

# Defined Benefit Systems Summary of Plan Provisions

As of January 1, 2024



## Noncontributory Retirement System

### Membership Eligibility

The Public Employees Noncontributory Retirement System was established on July 1, 1986. All eligible employees of the State and School entities hired subsequent to that date are automatically members of the Noncontributory System. Local government entities had the option of adopting the new System or remaining with the Contributory System.

An employee is qualified for membership in the Noncontributory System if their employer participates in the System and the employee initially began full-time employment prior to July 1, 2011, and works at least 20 hours per week and receives benefits normally provided by their employer as approved by the Retirement Board, and teachers who teach half-time.

### Vesting

Retirement benefit becomes vested upon the member's completion of four years of qualifying service.

### Service Retirement

Age	Years of Service	Allowance Reduction+
Any age	30	None
Any age	25	Full actuarial before age 65
60	20	3% each year before age 65
62	10	3% each year before age 65
65	4	None

*†With fewer than 30 years of service from any combination of Utah Retirement Systems, retiring before age 65 will reduce the monthly benefit approximately 7% for every year under age 60 and 3% for each year between ages 60 and 65.*

### Service Benefit Formula

Number of years of service x 2.0% x FAS.\*

*\*FAS (Final Average Salary) = highest three years' earnings converted to a monthly average. Yearly salary increases are limited to 10% plus a COLA determined by the CPI.*

**Defined Benefit Systems****Summary of Plan Provisions** (Continued)**Cost-of-Living Allowance**

Up to 4% annually on the original retirement benefit.  
Eligible after one year.

**Death Benefits**

An active member's death benefit consists of a payment equal to 75% of the highest annual salary with a minimum of \$1,000 and a refund of transferred contributions plus interest, if applicable. The spouse of a deceased member is eligible for a monthly benefit if they have been married for at least six months and the member meets age and service qualifications or has 15 or more years of service credit.

An inactive member's death benefit for someone with fewer than 10 years of service consists of a refund of transferred contributions plus interest, if applicable. For those with 10 or more years of service credited to their account prior to July 1, 1987, and who have not withdrawn their contributions, the benefit is the same as for active members.

A retired member's death benefit depends on the retirement option selected at retirement. No death benefit is available without a reduced retirement benefit.

**Refunds**

A terminated member who transferred from the Contributory Retirement System is eligible for a 100% refund of transferred member contributions plus interest. There is a 60-day refund processing period after the last day of paid employment.

**Redeposits**

A redeposit with interest may be made in monthly installments, by a lump-sum payment, or by direct transfer from a qualified plan. A redeposit must be completed prior to retirement. Service credit is restored when the redeposit is completed.

**Contribution Rates** (as of 12/31/2024)

Employer rate for State and School (Level A) is 21.69% of covered salary and 16.97% for Local Government (Level B).

**Interest**

Up to 6.85% on member accounts transferred from the Contributory Retirement System.

**Contributory Retirement System****Membership Eligibility**

The Public Employees Contributory Retirement System includes eligible public employees of the State of Utah and its political subdivisions including public education employees of those entities covered by the System.

An employee is qualified for membership in the Contributory System if their employer participates in the System and the employee initially began full-time employment prior to July 1, 2011, and works at least 20 hours per week and receives benefits normally provided by his or her employer as approved by the Retirement Board, and teachers who teach half-time.

**Vesting**

Retirement benefit becomes vested upon the member's completion of four years of qualifying service. Eligible member contributions and interest thereon vest immediately.

**Service Retirement**

Age	Years of Service	Allowance Reduction†
Any age	30	None
60	20	3% each year before age 65
62	10	3% each year before age 65
65	4	None

†With fewer than 30 years of service from any combination of Utah Retirement Systems, retiring before age 65 will reduce the monthly benefit approximately 3% for each year between ages 60 and 65.

**Service Benefit Formula**

- 1) Number of years of service before 7-1-75 x 1.25% x FAS.\*
- 2) Number of years of service after 6-30-75 x 2.0% FAS.\*
- 3) Plan 1 allowance = total of 1 and 2

\*FAS (Final Average Salary) = highest five years' earnings converted to a monthly average. Yearly salary increases are limited to 10% plus a COLA determined by the CPI.

**Cost-of-Living Allowance**

Up to 4% annually on the original retirement benefit.  
Eligible after one year.

**Defined Benefit Systems****Summary of Plan Provisions** *(Continued)***Death Benefits**

An active member's death benefit consists of a payment equal to 75% of the highest annual salary with a minimum of \$1,000 and a refund of contributions plus interest, if applicable. The spouse of a deceased member is eligible for a monthly benefit if they have been married for at least six months and the member meets age and service qualifications, or has 25 years of service.

An inactive member's death benefit for someone with fewer than 10 years of service consists of a refund of contributions plus interest, if applicable. For those with 10 or more years of service credited to their account prior to July 1, 1987, and who have not withdrawn their contributions, the benefit is the same as for active members.

A retired member's death benefit depends on the retirement option selected at retirement. No death benefit is available without a reduced retirement benefit.

**Refunds**

A terminated member is eligible for a 100% refund of member contributions plus interest. There is a 60-day refund processing period after the last day of paid employment.

**Redeposits**

A redeposit with interest may be made in monthly installments, by a lump-sum payment, or by direct transfer from a qualified plan. A redeposit must be completed prior to retirement. Service credit is restored when the redeposit is completed.

