

Notes to the Basic Financial Statements (Continued)

December 31, 2024

Summary of Benefits by System

| | Noncontributory System | Contributory System | Public Safety System | Fire-fighters System | Judges System | Tier 2 Public Employees System | Tier 2 Public Safety and Firefighter System |
|--|---|--|--|----------------------|---|--|---|
| Final average salary is | Highest 3 years | Highest 5 years | Highest 3 years | | Highest 2 years | Highest 5 years | Highest 5 years |
| Years of service required and/ or age eligible for benefit | 30 years any age 25 years any age* 20 years age 60* 10 years age 62* 4 years age 65 | 30 years any age 20 years age 60* 10 years age 62* 4 years age 65 | 20 years any age 10 years age 60 4 years age 65 | | 25 years any age 20 years age 55* 10 years age 62 6 years age 70 | 35 years any age 20 years age 60* 10 years age 62* 4 years age 65 | 25 years any age 20 years age 60* 10 years age 62* |
| Benefit percent per year of service** | 2.0% per year all years | 1.25% per year to June 1975; 2.0% per year July 1975 to present | 2.5% per year up to 20 years; 2.0% per year over 20 years | | 5.0% first 10 years; 2.25% second 10 years; 1.0% over 20 years | 1.5% per year all years | 1.5% per year to June 2020; 2.0% per year July 2020 to present |

Note: The Utah Governors and Legislators Retirement Plan benefits are explained in the second paragraph of section B) below.

*With actuarial reductions.

**For members and retirees in the systems, prior to January 1, 1989, there may be a 3% benefit enhancement.

The Systems are established and governed by the respective sections of Title 49 of the Utah Code Annotated 1953, as amended. The Systems' defined benefit plans are amended statutorily by the State Legislature. The Utah State Retirement Office Act in Title 49 provides for the administration of the Systems and Plans under the direction of the Board, whose members are appointed by the Governor. The Plans are established under the authority of the same sections of the Utah Code Annotated 1953, as amended, as well as under Sections 401(k), 457(b), 408, and 408A of the Internal Revenue Code. The Plans may be amended by the Board within the parameters of the Internal Revenue Code. The Systems and Plans are fiduciary funds defined as pension (and other employee benefit) trust funds. Utah Retirement Systems is a component unit of the State of Utah.

B) Retirement and Death Benefits

The Systems' benefits are specified by the statute listed in Note 1(A). The Systems are defined benefit plans wherein benefits are based on age and/or years of service and highest average salary. Various plan options within the Systems may be selected by retiring members. Some options require actuarial reductions based on attained age, age of spouse, and similar actuarial factors. A brief summary of eligibility and benefits of the various Systems is shown in the table above.

The Utah Governors and Legislators Retirement Plan provides the following benefits. Former governors at age 65 receive \$1,520 per month per term. Legislators receive a benefit at age 65 with four or more years of service at the rate of \$32.80 per month per year of service. Retirement at age 62 with 10 or more years of service will receive an actuarial reduction. Both the governors' and legislators' benefits are adjusted based on the CPI limited to 4% of the base benefit per year.

Death benefits for active and retired employees are in accordance with retirement statutes. Upon termination of employment, members of the Systems may leave their retirement account intact for future benefits based on vesting qualification or withdraw the accumulated funds in their individual member account and forfeit service credits and rights to future benefits upon which the contributions were based.

C) Defined Contribution Plans

The 401(k), 457(b), and Roth and Traditional IRAs administered by the Board are defined contribution plans. These Plans are available as supplemental plans to the basic retirement benefits of the Retirement Systems and as a primary retirement plan for some Tier 2 participants. Contributions may be made into the Plans subject to plan and Internal Revenue Code limitations by employees of employers sponsoring the Plans. Employer contributions may be made into the 401(k) and 457(b) Plans at rates determined by the employers and according to Utah Title 49.