

THE Inside STORY

A Utah Retirement Systems Newsletter for Employers

Improving Employer Education

Check Out Our Monthly Webinars for Training on Important Issues

To provide employers with continuous training on retirement benefits, URS conducts monthly webinars on a range of topics. They're held the third Wednesday of each month, except those months we provide on-site trainings.

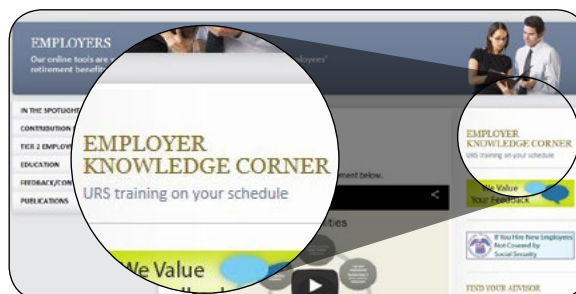
Find Webinars

Find an archive of webinars at the [Employer Knowledge Corner](#).

Webinar topics include changes in legislation, URS software upgrades, or topics identified in Compliance Reviews. The webinars are up to 30 minutes

and provide detailed information on a specific topic, as well as an opportunity for you to ask questions.

We send email notifications on upcoming webinars to employer contacts the week before the webinar takes place. This email provides a direct link to join. If you have a suggestion for an upcoming topic, please contact Lead Compliance Auditor Rachel Pezel (rachel.pezel@urs.org / 801-366-7587). We look forward to providing you continuous education. ■



Go to the "Employer Knowledge Corner" at the URS for Employers page at www.urs.org to access our library of webinars.

Employer's Guide Web Version Offers Improved User Experience

We're excited to introduce the web edition of the [Employer's Guide](#). It has all of the great information previously offered in the print version and will be kept current through quarterly updates.

The new *Guide* allows for easier navigation, searching, bookmarking, and more. We hope the new design will enhance your learning experience and you will continue to use this tool to further your knowledge of URS policies and procedures.

Find the *Guide* inside the [Publications tab](#) of www.urs.org or by following [this link](#). ■

Save the Date » URS Employer Event, March 16, 2017, Little America, Salt Lake City

Post-Retirement Rules

Quickly Certify All Employees

Failure to report re-employment may require reimbursement

Utah Code Ann. § 49-11-1207, effective May 10, 2016, provides clarification on liability associated with post-retirement rules violations.

If a URS retiree or participating employer fails to report re-employment in violation of Title 49, "...the retiree, participating employer, or both, who are found to be responsible for the failure to report, are liable to the office for the amount of any overpayment resulting from the violation."

If re-employment is not reported and it

leads to an overpayment, we may request reimbursement from both the retiree and the employer. We consider it the responsibility of the employer and the retiree to determine who will reimburse us for the overpayment and to make timely payment.

To avoid these scenarios and to remain in compliance with post-retirement rules, it is critical to quickly certify all employees hired within your organization through the URS for Employers website. Our website will help you determine the retirement status of each employee hired. If we can help, please contact us at 800-753-7318 or 801-366-7318. ■

Check Out Helpful Changes to the URS Employer Application

We have made several helpful changes to the URS Employer Application. All of the functions and tabs related to PEHP enrollment and certification have been moved to the new PEHP Employer Portal. You will continue to enroll employees on to the URS system by logging into the URS Employer Application and using our new online enrollment tool: Employee Management Center.

You can easily enroll new employees in the URS system as well as search, view, and update various types of information on existing employees. After you finish the enrollment process, you can see the

newly generated documentation. A few days after you enroll new eligible, post-retired, or exempt employees, we will mail them a copy of the Confirmation Letter.

For further assistance on the Employee Management Center, watch Navigating the Employee Management Center in the [Employee Knowledge Corner](#). If you have questions not addressed in the webinar, please contact us at 800-753-7318 or 801-366-7318.

We hope the Employee Management Center will prove to be a useful vehicle in your employee management process. ■

Healthcare and Retirement

Medicare Resources Available

Do you or your employees have questions about Medicare options in retirement?

Go to www.pehp.org/medsup to see education materials, including [Medicare Basics](#), a simple guide to healthcare in retirement. It also includes information about [PEHP Medicare Supplement](#), available to anyone with a URS benefit.

PEHP, the healthcare division of URS, conducts information meetings about Medicare throughout the year. Go to www.pehp.org/medsup to see the

Medicare Basics

[This brochure](#) gives a simple overview of Medicare options in retirement. Email publications@urs.org to request printed copies.



schedule. If you'd like to have any of our printed Medicare materials on hand, email publications@urs.org. ■

2016-2017 Contribution Limits

Plan	Maximum Employee Contributions	Additional Employee Catch-up Contributions (age 50+)	Employee and Employer Combined Contribution Limit
401(k)	\$18,000	\$6,000	\$53,000 (2016) \$54,000 (2017)
457	\$18,000	\$6,000	\$18,000/\$24,000
Traditional IRA	\$5,500	\$1,000	N/A
Roth IRA	\$5,500	\$1,000	N/A

ONE CHANGE FOR 2017 » The only change between 2016 and 2017 comes to the combined employee and employer limit for the 401(k)/403(b). This combined limit was raised from \$53,000 in 2016 to \$54,000 in 2017.

COORDINATION OF BENEFITS » Monitor that employees' contributions stay under the annual IRS limits. They will be glad you did. Employees may face possible delays or amendments to their tax return for excess contributions. The most efficient and comprehensive way to monitor your employees' contributions is at the payroll level.

LOAN MAXIMUMS » Also keep an eye on loan maximums. The IRS allows a maximum of 50% of the account balance (not to exceed \$50,000 in a 12-month period) to be used for a loan. This is an aggregate limit that applies to any and all tax-deferred retirement plans (401(k), 401(a), 403(b), 457).