**Contribution Rates** *(as of 12/31/2024)*

Member contribution rate is 6.00%\* of covered salary. Employer rate for State and School (Level A) is 17.20% of covered salary and 12.96% for Local Government (Level B).

*\*Employers have the option of paying all or part of member contributions on behalf of their employees.*

**Interest**

Up to 6.85% on member accounts.

## Public Safety Retirement System

**Membership Eligibility**

The Public Safety Retirement System includes eligible State and local government employees directly involved in law enforcement. The Public Safety System consists of the Contributory and Noncontributory divisions.

Employees are qualified for membership in the Public Safety System if the employee initially began employment prior to July 1, 2011, and: (1) they are regularly scheduled to work and be compensated for 2,080 hours a year in a recognized public safety department; (2) they have completed a certified training program; (3) their primary duty is as a peace officer, correctional officer, special function officer, certified dispatcher whose employer elected coverage in the Public Safety System, or full-time member of the Board of Pardons and Parole; and (4) in the course of employment their life or personal safety is at risk.

**Vesting**

Retirement benefit becomes vested upon the member's completion of four years of service credit. Eligible member contributions vest immediately.

**Service Retirement**

Age	Years of Service	Allowance Reduction
Any age	20	None
60	10	None
65	4	None

**Service Benefit Formula**

- 1)  $2.5\% \times \text{FAS}^* \times \text{years of service up to 20 years.}$
- 2)  $2.0\% \times \text{FAS}^* \times \text{years of service over 20 years.}$
- 3) Monthly benefit = total of 1 and 2.

*\*FAS (Final Average Salary) = highest three years' eligible earnings converted to a monthly average. Yearly salary increases are limited to 10% plus a COLA determined by the CPI.*

**Cost-of-Living Allowance**

Up to 2.5% annually on original retirement benefit. Specific employers have provided an enhanced cost-of-living (COLA) benefit to their Public Safety retirees that raise the maximum COLA from 2.5 to 4% based on the CPI. Eligible after one year.

**Defined Benefit Systems****Summary of Plan Provisions** *(Continued)***Death Benefits****Division A***(with Social Security coverage)***Non-Retired Member (Active)**

If the member dies in the line of duty, the surviving spouse at the time of death, will receive a lump-sum payment equal to six months of the member's final average salary plus a monthly benefit of 30% of the final average monthly salary. If the member's death is not in the line of duty and has fewer than 10 years of public safety service credit, the beneficiary(ies) will receive a \$1,000 lump-sum payment or a refund of member contributions, whichever is greater. If the member has 10 or more years, but less than 20, the surviving spouse will receive a \$500 lump-sum payment, plus a monthly benefit of 2% of the member's final average monthly salary for each year of service, up to 30% of the final average monthly salary. If the member dies and has 20 or more years of public safety service credit, they will be considered retired. The surviving spouse, at the time of death, will receive 65% of the member's monthly benefit.

**Division B***(without Social Security coverage)***Non-Retired Member (Active)**

If the member dies in the line of duty, the surviving spouse, at the time of death, will receive a lump-sum payment equal to six months of the member's final average salary, plus a monthly benefit of 37.5% of the final average monthly salary. Each unmarried child under age 18 or dependent unmarried child who is mentally or physically disabled will receive \$50 per month, if the member has two or more years of public safety service credit. Total monthly payments cannot exceed 75% of the final average monthly salary. If the member's death is not in the line of duty and has fewer than two years of public safety service credit, the surviving spouse, at the time of death, will receive a refund of member contributions plus 50% of the last 12 months' salary. If the member has two or more years, the surviving spouse, at the time of death, will receive a lump-sum payment of \$1,500 plus a monthly benefit of 37.5% of the member's final average monthly salary. Each unmarried child under age 18 or dependent unmarried child who is mentally or physically disabled will receive \$50 per month, if the member has two or more years of public safety service credit. Total monthly payments to the beneficiary(ies) cannot exceed 75% of the final average monthly salary.

If the member dies and has 20 or more years of public safety service credit, the surviving spouse at the time of death, will receive 65% of the member's monthly benefit or a monthly benefit of 37.5% of the final average monthly salary, whichever is greater.

**Both Divisions****Non-Retired Member (Active)**

If the member dies and leaves no surviving spouse or minor children, the beneficiary(ies) will receive a 100% refund of member contributions or \$500, whichever is greater.

**Non-Retired Member (Inactive)**

If the member is inactive with less than 20 years of public safety service credit, the surviving spouse, at the time of death, or if the member dies leaving no surviving spouse or minor children, the beneficiary(ies) will receive a refund of member contributions or \$500 whichever is greater. If the member is inactive with 20 or more years of public safety service credit when the member dies, the surviving spouse, at the time of death, will receive a benefit of 50% of the amount payable to the member had they retired on the first of the month, following the month, in which the member's death occurred.

**Retired Member**

After the member's death, the surviving spouse, at the time of death, will receive a monthly benefit equal to 65% of the member's monthly benefit. If they elected a smaller monthly benefit at the time of retirement, the surviving spouse will receive 75% of the monthly benefit.

**Refunds**

A terminated member is eligible for a 100% refund of member contributions. There is a 60-day refund processing period after the last day of paid employment.

**Redeposits**

A redeposit with interest may be made in monthly installments, by a lump-sum payment, or by direct transfer from a qualified plan. A redeposit must be completed prior to retirement. Service credit is restored when the redeposit is completed.



