

UTAH RETIREMENT SYSTEMS  
*ACTUARIAL VALUATION REPORT*  
*AS OF JANUARY 1, 2012*

August 9, 2012

Utah State Retirement Board  
540 East 200 South  
Salt Lake City, UT 84102

Dear Members of the Board:

**Subject: Actuarial Valuation as of January 1, 2012**

This report describes the current actuarial condition of the Utah Retirement Systems (URS), determines the calculated employer contribution rates, and analyzes changes in these contribution rates. In addition, the report provides information required by URS in connection with Governmental Accounting Standards Board Statement No. 25 (GASB 25), and it provides various summaries of the data. Results of this report should not be used for any other purpose without consultation with the undersigned. Valuations are prepared annually as of January 1, the first day of the URS plan year. This report was prepared at the request of the Board and is intended for use by the URS staff and those designated or approved by the Board. This report may be provided to parties other than URS staff only in its entirety and only with the permission of the Board.

Under URS statutes, the Board of Trustees must certify employer contribution rates annually. These rates are determined actuarially, based on the Board's funding policy, although, as discussed below, under certain circumstances the Board may choose not to reduce the current rate if it is greater than the actuarially calculated rate. Contribution rates determined by a given actuarial valuation become effective eighteen months after the valuation date. In other words, the rates determined by this January 1, 2012 actuarial valuation will be used by the Board when certifying the employer contribution rates for the year beginning July 1, 2013 and ending June 30, 2014. If new legislation is enacted between the valuation date and the date the contribution rates become effective, the Board may adjust the calculated rates before certifying them in order to reflect this new legislation. Such adjustments are based on information supplied by the actuary.

**FINANCING OBJECTIVES AND FUNDING POLICY**

In setting contribution rates, the Board's principal objectives are:

- To set rates so that the unfunded actuarial accrued liability (UAAL) will be amortized over a reasonable period from the current valuation date
- To set rates so that they remain relatively level over time.

To accomplish this, the Board's funding policy requires that the employer contribution rate be at least equal to the sum of the employer normal cost rate (which pays the current year's cost) and an amortization rate which results in the amortization of the UAAL over 25 years in installments

that increase at the assumed rate of growth in payroll for URS. The 25-year amortization period is measured from January 1, 2009, so 22 years remain at the current valuation date.

Under this policy, the objective of maintaining a relatively level contribution rate over time is achieved in normal conditions such as consistent financial markets.

Section 49-11-301(5) of the Utah Code allows the Board to set the employer contribution rate at the prior year's rate, if the rate otherwise would decrease and if the funded ratio is less than 110%. In such a case, the rate set by the Board would be higher than the actuarially determined contribution rate. The purpose of this legislation is to enhance the Board's ability to maintain more level contribution rates while targeting a 100% - 110% funded level. The Board has historically followed this policy, so for some funds the recommended contribution rate may be greater than the actuarially determined rate. This year, however, for almost all funds, the actuarially determined contribution rates were larger than the rates being paid in FY 2013.

#### **PROGRESS TOWARD REALIZATION OF FINANCING OBJECTIVES**

The funded ratio (the ratio of the actuarial value of assets to the actuarial accrued liability) is a standard measure of a plan's funded status. In the absence of benefit improvements, it should increase over time, until it reaches at least 100%.

For all systems on a combined basis, the funded ratio decreased from 82.7% to 79.5%. This decrease was primarily due to the recognition of an additional 20% of the extraordinary investment loss that occurred in 2008. Absent favorable experience, we expect the funded ratio will decrease next year as the last of the 2008 investment loss is recognized in the development of the actuarial value of assets.

If market value had been used in the calculation instead of actuarial value, the aggregate funded ratio for all funds combined would have been 75.1% compared to 77.3% in the prior year. The decrease in funded ratio on a market value basis is due to asset returns being less than expected. In particular, the investment return during 2011 on a market value basis was 2.5%, which provided \$977 million less in assets than was expected.

#### **BENEFIT PROVISIONS**

The benefit provisions reflected in this valuation are those which were in effect on January 1, 2012, or which were adopted by the end of the 2012 legislative session and are effective on or before July 1, 2013. There were no changes made since the previous valuation that had a measurable effect on the current valuation. However, it is worth noting the status of an older piece of legislation.

SB 19 was passed during the 2008 legislative session. This law opened a window to allow employers of the Public Safety Retirement Systems to adopt a 4% maximum COLA in lieu of the 2.5% maximum COLA. Adoption of the 4% maximum COLA was mandatory for the State of Utah. This window for making the election will close on December 31, 2012. This legislation is reflected in the valuation for those units that made the election by December 31, 2011. Supplemental information will be provided to URS so that URS can adjust the contribution rates for employers electing the 4% COLA before the election window closes at the end of this calendar year. There were no public safety units that elected to adopt the optional 4% COLA during either 2010 or 2011.

Employees hired after June 30, 2011 participate in the New Public Employees' Tier II Retirement System. Employers continue to contribute the amortization rate to the Tier I systems on the pay for Tier II members. Therefore, the unfunded actuarial accrued liability of the Tier I systems are financed over the combined payroll of Tier I and Tier II members.

For purposes of determining the pension accounting cost, or ARC, under Governmental Accounting Standards Board Statement No. 25 (GASB 25), it is appropriate to calculate the amortization cost as a level percentage of increasing payroll. However, for purposes of determining the ARC only payroll on the Tier I and Tier II Hybrid Retirement System is considered. The ARC for each fund is equal to the contribution rates used for funding purposes, but the amortization period of the ARC may be different than that used to determine the contribution rate for funding purposes. However, the amortization period for the ARC is still less than the maximum 30 year period allowed under GASB 25.

#### **ASSUMPTIONS AND METHODS**

The actuarial assumptions and methods used to perform this valuation remain unchanged from the prior valuation, including the use of a 7.50% investment return assumption. The actuary reviews the investment return assumption each year and provides consultation to the Board regarding its appropriateness. The Board has the authority to change this assumption each year. The Board, under the actuary's advisement, decreased the investment return assumption to 7.50% in 2011. It is our opinion that a 7.50% investment return assumption continues to be appropriate for performing the January 1, 2012 actuarial valuation.

The demographic assumptions are reviewed in detail every three years. The next experience analysis to review the demographic assumptions is scheduled for 2014.

The results of the actuarial valuation are dependent on the actuarial assumptions used. Actual results can and almost certainly will differ, as actual experience deviates from the assumptions. Even seemingly minor changes in the assumptions can materially change the liabilities and calculated contribution rates.

It is our opinion that the assumptions used to perform this valuation are internally consistent and are reasonably based on past and anticipated future experience of the System. The actuarial

assumptions and methods used in this report comply with the parameters for disclosure that appear in GASB 25.

#### **DATA**

Member data for retired, active and inactive members was supplied as of December 31, 2011 by the URS staff. The staff also supplied asset information as of December 31, 2011. We did not audit this data, but we did apply a number of tests to the data concluded that it was reasonable and consistent with the prior year's data. GRS is not responsible for the accuracy or completeness of the information provided to us by URS.

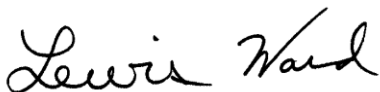
#### **CERTIFICATION**

We certify that the information presented herein is accurate and fairly portrays the actuarial position of URS as of January 1, 2012.

All of our work conforms with generally accepted actuarial principles and practices and with the Actuarial Standards of Practice issued by the Actuarial Standards Board. In our opinion, our calculations also comply with the requirements of Utah state law and, where applicable, the Internal Revenue Code, ERISA, and the Statements of the Governmental Accounting Standards Board.

The undersigned are independent actuaries and consultants. Mr. White is an Enrolled Actuary and a Member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries. Both consultants below are experienced in performing valuations for large public retirement systems.

Sincerely,



Lewis Ward  
Consultant



Daniel J. White, FSA, EA, MAAA  
Senior Consultant

	<b>Page</b>
<b>COVER LETTER</b>	
<b>SECTION I EXECUTIVE SUMMARY</b>	
EXECUTIVE SUMMARY AND CONTRIBUTION REQUIREMENTS	2
<b>SECTION II DISCUSSION</b>	
DETERMINATION OF CALCULATED CONTRIBUTION RATES	6
FINANCIAL DATA AND EXPERIENCE	8
MEMBER DATA	10
BENEFIT PROVISIONS	11
ACTUARIAL METHODS AND ASSUMPTIONS	12
GASB 25 AND FUNDING PROGRESS	13
GOVERNORS AND LEGISLATIVE PLAN	14
FIREFIGHTERS AND JUDGES OFFSETS	15
3% SUBSTANTIAL SUBSTITUTE	16
RESTORATION OF PURCHASING POWER (ROPP)	17
PUBLIC SAFETY RETIREES' COST-OF-LIVING INCREASES RESTRICTED ACCOUNT	18
<b>SECTION III SUPPORTING EXHIBITS</b>	
EXHIBIT 1(A) — RECOMMENDED TIER I CONTRIBUTION RATES	20
EXHIBIT 1(B) — RECOMMENDED TIER II CONTRIBUTION RATES	21
EXHIBIT 1(C) — DEVELOPMENT OF TIER I CONTRIBUTION RATES	22
EXHIBIT 1(D) — DEVELOPMENT OF TIER II CONTRIBUTION RATES	23
EXHIBIT 2(A) — COMPONENTS OF ACTUARIALLY CALCULATED CONTRIBUTION RATES	24
EXHIBIT 2(B) — DETERMINATION OF CONTRIBUTION RATE OFFSETS FOR FIREFIGHTERS AND JUDGES	25
EXHIBIT 3(A) — SCHEDULE OF FUNDING PROCESS	26
EXHIBIT 3(B) — COMPARISON OF FUNDED RATIOS	27
EXHIBIT 4(A) — ANALYSIS OF CHANGES IN CALCULATED CONTRIBUTION RATES	28
EXHIBIT 4(B) — ANALYSIS OF CHANGES IN UAAL	29
EXHIBIT 5(A) — ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS BY FUND AND STATUS	30
EXHIBIT 5(B) — ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS DETAILS FOR RETIREES AND BENEFICIARIES, BY STATUS	31
EXHIBIT 5(C) — ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS DETAILS FOR INACTIVE MEMBERS, BY STATUS	32

EXHIBIT 5(D)	—	ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS DETAILS FOR ACTIVE MEMBERS, BY BENEFIT	33
EXHIBIT 5(E)	—	ACTUARIAL PRESENT VALUE OF FUTURE BENEFITS DETAILS FOR MEMBERS RECEIVING BENEFITS, BY BENEFIT	34
EXHIBIT 6(A)	—	NORMAL COST	35
EXHIBIT 6(B)	—	NET EMPLOYER NORMAL COST	36
EXHIBIT 7(A)	—	DETERMINATION OF ACTUARIAL ACCRUED LIABILITY	37
EXHIBIT 7(B)	—	ACTUARIAL ACCRUED LIABILITY DETAILS OF MEMBER AND EMPLOYER FINANCING	38
EXHIBIT 8	—	NUMBER OF MEMBER	39
EXHIBIT 9	—	ACTIVE MEMBERSHIP STATISTICS	40
EXHIBIT 10	—	RETIRED MEMBER STATISTICS	41
EXHIBIT 11(A)	—	MARKET VALUE OF ASSETS (ALL RETIREMENT SYSTEMS COMBINED)	42
EXHIBIT 11(B)	—	RECONCILIATION OF MARKET VALUE OF ASSETS (MVA)	43
EXHIBIT 12(A)	—	INVESTMENT RETURN RATES FOR PRIOR YEAR	44
EXHIBIT 12(B)	—	SUMMARY OF INVESTMENT RETURN RATES	45
EXHIBIT 13	—	CALCULATION OF ACTUARIAL VALUE OF ASSETS (ALL RETIREMENT SYSTEMS COMBINED)	46
EXHIBIT 14	—	TRANSFER ADJUSTMENTS TO ASSET VALUES	47
EXHIBIT 15(A)	—	CONTRIBUTION RATE FOR 3% SUBSTANTIAL SUBSTITUTE	48
EXHIBIT 15(B)	—	LIABILITIES FOR 3% SUBSTANTIAL SUBSTITUTE	49
EXHIBIT 16	—	LEG\GOV DETERMINATION OF CONTRIBUTION	50
EXHIBIT 17(A)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - PUBLIC EMPLOYEES RETIREMENT SYSTEM (CONTRIBUTORY)	51
EXHIBIT 17(B)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - PUBLIC EMPLOYEES RETIREMENT SYSTEM (NONCONTRIBUTORY)	52
EXHIBIT 17(C)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - PUBLIC SAFETY RETIREMENT SYSTEM (CONTRIBUTORY)	53
EXHIBIT 17(D)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - PUBLIC SAFETY RETIREMENT SYSTEM (NONCONTRIBUTORY)	54
EXHIBIT 17(E)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - FIREFIGHTERS RETIREMENT SYSTEM	55
EXHIBIT 17(F)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - JUDGES RETIREMENT SYSTEM	56
EXHIBIT 17(G)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - LEGISLATIVE AND GOVERNORS RETIREMENT SYSTEM	57
EXHIBIT 17(H)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - TIER II PUBLIC EMPLOYEES' RETIREMENT SYSTEM	58

EXHIBIT 17(I)	—	HISTORICAL SUMMARY OF STATISTICAL DATA - TIER II PUBLIC SAFETY AND FIREFIGHTER RETIREMENT SYSTEM	59
SUPP EXHIBIT 1(A)	—	RETIREMENT CONTRIBUTION RATE GUIDE	60
SUPP EXHIBIT 1(B)	—	TIER I RETIREMENT CONTRIBUTION RATES	61
SUPP EXHIBIT 1(C)	—	TIER II RETIREMENT CONTRIBUTION RATES	62



<b>APPENDIX 1</b>	<b>STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS</b>	64
<b>APPENDIX 2</b>	<b>SUMMARY OF PRINCIPAL PLAN PROVISIONS</b>	
	PUBLIC EMPLOYEES RETIREMENT SYSTEMS (CONTRIBUTORY AND NONCONTRIBUTORY)	90
	PUBLIC SAFETY RETIREMENT SYSTEMS (CONTRIBUTORY AND NONCONTRIBUTORY)	95
	FIREFIGHTERS RETIREMENT SYSTEM	100
	JUDGES RETIREMENT SYSTEM	104
	GOVERNORS AND LEGISLATIVE PENSION PLAN	107
	TIER II PUBLIC EMPLOYEE HYBRID RETIREMENT SYSTEM	110
	TIER II PUBLIC SAFETY AND FIREFIGHTERS HYBRID RETIREMENT SYSTEM	114
<b>APPENDIX 3</b>	<b>GLOSSARY</b>	119

---

**SECTION I**  
EXECUTIVE SUMMARY

---

## EXECUTIVE SUMMARY AND CONTRIBUTION REQUIREMENTS

- Contribution rates have increased due to the continual recognition of the 2008 investment loss.
  - For State & School divisions, an increase of 1.76% of payroll
    - Fund 16 – Noncontributory State & School increased from 18.61% to 20.37% of payroll
  - For Local Government, an increase of 1.31% of payroll
  - The actuarially determined contribution rates for the Tier II Public Employee and Public Safety and Firefighters Hybrid Plans are both 0.02% lower than the prior year's rates. The contribution rates for both Tier II Hybrid Plans (ignoring the additional amortization contribution to Tier I) will remain unchanged after reflecting the Board's funding policy.
  - The contribution increases for the other funds vary. Increases in recommended contributions are shown in column (8) on Exhibits 1(a) and 1(b)
  - An appropriation will be required again for the Governors and Legislative Plan
    - See Exhibit 16
  - The net employer contribution rates for both firefighter funds increased. The employer rate for Fund 31 (Division A) increased from 2.66% to 2.96% and the rate for Fund 32 (Division B) increased from 2.08% to 4.46%. The member contribution rates remained unchanged at 15.05% for Division A and 16.71% for Division B.
    - See Exhibit 2(b) for details about the offsets applied to contribution rates for Firefighters
- Total projected contributions for all funds combined are estimated to be \$1.0 billion for fiscal year 2014
- Exhibits 1(a) and 1(b) show the new recommended contribution rates, and compare these to the rates certified for FY 2013 based on the last valuation.
  - Rates include funding for the 3% substantial substitute benefit, where applicable
  - Rates do not include the 1.50% 401(k) contribution
  - Rates shown for both for the Public Employees Contributory and Noncontributory Retirement Systems exclude the contribution for the group insurance death benefit. PEHP determines the contribution rate for this benefit.
  - Offsets for Firefighters System and Judges System are shown
  - Rates shown on this table are the recommended contribution rates, not the actuarially determined rates. Under Utah Code §49-11-301(5), the Board may keep the contribution rate at the prior year's level, in order to reach and maintain a 110% funded ratio.
  - Rates shown on Exhibits 1(a) and 1(b), column 6 are for the twelve-month period beginning July 1, 2013 (FY 2014)

- Rates may need to be adjusted for the effect of 2013 legislation, if material, and for the effect of the 4.0% COLA for any new public safety employers that elect this benefit in 2012 (if any).
- Exhibits 1(c) and 1(d) shows the development of the recommended rates under §49-11-301(5). The recommended rates are the larger of the actuarially calculated rates from the current valuation (Col. 2) and the rates certified for FY 2013 (Col. 3)
  - §49-11-301(5) permits the Board to set the contribution rate at the prior year's level if the actuarially calculated rate would be less and the funded ratio is less than 110%
  - None of the funds currently has a funded ratio greater than 110%
  - The policy is applied to the gross rates for the Firefighter funds and the Judges, i.e., before application of the offsets for the fire insurance premium tax receipts and the court fees
  - This policy is separately applied to the contribution rate for the 3% substantial substitute that is included with the contribution rates for the State and School funds, the State Public Safety funds and the Judges
- Exhibit 2(a) shows the components of the actuarially determined contribution rate, and Exhibit 4(a) reconciles the actuarially calculated rates determined by this valuation and the previous valuation
  - Most of the funds experienced an increase in their actuarially calculated contribution rate, although the current contribution rate for the 3% substantial substitute remains larger than the actuarially calculated rate
- There were no changes to the benefit provisions that had an impact on the liabilities of this valuation
  - There were no new Public Safety units that elected to provide the 4% Maximum COLA benefit in 2011
- Amortization payments are based on:
  - A 22-year amortization period (25 years from January 1, 2009) is used for determining the contribution rates
  - Contributions determined as level percentage of pay (except for Governors and Legislators Plan, where amortization is in level payments)
  - Total payroll increases of 3.50% per year
  - No future growth in the number of active members is taken into account
  - For purposes of determining the pension accounting cost, or ARC under GASB 25, only the payroll of the Tier I and Tier II Hybrid Retirement Systems are considered. The ARC will be equal to the certified contribution rate, but the ARC's amortization period may be different than the period used to determine the certified contribution rate

- The plan earned 2.50%, net of investment and administrative expenses, on a market-value basis during 2011
  - The actual market value as of December 31, 2011 (\$19.9 billion) was \$977 less than the expected market assets at this date based on a 7.50% return assumption
- Plan uses actuarial value to determine contribution rates and funded status
  - 5-year smoothing of net earnings above or below the investment return assumption
  - Method reflects just 20% of investment gain or loss each year
    - Extraordinary investment losses incurred during 2008 are now 80% recognized, and the remaining 20% will be recognized next year
  - Actuarial value is approximately 106% on a combined asset basis.
    - No funds are impacted by the 25% corridor on the actuarial value
  - 1.3% return on actuarial value of assets
  - Impact on contribution rates shown on Exhibit 4(a) col. (4), and Exhibit 4(b) col. (5).
- The local government, state and school, firefighters, as well as a majority of the noncontributory public safety funds experienced liability gains. Smaller than expected salary increases at the individual level were the primary source of the liability gains.
  - Impact on contribution rates shown on Exhibit 4(a) col. (5), and Exhibit 4(b) col. (4)
- The Governors and Legislative Plan was 79.5% funded as of January 1, 2012. We recommend a \$411,489 appropriation be made to the plan on or before June 30, 2014. Please see Exhibit 16.

