

# THE Inside STORY

A Utah Retirement Systems Newsletter for Employers

## 2019 Training and Events

# We Hope to See You!

### Comprehensive Employer Training: Retirement news and hot topics

Make certain to attend one of the 2019 URS Comprehensive Employer Training sessions coming your way in April and May.

This is a great opportunity to find out about important developments in the retirement world that

impact you and your employees, ranging from legislative updates, to compliance matters, to administrative hot topics, to retirement planning insights, and more!

Click a link from the schedule at right to register for one of these sessions. ■

- April 29 [Ogden](#)
- April 30 [Logan](#)
- May 2 [American Fork](#)
- May 3 [Provo](#)
- May 6 [Salt Lake City](#)
- May 7 [St. George](#)
- May 8 [Richfield](#)
- May 9 [Moab](#)
- May 10 [Price](#)
- May 13 [Sandy](#)
- May 14 [Heber City](#)
- May 15 [Vernal](#)

### URS Employer Event: Speakers will address issues and trends

This year, the event is moving to the Viridian Event Center in West Jordan. Speakers will address issues and trends in retirement, healthcare, and employee benefits. A continental breakfast and lunch will be provided. ■

**Tuesday, March 19, 2019**  
Viridian Event Center, West Jordan  
[Register Now](#)

### Retirement Basics Plus: Basic retirement laws and more

Learn about basic retirement laws and other topics, plus a detailed walk-through of the URS Employer Portal. It's for anyone involved in URS benefits administration. Lunch will be provided. ■

See upcoming dates and times:  
[www.urs.org/Employers/Register](http://www.urs.org/Employers/Register)

Your Spoke, We Listened » Takeaways from Employer Focus Groups: Page 2

## 2018 Employer Focus Groups

# Employer Feedback Helps

Here are five major takeaways we're addressing to better serve your employees

Thank you to those who participated in our 2018 Employer Focus Group sessions. We received great insights from you. Those insights will help us design and develop systems and procedures that will better help you and your employees.

These sessions produced several major takeaways that we expect to address:

1. Having a batch process for eligible employee certification would be welcomed.
2. The inability to systematically terminate an employee with URS prior to a termination date does not align well with your processes.
3. Downstream actions related to employee terminations are frustrating for

### We Need Your Insights!

Make your opinions known by taking our [Employer Surveys](#). Check for new surveys here at least once a month.

you to manage due to steps that should be automated.

4. Real-time functionalities are desired for contribution report editing, contribution report payment, and clearing account statements.
5. We need to extend online adjustment capabilities to you, including an ACH capability for the payment of adjustments.

Please continue to provide us your insights by calling the URS Employer Services Department at 800-753-7318 or 801-366-7318. ■

### Need Content for Your Employee Newsletter?

If you have an employee newsletter or internal homepage, we can provide articles with news and information about URS benefits. To learn more, email [kory.cox@urs.org](mailto:kory.cox@urs.org). ■

### How Do I Keep Up With Retirement Changes?

Nothing is as constant as change. The best way to stay current on changes in retirement laws and procedures is through the [URS Employer Guide](#) (The Guide).

We update The Guide quarterly, so check back regularly. The Executive Summary of Updates shows the latest changes, so you don't need to search to figure out what has changed each quarter.

If you notice anything in The Guide that needs clarification or improvement, contact the URS Employer Services Department at 800-753-7318 or 801-366-7318. ■

## New URS Business System

# Major Changes on the Way

We look forward to hearing your input as “AUREUS” takes shape

URS is in the early stages of a major, five-year project to replace the information and data system that runs most of our business operations.

We call the new system AUREUS (Advanced Utah Retirement End User System). We’re excited about how it will improve our service to you and your employees.

We’ll provide you regular updates on the status of this project in order to get your feedback and to help you with the transition.



Learn more about AUREUS at the [URS Employer Event](#) on March 19. In the meantime, if you have

questions, contact the URS Employer Services Department at 800-753-7318 or 801-366-7318. ■

## New Board Resolution Clarifies Participation in Public Safety Systems

The URS Board passed Resolution 2019-01, effective January 10, 2019, which clarifies aspects of participation in the Public Safety Retirement Systems (public safety systems).

Certain administrative personnel participating in one of the public safety systems must maintain their peace officer certification and training to continue participation in the public safety systems.

Additionally, public safety personnel

must get their peace officer certification and training within one year from their hire date to allow for participation in the public safety systems. Failure to obtain certification within one year from date of hire may result in loss of service credit in the public safety systems.

The full resolution is attached at the end of this edition of the Inside Story and is also available [online](#). Please call Employer Services with questions: 800-753-7318 / 801-366-7318. ■

# Help Us Set the Record Straight

Please let us know if your employees receive third-party emails about their URS benefits. We want help clear up any confusion such emails may create, especially if they contain misleading information about URS or give the false impression that the sender is affiliated with URS.

URS does not discourage members from using third-party advisors. But it's important to set the record straight if they falsely claim to represent URS or have expertise in URS benefits.

If your employees receive any such unsolicited correspondence, we can help you craft messaging to clear up confusion or misconceptions.

## Is My URS Pension Secure?

Your employees may hear talk of looming pension crises in other states. These are local, not national, issues. URS is considered one of the most well-managed and well-funded public pensions in the nation. [This webpage](#) can help address questions employees might have about the health of the URS pension fund.

