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29 *Be it resolved by the Legislature of the state of Utah, the Governor concurring therein:*

30 WHEREAS, public safety officers ~~§~~ **§**, **including law enforcement officers, correctional**
30a **officers, and special function officers,** ~~§~~ and firefighters perform vital roles in serving and
31 protecting the public and property;

32 WHEREAS, performing these roles requires specialized training and strenuous activity,
33 and puts officers' and firefighters' personal safety and lives at risk;

34 WHEREAS, retirement systems and plans:

- 35 • provide deferred compensation as part of a total employment compensation and
36 benefits package;
- 37 • help employers attract and retain the required workforce;
- 38 • reward longevity related to years of service; and
- 39 • provide an income base for retirees that enhances economic security and income
40 replacement in later years;

41 WHEREAS, in 2010, the Legislature passed S.B. 63, New Public Employees' Tier II
42 Contributory Retirement Act, which continued the participation of existing public employees in
43 the Utah Retirement Systems' Tier I defined benefits systems and plans, but created Tier II
44 retirement systems and plans for public employees beginning employment on or after July 1,
45 2011, who did not have previous service credit with the Utah Retirement Systems;

46 WHEREAS, the Tier II retirement systems reduced the retirement benefits offered to
47 new public employees in comparison to the retirement benefits previously offered to public
48 employees, and these Tier II changes affected the retirement benefits for new public safety
49 officers and firefighters;

50 WHEREAS, the reduction in retirement benefits under the Tier II systems was enacted
51 as an important part of the long-term plan for stabilizing the pension funding obligations and
52 controlling benefits costs for the participating employers;

53 WHEREAS, while the total compensation package for public sector employees in Utah
54 was generally considered competitive with the private sector when S.B. 63 passed, starting
55 wages were approximately 30% below market starting wages;

56 WHEREAS, the concern was raised that a benefit reduction, when combined with
57 lower starting wages, may discourage individuals from choosing public sector employment,
58 and especially public safety and firefighter careers;