

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) Employee	(2) Employer	(3) Normal cost (1) + (2)	(4) Amortization of UAAL *	(5) Net Employer (2) + (4)	(6) Total (3) + (4)	
<b>Public Employees</b>							
<b>Contributory Retirement System</b>							
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
<b>Public Employees</b>							
<b>Noncontributory Retirement System</b>							
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
<b>Public Safety</b>							
<b>Contributory Retirement System</b>							
Division A							
23- Other Division A With 2.5% COLA	12.29	11.02	23.31	11.27	22.29	34.58	(0.50)
<b>Public Safety</b>							
<b>Noncontributory Retirement System</b>							
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)
<b>Firefighters' Retirement System</b>							
Division A							
Gross Rate	15.05	11.68	26.73	0.99	12.67	27.72	(2.00)
Insurance Premium Offset	<u>0.00</u>	<u>(10.07)</u>	<u>(10.07)</u>	<u>(0.99)</u>	<u>(11.06)</u>	<u>(11.06)</u>	<u>0.00</u>
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	<u>0.00</u>	<u>(5.49)</u>	<u>(5.49)</u>	<u>(5.57)</u>	<u>(11.06)</u>	<u>(11.06)</u>	<u>0.00</u>
32- Net rate	16.71	4.34	21.05	-	4.34	21.05	(2.00)
<b>Judges' Retirement System</b>							
Gross Rate	-	31.60	31.60	20.31	51.91	51.91	1 0.00
Court Fees Offset	-	<u>0.00</u>	<u>0.00</u>	<u>(6.15)</u>	<u>(6.15)</u>	<u>(6.15)</u>	<u>0.61</u>
37- Net rate- Noncontributory	-	31.60	31.60	14.16	45.76	45.76	1 0.61
<b>Governors and Legislative</b>							
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

Utah Retirement Systems  
Preliminary Tier 2 Retirement Contribution Rates as a Percentage of Salary and Wages  
Fiscal Year July 1, 2024 - June 30, 2025

	Preliminary Tier 2 Hybrid Retirement System							Preliminary Tier 2 Defined Contribution Plan								
	(1) Employee Tier 2 DB Rate	(2) Employer Hybrid Plan DB Plan Rate	(3) Employer Hybrid Plan DC Plan Rate	(4) Death Benefit*	(5) Tier I Amortization %	(6) Total Employer Rate (2) + (3) + (4) + (5)	(7) Total Required Contribution (1) + (6)	Employee Increase (Decrease) From Prior Year	Employer Increase (Decrease) From Prior Year	(1) Employee Tier 2 Rate	(2) Employer Tier 2 Rate	(3) Death Benefit*	(4) Tier I Amortization %	(5) Total Required Contribution (1)+(2)+(3)+(4)	Employee Increase (Decrease) From Prior Year	Employer Increase (Decrease) From Prior Year
Public Employees Contributory Retirement System 11- Local Government ***	0.70	10.00	0.00	0.08	6.87	16.95	17.65	0.70	(1.00)	0.00	10.00	0.08	6.87	16.95	0.00	(1.00)
Public Employees Noncontributory Retirement System 15- Local Government ***	0.70	10.00	0.00	0.08	5.11	15.19	15.89	0.70	(1.00)	0.00	10.00	0.08	5.11	15.19	0.00	(1.00)
16- State and School <sup>1</sup>	0.70	10.00	0.00	0.08	9.44	19.52	20.22	0.70	(0.50)	0.00	10.00	0.08	9.44	19.52	0.00	(0.50)
18- Higher Education	0.70	10.00	0.00	0.08	9.94	20.02	20.72	0.70	0.00	0.00	10.00	0.08	9.94	20.02	0.00	0.00
Public Safety Contributory Retirement System 23- Other Division A (2.5% COLA)	4.73	14.00	0.00	0.08	11.27	25.35	30.08	2.14	(0.50)	0.00	14.00	0.08	11.27	25.35	0.00	(0.50)
Public Safety Noncontributory Retirement System 42- State	4.73	14.00	0.00	0.08	17.96	32.04	36.77	2.14	(0.50)	0.00	14.00	0.08	17.96	32.04	0.00	(0.50)
43- Other Division A (2.5% COLA)	4.73	14.00	0.00	0.08	11.25	25.33	30.06	2.14	(0.50)	0.00	14.00	0.08	11.25	25.33	0.00	(0.50)
75- Other Division A (4.0% COLA)	4.73	14.00	0.00	0.08	12.41	26.49	31.22	2.14	(0.50)	0.00	14.00	0.08	12.41	26.49	0.00	(0.50)
44- Salt Lake City	4.73	14.00	0.00	0.08	24.20	38.28	43.01	2.14	0.00	0.00	14.00	0.08	24.20	38.28	0.00	0.00
45- Ogden	4.73	14.00	0.00	0.08	26.30	40.38	45.11	2.14	0.00	0.00	14.00	0.08	26.30	40.38	0.00	0.00
46- Provo	4.73	14.00	0.00	0.08	19.61	33.69	38.42	2.14	0.00	0.00	14.00	0.08	19.61	33.69	0.00	0.00
47- Logan	4.73	14.00	0.00	0.08	18.87	32.95	37.68	2.14	(0.50)	0.00	14.00	0.08	18.87	32.95	0.00	(0.50)
48- Bountiful	4.73	14.00	0.00	0.08	26.89	40.97	45.70	2.14	0.00	0.00	14.00	0.08	26.89	40.97	0.00	0.00
49- Other Division B (2.5% COLA)	4.73	14.00	0.00	0.08	9.95	24.03	28.76	2.14	0.29	0.00	14.00	0.08	9.95	24.03	0.00	0.29
76- Other Division B (4.0% COLA) ***	4.73	14.00	0.00	0.08	13.94	28.02	32.75	2.14	(1.00)	0.00	14.00	0.08	13.94	28.02	0.00	(1.00)
Firefighters' Retirement System 31- Division A**	4.73	14.00	0.00	0.08	0.00	14.08	18.81	2.14	0.00	0.00	14.00	0.08	0.00	14.08	0.00	0.00
32- Division B**	4.73	14.00	0.00	0.08	0.00	14.08	18.81	2.14	0.00	0.00	14.00	0.08	0.00	14.08	0.00	0.00

\* Employer paid active member death benefit (75% of salary) per Utah Code Section 49-22-501 and 49-23-501.

\*\* For Firefighters, the fire insurance premium offset was applied first to the amortization charge, leaving no amount owed to Tier 1 by employers for Tier 2 Firefighters

\*\*\* Employer contribution rate decreased from the prior fiscal year due to a reduction in the Tier 1 amortization rate in accordance with the Retirement Board's adopted contribution rate management program, which is based upon system funding progress

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

# Final Notes



- Early projections of renewals:
  - Medical – 5.0%
  - Dental – 6.9%
- Decrease to inpatient is meaning lower large claimants
  - Driven by lower utilization and lower case mix
  - Lower than typical increase to reinsurance
- Biggest movement was to mental and behavioral health under professional, which was driven by utilization
- Specialty and non-specialty drugs are running with cost trend in the 5% to 7% range
  - Utilization has eased, muting the increases
- Bottom line: utilization decreases are keeping the renewal below trend in the face of cost increases