Please call the URS Employer Services Department at 800-753-7318 or 801-366-7318. ■

## 2019 Contribution Limits

Plan	Maximum Employee Contributions	Additional Employee Catch-up Contributions (age 50+)	Employee and Employer Combined Contribution Limit (below age 50/age 50+)
<b>401(k)</b>	\$19,000	\$6,000	\$56,000/\$62,000
<b>457</b>	\$19,000	\$6,000	\$19,000/\$25,000
<b>Traditional IRA</b>	\$6,000	\$1,000	N/A
<b>Roth IRA</b>	\$6,000	\$1,000	N/A

**401(k) and 457 Plan Contribution Limits »**  
 2019 contribution limits for the 401(k) and 457 plans is \$19,000, with an additional age 50 catch-up provision of \$6,000. So, for those employees age 50 or older the limit is \$25,000 into each plan (401(k) and 457) for a combined total of \$50,000. For those under the age of 50, the combined limit will be \$38,000 (\$19,000 for each plan).

**Roth and Traditional IRA Contribution Limits »**  
 The 2019 contribution limit for both the traditional and Roth IRA is \$6,000, with an additional age 50 catch-up provision of \$1,000. Also, remember the IRA limit is combined so employees are limited to a total of \$6,000/\$7,000 for all of the IRAs that they own.

## Federal Compensation Limits for 2019

Federal rules in accordance with the Omnibus Budget Reconciliation Act (OBRA) prevent URS from accepting contributions on earned salary which exceeds certain limits. One limit applies to members of URS before January 1, 1994, and the other applies to members of URS after January 1, 1994.

Contributions based on salaries reported to URS above these limits will be refunded annually to the employer. ■

### COMPENSATION LIMITS SINCE 2016

Year	Members after January 1, 1994	Members before January 1, 1994
2017	\$270,000	\$400,000
2018	\$275,000	\$405,000
2019	\$280,000	\$415,000

## Tier 1 Public Employees' Noncontributory and Contributory Retirement Systems Elected and Appointed Officials' Minimum Earnings Requirements

Each month during the term of office elected or appointed officials must earn \$500 or more indexed as of July 1, 1990, as provided in Utah Code Ann. § 49-12-407 and 49-13-407, in order to be eligible for retirement coverage. The minimum earnings requirements increase each year based on the consumer price index. As of February 1, 2019 through January 31, 2020 the minimum earnings requirements is \$1064.00 per month.

## Tier 2 Contributory Retirement System Elected and Appointed Officials' Minimum Earnings Requirements

Beginning July 1, 2011, a person initially entering full-time employment shall participate in the Tier 2 system. An elected or appointed official's position must be certified as full-time by the participating employer in order to qualify for retirement coverage.

Questions? Call URS Employer Services at 801-366-7318 or 800-753-7318. ■

## **RESOLUTION 2019-01 PUBLIC SAFETY RETIREMENT ELIGIBILITY**

January 10, 2019

**WHEREAS**, Utah Code Title 49 provides requirements for a member to be eligible for public safety retirement wherein the employee must perform public safety service, as defined in Subsections 49-14-102(6), 49-15-102(6) and 49-23-102(6), that requires the employee in that position to:

- normally average 2,080 hours of regularly scheduled employment per year;
- serve in a position that places the employee at risk to life and personal safety; and
- have peace officer certification and training as peace officer, correctional officer, or special function officer designations defined under Utah Code Title 53;

**WHEREAS**, Subsections 49-14-201(7) and 49-15-201(8) provide that a “public safety service employee who is transferred or promoted to an administration position requiring the performance of duties that consist primarily of management or supervision of public safety service employees shall continue to earn public safety service credit in this system as long as the employee remains employed in the same department”;

**WHEREAS**, Subsection 49-11-603(1) requires participating employers to report and certify to the office the eligibility for service credit for employees;

**WHEREAS**, Subsection 49-11-203(1)(k) requires the Board to “develop broad policy for the long-term operation of the various systems, plans, and programs under broad discretion and power to perform the board’s policymaking functions, 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;”

**NOW, THEREFORE, BE IT RESOLVED**, that the Board has determined that a public safety service employee who is subject to Subsections 49-14-201(7) and 49-15-201(8) must meet and continue to meet the eligibility requirements in Subsections 49-14-102(6), 49-15-102(6), and 49-23-102(6), provided that the administration position may not normally place the employee at risk to life and personal safety, but the employee in the administration position specifically must maintain peace officer certification and training as well as the 2,080 hour schedule requirement;

**BE IT FURTHER RESOLVED**, that a person enrolling in the Public Safety Contributory Retirement System, Public Safety Noncontributory Retirement System, or the New Public Safety and Firefighter Tier II Contributory Retirement System in a public safety position shall provide a peace officer certification to the office as evidence of eligibility within one year of their hire date; and

**BE IT ALSO RESOLVED**, that a person failing to provide evidence of peace officer certification within one year of hire will be removed from the Public Safety Contributory Retirement System, Public Safety Noncontributory Retirement System and the New Public Safety and Firefighter Tier II Contributory Retirement System and enrolled in the Public Employees' Retirement System or the New Public Employees' Tier II Contributory Retirement System as applicable based on their date of initial hire.

This Resolution takes effect on January 10, 2019.