---

**SECTION II**  
DISCUSSION

---

## DETERMINATION OF CALCULATED CONTRIBUTION RATES

The URS retirement systems, except for the Governors' and Legislators' Retirement Plan, are funded by employer contributions which are expressed as a percent of pay, and in some cases by member contributions. The Firefighters System and the Judges System receive additional funding from outside sources. As shown in Exhibit 2(a), the employer contribution rate can have as many as four components:

- The normal cost percentage (NC%)
- The amortization percentage (UAAL%)
- The contribution required to fund the 3% substantial substitute benefit (3%SS)
- The offset for fire insurance premium taxes and court fees which reduce the employer contribution rates in the Firefighters System and the Judges System, respectively.

The NC% is the theoretical amount which would be required to pay the members' benefits, based on the current plan provisions, if this amount had been contributed from each member's entry date and if the fund's experience exactly followed the actuarial assumptions. This is the amount it should cost to provide the benefits for an average new member. The NC% for each fund is shown in Exhibit 6(a).

Some of the funds require active member contributions, and for these, only the excess of the NC% over the member contribution rate is included in the employer contribution rate, as shown in Exhibit 6(b) and in column 2 of Exhibit 2(a).

The actuarial accrued liability (AAL) is the difference between (i) the actuarial present value of all future benefits for all current members of the fund, including active, inactive and retired members, and (ii) the actuarial present value of future normal costs. Thus, the AAL represents the liability associated with past years. The unfunded actuarial accrued liability (UAAL) is the difference between the AAL and the actuarial value of assets (AVA). It is the shortfall/excess between the liability associated with prior years (the AAL) and the assets actually accumulated (the AVA). This shortfall/excess can arise from several sources, including actuarial gains and losses which are caused by differences between actual experience and the plan's assumptions, changes to the plan's actuarial assumptions, and amendments to the benefit provisions.

The UAAL% is the amount required to fund this difference. It is the amount, expressed as a level percentage of payroll, necessary to amortize the UAAL. The Board's current policy calls for amortizing the UAAL over 25 years from Jan. 1, 2009, so the development of the current amortization rate for 2012 is based on a funding period of 22 years. Column 3 of Exhibit 2(a) shows the UAAL% for each fund.

The 3% Substantial Substitute component of the employer contribution rate is only required for funds whose members are employees of the state (or who are paid by state funding). This piece is the amount necessary to fund the 3% Substantial Substitute. It is shown in Column 4 of Exhibit 2(a), and is described more fully later.

The last piece of the contribution rate is the offset. The Firefighters System receives a portion of the fire insurance premium taxes collected by the state, and the Judges System receives a portion of court fees collected by the judiciary. The calculation of the offsets is shown in Exhibit 2(b).

Section 49-11-301(5) of the Utah Code gives the Board the option of setting contribution rates at the higher of the previous year's rate or at the current year's actuarially calculated rate. The Board does not have to decrease the contribution rate from the prior year as long as it is funding towards or maintaining a funded ratio of 110%. As of this valuation, none of the funds currently exceeds the 110% funded level. The Board has historically followed the policy of holding the rates constant, but not less than the actuarially calculated rate, as permitted by §49-11-301(5).

Under the policy, the actuarial rates and last year's certified rates are compared, and the larger is set as the new certified rate. This is done separately for the contribution for the 3% Substantial Substitute fund, and then the rate for the 3% Substantial Substitute is added to the regular contribution rate, as shown on Exhibit 1(c). Then the offset for the fire insurance premium tax and the court fees are applied, as shown in Exhibit 1(a).

The contribution rates set in this valuation will become effective for the twelve-month period beginning July 1, 2013 (FY 2014).

The Governors' and Legislators' Retirement Plan, unlike the other systems, is funded by direct legislative appropriations. Similar to last year, we are recommending an appropriation be made for this plan by the end of FY 2014. Please see the discussion about the determination of the appropriation later in this section and the calculation of the appropriation on Exhibit 16.

Exhibit 2(a) also shows the development of the calculated contribution rate for the Tier II Hybrid systems. The State makes contributions on Tier II payroll towards the 3% substantial substitute. However, since the Tier II Hybrid Plans are cost sharing plans and the State and local governments participating in the plans do not have separate Tier II Hybrid Plan contribution rates, the rates shown on Table 2(a) exclude the 3% Substantial Substitute contribution.

All employers in Tier II must make an additional contribution, based on the payroll of their Tier II employees, towards the amortization of their Tier I unfunded liabilities. This additional contribution rate is not shown on Exhibit 2(a) because it varies by employer. However, the additional amortization payment for each fund is shown in Column 7 of Table 1(d). This additional amortization payment also includes the payment for the 3% Substantial Substitute if applicable.



---

## FINANCIAL DATA AND EXPERIENCE

As of December 31, 2011, the retirement systems that are part of URS have a total market value of \$19.9 billion. This excludes assets of the defined contribution plans that are also administered by URS. Assets of the various funds and systems are commingled for investment purposes. Financial information was gathered from the 2011 URS Comprehensive Annual Financial Report, with additional information provided by the URS staff.

The market value for the State's Public Safety fund shown in the CAFR includes \$5.3 million that is the Public Safety Retirees' Cost-Of-Living Increases Restricted Account. For valuation purposes, since this amount is to be used for all Public Safety units that adopt the optional 4% COLA, we removed this amount from the State's Public Safety funds' assets and treated it as an unallocated reserve. This will be allocated following the close of the election period during which units may elect the 4% COLA provision.

This report includes a number of exhibits related to plan assets. Exhibit 11(a) shows how the total market value is distributed among the various classes of investments. Currently, 62% of invested assets are held in equities and alternative investments, compared with 60% last year and 57% the year before.

Exhibit 11(b) shows a reconciliation of the market values between the beginning and end of 2011. The contributions shown in column 3 of Exhibit 11(b) include employer and member contributions, as well as court fees and fire insurance premium tax receipts. The 3% substantial substitute fund is shown as a separate item.

During 2011, the total investment return on market values was 2.5%, as shown on Exhibit 12(a). This return is net of all investment and administrative expenses.

In determining the contribution rates and funded status of the funds, an actuarial value of assets (AVA) is used, rather than the market value of assets. The method used to compute the AVA takes the difference between actual earnings and expected earnings (based on the assumed rate of investment return) each year, and recognizes the difference over five years, at 20% per year. This is intended to reduce the volatility of the contribution rates from year to year. This "smoothed" asset value is then subjected to the further constraint that the actuarial value of assets cannot be less than 75% or more than 125% of the market value of assets. For 2012, the 5-year smoothed asset value is \$21.1 billion for all systems combined, or 106% of the market value of assets.

The development of the AVA is shown on Exhibits 13 and 14. URS staff prepared the initial calculation of the AVAs, but these were reviewed and modified by GRS.

Some funds in the Contributory Public Employees System and the Contributory Public Safety System are paired with funds in the Public Employees and Public Safety noncontributory systems. For example, Fund 23, Other Division A, in the Public Safety Contributory System is paired with Fund 43, Other Division A, in the Public Safety Noncontributory System. In these cases, URS has established a policy of maintaining either the same difference between contribution rates for pairs of funds, or it maintains equal amortization percentages. To accomplish this, assets are transferred each year between fund pairs, as necessary. Exhibit 14, column 6 shows the change that must occur to the AVA in order to accomplish this. Exhibit 14, column 3 shows how much must be transferred between systems to accomplish this in terms of market value.

In addition to the normal transfer between paired funds, there is a special window open in the Public Safety systems until December 31, 2012, allowing employers to elect a 4% maximum COLA instead of the 2.5% COLA that is the base benefit provided in these systems. When there are transferring units, in order to determine the amount of assets to be transferred, we calculate the liabilities for the transferring units under the 2.5% COLA and compared that liability with the liabilities of the entire fund. That ratio was then multiplied by the market value and actuarial value of assets to determine the amount of assets to be transferred. This provides both funds with the same funded ratio before reflecting the additional liabilities associated with the 4% maximum COLA. There were no units that elected a 4% maximum COLA during 2011 and therefore no special transfer was required.

Because these 4% COLA funds in the Public Safety funds also contain employers that have members in both the Contributory and Noncontributory systems, we have continued the practice of pairing funds and transferring assets between the paired funds to produce the same amortization payment as a percentage of pay. For this purpose, Funds 77 & 75 are paired as are Funds 74 & 76. The transfers shown on Exhibit 14 are the net transfers of the assets from the 2.5% maximum COLA funds and the rebalancing transfer between the paired 4% maximum COLA funds.

In addition to the market return, Exhibit 12(a) also shows the return on the actuarial value for URS. For 2011, this return was 1.3%. Because this is less than the assumed 7.50% investment return for 2011, the plan experienced a loss on the actuarial value of assets. Exhibit 12(b) shows a summary of market and actuarial return rates in recent years.

Exhibits 4a and 4b show the reconciliation of the contribution rates and the unfunded actuarial accrued liabilities from the last valuation to this one, including the effect of asset and liability gains and losses, changes in assumptions, changes in plan provisions, etc.

**MEMBER DATA**

Member data was supplied by URS staff on electronic files as of December 31, 2011. While we did not audit this data, we did perform various tests to ensure that it was internally consistent, consistent with the prior year’s data, and was reasonable overall.

For all funds combined, the number of active members decreased from 103,826 to 103,523, a 0.3% decrease. The following table provides the number of Tier I and Tier II employees as of the valuation date.

<b>Tier I and Tier II Employee Count</b>				
	<b>Tier I</b>	<b>Tier II Hybrid Plan</b>	<b>Tier II Defined Contribution<sup>1</sup></b>	<b>Total</b>
All Public Employee Funds <sup>2</sup>	89,330	4,342	0	93,672
All Public Safety and Firefighter Funds	9,556	87	0	9,643

<sup>1</sup> Tier II members electing the defined contribution plan will be moved into that plan after their first year of employment and their election becomes irrevocable.

<sup>2</sup> Excludes employees in the Judges and Governors and Legislative Retirement Funds.

Total active member payroll increased by 0.9% last year for all funds combined, compared to a 1.4% decrease in the prior year. Payroll growth for the last ten years has averaged 3.1% per year.

For all the funds combined, the number of retirees (including disables and beneficiaries) increased from 47,319 to 49,381. There are now 2.1 employees for every retiree in the Retirement System.

Exhibit 8 shows the number of members by category (active, inactive, retired, etc.) and by fund. Exhibit 9 shows active member statistics by fund, and Exhibit 10 shows retiree statistics by fund. Exhibits 17(a)-17(i) show summaries of certain historical data, including membership statistics, for each system.

---

## BENEFIT PROVISIONS

Appendix 2 includes a summary of the benefit provisions for each of the retirement systems in URS. The valuation would typically reflect any benefit changes enacted by the 2012 legislature. Although not effective on the valuation date, such legislation would generally be effective on or before the contribution rates actually go into effect at July 1, 2013.

However, there were no changes made since the previous valuation that had a measurable effect on the current valuations.

This valuation reflects all benefits promised to URS members, either by the statutes, or in the case of the special supplement for the Governors' and Legislators' Retirement Plan and the ROPP payments (discussed later), by the Board. There are no ancillary benefits that might be deemed a URS liability if continued beyond the availability of funding by the current funding source.

## ACTUARIAL METHODS AND ASSUMPTIONS

Appendix 1 includes a summary of the actuarial assumptions and methods used in this valuation.

The actuary reviews the investment return assumption each year and provides consultation to the Board regarding its appropriateness. The Board has the authority to change this assumption each year. It is our opinion that a 7.50% investment return assumption continues to be appropriate for performing the January 1, 2012 actuarial valuation.

Current Board policy is to perform an experience study to review the demographic assumptions every three years. An experience study was last conducted in conjunction with the 2011 valuation which resulted in a number of changes to the assumptions.

The actuarial assumptions and methods used to determine the results of the 2012 actuarial valuation are the same as those used for the prior year's valuation. Please see Appendix 1 of this report for a complete description of these assumptions.

## GASB 25 AND FUNDING PROGRESS

Governmental Accounting Standards Board Statement No. 25 (GASB 25) contains certain accounting requirements for URS. In particular, it requires the inclusion of two special schedules in the URS annual report:

1. Schedule of Funding Progress
2. Schedule of Employer Contributions

Information needed to prepare the Schedule of Funding Progress is included in Exhibit 3(a). This shows that overall URS has a funded ratio (ratio of actuarial assets to accrued liabilities) of 79.5%. This is a decrease from the prior year when the funded ratio was 82.7%. This decrease is primarily attributable to the recognition of an additional 20% of the extraordinary investment loss that occurred in 2008. Absent offsetting actuarial gains, it is expected that the funded status of the plans will decrease again next year when the investment loss for 2008 is fully recognized. All of the Noncontributory Public Safety funds as well as Judges, Governors and Legislative, and the 3% Substantial Substitute fund have funded ratios below 80%. See Exhibit 3(a), column 5.

GASB 25 also requires that plans calculate an Annual Required Contribution (ARC), and, if actual contributions received are less than the ARC, this must be disclosed. For this disclosure, URS treats the Board-established employer contribution rate as the ARC, as long as this produces a funding period of less than 30 years. Under GASB 25, the ARC must be calculated in accordance with certain parameters. In particular, it must include a payment to amortize the UAAL. This amortization payment must be computed using a funding period no greater than 30 years. Further, the amortization payment included in the ARC may be computed as a level amount, or it may be computed as an amount which increases with payroll. However, if payments are computed on a level-percent-of-payroll approach, the payroll growth assumption may not anticipate future membership growth.

For purposes of determining the contribution rate for funding purposes, the amortization rate is calculated using the payroll of the Tier I and Tier II Retirement Systems (including payroll of the Tier II Defined Contribution Plan). However, the amortization period of the ARC, as reported under Governmental Accounting Standards Board Statement No. 25 (GASB 25), is determined using the payroll of the Tier I and Tier II Hybrid Retirement System (excluding the payroll of the Tier II Defined Contribution Plan). The amortization cost of the contribution rate and the pension ARC (i.e. pension accounting cost) are determined using a level-payroll amortization of the UAAL.

The calculated employer contribution rate for funding purposes is computed using a 22-year amortization period. (The Board set a 25-year amortization period at January 1, 2009.) Since the recommended employer rate is the greater of the prior year's certified rate or this year's calculated rate and the amortization period of the ARC (determined using a different covered payroll) does not exceed 30 years, the recommended rate meets the definition of an acceptable ARC.

---

## GOVERNORS AND LEGISLATIVE PENSION PLAN

The Governors and Legislative Pension Plan (Leg/Gov Plan) is funded by direct appropriations rather than through pay-period contributions. Since the plan is less than fully funded for 2012, we are recommending an appropriation for fiscal year 2014. Please see Exhibit 16 for the determination of the appropriation amount. We also anticipate that appropriations will be recommended for each fiscal year for the next several years.

The Leg/Gov Plan is unique among the retirement systems in URS in that neither the benefits of the plan nor the contributions to the plan are tied to member pay. As a result, the calculation of the appropriation is performed in a slightly different manner than the determination of the contribution rates for the other funds.

The Entry Age Normal funding method is used to determine the cost allocation of the contribution requirements because it produces a cost pattern that remains level over time (if the assumptions are met). With the other URS systems, the cost is determined so as to remain level as a percentage of pay over time. Since neither the contributions nor benefits of the Leg/Gov Plan are pay related, it would be inappropriate to determine the cost of the plan as a level percentage of pay. Therefore, we have determined the cost as a level dollar amount. This method will produce appropriations that should remain level over time (if the actuarial assumptions are exactly met).

The Entry Age Normal level dollar approach will be used to determine the normal cost and actuarial accrued liabilities of the Leg/Gov Plan. In addition, the determination of the amortization payment for amortizing the unfunded liabilities of the system is determined using a level dollar approach as well. This valuation determines the appropriation for fiscal year 2014. Because of the lag between the determination of the dollar contribution amount and the payment of the contribution, we included an adjustment for interest in the determination of the appropriation.

## FIREFIGHTERS AND JUDGES OFFSETS

A portion of the fire insurance premium taxes collected by the State of Utah is contributed to the Firefighters System, and a portion of the court fees collected by the state judiciary is contributed to the Judges System. To account for this prospectively, the recommended contribution rates for the funds in these systems are reduced.

In order to dampen year-to-year fluctuations in the offsets, we use a rolling three-year average in computing the offsets. The offset is first applied to reduce the amortization cost. The remaining offset (if any) will reduce the employer's normal cost. The calculation of the offsets is shown on Exhibit 2(b).

For the Firefighters, the offset for the amortization costs is determined using the combined payroll of Tier I and Tier II. The offset, if any, for the normal cost is determined only using the expected pay from Tier I. In addition, it is assumed that all of the offset will be contributed to Tier I.

The offset for the Firefighter System decreased from 11.84% to 11.75% and the offset for the Judges System decreased from 14.02% to 12.74%. A decrease in the amount of court fees received during 2011 decreased the Judges' offset.

The gross employer contribution rate for both Firefighter funds is larger than the offset, so employers will be required to make contributions. Member contribution rates will remain at last year's rate of 15.05% and 16.71% for Division A and Division B respectively.

The 2004 Legislature enacted legislation which created the Public Safety Retirees' Cost-of-Living Increases Restricted Account (Restricted Account). As a result of this legislation a portion of fire insurance premium tax receipts that would normally have been contributed to the Firefighter System may instead be redirected to this new account. No funds were transferred to this account in calendar year 2011.

As a result of the creation of the Public Safety 4% maximum COLA window, funds from Public Safety Retirees' Cost-of-Living Increases Restricted Account will be transferred to the Public Safety funds which elect the 4% maximum COLA. The initial transfer will not occur until after the window closes on December 31, 2012.



---

### 3% SUBSTANTIAL SUBSTITUTE

Due to the removal of the state income tax exemption for benefits paid by URS, legislation was passed to provide a 3% retirement benefit increase for URS retirees who were members of URS prior to January 1, 1989. All future retirees who were members of URS prior to January 1, 1989 will be eligible for this benefit as well, as will beneficiaries of eligible members.

The 3% increase applies to all benefits paid to eligible members, including benefits earned after January 1, 1989 and including future cost-of-living increases. However, the 3% increase does not apply to refunds of employee contributions or to the Restoration of Purchasing Power (ROPP) benefits; see the next section.

Due to legislation passed in 1994, this benefit is now pre-funded. The obligation for payment of this benefit belongs to the state, however, not to the employer. Therefore the contribution needed to fund the benefit is determined as an addition to the employer contribution rates required for the State and School Funds in the Public Employees Contributory and Noncontributory Systems, the State of Utah funds in the Public Safety Contributory and Noncontributory Systems, and the Judges System. Contributions are also collected on the payroll of state employees covered under the Tier II systems.

The actuarially determined contribution required to pay for this benefit is 0.68%, 0.17% less than the current contribution rate of 0.85%. Details of the calculation are shown in Exhibit 15(a), while Exhibit 15(b) shows a distribution of the liabilities associated with this benefit.

The Board has the authority, under Section 11-49-301(5), to hold the contribution rate for the Substantial Substitute at 0.85% (last year's rate).

### **RESTORATION OF PURCHASING POWER (ROPP)**

URS provides a special benefit to a closed group of retired members. This benefit was granted by the Board of Trustees, not by the legislature, and hence it does not appear in the statutes governing URS. The Board provided this benefit, called the Restoration of Purchasing Power benefit or ROPP benefit, to retired members during the 1980s, in order to counteract some of the impact of inflation.

The ROPP benefit is a fixed amount that does not increase and is not adjusted for changes in the cost of living. It is provided only to the closed group of members who were retired at the time of the Board's action. Therefore, since the group is closed and since the benefit amount cannot increase, this liability decreases from year to year as the retiree group receiving the ROPP grows older and decreases in size due to mortality.

Exhibit 5(e) shows the liabilities for the ROPP benefits in column 5.

---

## **PUBLIC SAFETY RETIREES' COST-OF-LIVING INCREASES RESTRICTED ACCOUNT**

The 2004 Legislature enacted legislation which created a new fund—the Public Safety Retirees' Cost-of-Living Increases Restricted Account—under the General Fund of the State of Utah, effective July 1, 2004.

The legislation appropriated \$1.1 million from the Fire Academy Support Account. The legislation also required that a portion of the fire insurance premium tax receipts that currently go to the Firefighters System be redirected to this new fund. However, only money above a threshold determined actuarially goes to the Public Safety Retirees' Cost-of-Living Increases Restricted Account. Information about how much of the fire insurance premium tax receipts should go to the Firefighters Retirement System and how much should go to the Public Safety Retirees' Cost-of-Living Increases Restricted Account is provided to URS by the actuary in a separate communication.