**Defined Benefit Systems****Summary of Plan Provisions** *(Continued)***Contribution Rates** *(as of 12/31/2024)***Noncontributory Option**

Employer rates for Division A are: State units 40.85%; Bountiful 50.38%; other law enforcement units with a 2.5% COLA 33.54% and units with a 4.0% COLA 35.21% of salary. Employer rates for Division B are: Salt Lake City 46.71%; Ogden 48.72%; Provo 42.23%; Logan 41.47%; other law enforcement units with a 2.5% COLA 32.57% and units with a 4.0% COLA 36.97% of salary.

**Contributory Option**

Member rates in Division A are: State units 12.29%; all other law enforcement units with a 2.5% COLA 12.29% of covered salary.\* Employer rates for Division A with a 2.5% COLA are 22.29% of covered salary.

*\*Employers have the option of paying all or part of member contributions on behalf of their employees.*

**Interest**

Up to 6.85% on member accounts.

## Firefighters Retirement System

**Membership Eligibility**

The Firefighters Retirement System includes eligible State and local government employees directly involved in fire fighting and whose duties are classified as hazardous. If an employer does not classify the duties as hazardous, the employee will be enrolled in either the Public Employees Contributory or Noncontributory Retirement System.

Employees are qualified for membership in the Firefighters System if they initially began employment prior to July 1, 2011, and are regularly scheduled to work and be compensated for 2,080 hours a year in a regular constituted fire department and are regularly assigned to hazardous duty, or are the State Fire Marshall or a Deputy State Fire Marshall. Although volunteer firefighters who are on the rolls of a legally organized volunteer fire department do not contribute to the System and are not eligible for service retirement benefits, they or their beneficiaries are eligible for benefits provided for firefighters enrolled in Division A. Benefits are based on the salary of the lowest paid firefighters in a first-class city if they are disabled or killed in the line of duty.

**Vesting**

Retirement benefit becomes vested upon the member's completion of four years of service credit. Eligible member contributions vest immediately.

**Service Retirement**

Age	Years of Service	Allowance Reduction
Any age	20	None
60	10	None
65	4	None

**Service Benefit Formula**

- 1)  $2.5\% \times \text{FAS}^* \times \text{years of service up to 20 years.}$
- 2)  $2.0\% \times \text{FAS}^* \times \text{years of service over 20 years.}$
- 3) Monthly benefit = total of 1 and 2.

*\*FAS (Final Average Salary) = highest three years' earnings converted to a monthly average. Yearly salary increases are limited to 10% plus a COLA determined by the CPI.*

## Defined Benefit Systems

### Summary of Plan Provisions *(Continued)*

#### Cost-of-Living Allowance

Up to 4.0% annually on original retirement benefit.  
Eligible after one year.

#### Disability Benefits

If disability is in the line of duty, the benefit is 50% of the final average salary with no minimum age or service requirements. If disability is not in the line of duty, the benefit is a refund of contributions for members with fewer than five years of service. For members with more than five years of service, the benefit is the same as that for disability incurred in the line of duty. Benefits are suspended while receiving Workers Compensation.

#### Death Benefits

For surviving spouse benefits, a member must have been married for at least six months prior to death.

#### Division A

*(with Social Security coverage)*

**Non-Retired Member (Active)**

If the member dies in the line of duty and has less than 20 years of firefighter service credit, the surviving spouse at the time of death, will receive a lump-sum payment equal to six months of the member's final average salary plus a monthly benefit of 30% of the final average monthly salary. If the member's death is not in the line of duty and has less than 10 years of firefighter service credit, the beneficiary(ies) will receive a \$1,000 lump-sum payment or a refund of member contributions, whichever is greater. If the member has 10 or more, but less than 20 years of firefighter service credit, the surviving spouse will receive a \$500 lump-sum payment, plus a monthly benefit of 2% of the member's final average monthly salary for each year of service, up to 30% of the final average monthly salary. If the member dies and has 20 or more years of firefighter service credit, they will be considered retired and the surviving spouse, at the time of death, will receive the death benefit payable as a retired member.

#### Division B

*(without Social Security coverage)*

**Non-Retired Member (Active)**

If the member dies in the line of duty and the member has less than 20 years of firefighter service credit, the surviving spouse, at the time of death, will receive a lump-sum payment equal to six months of the member's final average salary, plus a monthly benefit of 37.5% of the final average monthly salary. Each unmarried child under age 21 or dependent unmarried child who is mentally or physically disabled will receive \$75 per month, if the member has five or more years of firefighter service credit.

Total monthly payments to the beneficiary(ies) cannot exceed 75% of the final average monthly salary. If the member's death is in the line of duty and has 20 or more years of firefighter service credit, the member will be considered retired and the surviving spouse at the time of death, will receive the death benefit payable as a retired member. If the member's death is not in the line of duty and has less than five years of firefighter service credit, the surviving spouse, at the time of death, will receive a refund of member contributions plus 50% of the most recent 12 months' salary. If the member has five or more years of firefighter service credit, the surviving spouse, at the time of death, will receive a lump-sum payment of \$1,500 plus a monthly benefit of 37.5% of the member's final average monthly salary. Each unmarried child under age 21 or dependent unmarried child who is mentally or physically disabled will receive \$75 per month, if the member has five or more years of firefighter service credit. Total monthly benefits to the beneficiaries cannot exceed 75% of the final average monthly salary.

