

Utah Retirement Systems
Preliminary Tier 1 Retirement Contribution Rates as a Percentage of Salary and Wages
Fiscal Year July 1, 2024 - June 30, 2025

Preliminary Tier 1 2024-2025 RATES							Increase (Decrease) From Prior Year
(1)	(2)	(3)	(4)	(5)	(6)		
Employee	Employer	Normal cost (1) + (2)	Amortization of UAAL *	Net Employer (2) + (4)	Total (3) + (4)		
Public Employees							
Contributory Retirement System							
11- Local Government	6.00	6.09	12.09	6.87	12.96	18.96	(1.00)
12- State and School **	6.00	5.45	11.45	11.75	17.20	23.20	1 (0.50)
17- Higher Education	6.00	5.45	11.45	12.25	17.70	23.70	1 0.00
Public Employees							
Noncontributory Retirement System							
15- Local Government	-	11.86	11.86	5.11	16.97	16.97	(1.00)
16- State and School **	-	12.25	12.25	9.44	21.69	21.69	1,2 (0.50)
18- Higher Education	-	12.25	12.25	9.94	22.19	22.19	1,2 0.00
Public Safety							
Contributory Retirement System							
Division A							
23- Other Division A With 2.5% COLA	12.29	11.02	23.31	11.27	22.29	34.58	(0.50)
Public Safety							
Noncontributory Retirement System							
Division A							
42- State With 4% COLA	-	22.89	22.89	17.96	40.85	40.85	1 (0.50)
43- Other Division A With 2.5% COLA	-	22.29	22.29	11.25	33.54	33.54	(0.50)
75- Other Division A With 4% COLA	-	22.80	22.80	12.41	35.21	35.21	(0.50)
48- Bountiful With 2.5% COLA	-	23.49	23.49	26.89	50.38	50.38	0.00
Division B							
44- Salt Lake City With 2.5% COLA	-	22.51	22.51	24.20	46.71	46.71	0.00
45- Ogden With 2.5% COLA	-	22.42	22.42	26.30	48.72	48.72	0.00
46- Provo With 2.5% COLA	-	22.62	22.62	19.61	42.23	42.23	0.00
47- Logan With 2.5% COLA	-	22.60	22.60	18.87	41.47	41.47	(0.50)
49- Other Division B With 2.5% COLA	-	22.62	22.62	9.95	32.57	32.57	0.29
76- Other Division B With 4% COLA	-	23.03	23.03	13.94	36.97	36.97	(1.00)
Firefighters' Retirement System							
Division A							
Gross Rate	15.05	11.68	26.73	0.99	12.67	27.72	(2.00)
Insurance Premium Offset	0.00	(10.07)	(10.07)	(0.99)	(11.06)	(11.06)	0.00
31- Net rate	15.05	1.61	16.66	-	1.61	16.66	(2.00)
Division B							
Gross Rate	16.71	9.83	26.54	5.57	15.40	32.11	(2.00)
Insurance Premium Offset	0.00	(5.49)	(5.49)	(5.57)	(11.06)	(11.06)	0.00
32- Net rate	16.71	4.34	21.05	-	4.34	21.05	(2.00)
Judges' Retirement System							
Gross Rate	-	31.60	31.60	20.31	51.91	51.91	1 0.00
Court Fees Offset	-	0.00	0.00	(6.15)	(6.15)	(6.15)	0.61
37- Net rate- Noncontributory	-	31.60	31.60	14.16	45.76	45.76	1 0.61
Governors and Legislative							
14- Appropriation Payable by June 30, 2025				\$367,946	\$367,946	\$	3,625

1 Includes funding of 3% Substantial Substitute based on salaries for all state and school employees.

2 Does not include 1.5% 401(k).

* Amortization of Unfunded Actuarial Accrued Liability (UAAL)

** Public School Districts and Charter School rates are effective September 1, 2024 - August 31, 2025