The 2008 legislature opened a window to allow employers of the Public Safety Systems to elect a 4.0% maximum COLA. Employers that elect the 4.0% maximum COLA will be entitled to a share of the funds held in the Public Safety Retirees' Cost-of-Living Increases Restricted Account. As of December 31, 2011, the market value of this fund is \$5.3 million. The initial allocation of these funds will not occur until after the window closes on December 31, 2012. In future years, any funds that would have been transferred into this account will be allocated to the employers that elected the 4.0% COLA.

---

**SECTION III**  
SUPPORTING EXHIBITS

---

**Comparison of Tier I Prior Year Certified and  
Current Year Recommended Contribution Rates**

Fund/Division (1)	Prior Year Valuation Certified Rates for FY 2013			Current Year Valuation Recommended Rates for FY 2014			Increase/ (Decrease) in Total (8)
	Member	Employer	Total	Member	Employer	Total	
	(2)	(3)	(4)	(5)	(6)	(7)	
I. Public Employees Contributory							
A. Local Government	6.00%	11.88%	17.88%	6.00%	13.19%	19.19%	1.31%
B. State and School	6.00%	14.12%	20.12%	6.00%	15.88%	21.88%	1.76%
II. Public Employees Noncontributory							
A. Local Government	0.00%	15.89%	15.89%	0.00%	17.20%	17.20%	1.31%
B. State and School	0.00%	18.61%	18.61%	0.00%	20.37%	20.37%	1.76%
III. Public Safety Contributory							
A. State	12.29%	25.52%	37.81%	12.29%	27.63%	39.92%	2.11%
B. Other Division A (2.5% COLA)	12.29%	19.08%	31.37%	12.29%	20.83%	33.12%	1.75%
C. Other Division A (4% COLA)	12.29%	22.34%	34.63%	12.29%	22.75%	35.04%	0.41%
D. Logan	11.13%	27.95%	39.08%	11.13%	29.76%	40.89%	1.81%
E. Other Division B (2.5% COLA)	10.50%	22.29%	32.79%	10.50%	22.29%	32.79%	0.00%
F. Other Division B (4% COLA)	10.50%	27.29%	37.79%	10.50%	27.49%	37.99%	0.20%
IV. Public Safety Noncontributory							
A. State	0.00%	37.29%	37.29%	0.00%	39.31%	39.31%	2.02%
B. Other Division A (2.5% COLA)	0.00%	30.45%	30.45%	0.00%	32.14%	32.14%	1.69%
C. Other Division A (4% COLA)	0.00%	33.65%	33.65%	0.00%	34.17%	34.17%	0.52%
D. Salt Lake City	0.00%	41.95%	41.95%	0.00%	44.83%	44.83%	2.88%
E. Ogden	0.00%	42.21%	42.21%	0.00%	44.98%	44.98%	2.77%
F. Provo	0.00%	38.54%	38.54%	0.00%	39.97%	39.97%	1.43%
G. Logan	0.00%	38.18%	38.18%	0.00%	39.84%	39.84%	1.66%
H. Bountiful	0.00%	37.16%	37.16%	0.00%	42.79%	42.79%	5.63%
I. Other Division B (2.5% COLA)	0.00%	32.20%	32.20%	0.00%	32.20%	32.20%	0.00%
J. Other Division B (4% COLA)	0.00%	36.97%	36.97%	0.00%	37.45%	37.45%	0.48%
V. Firefighters							
A. Division A							
1. Gross Rate	15.05%	14.50%	29.55%	15.05%	14.71%	29.76%	0.21%
2. Less Estimated Offset	<u>-0.00%</u>	<u>-11.84%</u>	<u>-11.84%</u>	<u>-0.00%</u>	<u>-11.75%</u>	<u>-11.75%</u>	<u>0.09%</u>
3. Net Rate	15.05%	2.66%	17.71%	15.05%	2.96%	18.01%	0.30%
B. Division B							
1. Gross Rate	16.71%	13.92%	30.63%	16.71%	16.21%	32.92%	2.29%
2. Less Estimated Offset	<u>0.00%</u>	<u>-11.84%</u>	<u>-11.84%</u>	<u>0.00%</u>	<u>-11.75%</u>	<u>-11.75%</u>	<u>0.09%</u>
3. Net Rate	16.71%	2.08%	18.79%	16.71%	4.46%	21.17%	2.38%
VI. Judges							
A. Gross Rate	0.00%	46.89%	46.89%	0.00%	48.40%	48.40%	1.51%
B. Less Estimated Offset	<u>-0.00%</u>	<u>-14.02%</u>	<u>-14.02%</u>	<u>-0.00%</u>	<u>-12.74%</u>	<u>-12.74%</u>	<u>1.28%</u>
C. Net Rate	0.00%	32.87%	32.87%	0.00%	35.66%	35.66%	2.79%

Note: Rates reflect 3% Substantial Substitute where applicable  
Group Insurance contribution rate has been excluded  
Recommended rates reflect application of U.C. Sec. 49-11-301(5)

**Comparison of Tier II Prior Year Certified and  
Current Year Recommended Contribution Rates**

Fund/Division (1)	Prior Year Valuation Certified Rates for FY 2013			Current Year Valuation Recommended Rates for FY 2014			Increase/ (Decrease) in Total (8)
	Member	Employer	Total	Member	Employer	Total	
	(2)	(3)	(4)	(5)	(6)	(7)	
I. Public Employees Contributory							
A. Local Government	0.00%	15.95%	15.95%	0.00%	17.25%	17.25%	1.30%
II. Public Employees Noncontributory							
A. Local Government	0.00%	14.18%	14.18%	0.00%	15.49%	15.49%	1.31%
B. State and School	0.00%	16.50%	16.50%	0.00%	18.25%	18.25%	1.75%
III. Public Safety Contributory							
A. Other Division A (2.5% COLA)	0.00%	20.15%	20.15%	0.00%	21.83%	21.83%	1.68%
B. Other Division A (4% COLA)	0.00%	22.84%	22.84%	0.00%	23.35%	23.35%	0.51%
C. Other Division B (2.5% COLA)	0.00%	21.61%	21.61%	0.00%	21.75%	21.75%	0.14%
D. Other Division B (4% COLA)	0.00%	25.95%	25.95%	0.00%	26.36%	26.36%	0.41%
IV. Public Safety Noncontributory							
A. State	0.00%	26.36%	26.36%	0.00%	28.38%	28.38%	2.02%
B. Other Division A (2.5% COLA)	0.00%	20.15%	20.15%	0.00%	21.83%	21.83%	1.68%
C. Other Division A (4% COLA)	0.00%	22.84%	22.84%	0.00%	23.35%	23.35%	0.51%
D. Salt Lake City	0.00%	31.37%	31.37%	0.00%	34.25%	34.25%	2.88%
E. Ogden	0.00%	31.68%	31.68%	0.00%	34.45%	34.45%	2.77%
F. Provo	0.00%	27.98%	27.98%	0.00%	29.17%	29.17%	1.19%
G. Logan	0.00%	27.49%	27.49%	0.00%	29.17%	29.17%	1.68%
H. Bountiful	0.00%	26.79%	26.79%	0.00%	32.36%	32.36%	5.57%
I. Other Division B (2.5% COLA)	0.00%	21.61%	21.61%	0.00%	21.49%	21.49%	-0.12%
J. Other Division B (4% COLA)	0.00%	25.95%	25.95%	0.00%	26.36%	26.36%	0.41%
V. Firefighters							
A. Division A	0.00%	12.00%	12.00%	0.00%	12.00%	12.00%	0.00%
B. Division B	0.00%	12.00%	12.00%	0.00%	12.00%	12.00%	0.00%

Note: Recommended contribution rates include the contribution to the Tier II DC Plan and the Tier I amortization cost  
 Rates reflect 3% Substantial Substitute where applicable  
 Group Insurance contribution rate has been excluded  
 Recommended rates reflect application of U.C. Sec. 49-11-301(5)

Development of Recommended Tier I Contribution Rates

Fund/Division (1)	Actuarially Calculated Rates for Current Year* (2)	Certified Rates from Prior Year* (3)	Larger of Columns (2,3)* (4)	Recommended Rates Including 3% Substantial Substitute (5)
I. Public Employees Contributory				
A. Local Government	13.19%	11.88%	13.19%	13.19%
B. State and School	15.03%	13.27%	15.03%	15.88%
II. Public Employees Noncontributory				
A. Local Government	17.20%	15.89%	17.20%	17.20%
B. State and School	19.52%	17.76%	19.52%	20.37%
III. Public Safety Contributory				
A. State	26.78%	24.67%	26.78%	27.63%
B. Other Division A (2.5% COLA)	20.83%	19.08%	20.83%	20.83%
C. Other Division A (4% COLA)	22.75%	22.34%	22.75%	22.75%
D. Logan	29.76%	27.95%	29.76%	29.76%
E. Other Division B (2.5% COLA)	21.04%	22.29%	22.29%	22.29%
F. Other Division B (4% COLA)	27.49%	27.29%	27.49%	27.49%
IV. Public Safety Noncontributory				
A. State	38.46%	36.44%	38.46%	39.31%
B. Other Division A (2.5% COLA)	32.14%	30.45%	32.14%	32.14%
C. Other Division A (4% COLA)	34.17%	33.65%	34.17%	34.17%
D. Salt Lake City	44.83%	41.95%	44.83%	44.83%
E. Ogden	44.98%	42.21%	44.98%	44.98%
F. Provo	39.97%	38.54%	39.97%	39.97%
G. Logan	39.84%	38.18%	39.84%	39.84%
H. Bountiful	42.79%	37.16%	42.79%	42.79%
I. Other Division B (2.5% COLA)	31.21%	32.20%	32.20%	32.20%
J. Other Division B (4% COLA)	37.45%	36.97%	37.45%	37.45%
V. Firefighters				
A. Division A	14.71%	14.50%	14.71%	14.71%
B. Division B	16.21%	13.92%	16.21%	16.21%
VI. Judges	47.55%	46.04%	47.55%	48.40%
VII. 3% Substantial Substitute	0.68%	0.85%	0.85%	N/A

\* Rates exclude 3% Substantial Substitute

Note: Rates shown for Firefighters and Judges exclude offsets for fire insurance premium tax and court fees

Rates exclude the Group Insurance contribution rate

Rates in Column (4) reflect application of U.C. Sec. 49-11-301(5).

**Development of Recommended Tier II Contribution Rates**

Fund/Division (1)	Certified Rates from Prior Year* (2)	Actuarially Calculated Rates for Current Year* (3)	Recommended Rate -- Greater of (2) and (3) (4)	Hybrid Plan DC Rate (5)	Total Tier II Rate (6)	Tier I <i>Certified</i> Amortization % (7)	Total Employer Rate on Behalf of Tier II Members (8)
I. Public Employees Contributory							
A. Local Government	8.41%	8.39%	8.41%	1.59%	10.00%	7.25%	17.25%
II. Public Employees Noncontributory							
A. Local Government	8.41%	8.39%	8.41%	1.59%	10.00%	5.49%	15.49%
B. State and School	8.41%	8.39%	8.41%	1.59%	10.00%	8.25%	18.25%
III. Public Safety Contributory							
B. Other Division A (2.5% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	9.83%	21.83%
C. Other Division A (4% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	11.35%	23.35%
E. Other Division B (2.5% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	9.75%	21.75%
F. Other Division B (4% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	14.36%	26.36%
IV. Public Safety Noncontributory							
A. State	10.91%	10.89%	10.91%	1.09%	12.00%	16.38%	28.38%
B. Other Division A (2.5% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	9.83%	21.83%
C. Other Division A (4% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	11.35%	23.35%
D. Salt Lake City	10.91%	10.89%	10.91%	1.09%	12.00%	22.25%	34.25%
E. Ogden	10.91%	10.89%	10.91%	1.09%	12.00%	22.45%	34.45%
F. Provo	10.91%	10.89%	10.91%	1.09%	12.00%	17.17%	29.17%
G. Logan	10.91%	10.89%	10.91%	1.09%	12.00%	17.17%	29.17%
H. Bountiful	10.91%	10.89%	10.91%	1.09%	12.00%	20.36%	32.36%
I. Other Division B (2.5% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	9.49%	21.49%
J. Other Division B (4% COLA)	10.91%	10.89%	10.91%	1.09%	12.00%	14.36%	26.36%
V. Firefighters							
A. Division A	10.91%	10.89%	10.91%	1.09%	12.00%	0.00%	12.00%
B. Division B	10.91%	10.89%	10.91%	1.09%	12.00%	0.00%	12.00%

\* Contribution rate for the Tier II defined benefit plan.

Note: Tier I certified amortization rates include 3% Substantial Substitute where applicable

Tier I certified amortization percentage is the difference between the total Tier I rate after reflecting application of U.C. Sec. 49-11-301(5) and the net normal cost.

Rates shown for Firefighters and Judges exclude offsets for fire insurance premium tax and court fees

Rates exclude the Group Insurance contribution rate

Rates in Column (4) reflect application of U.C. Sec. 49-11-301(5).



**Components of Actuarially Calculated Contribution Rates**

Fund/Division	Net Normal Cost	Amortization of UAAL	3% Substantial Substitute	Gross Employer Rate (2 + 3 + 4)	Offset	Net Employer Rate (5 - 6)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I. Public Employees Contributory						
A. Local Government	5.94%	7.25%	0.00%	13.19%	0.00%	13.19%
B. State and School	5.37%	9.66%	0.68%	15.71%	0.00%	15.71%
II. Public Employees Noncontributory						
A. Local Government	11.71%	5.49%	0.00%	17.20%	0.00%	17.20%
B. State and School	12.12%	7.40%	0.68%	20.20%	0.00%	20.20%
III. Public Safety Contributory						
A. State	11.25%	15.53%	0.68%	27.46%	0.00%	27.46%
B. Other Division A (2.5% COLA)	11.00%	9.83%	0.00%	20.83%	0.00%	20.83%
C. Other Division A (4% COLA)	11.40%	11.35%	0.00%	22.75%	0.00%	22.75%
D. Logan	12.59%	17.17%	0.00%	29.76%	0.00%	29.76%
E. Other Division B (2.5% COLA)	12.54%	8.50%	0.00%	21.04%	0.00%	21.04%
F. Other Division B (4% COLA)	13.13%	14.36%	0.00%	27.49%	0.00%	27.49%
IV. Public Safety Noncontributory						
A. State	22.93%	15.53%	0.68%	39.14%	0.00%	39.14%
B. Other Division A (2.5% COLA)	22.31%	9.83%	0.00%	32.14%	0.00%	32.14%
C. Other Division A (4% COLA)	22.82%	11.35%	0.00%	34.17%	0.00%	34.17%
D. Salt Lake City	22.58%	22.25%	0.00%	44.83%	0.00%	44.83%
E. Ogden	22.53%	22.45%	0.00%	44.98%	0.00%	44.98%
F. Provo	22.80%	17.17%	0.00%	39.97%	0.00%	39.97%
G. Logan	22.67%	17.17%	0.00%	39.84%	0.00%	39.84%
H. Bountiful	22.43%	20.36%	0.00%	42.79%	0.00%	42.79%
I. Other Division B (2.5% COLA)	22.71%	8.50%	0.00%	31.21%	0.00%	31.21%
J. Other Division B (4% COLA)	23.09%	14.36%	0.00%	37.45%	0.00%	37.45%
V. Firefighters						
A. Division A	11.63%	3.08%	0.00%	14.71%	11.75%	2.96%
B. Division B	9.91%	6.30%	0.00%	16.21%	11.75%	4.46%
VI. Judges	31.17%	16.38%	0.68%	48.23%	12.74%	35.49%
V. Tier II - Hybrid Plans *						
A. Public Employees	8.38%	0.01%	0.00%	8.39%	0.00%	8.39%
B. Public Safety	10.87%	0.02%	0.00%	10.89%	0.00%	10.89%

\* These rates exclude the Tier I amortization payment and the 3% Substantial Substitute.

**Determination of Contribution Rate Offsets for Firefighters and Judges**

A. Firefighter's Offset

1. Calendar Year	2009	2010	2011
2. Annual fire insurance premium receipts	\$ 16,159,000	\$ 10,677,000	\$ 12,689,000
3. 3-year average of premium receipts			13,175,000
4. Expected Tier I amortization payment			6,218,188
5. Payroll (Tier I + Tier II)			112,667,562
6. Amortization payment as % of pay (4. / 5.)			5.52%
7. Remaining available offset (3. - 4.)			6,956,812
8. Tier I payroll			111,581,119
9. Normal cost rate offset (7. / 8.)			6.23%
10. Total offset as % of pay (6. + 9.)			11.75%

B. Judge's Offset

1. Calendar Year	2009	2010	2011
2. Court fees	\$ 2,101,000	\$ 1,944,000	\$ 1,815,000
3. 3-year average of court fees			\$ 1,953,333
4. Payroll			15,335,359
5. Offset: average of court fees as a percent of payroll			12.74%

Schedule of Funding Progress

Fund/Division (1)	Actuarial Value of Assets (2)	Actuarial Accrued Liability (AAL) (3)	Unfunded AAL (UAAL) (3 - 2) (4)	Funded Ratio (2 / 3) (5)	Covered Payroll (6)	UAAL as a Percentage of Covered Payroll (4 / 6) (7)
I. Public Employees Contributory						
A. Local Government	384,037	447,793	63,756	85.8%	56,259	113.3%
B. State and School	751,214	821,249	70,035	91.5%	47,806	146.5%
C. Subtotal	1,135,251	1,269,042	133,791	89.5%	104,065	128.6%
II. Public Employees Noncontributory						
A. Local Government	3,028,848	3,777,370	748,522	80.2%	873,589	85.7%
B. State and School	13,586,230	16,965,504	3,379,274	80.1%	2,887,372	117.0%
C. Subtotal	16,615,078	20,742,874	4,127,796	80.1%	3,760,961	109.8%
III. Public Safety Contributory						
A. State	53,703	54,248	545	99.0%	231	235.9%
B. Other Division A (2.5% COLA)	130,713	137,767	7,054	94.9%	4,654	151.6%
C. Other Division A (4% COLA)	27,394	27,879	485	98.3%	280	173.2%
D. Logan	12,406	13,663	1,257	90.8%	480	261.9%
E. Other Division B (2.5% COLA)	32,288	32,918	630	98.1%	487	129.4%
F. Other Division B (4% COLA)	7,267	8,018	751	90.6%	343	219.0%
G. Subtotal	263,771	274,493	10,722	96.1%	6,475	165.6%
IV. Public Safety Noncontributory						
A. State	721,077	994,599	273,522	72.5%	115,065	237.7%
B. Other Division A (2.5% COLA)	610,060	783,576	173,516	77.9%	113,923	152.3%
C. Other Division A (4% COLA)	161,661	219,816	58,155	73.5%	33,257	174.9%
D. Salt Lake City	190,934	285,613	94,679	66.9%	27,730	341.4%
E. Ogden	46,088	66,535	20,447	69.3%	5,909	346.0%
F. Provo	33,448	46,830	13,382	71.4%	5,094	262.7%
G. Logan	7,245	13,063	5,818	55.5%	2,216	262.5%
H. Bountiful	15,540	20,968	5,428	74.1%	1,743	311.4%
I. Other Division B (2.5% COLA)	143,351	209,618	66,267	68.4%	50,826	130.4%
J. Other Division B (4% COLA)	23,568	33,370	9,802	70.6%	4,468	219.4%
K. Subtotal	1,952,972	2,673,988	721,016	73.0%	360,231	200.2%
V. Firefighters						
A. Division A	119,761	132,279	12,518	90.5%	26,219	47.7%
B. Division B	691,003	771,120	80,117	89.6%	82,003	97.7%
C. Subtotal	810,764	903,399	92,635	89.7%	108,222	85.6%
VI. Judges	130,561	167,982	37,421	77.7%	15,061	248.5%
VII. Governors and Legislative	9,565	12,029	2,464	79.5%	505	487.9%
VIII. 3% Substantial Substitute	190,874	517,969	327,095	36.9%	N/A	N/A
IX. Tier II - Hybrid Plans						
A. Public Employees	2,833	3,055	222	92.7%	96,224	0.2%
B. Public Safety	90	101	11	88.8%	2,084	0.5%
X. Grand Total	21,111,759	26,564,932	5,453,173	79.5%	4,453,828	122.4%

Note: Amounts shown are in \$ thousands

Columns may not add to total due to rounding

Covered Payroll consists of payroll for members in the Tier I and Tier II Hybrid Retirement System