#### Both Divisions

**Non-Retired Member (Active)**

If the member dies and leaves no surviving spouse or minor children, the beneficiary(ies) will be paid a 100% refund of member contributions or \$500, whichever is greater.

Defined Benefit Systems

Summary of Plan Provisions (Continued)

Non-Retired Member (Inactive)

If the member is inactive with less than 20 years of firefighter service credit, the surviving spouse, at the time of death, or if the member dies leaving no surviving spouse or minor children, the beneficiary(ies) will receive a refund of member contributions or \$500 whichever is greater. If the member is inactive with 20 or more years of firefighter service credit when the member dies, the surviving spouse, at the time of death, will receive a benefit of 50% of the amount payable to the member had they retired on the first of the month, following the month, in which the member's death occurred.

Retired Member

After the member's death, the spouse, at the time of death, will receive 75% of the member's monthly benefit.

Refunds

A terminated member is eligible for a 100% refund of member contributions. There is a 60-day refund processing period after the last day of paid employment.

Redeposits

A redeposit with interest may be made in monthly installments, by a lump-sum payment, or by direct transfer from a qualified plan. A redeposit must be completed prior to retirement. Service credit is restored when the redeposit is completed.

Contribution Rates (as of 12/31/2024)

Member rate in Division A is 15.05% of covered salary. Member rate in Division B is 16.71% of covered salary.\* Employer rate in Division A is 1.61% and in Division B is 4.34% of covered salary. A fire insurance premium tax equal to 11.06% of salaries is also an additional part of the employer contribution rates. Fire insurance premium taxes are collected by the Utah State Treasurer for the Firefighters Retirement System to help fund retirement benefits.

*\*Employers have the option of paying all or part of member contributions on behalf of their employees.*

Interest

Member contributions receive no interest.

Judges Retirement System

Membership Eligibility

The Judges Retirement System includes justices and judges of the courts of record as authorized in state statutes.

Vesting

Retirement benefit becomes vested upon the member's completion of 6 years of service credit. Eligible member contributions and interest thereon vest immediately.

Service Retirement

Age	Years of Service	Allowance Reduction
Any age	25	None
55	20	Full actuarial reduction
62	10	None
70	6	None

Service Benefit Formula

- 1)  $5.00\% \times \text{FAS}^* \times \text{years of service up to 10 years.}$
- 2)  $2.25\% \times \text{FAS}^* \times \text{years of service between 10 and 20 years.}$
- 3)  $1.00\% \times \text{FAS}^* \times \text{years of service over 20 years.}$
- 4) Monthly benefit = total of 1, 2, and 3.

*\*FAS (Final Average Salary) = highest two years' earnings in judicial service converted to a monthly average. Yearly salary increases are limited to 10% plus a COLA determined by the CPI.*

Cost-of-Living Allowance

Up to 4% compounded annually, beginning one year after retirement.

Death Benefits

For surviving spouse benefits, a member must have been married for at least six months prior to death.

An active or inactive member's death benefit to the surviving spouse consists of a refund of member contributions and interest plus 65% of the member's most recent 12 months' compensation prior to death, or a monthly allowance equal to 65% of the allowance as computed but disregarding early retirement reductions.

## Defined Benefit Systems

### Summary of Plan Provisions *(Continued)*



A retired member's death benefit to the surviving spouse is 65% of the member's monthly benefit at the time of death. If the member elected a reduced monthly benefit, the surviving spouse will receive a death benefit of 75% of the member's monthly benefit.

#### Refunds

A terminated member is eligible for a 100% refund of member contributions plus interest. There is a 60-day refund processing period after the last day of paid employment.

#### Redeposits

A redeposit with interest may be made in monthly installments, by a lump-sum payment, or by direct transfer from a qualified plan. A redeposit must be completed prior to retirement. Service credit is restored when the redeposit is completed.

#### Contribution Rates *(as of 12/31/2024)*

Employer rate includes 45.76% of covered salary and 6.15% from court fees.

#### Interest

Up to 6.85% on member accounts.

## Utah Governors and Legislators Retirement Plan

#### Membership Eligibility

The Utah Governors and Legislators Retirement Plan includes only governors and legislators of the State of Utah.

#### Vesting

Retirement benefit becomes vested upon the member's completion of four years of service credit.

#### Service Retirement for Governors

Age	Years of Service	Allowance Reduction
65	1 Term	None
62	10 years	3% each year before age 65

#### Service Retirement for Legislators

Age	Years of Service	Allowance Reduction
65	4	None
62	10	3% each year before age 65

#### Service Benefit Formula

**Governors:** \$500 per month per term increased semi-annually up to 2% based on the CPI. The amount as of 12-31-2024 is \$1,520.

**Legislators:** \$10 per month per each year of service as a legislator increased semi-annually up to 2% based on the CPI. The amount as of 12-31-2024 is \$32.80.

## Defined Benefit Systems

### Summary of Plan Provisions *(Continued)*

#### Cost-of-Living Allowance

Up to 4% annually on the original retirement benefit. Eligible after one year.

An additional \$3.50 per month, for each year of service, is payable to elected and appointed legislators and governors who were members of this Plan before March 1, 2000.

#### Death Benefits

An active or retired member's death benefit to a surviving spouse consists of a monthly pension equal to 50% of the retirement allowance paid, or to which the member would have been entitled to upon reaching age 65, if the member has four or more years of service as a governor or legislator. The deceased member and surviving spouse must have been married at least six months.

