

InsideStory

Winter 2025 | Newsletter for URS Participating Employers

AUREUS » New URS Record-Keeping System

Once-in-a-Generation Upgrade Set for 2025

AUREUS is an enormous, multi-year project that will revolutionize how stakeholders do business with URS. We're currently in the critical testing phase, the last leg of a long journey that ends when we go live in Late Summer/Early Fall 2025

Maintaining accurate member records is critical for successful implementation. **This is where we need your help.**

Please review your member rosters within the URS employer portal for accuracy and make updates as needed. This may include certifying current employees, both eligible and ineligible, as well as terminating funds for former employees whose records have not been terminated yet.

The early months of 2025 will be an exciting time of critical testing and fine-tuning. Thank you for your efforts to help make this transition a success. If you have any questions, contact Employer Services at 800-753-7318 or 801-366-7318 or email aureusinfo@urs.org.



Video: Visualizing the Size and Scale of AUREUS

AUREUS is an ambitious, multi-year project that requires precisely migrating millions of records and perfecting hundreds of business functions. This video offers a glimpse into the vast scale and complexity of this effort.

» [Watch Now](#)

Getting Started

Education & Resources for Employers

Employer Guide

Reference for general retirement information, as well as information about URS 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	Held annually in spring/early summer. Register now for 2025 trainings in April and May.	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	Conducted semi-annually.	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. Register now for the March 26, 2025 , event.	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.

Live Employer Training » Comprehensive Employer Training

Register Now for Essential Training Held at Locations Across Utah in 2025

[Comprehensive Employer Training](#) will be held at locations across Utah in April and May 2025. This training covers a range of topics important to administering retirement benefits, including legislative updates, board resolutions, administrative hot topics, retirement planning insights and more.

This year, we'll introduce website navigation training for AUREUS. You won't want to miss this as we prepare to transition to this new recordkeeping system.

We encourage all staff members who participate in administering retirement benefits to attend.

2025 Comprehensive Employer Training

All sessions 8:30 a.m. to 12:30 p.m. Click for location details and to register.

[St. George](#)

Tuesday, April 29
Dixie Technical College

[Richfield](#)

Wednesday, April 30
Sevier School District Office

[Moab](#)

Thursday, May 1
Grand Center

[Price](#)

Friday, May 2
Carbon Co. Senior Citizens Center

[Ogden](#)

Monday, May 5
Weber Co. Administration Building

[Sandy](#)

Tuesday, May 6, 2025
Sandy City Hall

[Logan](#)

Wednesday, May 7
Cache School District Offices

[Orem](#)

Thursday, May 8
Central Utah Water District

[Heber City](#)

Monday, May 12
Public Safety Building

[Vernal](#)

Tuesday, May 13
Uintah County Library

[Salt Lake City](#)

Wednesday, May 14
Salt Lake County Gov't Center

Live Employer Training » URS/PEHP Employer Event

Register Now for Our Yearly Employer Event

[Registration](#) is now available for the 2025 URS/PEHP Employer Event on Wednesday, March 26, at the Conference Center at Salt Lake Community College Miller Campus (9750 S 300 W, Sandy, UT 84070).

This event (9 a.m. - 3 p.m.) is for executives, department heads, senior administrators, HR and benefits managers, and other decision-makers.

You'll get valuable news and updates from URS and PEHP, a review of legislative changes, and insights on key retirement and healthcare issues shaping the future.

Employer Event

- » Wed., March 26, 2025
- » **In-Person:** Conference Center at SLCC Miller Campus
 - › [Register Now](#)
- » **Virtual:** › [Register Now](#)

Member Education » 2025 Seminars

Encourage This First Step to Help Employees Maximize Retirement

Do your employees understand their URS benefits? Do they know how to prepare for a secure retirement?

You can help by encouraging them to attend a member seminar, held in 2025 across Utah and virtually.

These seminars are highly recommended for any employee as a first step to understanding their benefits and getting on track to a secure retirement.

» [See 2025 Schedule](#)

Help Us Share This Handout

Contact your employer representative or email publications@urs.org to get copies of this promotional brochure.



2025 Member Seminars

Held at locations across Utah and virtually

Early to Mid-Career Seminars

Planning for a secure future

Come learn about: Understanding your pension. Determining which URS Savings Plans are right for you. College savings. Legal and estate planning.

Pre-Retirement Seminars

Critical if you're within 10 years of retirement

Come learn about: Calculating your pension benefit. Maximizing your URS Savings Plans in retirement. Legal and estate planning. Social Security and Medicare.

Retiree Seminars

Important tips and strategies for retirees

Come learn about: Cost-of-living increases. Drawing from your URS Savings Plans. Legal and estate planning. Medicare, Social Security, and aging resources.