Comparison of Funded Ratios

Fund/Division (1)	Funded Ratios as of January 1		
	2012 (2)	2011 (3)	2010 (4)
I. Public Employees Contributory			
A. Local Government	85.8%	87.3%	88.5%
B. State and School	91.5%	92.2%	91.3%
C. Subtotal	89.5%	90.5%	90.4%
II. Public Employees Noncontributory			
A. Local Government	80.2%	83.7%	88.3%
B. State and School	80.1%	83.9%	86.8%
C. Subtotal	80.1%	83.8%	87.1%
III. Public Safety Contributory			
A. State	99.0%	99.0%	98.8%
B. Other Division A (2.5% COLA)	94.9%	95.4%	95.8%
C. Other Division A (4% COLA)	98.3%	98.3%	99.0%
D. Logan	90.8%	90.8%	93.1%
E. Other Division B (2.5% COLA)	98.1%	97.8%	97.9%
F. Other Division B (4% COLA)	90.6%	88.9%	91.4%
G. Subtotal	96.1%	96.3%	96.8%
IV. Public Safety Noncontributory			
A. State	72.5%	75.0%	77.2%
B. Other Division A (2.5% COLA)	77.9%	78.2%	82.6%
C. Other Division A (4% COLA)	73.5%	73.4%	81.2%
D. Salt Lake City	66.9%	69.4%	73.2%
E. Ogden	69.3%	73.1%	78.3%
F. Provo	71.4%	73.3%	78.3%
G. Logan	55.5%	57.6%	65.4%
H. Bountiful	74.1%	79.4%	86.9%
I. Other Division B (2.5% COLA)	68.4%	72.4%	75.2%
J. Other Division B (4% COLA)	70.6%	70.1%	75.4%
K. Subtotal	73.0%	74.9%	78.6%
V. Firefighters			
A. Division A	90.5%	90.2%	91.7%
B. Division B	89.6%	93.4%	97.0%
C. Subtotal	89.7%	92.9%	96.3%
VI. Judges	77.7%	78.7%	83.1%
VII. Governors and Legislative	79.5%	88.6%	95.3%
VIII. 3% Substantial Substitute	36.9%	37.0%	36.7%
IX. Tier II - Hybrid Plans			
A. Public Employees	92.7%	N/A	N/A
B. Public Safety	88.8%	N/A	N/A
X. Grand Total	79.5%	82.7%	85.7%

Analysis of Changes in Calculated Contribution Rates

Fund/Division (1)	Calculated Rate From Jan. 1, 2011 Valuation (2)	Changes in Calculated Rate Due To							Calculated Rate Jan. 1, 2012 Valuation (10)
		Payroll Growth (3)	Investment Return (4)	Liabilities (5)	Transfer to 4% COLA Funds (6)	Legislation (7)	Act. vs Exp. Contributions (8)	Assumption & Methods Change (9)	
I. Public Employees Contributory									
A. Local Government	11.88%	0.12%	1.38%	-0.35%	0.00%	0.00%	0.16%	0.00%	13.19%
B. State and School	13.92%	0.18%	1.95%	-0.49%	0.00%	0.00%	0.15%	0.00%	15.71%
II. Public Employees Noncontributory									
A. Local Government	15.89%	0.12%	1.38%	-0.35%	0.00%	0.00%	0.16%	0.00%	17.20%
B. State and School	18.41%	0.18%	1.95%	-0.49%	0.00%	0.00%	0.15%	0.00%	20.20%
III. Public Safety Contributory									
A. State	25.32%	0.18%	2.67%	-0.98%	0.00%	0.00%	0.27%	0.00%	27.46%
B. Other Division A (2.5% COLA)	19.08%	0.97%	2.37%	-2.08%	0.00%	0.00%	0.49%	0.00%	20.83%
C. Other Division A (4% COLA)	22.34%	0.08%	1.96%	-2.00%	0.00%	0.00%	0.37%	0.00%	22.75%
D. Logan	27.95%	0.67%	2.92%	-2.35%	0.00%	0.00%	0.57%	0.00%	29.76%
E. Other Division B (2.5% COLA)	22.29%	-3.27%	1.13%	1.05%	0.00%	0.00%	-0.16%	0.00%	21.04%
F. Other Division B (4% COLA)	27.29%	0.40%	2.27%	-2.81%	0.00%	0.00%	0.34%	0.00%	27.49%
IV. Public Safety Noncontributory									
A. State	37.09%	0.18%	2.66%	-1.05%	0.00%	0.00%	0.26%	0.00%	39.14%
B. Other Division A (2.5% COLA)	30.45%	0.97%	2.37%	-2.14%	0.00%	0.00%	0.49%	0.00%	32.14%
C. Other Division A (4% COLA)	33.65%	0.09%	1.97%	-1.90%	0.00%	0.00%	0.36%	0.00%	34.17%
D. Salt Lake City	41.95%	0.53%	2.77%	-0.81%	0.00%	0.00%	0.39%	0.00%	44.83%
E. Ogden	42.21%	-0.64%	3.37%	-0.39%	0.00%	0.00%	0.43%	0.00%	44.98%
F. Provo	38.54%	-0.20%	2.66%	-1.41%	0.00%	0.00%	0.38%	0.00%	39.97%
G. Logan	38.18%	0.66%	2.92%	-2.49%	0.00%	0.00%	0.57%	0.00%	39.84%
H. Bountiful	37.16%	1.02%	3.91%	-0.01%	0.00%	0.00%	0.71%	0.00%	42.79%
I. Other Division B (2.5% COLA)	32.20%	-3.27%	1.13%	1.31%	0.00%	0.00%	-0.16%	0.00%	31.21%
J. Other Division B (4% COLA)	36.97%	0.40%	2.28%	-2.54%	0.00%	0.00%	0.34%	0.00%	37.45%
V. Firefighters									
A. Division A	14.50%	0.10%	1.53%	-1.62%	0.00%	0.00%	0.20%	0.00%	14.71%
B. Division B	13.92%	-0.07%	3.45%	-1.30%	0.00%	0.00%	0.21%	0.00%	16.21%
VI. Judges	46.69%	0.26%	3.63%	-3.07%	0.00%	0.00%	0.72%	0.00%	48.23%
VII. 3% Substantial Substitute	0.65%	0.02%	0.03%	-0.01%	0.00%	0.00%	-0.01%	0.00%	0.68%
VIII. Tier II - Hybrid Plans									
A. Public Employees	8.41%	0.00%	0.00%	-0.02%	0.00%	0.00%	0.00%	0.00%	8.39%
B. Public Safety	10.91%	0.00%	0.00%	-0.02%	0.00%	0.00%	0.00%	0.00%	10.89%

Notes: Rates shown as of Jan. 1, 2011 do not include any adjustments for 2011 legislation  
Rates shown include contribution for 3% Substantial Substitute, if applicable  
Rates shown do not include the offsets for court fees or for fire insurance premium taxes  
For paired funds, rates include asset rebalancing at each point of the analysis

Analysis of Change in UAAL

Fund/Division	Changes in Unfunded Actuarial Accrued Liability Due To								Jan. 1, 2012 UAAL (10)
	Jan. 1, 2011 UAAL (2)	Amortization Payments (3)	Liability (Gain)\Loss (4)	Asset (Gain)\Loss (5)	Creation of 4% COLA Funds (6)	Change in Benefit Provisions (7)	Change in Assumptions or Methods (8)	Other Asset Transfers (9)	
I. Public Employees Contributory									
A. Local Government	55,128	1,635	(4,242)	24,250	0	0	0	(13,015)	63,756
B. State and School	63,623	1,350	(4,723)	51,882	0	0	0	(42,097)	70,035
C. Subtotal	118,751	2,985	(8,965)	76,132	0	0	0	(55,112)	133,791
II. Public Employees Noncontributory									
A. Local Government	581,713	23,083	(45,114)	175,824	0	0	0	13,015	748,522
B. State and School	2,631,409	78,475	(211,265)	838,558	0	0	0	42,097	3,379,274
C. Subtotal	3,213,122	101,558	(256,379)	1,014,382	0	0	0	55,112	4,127,796
III. Public Safety Contributory									
A. State	583	68	(600)	4,363	0	0	0	(3,869)	545
B. Other Division A (2.5% COLA)	6,380	305	(2,015)	11,020	0	0	0	(8,636)	7,054
C. Other Division A (4% COLA)	474	14	(364)	1,628	0	0	0	(1,268)	485
D. Logan	1,251	50	(236)	870	0	0	0	(678)	1,257
E. Other Division B (2.5% COLA)	720	5	462	2,603	0	0	0	(3,159)	630
F. Other Division B (4% COLA)	892	46	(610)	464	0	0	0	(41)	751
G. Subtotal	10,300	488	(3,363)	20,948	0	0	0	(17,651)	10,722
IV. Public Safety Noncontributory									
A. State	238,400	5,385	(16,209)	42,077	0	0	0	3,869	273,522
B. Other Division A (2.5% COLA)	167,086	8,996	(43,845)	32,643	0	0	0	8,636	173,516
C. Other Division A (4% COLA)	55,772	2,034	(9,450)	8,531	0	0	0	1,268	58,155
D. Salt Lake City	84,302	2,011	(3,394)	11,760	0	0	0	0	94,679
E. Ogden	17,223	467	(313)	3,071	0	0	0	0	20,447
F. Provo	12,205	342	(1,241)	2,076	0	0	0	0	13,382
G. Logan	5,345	209	(748)	335	0	0	0	678	5,818
H. Bountiful	4,188	203	(6)	1,042	0	0	0	0	5,428
I. Other Division B (2.5% COLA)	50,724	(1,067)	7,153	6,298	0	0	0	3,159	66,267
J. Other Division B (4% COLA)	9,654	241	(1,345)	1,211	0	0	0	41	9,802
K. Subtotal	644,899	18,821	(69,398)	109,044	0	0	0	17,651	721,016
V. Firefighters									
A. Division A	12,345	792	(6,845)	6,226	0	0	0	0	12,518
B. Division B	49,572	2,597	(15,984)	43,931	0	0	0	0	80,117
C. Subtotal	61,917	3,389	(22,829)	50,157	0	0	0	0	92,635
VI. Judges	35,712	1,757	(8,270)	8,222	0	0	0	0	37,421
VII. Governors and Legislative	1,316	60	348	740	0	0	0	0	2,464
VIII. 3% Substantial Substitute	322,946	(1,597)	(6,180)	11,926	0	0	0	0	327,095
IX. Tier II - Hybrid Plans									
A. Public Employees	0	0	213	9	0	0	0	0	222
B. Public Safety	0	0	10	1	0	0	0	0	11
X. Grand Total	4,408,962	127,460	(374,813)	1,291,561	0	0	0	0	5,453,172

Note: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Actuarial Present Value of Future Benefits  
by Fund and Status**

Fund/Division (1)	Retirees and Beneficiaries (2)	Inactive Members (3)	Active Members (4)	Total (5)
I. Public Employees Contributory				
A. Local Government	193,360	38,943	262,081	494,384
B. State and School	433,755	67,669	340,808	842,231
C. Subtotal	627,115	106,612	602,889	1,336,615
II. Public Employees Noncontributory				
A. Local Government	1,448,588	273,867	2,928,936	4,651,391
B. State and School	8,036,187	770,278	11,083,386	19,889,851
C. Subtotal	9,484,775	1,044,145	14,012,322	24,541,242
III. Public Safety Contributory				
A. State	51,633	809	1,977	54,420
B. Other Division A (2.5% COLA)	107,319	14,488	25,120	146,927
C. Other Division A (4% COLA)	25,790	628	1,889	28,307
D. Logan	10,760	307	3,320	14,387
E. Other Division B (2.5% COLA)	27,510	2,174	3,675	33,359
F. Other Division B (4% COLA)	5,955	357	2,242	8,554
G. Subtotal	228,967	18,763	38,223	285,954
IV. Public Safety Noncontributory				
A. State	517,694	27,410	657,695	1,202,799
B. Other Division A (2.5% COLA)	332,084	77,553	603,847	1,013,484
C. Other Division A (4% COLA)	85,727	8,028	191,383	285,138
D. Salt Lake City	169,807	4,214	161,905	335,926
E. Ogden	46,633	976	31,209	78,818
F. Provo	26,762	1,255	28,611	56,628
G. Logan	4,099	535	12,731	17,366
H. Bountiful	14,272	227	9,774	24,273
I. Other Division B (2.5% COLA)	70,887	8,540	227,668	307,095
J. Other Division B (4% COLA)	14,696	1,132	26,091	41,919
K. Subtotal	1,282,661	129,870	1,950,914	3,363,446
V. Firefighters				
A. Division A	53,251	5,881	157,457	216,590
B. Division B	457,096	5,162	546,391	1,008,649
C. Subtotal	510,347	11,043	703,848	1,225,239
VI. Judges	93,821	2,510	103,322	199,654
VII. Governors and Legislative	6,702	3,254	2,607	12,563
VIII. Tier II - Hybrid Plans				
A. Public Employees	0	0	95,473	95,473
B. Public Safety	0	0	5,714	5,714
IX. Grand Total	12,234,388	1,316,197	17,515,312	31,065,900

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Actuarial Present Value of Future Benefits  
Details for Retirees and Beneficiaries, by Status**

Fund/Division (1)	Retired Members (2)	Disabled Members (3)	Beneficiaries (4)	Total (5)
I. Public Employees Contributory				
A. Local Government	167,314	6,027	20,020	193,360
B. State and School	379,601	14,702	39,452	433,755
C. Subtotal	546,915	20,729	59,472	627,115
II. Public Employees Noncontributory				
A. Local Government	1,321,278	30,976	96,333	1,448,588
B. State and School	7,512,661	108,570	414,956	8,036,187
C. Subtotal	8,833,939	139,546	511,289	9,484,775
III. Public Safety Contributory				
A. State	35,022	2,307	14,305	51,633
B. Other Division A (2.5% COLA)	93,333	1,064	12,922	107,319
C. Other Division A (4% COLA)	20,743	229	4,818	25,790
D. Logan	10,616	110	33	10,760
E. Other Division B (2.5% COLA)	26,169	747	595	27,510
F. Other Division B (4% COLA)	5,242	0	713	5,955
G. Subtotal	191,125	4,457	33,386	228,967
IV. Public Safety Noncontributory				
A. State	488,203	7,033	22,458	517,694
B. Other Division A (2.5% COLA)	310,113	3,540	18,432	332,084
C. Other Division A (4% COLA)	81,876	0	3,851	85,727
D. Salt Lake City	151,905	4,206	13,696	169,807
E. Ogden	41,615	509	4,509	46,633
F. Provo	24,955	0	1,806	26,762
G. Logan	3,797	0	302	4,099
H. Bountiful	13,506	375	391	14,272
I. Other Division B (2.5% COLA)	65,477	1,542	3,868	70,887
J. Other Division B (4% COLA)	14,068	0	628	14,696
K. Subtotal	1,195,515	17,205	69,941	1,282,661
V. Firefighters				
A. Division A	43,263	5,461	4,527	53,251
B. Division B	391,270	21,186	44,640	457,096
C. Subtotal	434,533	26,647	49,167	510,347
VI. Judges	84,477	0	9,344	93,821
VII. Governors and Legislative	5,719	0	983	6,702
VIII. Tier II - Hybrid Plans				
A. Public Employees	0	0	0	0
B. Public Safety	0	0	0	0
IX. Grand Total	11,292,223	208,584	733,582	12,234,388

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding



**Actuarial Present Value of Future Benefits  
Details for Inactive Members, by Status**

Fund/Division (1)	Disabled (2)	Other Vested (3)	Nonvested (4)	Total (5)
I. Public Employees Contributory				
A. Local Government	3,426	33,451	2,066	38,943
B. State and School	7,554	60,081	34	67,669
C. Subtotal	10,980	93,532	2,100	106,612
II. Public Employees Noncontributory				
A. Local Government	30,603	242,172	1,093	273,867
B. State and School	101,820	663,778	4,680	770,278
C. Subtotal	132,423	905,950	5,773	1,044,145
III. Public Safety Contributory				
A. State	0	798	11	809
B. Other Division A (2.5% COLA)	593	13,476	418	14,488
C. Other Division A (4% COLA)	0	619	9	628
D. Logan	0	294	13	307
E. Other Division B (2.5% COLA)	0	2,066	109	2,174
F. Other Division B (4% COLA)	0	357	0	357
G. Subtotal	593	17,610	560	18,763
IV. Public Safety Noncontributory				
A. State	1,372	26,028	10	27,410
B. Other Division A (2.5% COLA)	2,692	74,829	31	77,553
C. Other Division A (4% COLA)	616	7,412	0	8,028
D. Salt Lake City	301	3,912	1	4,214
E. Ogden	0	976	0	976
F. Provo	0	1,235	21	1,255
G. Logan	0	535	0	535
H. Bountiful	0	227	0	227
I. Other Division B (2.5% COLA)	1,116	7,407	18	8,540
J. Other Division B (4% COLA)	0	1,132	0	1,132
K. Subtotal	6,097	123,693	81	129,870
V. Firefighters				
A. Division A	0	5,485	397	5,881
B. Division B	0	4,932	230	5,162
C. Subtotal	0	10,417	627	11,043
VI. Judges	0	2,510	0	2,510
VII. Governors and Legislative	0	3,248	5	3,254
VIII. Tier II - Hybrid Plans				
A. Public Employees	0	0	0	0
B. Public Safety	0	0	0	0
IX. Grand Total	150,093	1,156,960	9,146	1,316,197

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Actuarial Present Value of Future Benefits  
Details for Active Members, by Benefit**

Fund/Division (1)	Retirement (2)	Deferred Termination (3)	Disability (4)	Refunds (5)	Death (6)	Total (7)
I. Public Employees Contributory						
A. Local Government	246,034	4,158	4,212	2,564	5,114	262,081
B. State and School	334,599	1	1,390	1	4,817	340,808
C. Subtotal	580,633	4,159	5,602	2,565	9,931	602,889
II. Public Employees Noncontributory						
A. Local Government	2,598,733	166,982	96,168	0	67,054	2,928,936
B. State and School	10,217,128	439,549	234,437	0	192,272	11,083,386
C. Subtotal	12,815,861	606,531	330,605	0	259,326	14,012,322
III. Public Safety Contributory						
A. State	1,953	0	0	0	24	1,977
B. Other Division A (2.5% COLA)	23,616	344	315	390	455	25,120
C. Other Division A (4% COLA)	1,809	19	16	11	34	1,889
D. Logan	3,231	19	17	10	43	3,320
E. Other Division B (2.5% COLA)	3,593	10	9	2	61	3,675
F. Other Division B (4% COLA)	2,137	24	23	9	49	2,242
G. Subtotal	36,339	416	380	422	666	38,223
IV. Public Safety Noncontributory						
A. State	621,980	14,241	8,170	0	13,304	657,695
B. Other Division A (2.5% COLA)	565,626	16,474	9,119	0	12,627	603,847
C. Other Division A (4% COLA)	180,428	4,552	2,608	0	3,795	191,383
D. Salt Lake City	153,556	3,091	1,771	0	3,488	161,905
E. Ogden	29,174	813	462	0	761	31,209
F. Provo	26,864	641	364	68	674	28,611
G. Logan	12,119	231	129	0	252	12,731
H. Bountiful	9,181	246	133	0	214	9,774
I. Other Division B (2.5% COLA)	211,623	5,713	3,518	0	6,814	227,668
J. Other Division B (4% COLA)	24,652	544	307	0	589	26,091
K. Subtotal	1,835,203	46,546	26,581	68	42,518	1,950,914
V. Firefighters						
A. Division A	143,883	1,126	6,607	1,081	4,760	157,457
B. Division B	507,956	2,763	15,093	2,395	18,184	546,391
C. Subtotal	651,839	3,889	21,700	3,476	22,944	703,848
VI. Judges	101,287	0	0	0	2,036	103,322
VII. Governors and Legislative	1,846	738	0	0	22	2,607
VIII. Tier II - Hybrid Plans						
A. Public Employees	77,561	11,145	4,235	0	2,531	95,473
B. Public Safety	5,000	217	321	0	176	5,714
IX. Grand Total	16,105,569	673,641	389,424	6,531	340,150	17,515,312

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Actuarial Present Value of Future Benefits**  
**Details for Members Receiving Benefits, by Benefit**