#### Contribution Rates *(as of 12-31-2024)*

There was a 2021-22 appropriation payable by June 30, 2025, to the Utah Governors and Legislators Retirement Plan of \$367,946.

## Tier 2 Public Employees Contributory Retirement System

#### Membership Eligibility

The Tier 2 Public Employees Contributory Retirement System, brought about by SB 63, became effective on July 1, 2011. All eligible employees beginning employment on or after July 1, 2011, who have no previous service credit with any of the Utah Retirement Systems, are members of the Tier 2 Retirement System.

A person initially entering full-time employment with a participating employer on or after July 1, 2011, must make an election to participate in either the Tier 2 Hybrid Public Employees Retirement System or the Tier 2 Defined Contribution (DC) Plan, within one year of his or her employment date. The election made is irrevocable. If no election is made, the employee automatically becomes a member of the Tier 2 Hybrid Public Employees Retirement System.

An employee is qualified for membership in the Tier 2 Public Employees Retirement System if his or her employer participates in this system, and one of the following: the employment, contemplated to continue during a fiscal or calendar year, normally requires an average of 20 hours or more per week and the employee receives benefits normally provided by the employer as approved by the Retirement Board; the employee is a classified school employee whose employment normally requires an average of 20 hours or more per week regardless of benefits; the employee is a teacher who teaches half-time or more and receives benefits normally provided by the employer as approved by the Retirement Board; the employee is an appointed officer\* whose position is full time as certified by the participating employer; the employee is in a probationary status and meets eligibility requirements; the employee performs services through an employee leasing or similar arrangement and meets eligibility requirements.

*\*Appointed officers are employees appointed to a position for a definite and fixed term of office, and the position is recorded in the employer's charter, creation document, or similar document.*



**Defined Benefit Systems****Summary of Plan Provisions** (Continued)**Vesting**

Retirement benefit is vested upon the member's completion of four years of qualifying service credit.

**Service Retirement*****Applies only to the Tier 2 Hybrid Retirement System***

Age	Years of Service	Allowance Reduction†
Any age	35	None
60	20	Full actuarial before age 65
62	10	Full actuarial before age 65
65	4	None

†When fewer than 35 years of service from any combination of Utah Retirement Systems, the allowance will be reduced by approximately 7% for each year between ages 60 and 63 and approximately 9% for each year between ages 64 and 65.

**Service Benefit Formula*****Applies only to the Tier 2 Hybrid Retirement System***

Service benefit formula is based upon number of years of service credit x 1.5% x highest five years' earnings converted to a monthly average.

**Cost-of-Living Allowance**

The Tier 2 Hybrid Retirement System has a COLA up to 2.5% on the retirement allowance. There is no COLA in the Tier 2 Defined Contribution Plan.

**Death Benefits*****Death Benefits for Non-Retired Members — Applies only to the Tier 2 Hybrid Public Employees Retirement System***

The surviving spouse of a deceased member is eligible for a monthly benefit if they have been married for at least six months and the member meets age and service qualifications or has 15 or more years of service credit. If there are any member contributions in the employee's Tier 2 Hybrid Public Employees Retirement Account and the surviving spouse does not qualify for a career benefit, the beneficiary(ies) will receive a refund of the employee's contributions plus interest.

***Death Benefits — Applies to both the Hybrid Public Employees Retirement System and the DC Plan***

If an employee is a non-retired member who is employed by a participating employer at the time of his or her death, his or her beneficiary(ies) will receive a payment representing 75% of the employee's highest annual salary. If the employee has less than 12 months of service, the benefit is prorated. The minimum insurance payment is \$1,000.

***Death Benefits for Non-Retired Members — in the Tier 2 Retirement Plan***

After death, any money vested in the employee's URS Savings Plans (401(k), 457(b), IRAs) is payable to his or her beneficiary(ies).

**Refunds**

If the employee has a balance in his or her Tier 2 Defined Contribution account, he or she may be able to withdraw funds under certain circumstances. When an employee has four years of eligible employment, the employer contributions in his or her 401(k) account become vested and he or she is able to take a refund of the account upon termination of employment.

If the employee terminates employment prior to the vesting period and subsequently enters employment with a URS participating employer within 10 years of the previous termination date, all employer contributions will be reinstated upon completion of the vesting period. If he or she is not re-employed and eligible to participate in the DC Plan within 10 years of the previous termination date, the funds are forfeited. If the employee makes personal deferrals (i.e., payroll deductions) to the DC Plan, those deferrals are vested immediately and may be taken as a refund when terminating employment.

**Contribution Rates** \* (as of 12-31-2024)

Member contribution rate is 0% of covered salary. Rates range from 15.19% to 16.95% of salary for local government employers. The rate for State and School Employers is 19.52%.

\*Includes 401(k) portion of the contribution rate.

## Defined Benefit Systems

### Summary of Plan Provisions *(Continued)*



## Tier 2 Public Safety and Firefighter Contributory Retirement System

### Membership Eligibility

The Tier 2 Public Safety and Firefighter Contributory Retirement System, brought about by SB 63, became effective on July 1, 2011. All eligible employees beginning employment on or after July 1, 2011, who have no previous credit with any of the Utah Retirement Systems, are members of the Tier 2 Public Safety and Firefighter Retirement System.

