

Utah Retirement Benefit/Contribution Summary

2016 System^a Comparison



	Public Employees' Non-Contributory (Big System) 156,081 (Existing employees and hires before July 1, 2011)	Tier II New Public Employees' Contributory Hybrid 21,838 (One of two options for new employees beginning July 1, 2011)	Tier II Defined Contribution New Public Employees' and New Public Safety and Firefighters' 4,250 (One of two options ^b for new employees beginning July 1, 2011)	Public Safety Contributory and Non-Contributory and Firefighters' Contributory 14,741 / 3,275 (Existing employees and hires before July 1, 2011)	Tier II New Public Safety and Firefighters' Contributory Hybrid 1,824 (One of two options for new employees beginning July 1, 2011)	Judges' Contributory and Non-Contributory 256
Participants	State/Public Education Classified School Higher Education Political Subdivisions Other governmental entities	Same participants as Public Employees' Non-Contributory	Public Employees Public Safety Employees, Firefighters, and Elected Officials	Peace Officers, Correctional Officers, and approved Special Function Officers; Full-time Firefighters regularly assigned to a fire department	Same as Public Safety Contributory and Non-Contributory and Firefighters' Contributory	Judges of the Supreme, Appellate, District, Circuit, and Juvenile Courts
Eligibility for Retirement	any age 30 years age 60 20 years (AR) ^c age 62 10 years (AR) age 65 4 years any age 25 years (FAR or optional employee/employer purchase of up to 5 years immediately before retirement)	any age 35 years age 60 20 years (FAR) ^d age 62 10 years (FAR) age 65 4 years optional employee/employer purchase of up to 5 years immediately before retirement DC ^e portion from employer is vested after four years	DC portion from employer is vested after four years	any age 20 years age 60 10 years age 65 4 years	any age 25 years age 60 20 years (FAR) age 62 10 years (FAR) age 65 4 years optional employee/employer purchase of up to 5 years immediately before retirement DC portion from employer is vested after four years	any age 25 years age 55 20 years (FAR) age 62 10 years age 70 6 years
Service Benefit Formula	2% (for all years) × FAS ^f No maximum benefit	1.5% (for all years) × FAS No maximum benefit	NA	2.5% × FAS × first 20 years 2% × FAS × years above 20 No maximum benefit	1.5% (for all years) × FAS No maximum benefit	5% × FAS × first 10 years 2.25% × FAS × second 10 years 1% of FAS × remaining years No maximum benefit
Employer/Employee Contribution (% of Salary)	Employer: for FY 2017 12.25% + 9.94% = 22.19% for state/school: 11.86% + 6.61% = 18.47% for local gov. Employee: 0% noncontributory	*Employer: 10% plus for FY 2017 for state/school: 0.11% for death benefit and 9.94% Tier I amortization = 20.02% total; (8.22% for DB ^g and 1.78% for DC=10%) Employee: some percentage of salary, if the employer's 10% does not fund the defined benefit (for FY 2017 0%)	*Public Employees' Employer: 10% for DC plus for FY 2017 for state/school: 0.08% for death benefit and 9.94% Tier I amortization = 20.02% total Employee: 0% *PS^h Employer: 12% for DC plus for FY 2017 state PS: 0.08% for death benefit and 18.46% Tier I amortization = 30.54% total; (same for firefighters except 0% for Tier I amortization) Employee: 0%	Employer: for FY 2017 41.35% for state PS Non-C 41.99% for state PS Contr. 30.58% for div. A Firefighters (less 11.64% offset for insurance premium) (18.94% net rate for firefighters) Employee: 0% state PS noncontributory 15.05% div. A Firefighters	*Employer: 12% plus for FY 2017 state PS: 0.08% for death benefit and 18.46% Tier I amortization = 30.54% total; 10.67% for DB and 1.33% for DC=12%) (same for firefighters except 0% for Tier amortization) Employee: some percentage of salary, if the employer's 12% does not fund the defined benefit (for FY 2017 0%)	Employer: for FY 2017 51.91% (less 9.79% offset for court fees) 42.12% net rate Employee: 0% noncontributory

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Final Average Salary Definition	Average of highest 3 years	Average of highest 5 years	NA	Average of highest 3 years	Average of highest 5 years	Average of highest 2 years
Cost of Living Adjustment	Up to 4% annually (CPI) (Simple) after 1 year	Up to 2.5% annually (CPI) (Simple) after 1 year	NA	Up to 4.0% annually (CPI) (Simple) after 1 year <small>(some public safety employers did not adopt the 4.0% and remain at up to 2.5%)</small>	Up to 2.5% annually (CPI) (Simple) after 1 year	Up to 4% annually (CPI) (Compounded) after 1 year
Employer Defined Contribution Benefit % of Salary	State/School: 1.5% 401(k) Local government: Optional	Some percentage, if any, left after funding the defined benefit (for FY 2017 state and school 1.78%)	*10% see above (all public employees, legislators, and governors) *12% see above (all public safety officers and firefighters)	State: None Local government: Optional	Some percentage, if any, left after funding the defined benefit (for FY 2017 PS and firefighters 1.33%)	None

^a Systems not shown include: Public Employees' Contributory, Public Safety Contributory, Judges, Contributory, and Governor's and Legislative.

^b An elected official initially entering office on or after July 1, 2011 is only eligible to participate in the DC option.

^c AR = Actuarial Reduction (3% per year under age 65)

^d FAR = Full Actuarial Reduction (some % each year under age 65)

^e DC = Defined Contribution

^f FAS = Final Average Salary

^g DB = Defined Benefit

^h PS = Public Safety

Note: Employer also pays a rate for a death benefit and a Tier I amortization rate for the corresponding Tier I system liability

Source: S.B. 63 "New Public Employees' Tier II Contributory Retirement Act" (2010 General Session); Utah Retirement Systems Final Retirement Contribution Rates FY 2014-15; and Title 49, Utah State Retirement and Insurance Benefit Act, *Utah Code Annotated 1953*