Fund/Division (1)	Basic Benefit (2)	COLA (3)	Subtotal (2) + (3) (4)	ROPP (5)	Total (4) + (5) (6)
I. Public Employees Contributory					
A. Local Government	138,399	54,822	193,221	138	193,360
B. State and School	301,963	131,124	433,087	667	433,755
C. Subtotal	440,362	185,946	626,308	805	627,115
II. Public Employees Noncontributory					
A. Local Government	1,038,667	409,921	1,448,588	0	1,448,588
B. State and School	5,686,517	2,349,670	8,036,187	0	8,036,187
C. Subtotal	6,725,184	2,759,591	9,484,775	0	9,484,775
III. Public Safety Contributory					
A. State	28,389	22,031	50,420	1,213	51,633
B. Other Division A (2.5% COLA)	70,387	36,436	106,823	497	107,319
C. Other Division A (4% COLA)	15,082	10,443	25,525	265	25,790
D. Logan	7,223	3,533	10,756	4	10,760
E. Other Division B (2.5% COLA)	19,265	8,243	27,508	2	27,510
F. Other Division B (4% COLA)	3,968	1,987	5,955	0	5,955
G. Subtotal	144,314	82,673	226,987	1,981	228,967
IV. Public Safety Noncontributory					
A. State	358,193	159,497	517,690	4	517,694
B. Other Division A (2.5% COLA)	236,454	95,630	332,084	0	332,084
C. Other Division A (4% COLA)	59,921	25,806	85,727	0	85,727
D. Salt Lake City	113,118	56,367	169,485	322	169,807
E. Ogden	31,523	15,060	46,583	51	46,633
F. Provo	18,341	8,373	26,714	48	26,762
G. Logan	3,029	1,070	4,099	0	4,099
H. Bountiful	10,177	4,088	14,265	7	14,272
I. Other Division B (2.5% COLA)	51,398	19,489	70,887	0	70,887
J. Other Division B (4% COLA)	10,568	4,128	14,696	0	14,696
K. Subtotal	892,722	389,508	1,282,230	432	1,282,661
V. Firefighters					
A. Division A	37,014	16,125	53,139	112	53,251
B. Division B	302,005	153,088	455,093	2,003	457,096
C. Subtotal	339,019	169,213	508,232	2,115	510,347
VI. Judges	62,821	31,000	93,821	0	93,821
VII. Governors and Legislative	4,320	1,783	6,103	599	6,702
VIII. Tier II - Hybrid Plans					
A. Public Employees	0	0	0	0	0
B. Public Safety	0	0	0	0	0
VIII. Grand Total	8,608,742	3,619,714	12,228,456	5,932	12,234,388

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

Normal Cost

Fund/Division (1)	Retirement (2)	Deferred Termination (3)	Disability (4)	Refunds (5)	Death (6)	Total (7)
I. Public Employees Contributory						
A. Local Government	8.88%	0.87%	0.60%	1.32%	0.27%	11.94%
B. State and School	8.57%	0.61%	0.41%	1.56%	0.22%	11.37%
II. Public Employees Noncontributory						
A. Local Government	8.98%	1.79%	0.67%	0.00%	0.27%	11.71%
B. State and School	9.81%	1.60%	0.49%	0.00%	0.22%	12.12%
III. Public Safety Contributory						
A. State	19.54%	0.85%	0.86%	1.56%	0.73%	23.54%
B. Other Division A (2.5% COLA)	19.68%	0.67%	0.69%	1.58%	0.67%	23.29%
C. Other Division A (4% COLA)	19.92%	0.78%	0.74%	1.56%	0.69%	23.69%
D. Logan	20.64%	0.50%	0.48%	1.41%	0.69%	23.72%
E. Other Division B (2.5% COLA)	18.79%	0.89%	0.87%	1.36%	1.13%	23.04%
F. Other Division B (4% COLA)	19.84%	0.74%	0.74%	1.35%	0.96%	23.63%
IV. Public Safety Noncontributory						
A. State	19.96%	1.42%	0.79%	0.00%	0.76%	22.93%
B. Other Division A (2.5% COLA)	19.65%	1.28%	0.70%	0.00%	0.68%	22.31%
C. Other Division A (4% COLA)	20.16%	1.27%	0.71%	0.00%	0.68%	22.82%
D. Salt Lake City	19.83%	1.19%	0.67%	0.00%	0.89%	22.58%
E. Ogden	19.77%	1.20%	0.67%	0.00%	0.89%	22.53%
F. Provo	19.87%	1.23%	0.70%	0.00%	1.00%	22.80%
G. Logan	20.21%	1.07%	0.59%	0.00%	0.80%	22.67%
H. Bountiful	19.59%	1.38%	0.74%	0.00%	0.72%	22.43%
I. Other Division B (2.5% COLA)	19.66%	1.31%	0.75%	0.00%	0.99%	22.71%
J. Other Division B (4% COLA)	20.25%	1.24%	0.69%	0.00%	0.91%	23.09%
V. Firefighters						
A. Division A	22.83%	0.32%	1.93%	0.60%	1.00%	26.68%
B. Division B	22.85%	0.28%	1.63%	0.65%	1.21%	26.62%
VI. Judges	30.09%	0.00%	0.00%	0.00%	1.08%	31.17%
VII. Tier II - Hybrid Plans						
A. Public Employees	6.69%	1.08%	0.40%	0.00%	0.21%	8.38%
B. Public Safety	9.59%	0.46%	0.61%	0.00%	0.21%	10.87%

Note: Columns may not add to total due to rounding

Net Employer Normal Cost

Fund/Division (1)	Total Normal Cost (2)	Member Rate (3)	Net Employer Normal Cost (2) - (3) (4)
I. Public Employees Contributory			
A. Local Government	11.94%	6.00%	5.94%
B. State and School	11.37%	6.00%	5.37%
II. Public Employees Noncontributory			
A. Local Government	11.71%	0.00%	11.71%
B. State and School	12.12%	0.00%	12.12%
III. Public Safety Contributory			
A. State	23.54%	12.29%	11.25%
B. Other Division A (2.5% COLA)	23.29%	12.29%	11.00%
C. Other Division A (4% COLA)	23.69%	12.29%	11.40%
D. Logan	23.72%	11.13%	12.59%
E. Other Division B (2.5% COLA)	23.04%	10.50%	12.54%
F. Other Division B (4% COLA)	23.63%	10.50%	13.13%
IV. Public Safety Noncontributory			
A. State	22.93%	0.00%	22.93%
B. Other Division A (2.5% COLA)	22.31%	0.00%	22.31%
C. Other Division A (4% COLA)	22.82%	0.00%	22.82%
D. Salt Lake City	22.58%	0.00%	22.58%
E. Ogden	22.53%	0.00%	22.53%
F. Provo	22.80%	0.00%	22.80%
G. Logan	22.67%	0.00%	22.67%
H. Bountiful	22.43%	0.00%	22.43%
I. Other Division B (2.5% COLA)	22.71%	0.00%	22.71%
J. Other Division B (4% COLA)	23.09%	0.00%	23.09%
V. Firefighters			
A. Division A	26.68%	15.05%	11.63%
B. Division B	26.62%	16.71%	9.91%
VI. Judges	31.17%	0.00%	31.17%
VII. Tier II - Hybrid Plans			
A. Public Employees	8.38%	0.00%	8.38%
B. Public Safety	10.87%	0.00%	10.87%

**Determination of Actuarial Accrued Liability**

Fund/Division	Actuarial Present Value of Future Benefits	Actuarial Present Value of Future Normal Costs			Actuarial Accrued Liability (2) - (5)
		Members	Employers	Total	
(1)	(2)	(3)	(4)	(5)	(6)
I. Public Employees Contributory					
A. Local Government	494,384	23,412	23,178	46,590	447,793
B. State and School	842,231	11,072	9,910	20,982	821,249
C. Subtotal	1,336,615	34,484	33,088	67,572	1,269,042
II. Public Employees Noncontributory					
A. Local Government	4,651,391	0	874,021	874,021	3,777,370
B. State and School	19,889,851	0	2,924,347	2,924,347	16,965,504
C. Subtotal	24,541,242	0	3,798,368	3,798,368	20,742,874
III. Public Safety Contributory					
A. State	54,420	90	82	172	54,248
B. Other Division A (2.5% COLA)	146,927	4,833	4,326	9,159	137,767
C. Other Division A (4% COLA)	28,307	222	207	429	27,879
D. Logan	14,387	340	384	724	13,663
E. Other Division B (2.5% COLA)	33,359	201	240	441	32,918
F. Other Division B (4% COLA)	8,554	238	298	536	8,018
G. Subtotal	285,954	5,924	5,537	11,461	274,493
IV. Public Safety Noncontributory					
A. State	1,202,799	0	208,200	208,200	994,599
B. Other Division A (2.5% COLA)	1,013,484	0	229,908	229,908	783,576
C. Other Division A (4% COLA)	285,138	0	65,322	65,322	219,816
D. Salt Lake City	335,926	0	50,314	50,314	285,613
E. Ogden	78,818	0	12,284	12,284	66,535
F. Provo	56,628	0	9,798	9,798	46,830
G. Logan	17,366	0	4,303	4,303	13,063
H. Bountiful	24,273	0	3,306	3,306	20,968
I. Other Division B (2.5% COLA)	307,095	0	97,477	97,477	209,618
J. Other Division B (4% COLA)	41,919	0	8,549	8,549	33,370
K. Subtotal	3,363,446	0	689,461	689,461	2,673,988
V. Firefighters					
A. Division A	216,590	47,559	36,752	84,311	132,279
B. Division B	1,008,649	149,102	88,427	237,529	771,120
C. Subtotal	1,225,239	196,661	125,179	321,840	903,399
VI. Judges	199,654	0	31,672	31,672	167,982
VII. Governors and Legislative	12,563	0	534	534	12,029
VIII. Tier II - Hybrid Plans					
A. Public Employees	95,473	0	92,419	92,419	3,055
B. Public Safety	5,714	0	5,613	5,613	101
IX. Grand Total	31,065,900	237,069	4,781,871	5,018,940	26,046,963

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Actuarial Accrued Liability  
Details of Member and Employer Financing**

Fund/Division	Inactive Members			Active Members		
	Accumulated			Accumulated		
	Member Contributions	Employer Financed	Total	Member Contributions	Employer Financed	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
I. Public Employees Contributory						
A. Local Government	32,312	6,631	38,943	89,427	126,063	215,490
B. State and School	55,499	12,170	67,669	131,724	188,102	319,826
C. Subtotal	87,811	18,801	106,612	221,151	314,165	535,316
II. Public Employees Noncontributory						
A. Local Government	32,855	241,012	273,867	92,397	1,962,518	2,054,915
B. State and School	87,650	682,628	770,278	327,049	7,831,990	8,159,039
C. Subtotal	120,505	923,640	1,044,145	419,446	9,794,508	10,213,954
III. Public Safety Contributory						
A. State	565	244	809	835	971	1,806
B. Other Division A (2.5% COLA)	9,145	5,343	14,488	7,063	8,898	15,961
C. Other Division A (4% COLA)	571	57	628	643	818	1,461
D. Logan	307	0	307	955	1,641	2,596
E. Other Division B (2.5% COLA)	1,750	424	2,174	1,346	1,888	3,234
F. Other Division B (4% COLA)	257	100	357	677	1,028	1,705
G. Subtotal	12,595	6,168	18,763	11,519	15,244	26,763
IV. Public Safety Noncontributory						
A. State	1,243	26,167	27,410	4,423	445,072	449,495
B. Other Division A (2.5% COLA)	6,603	70,950	77,553	12,434	361,505	373,939
C. Other Division A (4% COLA)	927	7,101	8,028	2,322	123,739	126,061
D. Salt Lake City	235	3,979	4,214	1,975	109,617	111,592
E. Ogden	102	874	976	460	18,466	18,926
F. Provo	1,169	86	1,255	6,724	12,089	18,813
G. Logan	296	239	535	2,086	6,343	8,429
H. Bountiful	0	227	227	204	6,265	6,469
I. Other Division B (2.5% COLA)	1,403	7,137	8,540	8,199	121,992	130,191
J. Other Division B (4% COLA)	530	602	1,132	1,667	15,875	17,542
K. Subtotal	12,508	117,362	129,870	40,494	1,220,963	1,261,457
V. Firefighters						
A. Division A	3,800	2,081	5,881	22,588	50,559	73,147
B. Division B	3,329	1,833	5,162	86,347	222,515	308,862
C. Subtotal	7,129	3,914	11,043	108,935	273,074	382,009
VI. Judges	623	1,887	2,510	3,744	67,906	71,650
VII. Governors and Legislative	104	3,150	3,254	3	2,070	2,073
VIII. Tier II - Hybrid Plans						
A. Public Employees	0	0	0	0	3,055	3,055
B. Public Safety	0	0	0	0	101	101
IX. Grand Total	241,275	1,074,922	1,316,197	805,292	11,691,086	12,496,378

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

Number of Members

Fund/Division (1)	Active (2)	Inactive Members			Members Receiving Benefits			Total (9)
		Disabled (3)	Vested (4)	Nonvested (5)	Regular Retirees (6)	Disabled Retirees (7)	Beneficiaries (8)	
I. Public Employees Contributory								
A. Local Government	1,184	14	871	755	959	53	249	4,085
B. State and School	926	33	679	12	2,655	141	694	5,140
C. Subtotal	2,110	47	1,550	767	3,614	194	943	9,225
II. Public Employees Noncontributory								
A. Local Government	18,862	223	10,868	356	5,739	192	672	36,912
B. State and School	68,358	710	29,524	965	28,850	710	2,545	131,662
C. Subtotal	87,220	933	40,392	1,321	34,589	902	3,217	168,574
III. Public Safety Contributory								
A. State	4	0	11	11	153	14	140	333
B. Other Division A (2.5% COLA)	97	1	209	62	293	7	118	787
C. Other Division A (4% COLA)	6	0	24	3	98	1	47	179
D. Logan	9	0	5	1	28	1	1	45
E. Other Division B (2.5% COLA)	8	0	53	14	61	4	8	148
F. Other Division B (4% COLA)	6	0	4	0	23	0	6	39
G. Subtotal	130	1	306	91	656	27	320	1,531
IV. Public Safety Noncontributory								
A. State	2,467	6	1,232	1	1,191	28	134	5,059
B. Other Division A (2.5% COLA)	2,475	13	1,547	3	745	16	87	4,886
C. Other Division A (4% COLA)	714	3	290	0	199	0	21	1,227
D. Salt Lake City	464	1	129	1	358	18	94	1,065
E. Ogden	127	0	66	0	112	2	36	343
F. Provo	93	0	25	4	58	0	13	193
G. Logan	50	0	11	0	7	0	1	69
H. Bountiful	34	0	7	0	32	1	3	77
I. Other Division B (2.5% COLA)	993	6	244	3	144	5	20	1,415
J. Other Division B (4% COLA)	78	0	21	0	27	0	3	129
K. Subtotal	7,495	29	3,572	12	2,873	70	412	14,463
V. Firefighters								
A. Division A	517	0	165	52	96	17	24	871
B. Division B	1,414	0	140	94	791	68	231	2,738
C. Subtotal	1,931	0	305	146	887	85	255	3,609
VI. Judges	112	0	4	0	83	0	35	234
VII. Governors and Legislative	96	0	113	3	152	0	67	431
VIII. Tier II - Hybrid Plans								
A. Public Employees	4,342	0	0	0	0	0	0	4,342
B. Public Safety	87	0	0	0	0	0	0	87
IX. Grand Total	103,523	1,010	46,242	2,340	42,854	1,278	5,249	202,496



Active Membership Statistics

Fund/Division (1)	Number (2)	Total Compensation \$ Thousands (3)	Average Compensation (\$'s) (4)	Accumulated Member Contributions With Interest \$ Thousands (5)	Average Age (6)	Average Service (7)
I. Public Employees Contributory						
A. Local Government	1,184	56,259	47,516	89,427	49.4	15.5
B. State and School	926	47,806	51,626	131,724	57.2	29.0
C. Subtotal	2,110	104,065	49,320	221,151	52.8	21.4
II. Public Employees Noncontributory						
A. Local Government	18,862	873,589	46,315	92,397	45.7	10.6
B. State and School	68,358	2,887,372	42,238	327,049	46.4	11.6
C. Subtotal	87,220	3,760,961	43,120	419,446	46.2	11.4
III. Public Safety Contributory						
A. State	4	231	57,791	835	56.3	25.3
B. Other Division A (2.5% COLA)	97	4,654	47,984	7,063	40.3	9.9
C. Other Division A (4% COLA)	6	280	46,657	643	46.0	15.3
D. Logan	9	480	53,378	955	40.4	15.4
E. Other Division B (2.5% COLA)	8	487	60,885	1,346	52.4	20.6
F. Other Division B (4% COLA)	6	343	57,190	677	45.2	15.0
G. Subtotal	130	6,475	49,817	11,519	42.0	11.9
IV. Public Safety Noncontributory						
A. State	2,467	115,065	46,642	4,423	41.4	10.9
B. Other Division A (2.5% COLA)	2,475	113,923	46,030	12,434	38.5	9.3
C. Other Division A (4% COLA)	714	33,257	46,578	2,322	39.1	10.7
D. Salt Lake City	464	27,730	59,764	1,975	40.1	11.4
E. Ogden	127	5,909	46,527	460	37.5	9.1
F. Provo	93	5,094	54,777	6,724	39.4	10.4
G. Logan	50	2,216	44,310	2,086	37.1	9.9
H. Bountiful	34	1,743	51,274	204	40.7	10.3
I. Other Division B (2.5% COLA)	993	50,826	51,185	8,199	40.1	6.7
J. Other Division B (4% COLA)	78	4,468	57,277	1,667	39.9	10.7
K. Subtotal	7,495	360,231	48,063	40,494	39.8	9.8
V. Firefighters						
A. Division A	517	26,219	50,714	22,588	39.3	8.1
B. Division B	1,414	82,003	57,993	86,347	40.3	11.4
C. Subtotal	1,931	108,222	56,045	108,935	40.0	10.6
VI. Judges	112	15,061	134,477	3,744	57.0	10.3
VII. Governors and Legislative	96	505	5,256	3	53.2	6.2
VIII. Tier II - Hybrid Plans						
A. Public Employees	4,342	115,876	26,687	0	33.1	0.3
B. Public Safety	87	3,146	36,161	0	20.7	0.2
IX. Grand Total	103,523	4,474,542	43,223	805,292	45.8	11.4

**Retired Member Statistics  
(Including Disabled Retirees and Beneficiaries)**

Fund/Division (1)	Number (2)	Annual Total Benefits (\$ Thousands) (3)	Average Monthly Benefit (\$'s) (4)
I. Public Employees Contributory			
A. Local Government	1,261	18,322	1,211
B. State and School	3,490	47,366	1,131
C. Subtotal	4,751	65,688	1,152
II. Public Employees Noncontributory			
A. Local Government	6,603	125,170	1,580
B. State and School	32,105	705,528	1,831
C. Subtotal	38,708	830,698	1,788
III. Public Safety Contributory			
A. State	307	6,169	1,675
B. Other Division A (2.5% COLA)	418	9,264	1,847
C. Other Division A (4% COLA)	146	2,625	1,498
D. Logan	30	855	2,374
E. Other Division B (2.5% COLA)	73	1,933	2,207
F. Other Division B (4% COLA)	29	447	1,284
G. Subtotal	1,003	21,293	1,769
IV. Public Safety Noncontributory			
A. State	1,353	39,066	2,406
B. Other Division A (2.5% COLA)	848	24,654	2,423
C. Other Division A (4% COLA)	220	6,020	2,280
D. Salt Lake City	470	14,080	2,496
E. Ogden	150	3,708	2,060
F. Provo	71	2,157	2,532
G. Logan	8	268	2,793
H. Bountiful	36	1,074	2,485
I. Other Division B (2.5% COLA)	169	4,948	2,440
J. Other Division B (4% COLA)	30	1,013	2,814
K. Subtotal	3,355	96,988	2,409
V. Firefighters			
A. Division A	137	3,962	2,410
B. Division B	1,090	37,329	2,854
C. Subtotal	1,227	41,291	2,804
VI. Judges	118	8,692	6,138
VII. Governors and Legislative	219	819	312
VIII. Tier II - Hybrid Plans			
A. Public Employees	0	0	0
B. Public Safety	0	0	0
IX. Grand Total	49,381	1,065,469	1,798

**Market Value of Assets**  
**(All Retirement Systems Combined)**

Item	December 31, 2010	December 31, 2011
(1)	(2)	(3)
1. Cash	347	106
2. Receivables		
a. Member contributions	982	974
b. Employer contributions	39,107	40,288
c. Fire insurance premium tax & court fees	145	3,307
d. Investments	654,888	437,433
e. Total	695,122	482,002
3. Investments		
a. Short-term securities - domestic	1,031,311	995,025
b. Short-term securities - international	25,054	22,380
c. Bonds - domestic	3,524,901	3,137,822
d. Bonds - international	881,454	884,193
e. Equities - domestic	4,756,953	4,575,996
f. Equities - international	2,764,267	2,747,045
g. Absolute return	3,137,599	3,286,714
h. Private equity	1,839,452	2,254,396
i. Real estate	3,023,729	2,885,926
j. Mortgage loans	6,845	6,845
k. Total	20,991,565	20,796,342
4. Other	1,257,730	1,733,787
5. Total Assets	22,944,764	23,012,237
6. Liabilities		
a. Securities lending liability	(1,256,870)	(1,732,651)
b. Other accounting liabilities and reserves	(1,931,788)	(1,326,733)
c. Public Safety Restricted 4% COLA Account	(5,195)	(5,328)
d. Total	(3,193,853)	(3,064,712)
7. Net assets	19,750,911	19,947,525

Note: Assets exclude the defined contribution plans  
Amount shown are in \$ thousands  
Amounts shown are from the December 31, 2011 Comprehensive Annual Financial Report  
and may differ from other numbers contained in this report due to rounding.