A person initially entering full-time employment with a participating employer on or after July 1, 2011, must make an election to participate in either the Tier 2 Public Safety and Firefighter Retirement System or the Tier 2 Defined Contribution (DC) Plan, within one year of his or her employment date. The election made is irrevocable. If no election is made, the employee automatically becomes a member of the Tier 2 Hybrid Public Safety and Firefighter Retirement System.

An employee qualifies for membership if: The employment normally requires an average of 2,080 hours of regularly scheduled employment per year in a recognized public safety department, as a law enforcement officer, correctional officer, special function officer, or full-time member of the Board of Pardons and Parole, and in the course of employment the employee's life or personal safety is at risk, and he or she has completed a certified training program, which is documented with our office,

OR, if the employment normally requires an average of 2,080 hours of regularly scheduled employment per year in a regularly constituted fire department, the employee has been trained in firefighter techniques, and is assigned to a position of hazardous duty.

If the employee doesn't meet the eligibility requirements outlined in the previous explanation, based on the employer's participation, the employee will be enrolled in the Tier 2 Public Employees Contributory Retirement System as long as eligibility requirements are met.

### Vesting

Retirement benefit is vested upon the member's completion of four years of qualifying service credit.

### Service Retirement

#### *Applies only to the Tier 2 Hybrid Public Safety and Firefighter Retirement System*

Age	Years of Service	Allowance Reduction†
Any age	25	None
60	20	Full actuarial before age 65
62	10	Full actuarial before age 65
65	4	None

†When fewer than 25 years of service from any combination of Utah Retirement Systems, the allowance will be reduced by approximately 7% for each year between ages 60 and 63 and approximately 9% for each year between ages 64 and 65.

## Defined Benefit Systems

### Summary of Plan Provisions *(Concluded)*

#### Service Benefit Formula

***Applies only to the Tier 2 Hybrid Public Safety and Firefighter Retirement System***

- 1) Number of years of service before 7-1-2020 x 1.50% x FAS.\*
  - 2) Number of years after 6-30-2020 x 2.0% x FAS.\*
- Plan 1 allowance = total of 1 and 2.

\*FAS (Final Average Salary) = highest five years' earnings converted to a monthly average.

#### Cost-of-Living Allowance

The Tier 2 Hybrid Public Safety and Firefighter Retirement System has a COLA up to 2.5% on the retirement allowance. There is no COLA in the Tier 2 Defined Contribution Plan.

#### Death Benefits

***Applies only to the Tier 2 Hybrid Public Safety and Firefighter Retirement System***

The surviving spouse of a deceased member is eligible for a monthly benefit if they have been married for at least six months and the member meets age and service qualifications or has 15 or more years of service credit. If there are any member contributions in the employee's Tier 2 Hybrid Public Employees Retirement Account and the surviving spouse does not qualify for a career benefit, the beneficiary(ies) will receive a refund of the employee's contributions plus interest.

***Line-of-Duty Death — Applies only to the Tier 2 Hybrid Public Safety and Firefighter Retirement System***

If a member accrued less than 20 years of public safety or firefighter service credit, his or her surviving spouse at the time of death will receive a lump-sum payment equal to six months of the final average salary and the greater of an allowance equal to 30% of the members final average salary or an allowance equal to 2% of the members final average salary multiplied by the years of service credit accrued by the member.

If a member accrued 20 or more years of public safety or firefighter service credit upon death, he or she will be considered to have retired with an option one allowance, calculated without an actuarial reduction, and his or her spouse will receive the allowance that would have been payable to the member.

***Death Benefit — Applies to both the Hybrid Public Safety and Firefighter Retirement System and the Tier 2 DC Plan***

If an employee is a non-retired member who is employed by a participating employer at the time of his or her death, his or her beneficiary(ies) will receive a payment representing 75% of the employee's highest annual salary. If the employee has less than 12 months of service, the benefit is prorated. The minimum insurance payment is \$1,000.

***Death Benefits for Non-Retired Members — in the Tier 2 DC Plan***

After death, any money vested in the employee's URS Savings Plans (401(k), 457(b), IRAs) is payable to his or her beneficiary(ies).

#### Refunds

If the employee has a balance in his or her Tier 2 Defined Contribution account, he or she may be able to withdraw funds under certain circumstances. When an employee has four years of eligible employment, the employer contributions in his or her 401(k) account becomes vested and he or she is able to take a refund of the account upon termination of employment.

If the employee terminates employment prior to the vesting period and subsequently enters employment with a URS participating employer within 10 years of the previous termination date, all employer contributions will be reinstated upon completion of the vesting period. If he or she is not re-employed and eligible to participate in the DC Plan within 10 years of the previous termination date, the funds are forfeited. If the employee makes personal deferrals (i.e., payroll deductions) to the DC Plan, those deferrals are vested immediately and may be taken as a refund when terminating employment.

#### Contribution Rates\* *(as of 12-31-2024)*

Member contribution rate is 4.73% of covered salary. Public Safety rates range from a low of 24.03% to a high of 40.97% of salary. The Firefighter rate is 14.08% of salary.

\*Includes 401(k) portion of the contribution rate.

## Changes in Plan Provisions



## 2024 Legislation

The following retirement-related bills were passed by the Utah State Legislature in 2024:

### General

#### ***1<sup>st</sup> Sub. S.B. 34: Utah State Retirement Systems Revisions***

The annual administrative and technical amendments to Title 49 recommended to the Legislature by URS. This bill (1) corrects the defined term referencing the Utah State Retirement Investment Fund; (2) amends provision relating to the records required to be maintained by a participating employer and the penalties for failure to comply; and, (3) clarifies that in appeals, the Utah State Retirement Board shall review and approve or deny final orders and judgements of a hearing officer.

