become available.

If you have questions, join us for this [free webinar](#) on Wednesday, October 25, 2023 (10-11 a.m.). URS staff will discuss what's happening with the 2024-25 contribution rates and how it impacts your agency and your employees.

After the 2024 Legislative Session, the ramifications of the Tier 2 Public Employees' rate changes will become more clear.

In the meantime, we're hosting special, monthly [Tier 2 Choice webinars](#) for new members that will address the rate change and what it means to them.

Webinars



What will the Tier 2 rate changes mean to URS employers and employees? This will become more clear in the coming months. In the meantime, we're hosting webinars to address employers' immediate questions and to help new Tier 2 members make their decision in light of the change.

Employer Webinar:
Wednesday, October 25, 2023 (10-11 a.m.)
» [Register Now](#)

New Member Webinars:
Each month between October 2023 and February 2024, for new members who must make their decision before March 2024.
» [See Details](#)

Getting Started

Education & Resources for Employers

Employer Guide

Reference for general retirement information, as well as clarification of URS policies and procedures.

» [Read Now](#)

Employer Education

- » [Webinars](#)
- » [How-to Videos](#)
- » [Publications](#)

Member Education

URS offers various types of member education to fit your employees' preferred style of learning.

- » [Publications](#) | » [Videos](#)
- » [Seminars](#) | » [Webinars](#)
- » [Individual Retirement Planning Sessions](#)

Request printed copies of member publications: publications@urs.org.

Need URS Content?

We can provide articles with news and information about URS benefits for your employee newsletter or internal homepage. To learn more, email kory.cox@urs.org.

URS Employer Line

801-366-7318
800-753-7318

Training/Event	When	Description	Who Should Attend
Comprehensive Employer Training	Conducted annually in the spring/early summer. See slides from May 2023 trainings.	Review recently enacted laws affecting retirement benefits, compliance matters, and administrative hot topics.	Staff involved in day-to-day retirement administration operations and management.
Retirement Basics Plus	Upcoming dates: October 18, 2023, in Richfield and November 15, 2023, in St. George. Learn More	Basic retirement laws, general administrative matters, URS Employer Portal functions.	Staff involved in day-to-day retirement administration operations and management.
Employer Event	Held annually in March. Scheduled next for March 12, 2024.	News and trends in retirement and healthcare, updates from URS leadership.	Executives, HR and benefits managers, and other decision-makers.



Inside Story provides general information about retirement and other benefits for URS Participating Employers. 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 newsletter, the law, rule, regulation, plan provision, or contract shall prevail.

URS/PEHP Employer Event

Registration Available for 2024 Employer Event on March 12

Registration is available for our annual Employer Event on March 12, 2024, at the Viridian Event Center in West Jordan.

This event is held yearly for executives, HR and benefits managers, and other decision-makers. It allows you to meet URS staff, get news and updates, and learn more about high-level issues impacting retirement and healthcare.

For your convenience, we offer a virtual option, but we urge you to consider coming in-person for a more social and interactive experience.

Don't confuse this event with the more-technical trainings we host regularly for staff directly involved with day-to-day benefit administration, such as reporting and adjustments. We conduct specific trainings for these employees, including our [Comprehensive Employer Training](#) and [Retirement Basics Plus](#) (see Page 4).

URS/PEHP Employer Event » March 12, 2024



WHO » For executives, human resources and benefits managers, and other decision-makers.

WHAT » Our annual event to share news and trends in retirement and healthcare and updates from URS leadership.

WHEN » Tuesday, March 12, 2024.

WHERE » Viridian Event Center - West Jordan Library, 8030 South 1825 West, West Jordan, UT, 84088 or virtual

» [Register Now](#)

Retirement Healthcare



Encourage employees to understand retirement healthcare options by attending a **free presentation** hosted by PEHP Health & Benefits. They cover Medicare basics and the PEHP health, dental, pharmacy, and vision plans available to all URS members.

Retirement Basics Plus

Two Trainings Held in Central and Southern Utah in Fall 2023

We conduct Retirement Basics Plus employer training semi-annually. Attend these trainings to learn more about basic retirement laws, URS website navigation tips and tricks, and additional detail on some of the more complicated topics. If you're new to the administration of URS benefits, this training is a great place to start. If you're already established in handling these duties, this training provides a helpful refresher.

Retirement Basics Plus

Sevier County

October 18, 2023
 8:30 a.m. to 2 p.m.
 (lunch provided)
 Sevier School District Office
 180 East 600 North
 Richfield, UT 84701
 » [Register Now](#)

Washington County

November 15, 2023
 8:30 a.m. to 2 p.m.
 (lunch provided)
 Dixie Technical College
 610 South Tech Ridge Drive
 St. George, UT 84770
 » [Register Now](#)

New URS Record-Keeping System

Videos Help You Prepare for AUREUS

We've been conducting webinars on a variety of topics to help employers prepare for AUREUS. If you missed them, don't worry! [Archived videos](#) of our past webinars are available any time. These cover a broad range of topics addressing what employers need to do to prepare for the launch of

AUREUS in about a year.

They include information related to the employer portal, employment files, payroll reporting files, payroll changes reports, and more.

Also, based on your feedback, we've created an [AUREUS Employer Q&A page](#) to answer common questions.



Reminder

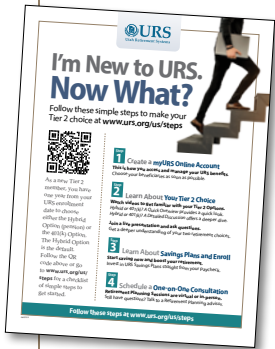


Don't forget to review your batch ineligible and batch termination file results. When you submit a file via the URS Employer Portal, we provide notification of whether the record was successfully processed or not. Please fix failed records by going into the Employee Management System and individually processing the record. If you have questions, call us at 801-366-7318 .

Member Education

New Employees Should Focus on These Four Important Steps

To help get new employees off to a fast start with URS, we've created a simple, four-step checklist as a starting point. It's available on our New Members page at www.urs.org/us/steps.



Ask your URS representative or email publications@urs.org for copies of our one-page new-hire handout.

If your job involves onboarding, benefits, or new hire training, join us for a free half-hour webinar to learn about

our new onboarding resources and how to keep employees informed and engaged with their URS benefits.

8 a.m., Wednesday, Nov. 1, 2023

» [Register Now](#)

8 a.m., Wednesday, Jan. 10, 2024

» [Register Now](#)

Create a myURS Online Account

» **This is how you access and manage your URS benefits.** Choose your beneficiaries as soon as possible.

Learn about Your Tier 2 Choice

» **Watch videos to get familiar with your Tier 2 Options.** Get a quick overview or take a deeper dive.

» **Join a live presentation and ask questions.** Our Tier 2 webinars are held regularly throughout the year.

Enroll in URS Savings Plans

» **Start saving now and boost your retirement** Invest in URS Savings Plans straight from your paycheck.

Schedule a free Consultation

» **Retirement Planning Sessions are virtual or in-person.** Still have questions? Talk to a Retirement Planning advisor.

Let Us Help Educate Your Employees

Did you know that you have a field representative assigned to you to help you educate your employees about their URS benefits?

If you don't know who this URS employee is, call our advisor line at 801-366-7470.

We can provide on-site presentations to teach members about their retirement benefits and help them understand and improve their financial wellness.

We can also present or set up a booth at your employer conferences or benefit meetings/

fairs. Your rep will also keep you stocked with our member education material.

For administrative and technical issues, including reporting and adjustments, call our Employer Services Department at 801-366-7318.