Reconciliation of Market Value of Assets (MVA)

Fund/Division (1)	MVA as of Dec. 31, 2010 (2)	Contributions (3)	Benefits and Refunds (4)	Earnings, Net of Expenses (5)	Transfers (6)	MVA as of Dec. 31, 2011 (7)
I. Public Employees Contributory						
A. Local Government	340,339	9,416	(19,865)	8,715	10,839	349,446
B. State and School	<u>666,909</u>	<u>9,010</u>	<u>(50,386)</u>	<u>16,846</u>	<u>21,225</u>	<u>663,604</u>
C. Subtotal	1,007,248	18,426	(70,251)	25,561	32,064	1,013,051
II. Public Employees Noncontributory						
A. Local Government	2,823,268	124,303	(128,912)	70,784	(8,032)	2,881,413
B. State and School	<u>12,802,355</u>	<u>473,961</u>	<u>(717,252)</u>	<u>318,503</u>	<u>(2,656)</u>	<u>12,874,912</u>
C. Subtotal	15,625,623	598,264	(846,164)	389,288	(10,688)	15,756,325
III. Public Safety Contributory						
A. State	50,552	37	(6,067)	1212	402	46,136
B. Other Division A (2.5%COLA)	112,413	1,341	(9,759)	2,879	5,453	112,327
C. Other Division A (4%COLA)	25,379	87	(2,575)	625	698	24,214
D. Logan	10,686	167	(861)	277	719	10,987
E. Other Division B (2.5%COLA)	25,900	157	(1,977)	686	2,201	26,966
F. Other Division B (4%COLA)	<u>6,622</u>	<u>119</u>	<u>(510)</u>	<u>171</u>	<u>448</u>	<u>6,849</u>
G. Subtotal	231,552	1,906	(21,749)	5,851	9,921	227,479
IV. Public Safety Noncontributory						
A. State	670,690	37,993	(39,960)	16,819	1,045	686,587
B. Other Division A (2.5%COLA)	563,161	32,988	(25,640)	14,382	3,537	588,428
C. Other Division A (4%COLA)	159,540	9,680	(6,047)	3,769	(11,317)	155,626
D. Salt Lake City	178,549	10,474	(14,141)	4,441	1,049	180,371
E. Ogden	43,448	2,079	(3,684)	1,078	459	43,379
F. Provo	31,279	1,663	(2,192)	779	56	31,587
G. Logan	7,665	691	(266)	181	(690)	7,580
H. Bountiful	14,998	511	(1,282)	366	31	14,623
I. Other Division B (2.5%COLA)	127,431	12,420	(5,138)	3,288	2,247	140,248
J. Other Division B (4%COLA)	<u>24,512</u>	<u>1,496</u>	<u>(1,006)</u>	<u>551</u>	<u>(3,035)</u>	<u>22,520</u>
K. Subtotal	1,821,273	109,994	(99,356)	45,654	(6,617)	1,870,948
V. Firefighters						
A. Division A	106,942	7,791	(4,126)	2,711	435	113,752
B. Division B	<u>649,318</u>	<u>22,543</u>	<u>(37,542)</u>	<u>16,195</u>	<u>1,264</u>	<u>651,774</u>
C. Subtotal	756,260	30,334	(41,668)	18,906	1,699	765,526
VI. Judges	123,037	5,403	(8,648)	3,054	390	123,237
VII. Governors and Legislative	9,337	153	(802)	227	16	8,932
VIII. 3% Substantial Substitute	176,582	24,885	(53)	4,515	(26,785)	179,146
IX. Tier II - Hybrid Plans						
A. Public Employees	0	2,789	0	10	0	2,799
B. Public Safety	0	89	0	0	0	90
X. Grand Total	19,750,912	792,244	(1,088,691)	493,066	0	19,947,533

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

### Investment Return Rates for Prior Year

	Basis of Assets	
	Market Value	Actuarial Value
	(1)	(2)
1. Beginning of year assets	19,750,912	21,126,538
2. Contributions to fund during year	792,244	792,244
3. Benefit payments during year (including refunds of contributions)	(1,088,691)	(1,088,691)
4. Transfers to and (from) URS	0	0
5. Investment income, net of investment and administrative expenses	493,066	281,668
6. End of year assets	19,947,533	21,111,759
7. Investment rate return	2.5%	1.3%

Note: Amounts shown are in \$ thousands

### Summary of Investment Return Rates

Year	Return on Market Value	Return on Actuarial Value
(1)	(2)	(3)
1992	4.3%	10.5%
1993	15.7%	13.8%
1994	0.0%	8.8%
1995	21.4%	11.6%
1996	14.7%	11.7%
1997	15.8%	13.7%
1998	9.4%	12.6%
1999	16.3%	14.7%
2000	1.8%	11.2%
2001	-5.3%	6.8%
2002	-8.0%	-1.5%
2003	25.6%	8.0%
2004	13.7%	5.3%
2005	9.2%	7.4%
2006	14.4%	11.1%
2007	6.6%	13.0%
2008	-23.4%	-1.1%
2009	13.2%	6.1%
2010	13.2%	2.9%
2011	2.5%	1.3%
Average return		
Last 5 years:	1.4%	4.3%
Last 10 years:	5.8%	5.1%
Last 15 years:	6.3%	7.3%
Last 20 years:	7.4%	8.3%

**Calculation of Actuarial Vaue of Assets  
(All Retirement Systems Combined)**

- |    |   |            |
|----|---|------------|
| 1. | Market value of assets  | 19,947,533 |
| 2. | Adjustments to smooth asset values based on excess/shortfall of expected investment income for: |            |

	Year	Total Excess / (Shortfall)	Weight Subtracted	Weight Subtracted
a.	2011	(977,080)	80%	(781,664)
b.	2010	955,219	60%	573,131
c.	2009	855,756	40%	342,302
d.	2008	(6,489,978)	20%	(1,297,995)
e.	2007	(286,308)	0%	0
f.	Total			(1,164,226)

- |    |  |            |
|----|--|------------|
| 3. | Preliminary actuarial value of assets (1-2f)                 | 21,111,759 |
| 4. | Corridor Limits  |            |
| a. | 75% of market value  | 14,960,650 |
| b. | 125% of market value   | 24,934,416 |
| c. | Actuarial value (Item 3, not more than 4b, not less than 4a) | 21,111,759 |
| 5. | Ratio of actuarial value to market value                     | 105.8%     |

Note: Amounts shown are in \$ thousands

Transfer Adjustments to Asset Values

Fund/Division (1)	Market Value of Assets (MVA) at January 1, 2012			Actuarial Value of Assets (AVA) at January 1, 2012		
	MVA Before Transfer	Transfer Amount	MVA After Transfer	AVA Before Transfer	Transfer Amount	AVA After Transfer
	(2)	(3)	(4)	(5)	(6)	(7)
I. Public Employees Contributory						
A. Local Government	349,446	12,328	361,774	371,022	13,015	384,037
B. State and School	663,604	39,770	703,374	709,117	42,097	751,214
C. Subtotal	1,013,051	52,098	1,065,149	1,080,139	55,112	1,135,251
II. Public Employees Noncontributory						
A. Local Government	2,881,413	(12,328)	2,869,085	3,041,863	(13,015)	3,028,848
B. State and School	12,874,912	(39,770)	12,835,142	13,628,327	(42,097)	13,586,230
C. Subtotal	15,756,325	(52,098)	15,704,227	16,670,190	(55,112)	16,615,078
III. Public Safety Contributory						
A. State	46,136	3,664	49,800	49,834	3,869	53,703
B. Other Division A (2.5% COLA)	112,327	8,160	120,487	122,077	8,636	130,713
C. Other Division A (4% COLA)	24,214	1,198	25,412	26,126	1,268	27,394
D. Logan	10,987	649	11,636	11,728	678	12,406
E. Other Division B (2.5% COLA)	26,966	2,985	29,951	29,129	3,159	32,288
F. Other Division B (4% COLA)	6,849	39	6,888	7,226	41	7,267
G. Subtotal	227,479	16,694	244,173	246,120	17,651	263,771
IV. Public Safety Noncontributory						
A. State	686,587	(3,664)	682,923	724,946	(3,869)	721,077
B. Other Division A (2.5% COLA)	588,428	(8,160)	580,268	618,696	(8,636)	610,060
C. Other Division A (4% COLA)	155,626	(1,198)	154,428	162,929	(1,268)	161,661
D. Salt Lake City	180,371	0	180,371	190,934	0	190,934
E. Ogden	43,379	0	43,379	46,088	0	46,088
F. Provo	31,587	0	31,587	33,448	0	33,448
G. Logan	7,580	(649)	6,931	7,923	(678)	7,245
H. Bountiful	14,623	0	14,623	15,540	0	15,540
I. Other Division B (2.5% COLA)	140,248	(2,985)	137,263	146,510	(3,159)	143,351
J. Other Division B (4% COLA)	22,520	(39)	22,481	23,609	(41)	23,568
K. Subtotal	1,870,948	(16,694)	1,854,254	1,970,623	(17,651)	1,952,972
V. Firefighters						
A. Division A	113,752	0	113,752	119,761	0	119,761
B. Division B	651,774	0	651,774	691,003	0	691,003
C. Subtotal	765,526	0	765,526	810,764	0	810,764
VI. Judges	123,237	0	123,237	130,561	0	130,561
VII. Governors and Legislative	8,932	0	8,932	9,565	0	9,565
VIII. 3% Substantial Substitute	179,146	0	179,146	190,874	0	190,874
IX. Tier II - Hybrid Plans						
A. Public Employees	2,799	0	2,799	2,833	0	2,833
B. Public Safety	90	0	90	90	0	90
X. Grand Total	19,947,533	0	19,947,533	21,111,759	0	21,111,759

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding



---

**Actuarially Determined Contribution Rate for 3% Substantial Substitute**

1. Actuarial accrued liability, all funds combined	
a. Retirees	338,390
b. Inactives	21,387
c. Actives	<u>158,191</u>
d. Total	517,969
2. Actuarial value of assets	190,874
3. Unfunded actuarial accrued liability	327,095
4. Covered compensation of state funds that will pay for benefit	3,247,141
5. Calculated rate (22-year funding period and 3.50% PGR)	0.68%

Notes: Amounts shown are in \$ thousands

Columns may not add to total due to rounding

**Liabilities for 3% Substantial Substitute**

Fund/Division (1)	Retirees and Beneficiaries (2)	Inactive Members (3)	Active Members (4)	Total (5)
I. Public Employees Contributory				
A. Local Government	5,583	928	5,533	12,045
B. State and School	12,942	2,029	10,223	25,194
C. Subtotal	18,525	2,957	15,756	37,239
II. Public Employees Noncontributory				
A. Local Government	38,501	4,020	22,885	65,406
B. State and School	223,477	11,111	107,126	341,714
C. Subtotal	261,978	15,131	130,011	407,120
III. Public Safety Contributory				
A. State	1,492	24	59	1,575
B. Other Division A (2.5% COLA)	3,036	344	142	3,522
C. Other Division A (4% COLA)	742	15	10	767
D. Logan	322	7	0	329
E. Other Division B (2.5% COLA)	774	35	37	845
F. Other Division B (4% COLA)	164	11	0	175
G. Subtotal	6,530	436	248	7,213
IV. Public Safety Noncontributory				
A. State	14,028	394	2,986	17,408
B. Other Division A (2.5% COLA)	8,779	1,774	1,771	12,324
C. Other Division A (4% COLA)	2,184	101	508	2,793
D. Salt Lake City	4,857	57	705	5,619
E. Ogden	1,351	11	90	1,452
F. Provo	743	12	154	910
G. Logan	110	15	64	188
H. Bountiful	391	6	49	446
I. Other Division B (2.5% COLA)	1,832	159	597	2,588
J. Other Division B (4% COLA)	408	26	198	632
K. Subtotal	34,683	2,555	7,122	44,360
V. Firefighters				
A. Division A	1,284	119	609	2,012
B. Division B	12,887	81	3,403	16,371
C. Subtotal	14,171	200	4,012	18,383
VI. Judges	2,357	56	1,032	3,445
VII. Governors and Legislative	147	52	9	208
VIII. Tier II - Hybrid Plans				
A. Public Employees	0	0	0	0
B. Public Safety	0	0	0	0
VIII. Grand Total	338,391	21,387	158,190	517,968

Notes: Amounts shown are in \$ thousands  
Columns may not add to total due to rounding

**Governors and Legislative Pension Plan  
Determination of Contribution**

1. Actuarial Accrued Liability	
a. Retirees	6,701,970
b. Inactives	3,253,568
c. Actives	<u>2,072,974</u>
d. Total	12,028,512
2. Actuarial Value of Assets	9,565,000
3. Unfunded Actuarial Accrued Liability (UAAL) (1d) - (2)	2,463,512
4. Normal Cost	131,658
5. Total Recommended Appropriation Payable by June 30, 2014	
a. Normal Cost	131,658
b. Amortization Charge	<u>224,417</u>
c. Subtotal	356,075
d. Interest Adjustment (two years at 7.50%)	<u>55,414</u>
e. Total	411,489

**Historical Summary of Statistical Data  
Public Employees Retirement System  
(Contributory)**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	11,405	1,497	11,858	24,760	283,299	24,840	57,608	405	833,053	800,806
1994	10,826	1,733	11,444	24,003	280,655	25,924	57,861	421	929,993	880,979
1995	10,421	1,805	11,115	23,341	284,657	27,316	58,345	437	922,155	935,845
1996	6,954	2,028	10,645	19,627	195,717	28,145	58,238	456	919,007	852,034
1997	4,673	1,906	10,176	16,755	135,083	28,907	57,770	473	859,304	772,977
1998	4,396	1,975	9,724	16,095	134,341	30,560	57,496	493	916,532	809,388
1999	4,144	2,089	9,208	15,441	133,440	32,201	56,599	512	927,169	840,215
2000	3,967	2,134	8,717	14,818	133,615	33,682	55,716	533	974,834	878,190
2001	3,827	2,149	8,264	14,240	134,816	35,228	56,264	567	936,798	924,573
2002	3,703	2,262	7,822	13,787	137,721	37,192	55,569	592	827,741	927,523
2003	3,608	2,269	7,375	13,252	137,743	38,177	54,765	619	749,408	899,290
2004	3,444	2,293	6,916	12,653	134,144	38,950	53,815	648	873,520	913,948
2005	3,318	2,285	6,550	12,153	134,810	40,630	53,630	682	971,242	933,974
2006	3,140	2,321	5,963	11,424	131,437	41,859	51,646	722	1,014,414	951,540
2007	2,964	2,372	5,687	11,023	127,588	43,046	53,059	777	1,105,890	1,004,452
2008	2,821	2,425	5,718	10,964	128,030	45,385	57,596	839	1,142,078	1,102,107
2009	2,701	2,476	5,408	10,585	128,970	47,749	58,318	899	878,169	1,097,711
2010	2,470	2,467	5,171	10,108	120,258	48,687	62,382	1,005	939,905	1,116,735
2011	2,289	2,416	4,947	9,652	110,691	48,358	64,170	1,081	1,046,886	1,132,661
2012	2,110	2,364	4,751	9,225	104,065	49,320	65,688	1,152	1,065,149	1,135,251

**Historical Summary of Statistical Data  
Public Employees Retirement System  
(Noncontributory)**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	59,739	7,911	7,023	74,673	1,425,612	23,864	89,557	1,063	3,609,761	3,480,582
1994	63,448	9,507	8,025	80,980	1,536,528	24,217	104,731	1,088	4,258,021	4,039,120
1995	67,698	10,131	9,143	86,972	1,688,967	24,949	121,850	1,111	4,312,948	4,372,190
1996	69,922	12,413	10,458	92,793	1,862,940	26,643	142,838	1,138	5,497,373	5,128,203
1997	73,478	13,965	11,841	99,284	2,048,876	27,884	166,432	1,171	6,547,598	5,954,796
1998	76,728	15,383	13,242	105,353	2,231,957	29,089	192,723	1,213	7,711,808	6,896,740
1999	77,360	17,494	14,645	109,499	2,343,986	30,300	220,230	1,253	8,560,909	7,894,249
2000	80,639	18,630	16,163	115,432	2,486,200	30,831	248,366	1,281	10,112,606	9,186,463
2001	81,850	20,357	17,728	119,935	2,611,413	31,905	280,910	1,320	10,367,596	10,294,444
2002	83,690	27,385	19,145	130,220	2,801,564	33,475	314,821	1,370	9,848,682	11,021,828
2003	83,925	26,664	20,623	131,212	2,888,853	34,422	351,690	1,421	8,963,388	10,756,065
2004	84,039	28,673	22,202	134,914	2,915,008	34,686	388,305	1,457	11,191,566	11,551,092
2005	85,502	30,498	23,782	139,782	3,058,487	35,771	426,813	1,496	12,639,732	12,093,408
2006	86,502	33,035	25,446	144,983	3,121,800	36,089	466,287	1,527	13,756,039	12,935,862
2007	87,960	34,820	27,866	150,646	3,284,295	37,339	532,188	1,592	15,664,709	14,295,945
2008	91,342	36,713	30,325	158,380	3,583,525	39,232	596,337	1,639	16,564,574	16,026,629
2009	93,633	38,324	32,104	164,061	3,837,934	40,989	642,434	1,668	12,533,979	15,667,473
2010	92,847	39,583	34,433	166,863	3,888,415	41,847	726,282	1,758	13,992,989	16,434,614
2011	91,871	40,928	36,612	169,411	3,842,855	41,828	778,376	1,772	15,585,991	16,663,090
2012	87,220	42,646	38,708	168,574	3,760,961	43,120	830,698	1,788	15,704,227	16,615,078

**Historical Summary of Statistical Data  
Public Safety Retirement System  
(Contributory)**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	1,591	705	1,251	3,547	44,934	28,244	14,860	990	295,915	285,043
1994	1,601	714	1,273	3,588	46,728	29,187	15,373	1,006	326,536	311,148
1995	1,280	568	1,294	3,142	38,571	30,134	16,087	1,036	284,198	289,572
1996	971	525	1,321	2,817	30,304	31,209	17,323	1,093	310,209	291,478
1997	952	543	1,322	2,817	31,940	33,550	17,735	1,118	335,065	304,699
1998	1,006	531	1,340	2,877	34,262	34,058	18,487	1,150	364,531	324,488
1999	855	498	1,344	2,697	29,704	34,742	19,147	1,187	347,477	316,739
2000	804	486	1,333	2,623	28,957	36,016	19,351	1,210	363,654	327,635
2001	794	479	1,243	2,516	30,021	37,810	18,611	1,248	331,370	326,949
2002	795	503	1,257	2,555	30,783	38,721	19,480	1,291	293,617	328,959
2003	789	502	1,250	2,541	31,501	39,925	20,222	1,348	269,041	322,275
2004	759	519	1,249	2,527	31,688	41,749	20,759	1,385	316,514	331,432
2005	740	522	1,241	2,503	32,446	43,846	21,202	1,424	352,753	339,304
2006	698	526	1,256	2,480	31,443	45,047	22,127	1,468	368,717	345,699
2007	693	534	1,252	2,479	32,291	46,596	23,020	1,532	398,502	361,788
2008	539	505	1,101	2,145	25,700	47,681	20,452	1,548	330,176	318,303
2009	188	431	1,027	1,646	9,507	50,569	19,531	1,585	201,270	267,761
2010	165	404	1,046	1,615	8,398	50,906	21,177	1,687	222,779	271,894
2011	140	408	1,018	1,566	6,933	49,514	21,200	1,735	243,309	269,379
2012	130	398	1,003	1,531	6,475	49,817	21,293	1,769	244,173	263,771