#### ***H.B. 60: Phased Retirement Extension***

Repeals the scheduled expiration of phased retirement as a pilot program and makes phased retirement a permanent retirement program.

#### ***H.B. 251: Postretirement Reemployment Restrictions Amendments***

Creates an alternative method for a retiree to be eligible to return to work with a URS participating employer beginning July 1, 2025. The bill allows for (1) a retiree to return to work after 90 days; (2) If an employer hires a retiree under this provision, they agree to pay the full retirement rate; (3) The rehired retiree will receive a 20% reduction if retired from the Public Employee System, or a 15% reduction if retired from the Public Safety or Firefighter System to their retirement benefit while working; and, (4) the rehired retiree will not receive an COLAs on their retirement benefit while working.

#### ***S.J.R. 16: Joint Resolution Regarding Local Government Employee Compensation***

Encourages local governments to consider setting aside any savings from each reduction in the amortization rate and, when the total set aside money reaches a specified threshold, include the amount in the base budget as an increase to benefited local government employee salaries.







# Defined Contribution Savings Plans

## Summary of Plan Provisions



## Defined Contribution Savings Plans

### Introduction

The 401(k), 457(b), Roth and Traditional IRAs administered by the Board are Defined Contribution Savings Plans. These Plans are generally supplemental plans to the basic retirement benefits of the Retirement Systems, but may also be used as a primary retirement plan. These Plans are voluntary tax-advantaged retirement savings programs authorized under sections 401(k), 457(b), and 408 of the Internal Revenue Code and are available to state, local government, and education employees throughout Utah whose employers have adopted the plans.

### Employer Contributions

In addition to accepting employee contributions, the 401(k) and 457(b) Plans also accept employer contributions on behalf of their employees. All state and public education employees participating in the Noncontributory Retirement System receive an amount equal to 1.5% of their salary in the 401(k) Plan. Tier 2 Public Employees and Tier 2 Public Safety and Firefighter Retirement Systems participants may also receive contributions according to their retirement plan. In addition, some employers match a portion of their employees' elective deferrals.

### Social Security Substitute

Organizations that have exempted themselves from Social Security coverage and have part-time, temporary, or seasonal employees, who are not participating in a qualifying retirement system, must cover these employees with a substitute plan.

Employers may use the 401(k)/457(b) Plans as a qualifying retirement system for these employees, but must contribute a minimum of 7.5% of salary to the Plan(s) on their behalf for it to be considered a "qualifying system."

## Defined Contribution Savings Plans

### Summary of Plan Provisions *(Continued)*

The employer may contribute the 7.5% themselves, or they may require their employees to pay a portion or all of it.

### Summary of Plan Provisions

#### Deferral Limits

**401(k)** — Limited in 2024 to an annual maximum of \$23,500. Employer contributions and employee deferrals combined could not exceed the lesser of \$69,000 or 100% of compensation.

**457(b)** — Limited to an annual maximum of \$23,500 or 100% of compensation.

**Roth and Traditional IRA** — Limited to an annual maximum of \$7,000 into all IRAs owned by the participant.

#### Coordination of Deferrals

**401(k)** — Deferrals to the 401(k) and 403(b) plans must be coordinated.

**457(b)** — Contributions to the 457(b) must be coordinated with all 457(b) plans.

**Roth and Traditional IRA** — All Roth and traditional IRA contributions must be coordinated.

#### Catch-up Provisions

**401(k)** — An additional \$7,500 for participants 50 or older during the year.

**457(b)** — An additional \$7,500 for participants age 50 or older during the year. There is an additional “special catch-up” provision that allows participants to double their contributions to a 457(b) plan during the three years immediately preceding the year they qualify for retirement. However, the special catch-up is limited to unused deferrals allowed in previous years.

**Roth and Traditional IRA** — An additional \$1,000 for participants 50 or older.

#### Withdrawals

**401(k)** — Vested balances upon termination of employment, age 59½, retirement, disability, death, a qualified birth or adoption, domestic abuse, or hardship caused by immediate and heavy financial needs. (Hardships, domestic abuse, and birth or adoption, from employee deferrals only.)

**457(b)** — Allowable upon termination of employment, age 59½, retirement, death, a qualified birth or adoption, domestic abuse, or severe unforeseeable financial emergencies.

**Roth and Traditional IRA** — Allowable any time.

#### Rollovers

**401(k)** — Allowable from other eligible retirement plans, or to other eligible retirement plans upon termination of employment or other qualifying events. May be either a direct rollover by the Plan or an indirect rollover by the participant within 60 days after distribution.

**457(b)** — Allowable to other eligible retirement plans or from another 457(b) plan.

**Roth and Traditional IRA** — Allowable from other eligible retirement plans or to other eligible plans (depending on acceptance of receiving plan).

#### Vesting

**401(k)** — Employee and other employer contributions are fully vested. Tier 2 employer required contributions are vested after four years of eligible service (except for elected officials).

**457(b)** — Fully vested.

**Roth and Traditional IRA** — Fully Vested.

#### Loans

**401(k)** and **457(b)** — Available up to 50% of member account balance, to a maximum of \$50,000 during a 12-month period. Only one outstanding loan allowed, per plan. Tier 2 employer required contributions are not eligible.