URS Holiday Office Hours



Happy holidays from URS and best wishes for a healthy and prosperous 2025!

URS offices will **close at 3 p.m.** on December 24 and December 31, 2024.

We'll be closed all day on December 25, 2024, and January 1 and January 20 (Martin Luther King Day) 2025.

Member Education » Webinars

Free Member Webinars Help Educate on a Variety of Topics

Our interactive webinars offer members an opportunity to explore essential retirement and financial topics in-depth, with the chance to ask questions directly.

Led by expert URS representatives, these webinars break down complex financial concepts into clear, actionable advice, helping members feel more confident in managing their benefits and finances. Visit www.urs.org/us/webinars for the latest schedule. We offer webinars on various topics throughout the year.

Help us spread the word about this free educational opportunity to your employees. We send out a quarterly PDF highlighting upcoming webinars. To get on the list, contact your employer representative or email publications@urs.org.

URS Webinars: Winter 2025

Public Employee Loan Forgiveness

Do you qualify? How do you apply?
» 3:30 p.m., Wednesday, Jan. 15 | [Register](#)

URS Savings Plans and Investment Options

Understanding which options are right for you.
» 10 a.m., Tuesday, Jan. 28 | [Register](#)

Understanding Your Tier 2 Choice

Hybrid Option or 401(k) Option? Helping you choose.
» 11 a.m., Wednesday, Feb. 5 | [Register](#)

Creating and Following Your Spending Plan

Strategies to manage your spending.
» 10 a.m., Wednesday, Feb. 12 | [Register](#)

Is a Reverse Mortgage Right For You?

What you need to consider before cashing out.
» 3 p.m., Tuesday, Feb. 18 | [Register](#)

Payout Options at Retirement and PLSO

Which options are best for you?
» 1 p.m., Monday, Feb. 24 | [Register](#)

The Versatile Roth IRA

How to maximize for tax-free income in retirement.
» Noon, Tuesday, March 11 | [Register](#)

Financial Wellness Basics

Practical tips for improving your personal finances.
» Noon, Tuesday, March 18 | [Register](#)



No Need to Report IRA, Roth Contributions on W-2s



If you have employees contributing to an IRA or URS Roth IRA, it's not necessary for you to report the contributions on their W-2. URS will report the contributions to the IRS on Form 5498. Please note that the "designated Roth" account referenced in the W-2 instructions is not a Roth IRA. A designated Roth account is referring to a Roth 401(k), Roth 457 or Roth 403(b). URS does not currently offer these types of accounts.

URS Savings Plans

Higher Catch-Up Limits for Certain Age Groups Go Into Effect in 2025

Beginning 2025, active members age 50 or older may make elective contributions in URS Savings Plans up to \$23,500 per year and catch-up contributions up to \$7,500.

Additionally, with the passage of SECURE 2.0, in 2025, federal law will allow active members to increase their catch-up contribution in the years they turn age 60, 61, 62, or 63 to the greater of:

- » \$10,000 or
- » 150% of the regular catch-

up amount for 2024 (\$7,500), indexed for inflation. For example, someone age 60-63 will have a catch-up limit of \$11,250 in 2025, compared to the regular \$7,500 limit for those age 50-59 or 64 and older.

This new rule goes into effect January 1, 2025. If your current payroll provider already tracks and limits contributions, including catch-up amounts, they have likely already addressed these changes.

This may directly impact your employees and your interaction

with the URS contribution report. To minimize potential excess contributions, please reach out to your payroll provider to see how they are addressing these new limits.

URS will continue to monitor excess contributions based on these new age and contribution limits to ensure that URS and its participating employers remain in compliance with federal law. However, please monitor your payroll to ensure compliance as well.

Savings Plan Contribution Limits

Plan	Maximum Employee Contributions	Additional Employee Catch-up Contributions (age 50+) <i>See article above for higher limits for certain groups</i>	Employee and Employer Combined Contribution Limit (below age 50/age 50+)
401(k)	2024 » \$23,000 2025 » \$23,500	2024 » \$7,500 2025 » \$7,500	2024 » \$69,000/\$76,500 2025 » \$70,000/\$77,500
457(b)	2024 » \$23,000 2025 » \$23,500	2024 » \$7,500 2025 » \$7,500	2024 » \$23,000/\$30,500 2025 » \$23,500/\$31,000
Traditional IRA	2024 » \$7,000 2025 » \$7,000	2024 » \$1,000 2025 » \$1,000	N/A
Roth IRA	2024 » \$7,000 2025 » \$7,000	2024 » \$1,000 2025 » \$1,000	N/A