**Historical Summary of Statistical Data  
Public Safety Retirement System  
(Noncontributory)**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	3,198	185	175	3,558	85,678	26,791	2,935	1,398	200,668	193,301
1994	3,289	198	238	3,725	89,839	27,315	4,272	1,496	251,536	236,786
1995	3,899	360	304	4,563	111,292	28,544	5,684	1,558	297,278	300,101
1996	4,455	555	395	5,405	130,552	29,305	7,596	1,603	409,217	379,132
1997	4,720	614	492	5,826	149,086	31,586	9,870	1,672	496,197	450,407
1998	5,033	664	592	6,289	161,826	32,153	12,068	1,699	606,326	542,680
1999	5,427	752	747	6,926	180,904	33,334	15,603	1,741	726,304	672,062
2000	5,735	865	882	7,482	196,271	34,223	18,504	1,748	898,266	818,697
2001	5,974	832	1,118	7,924	212,442	35,561	23,428	1,746	964,708	960,047
2002	6,120	1,464	1,326	8,910	225,760	36,889	28,907	1,817	936,286	1,047,507
2003	6,228	1,733	1,462	9,423	237,192	38,085	33,444	1,906	855,508	1,027,160
2004	6,324	1,915	1,617	9,856	243,745	38,543	38,614	1,990	1,087,654	1,117,457
2005	6,428	2,093	1,808	10,329	257,241	40,019	44,508	2,051	1,241,290	1,185,601
2006	6,556	2,283	2,038	10,877	263,905	40,254	51,112	2,090	1,367,735	1,287,322
2007	6,740	2,481	2,205	11,426	282,955	41,981	57,294	2,165	1,582,989	1,447,411
2008	7,015	2,633	2,612	12,260	311,886	44,460	67,997	2,169	1,776,121	1,720,309
2009	7,642	2,854	2,841	13,337	356,186	46,609	75,602	2,218	1,409,649	1,745,887
2010	7,519	3,066	3,042	13,627	359,978	47,983	84,735	2,321	1,598,416	1,861,644
2011	7,443	3,186	3,207	13,836	355,318	47,739	91,555	2,379	1,809,515	1,919,525
2012	7,495	3,613	3,355	14,463	360,231	48,063	96,988	2,409	1,854,254	1,952,972

**Historical Summary of Statistical Data  
Firefighters Retirement System**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	1,072	89	587	1,748	36,500	34,049	8,209	1,165	211,975	203,985
1994	1,079	100	595	1,774	37,191	34,468	8,678	1,215	247,715	234,501
1995	1,123	103	618	1,844	39,669	35,324	9,811	1,323	249,712	253,304
1996	1,165	116	644	1,925	42,599	36,566	10,397	1,415	315,063	293,816
1997	1,229	123	675	2,027	47,550	38,690	12,049	1,488	362,555	329,475
1998	1,285	130	707	2,122	50,886	39,600	13,747	1,620	421,184	376,178
1999	1,352	156	736	2,244	54,402	40,238	14,940	1,692	460,190	423,405
2000	1,380	160	772	2,312	57,664	41,786	16,112	1,739	532,783	483,373
2001	1,433	173	823	2,429	61,593	42,982	18,163	1,839	540,822	536,503
2002	1,504	179	866	2,549	66,871	44,462	20,008	1,925	508,565	569,151
2003	1,545	197	884	2,626	71,347	46,179	22,246	2,097	461,324	553,589
2004	1,577	222	920	2,719	75,148	47,653	22,859	2,071	570,160	589,502
2005	1,608	237	948	2,793	79,168	49,234	24,242	2,131	637,979	610,688
2006	1,647	294	979	2,920	83,495	50,695	26,064	2,219	686,062	644,496
2007	1,690	315	1,021	3,026	87,089	51,532	28,312	2,311	773,774	705,051
2008	1,786	338	1,098	3,222	94,488	52,905	31,944	2,424	814,674	787,663
2009	1,852	370	1,120	3,342	101,508	54,810	33,985	2,529	612,696	765,871
2010	1,899	396	1,168	3,463	105,341	55,472	37,991	2,711	682,218	802,576
2011	1,890	399	1,199	3,488	105,471	55,805	39,823	2,768	756,256	810,216
2012	1,931	451	1,227	3,609	108,222	56,045	41,291	2,804	765,526	810,764



**Historical Summary of Statistical Data  
Judges Retirement System**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	80	1	62	143	6,434	80,424	1,597	2,147	31,388	30,254
1994	85	1	68	154	6,897	81,142	1,930	2,365	37,398	35,479
1995	87	0	70	157	7,263	83,488	2,193	2,610	38,220	38,726
1996	98	3	70	171	8,480	86,534	2,309	2,749	47,531	44,304
1997	100	1	69	170	9,202	92,019	2,396	2,894	55,757	50,721
1998	102	1	72	175	9,298	91,158	2,778	3,215	66,299	59,373
1999	103	2	73	178	9,667	93,850	2,970	3,391	73,650	67,998
2000	106	2	73	181	10,150	95,750	3,078	3,514	85,921	78,130
2001	104	4	75	183	10,318	99,208	3,299	3,666	87,731	87,139
2002	106	4	78	188	10,910	102,925	3,608	3,855	82,760	92,649
2003	106	4	77	187	11,095	104,674	3,728	4,035	75,753	90,904
2004	106	5	83	194	11,163	105,311	4,306	4,324	94,467	97,412
2005	108	6	84	198	11,820	109,442	4,431	4,396	105,483	100,814
2006	109	5	85	199	11,721	107,533	4,711	4,618	113,353	106,374
2007	110	5	87	202	12,336	112,143	5,145	4,928	128,300	116,879
2008	110	6	96	212	13,387	121,700	5,931	5,149	134,366	129,847
2009	110	5	97	212	14,347	130,423	6,190	5,318	100,896	126,120
2010	108	4	107	219	14,458	133,873	7,435	5,791	111,727	131,491
2011	110	5	115	230	14,849	134,987	8,555	6,199	123,037	131,869
2012	112	4	118	234	15,061	134,477	8,692	6,138	123,237	130,561

**Historical Summary of Statistical Data  
Legislative and Governors Retirement System**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
1993	84	120	180	384	246	2,925	396	183	7,443	7,122
1994	93	126	188	407	427	4,593	385	171	8,089	7,683
1995	89	112	196	397	412	4,628	422	180	7,684	7,804
1996	96	111	201	408	439	4,569	445	184	8,788	8,185
1997	75	115	200	390	367	4,892	457	190	9,561	8,636
1998	90	108	208	406	488	5,419	476	191	10,531	9,318
1999	91	99	211	401	495	5,440	504	199	10,976	9,988
2000	94	101	221	416	511	5,437	531	200	12,159	10,946
2001	86	96	218	400	478	5,557	536	205	11,724	11,569
2002	94	107	228	429	601	6,391	562	206	10,448	11,710
2003	94	105	231	430	592	6,297	585	211	8,932	10,719
2004	100	110	223	433	610	6,097	573	214	10,390	10,906
2005	97	103	221	421	521	5,374	577	218	11,066	10,650
2006	88	113	224	425	788	8,955	608	226	11,319	10,587
2007	89	110	216	415	797	8,955	604	233	12,163	10,983
2008	92	118	220	430	538	5,850	596	226	12,195	11,736
2009	91	111	222	424	532	5,850	580	218	8,673	10,841
2010	94	117	223	434	585	6,224	773	289	8,995	10,770
2011	83	119	221	423	547	6,587	778	293	9,337	10,197
2012	96	116	219	431	505	5,256	819	312	8,932	9,565

**Historical Summary of Statistical Data  
 Tier II Public Employees' Hybrid Retirement System**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
2012	4,342	0	0	4,342	115,876	26,687	0	0	2,799	2,833

**Historical Summary of Statistical Data  
 Tier II Public Safety and Firefighter Hybrid Retirement System**

Plan Year Beginning January 1st	Participant Counts				Covered Payroll (\$ Thousands)	Average Pay (7)	Retirement Benefits in Force Annual Amount (\$ Thousands)	Average Retiree Monthly Benefit (9)	Market Value of Assets (\$ Thousands)	Actuarial Value of Assets (\$ Thousands)
	Active (2)	Inactive (3)	Retired (4)	Total (5)						
2012	87	0	0	87	3,146	36,161	0	0	90	90

Condensed Retirement Contribution Rate Guide  
Fiscal Year July 1, 2013 - June 30, 2014

Fund/Division (1)	Tier I DB System			Tier I Post Retired		Tier II - DB Hybrid System			Tier II - DC Plan		
	Contribution Reporting Fields Tier I 2013-2014 Rates			Post Retired Employment post June 30, 2010	Post Retired Employment prior July 1, 2010	Contribution Reporting Fields Tier II 2013-2014 Rates			Contribution Reporting Fields Tier II 2013-2014 Rates		
	Member (2)	Employer (3)	Total (4)	Amort of UAAL* (5)	Optional 401(k) Cap (7)	Employer (8)	401(k) (9)	Total (10)	Employer (11)	401(k) (12)	Total (13)
I. Public Employees Contributory											
Local Government	6.00%	13.28%	19.28%	7.25%	11.94%	15.75%	1.59%	17.34%	7.34%	10.00%	17.34%
State and School	6.00%	15.97%	21.97%	10.51%	11.37%	19.01%	1.59%	20.60%	10.60%	10.00%	20.60%
II. Public Employees Noncontributory											
Local Government	0.00%	17.29%	17.29%	5.49%	11.71%	13.99%	1.59%	15.58%	5.58%	10.00%	15.58%
State and School	0.00%	20.46%	20.46% **	8.25%	12.12%	16.75%	1.59%	18.34%	8.34%	10.00%	18.34%
III. Public Safety Contributory											
State	12.29%	27.63%	39.92%	16.38%	23.54%	27.40%	1.09%	28.49%	16.49%	12.00%	28.49%
Other Division A (2.5% COLA)	12.29%	20.83%	33.12%	9.83%	23.29%	20.85%	1.09%	21.94%	9.94%	12.00%	21.94%
Other Division A (4% COLA)	12.29%	22.75%	35.04%	11.35%	23.69%	22.37%	1.09%	23.46%	11.46%	12.00%	23.46%
Logan	11.13%	29.76%	40.89%	17.17%	23.72%	28.19%	1.09%	29.28%	17.28%	12.00%	29.28%
Other Division B (2.5% COLA)	10.50%	22.29%	32.79%	9.75%	23.04%	20.77%	1.09%	21.86%	9.86%	12.00%	21.86%
Other Division B (4% COLA)	10.50%	27.49%	37.99%	14.36%	23.63%	25.38%	1.09%	26.47%	14.47%	12.00%	26.47%
IV. Public Safety Noncontributory											
State	0.00%	39.31%	39.31%	16.38%	22.93%	27.40%	1.09%	28.49%	16.49%	12.00%	28.49%
Other Division A (2.5% COLA)	0.00%	32.14%	32.14%	9.83%	22.31%	20.85%	1.09%	21.94%	9.94%	12.00%	21.94%
Other Division A (4% COLA)	0.00%	34.17%	34.17%	11.35%	22.82%	22.37%	1.09%	23.46%	11.46%	12.00%	23.46%
Salt Lake City	0.00%	44.83%	44.83%	22.25%	22.58%	33.27%	1.09%	34.36%	22.36%	12.00%	34.36%
Ogden	0.00%	44.98%	44.98%	22.45%	22.53%	33.47%	1.09%	34.56%	22.56%	12.00%	34.56%
Provo	0.00%	39.97%	39.97%	17.17%	22.80%	28.19%	1.09%	29.28%	17.28%	12.00%	29.28%
Logan	0.00%	39.84%	39.84%	17.17%	22.67%	28.19%	1.09%	29.28%	17.28%	12.00%	29.28%
Bountiful	0.00%	42.79%	42.79%	20.36%	22.43%	31.38%	1.09%	32.47%	20.47%	12.00%	32.47%
Other Division B (2.5% COLA)	0.00%	32.20%	32.20%	9.49%	22.71%	20.51%	1.09%	21.60%	9.60%	12.00%	21.60%
Other Division B (4% COLA)	0.00%	37.45%	37.45%	14.36%	23.09%	25.38%	1.09%	26.47%	14.47%	12.00%	26.47%
V. Firefighters											
Division A	15.05%	2.96%	18.01%	0.00%	18.01%	11.02%	1.09%	12.11%	0.11%	12.00%	12.11%
Division B	16.71%	4.46%	21.17%	0.00%	21.17%	11.02%	1.09%	12.11%	0.11%	12.00%	12.11%
VI. Judges	0.00%	35.66%	35.66%								

Note: The cost of the Active Death Benefit was provided by URS.

\* Unfunded actuarial accrued liability

\*\* Does not include required 1.50% 401(k) contribution.

Tier I Retirement Contribution Rates as a Percentage of Salary and Wages  
Fiscal Year July 1, 2013 - June 30, 2014

Fund/Division (1)	2012-2013 Contribution Rates				2013-2014 Contribution Rates				Increase / (Decrease) (10)
	Member (2)	Employer (3)	Dth Ben (4)	Total (5)	Member (6)	Employer (7)	Dth Ben (8)	Total (9)	
I. Public Employees Contributory									
Local Government	6.00%	11.88%	0.15%	18.03%	6.00%	13.19%	0.09%	19.28%	1.25%
State and School	6.00%	14.12%	0.15%	20.27%	6.00%	15.88%	0.09%	21.97%	1.70%
II. Public Employees Noncontributory									
Local Government	0.00%	15.89%	0.15%	16.04%	0.00%	17.20%	0.09%	17.29%	1.25%
State and School	0.00%	18.61%	0.15%	18.76%	0.00%	20.37%	0.09%	20.46%	1.70%
III. Public Safety Contributory									
State	12.29%	25.52%		37.81%	12.29%	27.63%		39.92%	2.11%
Other Division A (2.5% COLA)	12.29%	19.08%		31.37%	12.29%	20.83%		33.12%	1.75%
Other Division A (4% COLA)	12.29%	22.34%		34.63%	12.29%	22.75%		35.04%	0.41%
Logan (2.5% COLA)	11.13%	27.95%		39.08%	11.13%	29.76%		40.89%	1.81%
Logan (4% COLA)	11.13%	29.60%		40.73%	11.13%	31.04%		42.17%	1.44%
Other Division B (2.5% COLA)	10.50%	22.29%		32.79%	10.50%	22.29%		32.79%	0.00%
Other Division B (4% COLA)	10.50%	27.29%		37.79%	10.50%	27.49%		37.99%	0.20%
IV. Public Safety Noncontributory									
State	0.00%	37.29%		37.29%	0.00%	39.31%		39.31%	2.02%
Other Division A (2.5% COLA)	0.00%	30.45%		30.45%	0.00%	32.14%		32.14%	1.69%
Other Division A (4% COLA)	0.00%	33.65%		33.65%	0.00%	34.17%		34.17%	0.52%
Salt Lake City (2.5% COLA)	0.00%	41.95%		41.95%	0.00%	44.83%		44.83%	2.88%
Salt Lake City (4% COLA)	0.00%	43.56%		43.56%	0.00%	46.49%		46.49%	2.93%
Ogden (2.5% COLA)	0.00%	42.21%		42.21%	0.00%	44.98%		44.98%	2.77%
Ogden (4% COLA)	0.00%	43.98%		43.98%	0.00%	46.74%		46.74%	2.76%
Provo (2.5% COLA)	0.00%	38.54%		38.54%	0.00%	39.97%		39.97%	1.43%
Provo (4% COLA)	0.00%	40.10%		40.10%	0.00%	41.51%		41.51%	1.41%
Logan (2.5% COLA)	0.00%	38.18%		38.18%	0.00%	39.84%		39.84%	1.66%
Logan (4% COLA)	0.00%	39.83%		39.83%	0.00%	41.13%		41.13%	1.30%
Bountiful (2.5% COLA)	0.00%	37.16%		37.16%	0.00%	42.79%		42.79%	5.63%
Bountiful (4% COLA)	0.00%	38.96%		38.96%	0.00%	44.71%		44.71%	5.75%
Other Division B (2.5% COLA)	0.00%	32.20%		32.20%	0.00%	32.20%		32.20%	0.00%
Other Division B (4% COLA)	0.00%	36.97%		36.97%	0.00%	37.45%		37.45%	0.48%
V. Firefighters									
A. Division A									
Gross Rate	15.05%	14.50%		29.55%	15.05%	14.71%		29.76%	0.21%
Insurance Premium Offset	0.00%	-11.84%		-11.84%	0.00%	-11.75%		-11.75%	0.09%
Net Rate	15.05%	2.66%		17.71%	15.05%	2.96%		18.01%	0.30%
B. Division B									
Gross Rate	16.71%	13.92%		30.63%	16.71%	16.21%		32.92%	2.29%
Insurance Premium Offset	0.00%	-11.84%		-11.84%	0.00%	-11.75%		-11.75%	0.09%
Net Rate	16.71%	2.08%		18.79%	16.71%	4.46%		21.17%	2.38%
VI. Judges									
Gross Rate	0.00%	46.89%		46.89%	0.00%	48.40%		48.40%	1.51%
Court Fees Offset	0.00%	-14.02%		-14.02%	0.00%	-12.74%		-12.74%	1.28%
Net Rate	0.00%	32.87%		32.87%	0.00%	35.66%		35.66%	2.79%
VII. Governors and Legislative		\$ 269,982		\$ 269,982		\$ 411,489		\$ 411,489	\$ 141,507

Note: The cost of the Active Death Benefit was provided by URS.

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

2 Does not include 1.5% 401(k).

3 Rate if Public Safety Employer elects the 4% COLA.

**Tier II Retirement Contribution Rates as a Percentage of Salary and Wages  
Fiscal Year July 1, 2013 - June 30, 2014**

Fund/Division (1)	Tier II Hybrid Retirement System						Tier II Defined Contribution Plan			
	Employer Tier II Rate (2)	Hybrid Plan DB Rate (3)	Hybrid Plan		Tier I Amort % (6)	Total (2)+(5)+(6) (7)	Employer Tier II Rate (8)	Death Benefit* (9)	Tier I Amort % (10)	Total (8)+(9)+(10) (11)
			DC Rate (2) - (3) (4)	Death Benefit* (5)						
I. Public Employees Contributory										
Local Government	10.00%	8.41%	1.59%	0.09%	7.25%	17.34%	10.00%	0.09%	7.25%	17.34%
II. Public Employees Noncontributory										
Local Government	10.00%	8.41%	1.59%	0.09%	5.49%	15.58%	10.00%	0.09%	5.49%	15.58%
State and School	10.00%	8.41%	1.59%	0.09%	8.25%	18.34%	10.00%	0.09%	8.25%	18.34%
III. Public Safety Contributory										
Other Division A (2.5% COLA)	12.00%	10.91%	1.09%	0.11%	9.83%	21.94%	12.00%	0.11%	9.83%	21.94%
Other Division A (4% COLA)	12.00%	10.91%	1.09%	0.11%	11.35%	23.46%	12.00%	0.11%	11.35%	23.46%
Other Division B (2.5% COLA)	12.00%	10.91%	1.09%	0.11%	9.75%	21.86%	12.00%	0.11%	9.75%	21.86%
Other Division B (4% COLA)	12.00%	10.91%	1.09%	0.11%	14.36%	26.47%	12.00%	0.11%	14.36%	26.47%
IV. Public Safety Noncontributory										
State	12.00%	10.91%	1.09%	0.11%	16.38%	28.49%	12.00%	0.11%	16.38%	28.49%
Other Division A (2.5% COLA)	12.00%	10.91%	1.09%	0.11%	9.83%	21.94%	12.00%	0.11%	9.83%	21.94%
Other Division A (4% COLA)	12.00%	10.91%	1.09%	0.11%	11.35%	23.46%	12.00%	0.11%	11.35%	23.46%
Salt Lake City	12.00%	10.91%	1.09%	0.11%	22.25%	34.36%	12.00%	0.11%	22.25%	34.36%
Ogden	12.00%	10.91%	1.09%	0.11%	22.45%	34.56%	12.00%	0.11%	22.45%	34.56%
Provo	12.00%	10.91%	1.09%	0.11%	17.17%	29.28%	12.00%	0.11%	17.17%	29.28%
Logan	12.00%	10.91%	1.09%	0.11%	17.17%	29.28%	12.00%	0.11%	17.17%	29.28%
Bountiful	12.00%	10.91%	1.09%	0.11%	20.36%	32.47%	12.00%	0.11%	20.36%	32.47%
Other Division B (2.5% COLA)	12.00%	10.91%	1.09%	0.11%	9.49%	21.60%	12.00%	0.11%	9.49%	21.60%
Other Division B (4% COLA)	12.00%	10.91%	1.09%	0.11%	14.36%	26.47%	12.00%	0.11%	14.36%	26.47%
V. Firefighters										
Division A*	12.00%	10.91%	1.09%	0.11%	0.00%	12.11%	12.00%	0.11%	0.00%	12.11%
Division B*	12.00%	10.91%	1.09%	0.11%	0.00%	12.11%	12.00%	0.11%	0.00%	12.11%

Note: \* Employer paid active member death benefit (75% of salary) per Utah Code Section 49-22-501 and 49-23-501. The cost of the active death benefit was provided by URS.