**Roth and Traditional IRA** — Not available.

#### Short-Term Trading Fees

Each time money managers purchase or redeem stocks and bonds there are trading costs involved. Because of the costs generated by frequent or short-term trading, it became necessary to impose a short-term trading fee. Individuals who transfer any or all of their current account between core investment options more often than once every 30 days, are charged 2% of the amount transferred for each additional trade. Each transfer starts a new 30-day period.

#### Investment Transfer Options

Changes in deferral amounts and in the investment options for future contributions may be made at any time. Participants may make one transfer of accumulated balances within each plan no more frequently than every seven calendar days.

## Defined Contribution Savings Plans

### Summary of Plan Provisions *(Continued)*

## 2024 Core Investment Options

### ***Income Fund***

The Income Fund is a stable value option and the most conservative of the investment choices. Approximately 95% of its assets are invested in investment grade bonds, which are “wrapped” with book value contracts. The contracts are financial agreements from creditworthy banks and insurance companies, protecting against changes in interest rates and allowing the returns to be smoothed over the duration of the portfolio. The remaining amount is invested in short-term instruments for liquidity.

### ***Bond Fund***

The Bond Fund invests in a diversified portfolio consisting of U.S. government securities, mortgage and asset-backed securities, corporate bonds, and short-term funds.

### ***Balanced Fund***

The Balanced Fund invests in a portfolio consisting of approximately 60% stocks and 40% bonds.

### ***Large Cap Stock Value Fund***

The Large Cap Stock Value Fund invests in a diversified portfolio of common stocks that appear to be undervalued by the stock market, but have a favorable outlook for long-term growth.

### ***Large Cap Stock Index Fund***

The Large Cap Stock Index Fund invests in stocks included in the Russell 1000 Index and is similarly weighted. This fund represents a broad range of industries in the U.S. economy.

### ***Large Cap Stock Growth Fund***

The Large Cap Stock Growth Fund emphasizes capital appreciation and seeks to identify companies with future relative earnings strength at a reasonable valuation.

### ***International Fund***

The International Fund tracks the performance of the MSCI All Country World Index – ex. U.S. – Investable Market Index (ACWI ex. U.S. IMI) as closely as possible. The index is designed as a measure of the global stock market performance of developed and emerging markets that excludes the United States.

### ***Small Cap Stock Fund***

The Small Cap Stock Fund invests in a broad cross-section of U.S. small companies whose size (market capitalization) falls within the smallest 10% of the market universe. The market universe is comprised of companies listed on the NYSE and NASDAQ.

## Brokerage Window

The brokerage window is a self-directed brokerage account available through Charles Schwab. The brokerage account offers a wide variety of investment options with varying degrees of risk. The brokerage window allows the participant to choose from mutual funds, stocks, bonds, and exchange traded funds (ETFs).

## Real Assets\*

### ***Private Real Estate***

Private Real Estate is a fund of funds that allows investors to gain exposure to portfolios of direct real estate investments. The fund will invest primarily in existing private real estate funds, publicly traded real estate securities, and other real estate related investments. These portfolios are comprised of institutional quality commercial real estate across a broad range of real estate asset types.

## International Bonds\*

### ***International Bonds***

International Bonds are used to diversify the bond investments within the Target Date Funds. An international bond is a bond issued outside of the United States by a government or non-U.S. corporation.

*\*The Real Assets and International Bonds asset classes were exclusive to the URS Target Date Funds and are not available as a stand-alone investment option.*

## Defined Contribution Savings Plans

### Summary of Plan Provisions *(Concluded)*

#### Target Date Fund Asset Allocation

Asset Classes	Target Date 2065	Target Date 2060	Target Date 2055	Target Date 2050	Target Date 2045	Target Date 2040	Target Date 2035	Target Date 2030	Target Date 2025	Target Date 2020	Target Date 2015	Target Date Retired
URS Large Cap Stock Index Fund	42%	42%	42%	42%	39%	36%	34%	31%	26%	24%	21%	20%
URS International Stock Fund	35	35	35	35	33	29	22	16	11	7	6	6
URS Small Cap Stock Fund	11	11	11	11	9	8	6	5	3	2	1	1
Private Real Estate	6	6	6	6	7	9	10	10	8	6	4	4
URS Income Fund	—	—	—	—	—	—	—	4	8	10	11	11
URS Bond Fund	4	4	4	4	7	11	16	19	24	28	31	31
International Bonds	2	2	2	2	5	7	10	11	13	14	15	16
Global Inflation-Linked Bonds	—	—	—	—	—	—	2	4	7	9	11	11
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

#### Global Inflation-Linked Bonds

Global Inflation-linked bonds are debt instruments created to protect investors from the effects of inflation through inflation-linked bonds issued primarily by developed countries. An example of inflation-linked bonds are TIPS (Treasury Inflation-Protected Securities), which are issued by the U.S. Government and are designed to reduce the risk of inflation by indexing the principal of the bond to an inflation rate.

#### URS Target Date Funds

The URS Target Date Funds offer a one-fund approach to investing in the URS Savings Plans. A Target Date Fund will give participants a diversified portfolio through a single investment option. The funds will gradually adjust throughout the participant's career and into retirement. The investment mix – which includes stocks, bonds, and real assets – is automatically reallocated to be weighted more conservatively as the participant ages and enters into retirement.

*The historical rates of returns for each investment fund are found on page [191](#).*