\*\* For Firefighters, the fire insurance premium offset is applied first to the amortization charge, leaving no amount owed to Tier I by employers for Tier II firefighters.

---

## **APPENDIX 1**

---



**STATEMENT OF ACTUARIAL ASSUMPTIONS AND METHODS**

1. *Investment return rate:*

7.50% per annum, compounded annually, composed of a 2.75% inflation rate, a 5.10% real rate of return, then net of 0.35% for administrative and investment expenses.

2. *Active member mortality rates:*

Active member mortality rates are a function of the member’s sex, occupation, and age. These rates were developed based on plan experience. For the Public Safety and Firefighters Systems, 25% of deaths are assumed to be service related. Rates at selected ages are shown:

<b>Active Male Members</b>			
<b>Age</b>	<b>Local Government and Public Employees</b>	<b>Public Educators</b>	<b>Public Safety and Firefighters<sup>1</sup></b>
20	.000495	.000130	.000440
25	.000385	.000130	.000440
30	.000440	.000195	.000440
35	.000660	.000195	.000440
40	.000825	.000390	.000605
45	.001045	.000650	.001045
50	.001540	.001300	.001760
55	.002585	.002340	.002750
60	.004180	.003705	.003740
65	.006380	.004680	.004730
70	.009130	.005200	.005665

<b>Active Female Members</b>		
<b>Age</b>	<b>Local Government and Public Employees</b>	<b>Public Educators</b>
20	.000275	.000490
25	.000275	.000210
30	.000275	.000070
35	.000330	.000210
40	.000440	.000420
45	.000660	.000840
50	.001045	.001260
55	.001540	.001750
60	.002200	.002380
65	.003025	.003290
70	.004015	.004550

<sup>1</sup> Males and female combined.

3. *Disability rates:*

Disability rates are a function of the member’s sex, occupation, and age. These rates were developed based on plan experience. Rates are applied at all ages. For the Public Safety and Firefighters Systems, 25% of disabilities are assumed to be service related. Rates at selected ages are shown:

Active Male Members					
Age	Local Government	Public Employees	Public Educators	Public Safety	Firefighters
20	.000250	.000220	.000120	.000320	.000480
25	.000375	.000330	.000180	.000480	.000720
30	.000750	.000660	.000360	.000960	.001440
35	.001125	.000990	.000540	.001440	.002160
40	.001500	.001320	.000720	.001920	.002880
45	.002500	.002200	.001200	.003200	.004800
50	.003250	.002860	.001560	.004160	.006240
55	.005125	.004510	.002460	.006560	.009840
60	.007000	.006160	.003360	.008960	.013440

Active Female Members					
Age	Local Government	Public Employees	Public Educators	Public Safety	Firefighters
20	.000220	.000220	.000120	.000320	.000480
25	.000330	.000330	.000180	.000480	.000720
30	.000660	.000660	.000360	.000960	.001440
35	.000990	.000990	.000540	.001440	.002160
40	.001320	.001320	.000720	.001920	.002880
45	.002200	.002200	.001200	.003200	.004800
50	.002860	.002860	.001560	.004160	.006240
55	.004510	.004510	.002460	.006560	.009840
60	.006160	.006160	.003360	.008960	.013440

4. *Termination rates (for causes other than death, disability or retirement):*

Termination rates are a function of the member’s sex, occupation, and service. These rates were developed based on plan experience. Termination rates are not applied after a member becomes eligible for a reduced or unreduced retirement benefit.

Active Male Members					
Years of Service					
Service	Local Government	Public Employees	Public Educators	Public Safety	Firefighters
0	0.1900	0.2700	0.1300	0.1000	0.0825
1	0.1500	0.2450	0.1100	0.0650	0.0350
2	0.1100	0.1500	0.0900	0.0600	0.0300
3	0.0900	0.1200	0.0750	0.0550	0.0300
4	0.0800	0.1000	0.0650	0.0500	0.0250
5	0.0700	0.0900	0.0500	0.0475	0.0250
6	0.0600	0.0800	0.0400	0.0450	0.0150
7	0.0550	0.0700	0.0300	0.0425	0.0150
8	0.0475	0.0600	0.0275	0.0375	0.0150
9	0.0400	0.0450	0.0250	0.0325	0.0150
10	0.0350	0.0425	0.0250	0.0300	0.0150
11	0.0325	0.0400	0.0225	0.0275	0.0150
12	0.0300	0.0375	0.0225	0.0250	0.0050
13	0.0300	0.0350	0.0200	0.0225	0.0050
14	0.0300	0.0300	0.0200	0.0200	0.0050
15	0.0275	0.0250	0.0175	0.0175	0.0050
16	0.0275	0.0225	0.0175	0.0150	0.0050
17	0.0275	0.0200	0.0175	0.0150	0.0050
18	0.0250	0.0175	0.0150	0.0125	0.0050
19	0.0250	0.0175	0.0050	0.0100	0.0050
20	0.0200	0.0175	0.0050	0.0000	0.0000
21	0.0200	0.0150	0.0050	0.0000	0.0000
22	0.0175	0.0125	0.0050	0.0000	0.0000
23	0.0150	0.0100	0.0050	0.0000	0.0000
24	0.0125	0.0075	0.0050	0.0000	0.0000
25+	0.0000	0.0000	0.0000	0.0000	0.0000

4. Termination rates (continued):

Active Female Members					
Years of Service					
Service	Local Government	Public Employees	Public Educators	Public Safety	Firefighters
0	0.2200	0.2500	0.1700	0.1000	0.0825
1	0.1800	0.2100	0.1600	0.0650	0.0350
2	0.1400	0.1700	0.1450	0.0600	0.0300
3	0.1200	0.1400	0.1250	0.0550	0.0300
4	0.1100	0.1100	0.1000	0.0500	0.0250
5	0.0975	0.0950	0.0850	0.0475	0.0250
6	0.0825	0.0825	0.0700	0.0450	0.0150
7	0.0750	0.0700	0.0550	0.0425	0.0150
8	0.0675	0.0650	0.0450	0.0375	0.0150
9	0.0625	0.0600	0.0400	0.0325	0.0150
10	0.0550	0.0550	0.0325	0.0300	0.0150
11	0.0475	0.0475	0.0275	0.0275	0.0150
12	0.0425	0.0450	0.0200	0.0250	0.0050
13	0.0400	0.0425	0.0200	0.0225	0.0050
14	0.0375	0.0375	0.0200	0.0200	0.0050
15	0.0350	0.0350	0.0200	0.0175	0.0050
16	0.0325	0.0300	0.0200	0.0150	0.0050
17	0.0300	0.0275	0.0180	0.0150	0.0050
18	0.0275	0.0275	0.0170	0.0125	0.0050
19	0.0250	0.0275	0.0160	0.0100	0.0050
20	0.0225	0.0275	0.0140	0.0000	0.0000
21	0.0200	0.0200	0.0130	0.0000	0.0000
22	0.0175	0.0150	0.0075	0.0000	0.0000
23	0.0150	0.0125	0.0075	0.0000	0.0000
24	0.0125	0.0100	0.0075	0.0000	0.0000
25+	0.0000	0.0000	0.0000	0.0000	0.0000

5. *Refund rates:*

Refund rates are the percentage of vested members electing to receive a refund of contributions upon termination of employment. This rate is only applied to members of the contributory systems; vested members in the noncontributory systems are assumed to defer their benefits until retirement, even if they have a contribution account from service prior to the establishment of the noncontributory system. The rate is a function of the member's sex, occupation and service. These rates are based on plan experience.

<b>Males</b>				
<b>Service</b>	<b>Local Government</b>	<b>Public Employees</b>	<b>Public Educators</b>	<b>Public Safety &amp; Firefighters<sup>1</sup></b>
0-3	100%	100%	100%	100%
4	75%	86%	75%	76%
5	73%	83%	73%	74%
6	70%	80%	70%	71%
7	67%	78%	66%	69%
8	65%	77%	61%	67%
9	62%	75%	57%	65%
10	61%	73%	54%	57%
11	59%	70%	50%	50%
12	58%	68%	47%	42%
13	55%	66%	42%	40%
14	52%	65%	38%	37%
15	49%	63%	33%	35%
16	48%	61%	28%	33%
17	46%	60%	22%	31%
18	45%	58%	17%	29%
19	23%	29%	09%	15%
20 or more	00%	00%	00%	00%

<sup>1</sup> Male and female members combined.

5. *Refund rates (continued):*

<b>Females</b>			
<b>Service</b>	<b>Local Government</b>	<b>Public Employees</b>	<b>Public Educators</b>
0-3	100%	100%	100%
4	77%	80%	65%
5	75%	79%	64%
6	72%	77%	62%
7	69%	74%	61%
8	67%	71%	59%
9	64%	68%	58%
10	61%	64%	53%
11	57%	60%	48%
12	54%	56%	43%
13	49%	55%	39%
14	45%	53%	36%
15	40%	52%	32%
16	35%	49%	27%
17	30%	46%	21%
18	25%	43%	16%
19	13%	22%	08%
20 or more	00%	00%	00%

6. *Retirement rates:*

Retirement rates are a function of the member’s age, sex and occupation (and service in the case of Firefighters, Public Safety and Judges). Rates are based on plan experience. Rates are applied only at ages at which the member is eligible for a reduced or unreduced retirement benefit. Members are assumed to retire no later than age 75 (age 70 for the public safety, firefighter and judges systems). Sample rates are shown below.

<b>Tier I - Local Government</b>				
<b>Age</b>	<b>Male</b>		<b>Female</b>	
	<b>Reduced</b>	<b>Unreduced</b>	<b>Reduced</b>	<b>Unreduced</b>
50	0.040	0.180	0.040	0.250
51	0.040	0.180	0.040	0.250
52	0.040	0.180	0.040	0.250
53	0.040	0.180	0.040	0.250
54	0.040	0.180	0.040	0.250
55	0.050	0.180	0.040	0.300
56	0.050	0.180	0.040	0.300
57	0.050	0.180	0.040	0.300
58	0.060	0.180	0.040	0.300
59	0.060	0.180	0.040	0.300
60	0.060	0.250	0.100	0.400
61	0.060	0.250	0.100	0.400
62	0.130	0.300	0.130	0.400
63	0.160	0.300	0.160	0.400
64	0.160	0.300	0.160	0.400
65	N/A	0.300	N/A	0.300
66	N/A	0.300	N/A	0.300
67	N/A	0.200	N/A	0.200
68	N/A	0.200	N/A	0.200
69	N/A	0.200	N/A	0.200
70	N/A	0.200	N/A	0.200
71	N/A	0.150	N/A	0.150
72	N/A	0.150	N/A	0.150
73	N/A	0.150	N/A	0.150
74	N/A	0.150	N/A	0.150
75+	N/A	1.000	N/A	1.000

6. Retirement rates (continued):

Tier II - Local Government				
Age	Male		Female	
	Reduced	Unreduced <sup>1</sup>	Reduced	Unreduced <sup>1</sup>
50	N/A	0.180	N/A	0.250
51	N/A	0.180	N/A	0.250
52	N/A	0.180	N/A	0.250
53	N/A	0.180	N/A	0.250
54	N/A	0.180	N/A	0.250
55	N/A	0.180	N/A	0.300
56	N/A	0.180	N/A	0.300
57	N/A	0.180	N/A	0.300
58	N/A	0.180	N/A	0.300
59	N/A	0.180	N/A	0.300
60	0.020	0.250	0.020	0.400
61	0.040	0.250	0.040	0.400
62	0.060	0.300	0.060	0.400
63	0.080	0.300	0.080	0.400
64	0.100	0.300	0.100	0.400
65	N/A	0.300	N/A	0.300
66	N/A	0.300	N/A	0.300
67	N/A	0.200	N/A	0.200
68	N/A	0.200	N/A	0.200
69	N/A	0.200	N/A	0.200
70	N/A	0.200	N/A	0.200
71	N/A	0.150	N/A	0.150
72	N/A	0.150	N/A	0.150
73	N/A	0.150	N/A	0.150
74	N/A	0.150	N/A	0.150
75+	N/A	1.000	N/A	1.000

<sup>1</sup> The retirement rate at the age the member is first eligible for an unreduced retirement benefit is increased by 30%.



6. Retirement rates (continued):

Tier I - Public Employees				
Age	Male		Female	
	Reduced	Unreduced	Reduced	Unreduced
50	0.040	0.160	0.050	0.220
51	0.040	0.160	0.050	0.220
52	0.040	0.160	0.050	0.220
53	0.040	0.160	0.050	0.220
54	0.040	0.160	0.050	0.220
55	0.040	0.180	0.050	0.220
56	0.040	0.180	0.050	0.220
57	0.040	0.180	0.050	0.220
58	0.060	0.180	0.050	0.220
59	0.060	0.180	0.050	0.220
60	0.100	0.230	0.130	0.320
61	0.100	0.230	0.130	0.320
62	0.150	0.350	0.200	0.320
63	0.150	0.300	0.200	0.320
64	0.150	0.300	0.200	0.320
65	N/A	0.300	N/A	0.320
66	N/A	0.300	N/A	0.320
67	N/A	0.250	N/A	0.250
68	N/A	0.250	N/A	0.250
69	N/A	0.200	N/A	0.250
70	N/A	0.200	N/A	0.250
71	N/A	0.150	N/A	0.150
72	N/A	0.150	N/A	0.150
73	N/A	0.150	N/A	0.150
74	N/A	0.150	N/A	0.150
75+	N/A	1.000	N/A	1.000

6. Retirement rates (continued):

Tier II - Public Employees				
Age	Male		Female	
	Reduced	Unreduced <sup>1</sup>	Reduced	Unreduced <sup>1</sup>
50	N/A	0.160	N/A	0.220
51	N/A	0.160	N/A	0.220
52	N/A	0.160	N/A	0.220
53	N/A	0.160	N/A	0.220
54	N/A	0.160	N/A	0.220
55	N/A	0.180	N/A	0.220
56	N/A	0.180	N/A	0.220
57	N/A	0.180	N/A	0.220
58	N/A	0.180	N/A	0.220
59	N/A	0.180	N/A	0.220
60	0.020	0.230	0.020	0.320
61	0.040	0.230	0.040	0.320
62	0.060	0.350	0.060	0.320
63	0.080	0.300	0.080	0.320
64	0.100	0.300	0.100	0.320
65	N/A	0.300	N/A	0.320
66	N/A	0.300	N/A	0.320
67	N/A	0.250	N/A	0.250
68	N/A	0.250	N/A	0.250
69	N/A	0.200	N/A	0.250
70	N/A	0.200	N/A	0.250
71	N/A	0.150	N/A	0.150
72	N/A	0.150	N/A	0.150
73	N/A	0.150	N/A	0.150
74	N/A	0.150	N/A	0.150
75+	N/A	1.000	N/A	1.000

<sup>1</sup> The retirement rate at the age the member is first eligible for an unreduced retirement benefit is increased by 30%.

6. Retirement rates (continued):

Tier I - Public Educators				
Age	Male		Female	
	Reduced	Unreduced	Reduced	Unreduced
50	0.010	0.200	0.020	0.200
51	0.050	0.200	0.050	0.250
52	0.050	0.200	0.050	0.250
53	0.050	0.200	0.050	0.250
54	0.050	0.200	0.050	0.250
55	0.050	0.200	0.050	0.250
56	0.050	0.200	0.075	0.250
57	0.050	0.200	0.075	0.250
58	0.075	0.200	0.075	0.275
59	0.075	0.250	0.075	0.275
60	0.100	0.275	0.100	0.350
61	0.150	0.275	0.150	0.350
62	0.200	0.350	0.300	0.350
63	0.150	0.350	0.250	0.350
64	0.150	0.350	0.150	0.350
65	N/A	0.350	N/A	0.350
66	N/A	0.275	N/A	0.350
67	N/A	0.275	N/A	0.250
68	N/A	0.275	N/A	0.250
69	N/A	0.275	N/A	0.250
70	N/A	0.200	N/A	0.200
71	N/A	0.200	N/A	0.200
72	N/A	0.200	N/A	0.200
73	N/A	0.200	N/A	0.200
74	N/A	0.200	N/A	0.200
75+	N/A	1.000	N/A	1.000

6. Retirement rates (continued):

Tier II - Public Educators				
Age	Male		Female	
	Reduced	Unreduced	Reduced	Unreduced
50	N/A	0.200	N/A	0.200
51	N/A	0.200	N/A	0.250
52	N/A	0.200	N/A	0.250
53	N/A	0.200	N/A	0.250
54	N/A	0.200	N/A	0.250
55	N/A	0.200	N/A	0.250
56	N/A	0.200	N/A	0.250
57	N/A	0.200	N/A	0.250
58	N/A	0.200	N/A	0.275
59	N/A	0.250	N/A	0.275
60	0.020	0.275	0.020	0.350
61	0.040	0.275	0.040	0.350
62	0.060	0.350	0.060	0.350
63	0.080	0.350	0.080	0.350
64	0.100	0.350	0.100	0.350
65	N/A	0.350	N/A	0.350
66	N/A	0.275	N/A	0.350
67	N/A	0.275	N/A	0.250
68	N/A	0.275	N/A	0.250
69	N/A	0.275	N/A	0.250
70	N/A	0.200	N/A	0.200
71	N/A	0.200	N/A	0.200
72	N/A	0.200	N/A	0.200
73	N/A	0.200	N/A	0.200
74	N/A	0.200	N/A	0.200
75+	N/A	1.000	N/A	1.000

<sup>1</sup> The retirement rate at the age the member is first eligible for an unreduced retirement benefit is increased by 30%.

6. Retirement rates (continued):

Tier I - Public Safety (Unisex)				Tier I - Firefighters (Unisex)	
Age	Years of Service			Years of Service	
	0 - 19	20 - 29	30+	0 - 29	30+
40-44	0.00	0.180	0.200	0.150	0.160
45	0.00	0.180	0.200	0.150	0.160
46	0.00	0.180	0.200	0.150	0.160
47	0.00	0.180	0.200	0.080	0.160
48	0.00	0.180	0.200	0.080	0.160
49	0.00	0.180	0.200	0.080	0.160
50	0.00	0.180	0.200	0.080	0.160
51	0.00	0.180	0.220	0.080	0.160
52	0.00	0.180	0.220	0.080	0.160
53	0.00	0.180	0.220	0.080	0.160
54	0.00	0.180	0.220	0.080	0.160
55	0.00	0.180	0.250	0.100	0.180
56	0.00	0.180	0.250	0.100	0.180
57	0.00	0.180	0.250	0.100	0.180
58	0.00	0.180	0.250	0.100	0.180
59	0.00	0.180	0.250	0.100	0.180
60	0.120	0.250	0.250	0.200	0.400
61	0.120	0.300	0.300	0.200	0.400
62	0.120	0.350	0.350	0.300	0.400
63	0.120	0.350	0.350	0.300	0.400
64	0.120	0.350	0.350	0.300	0.400
65	0.250	0.500	0.500	0.600	0.600
66	0.250	0.500	0.500	0.600	0.600
67	0.250	0.500	0.500	0.600	0.600
68	0.250	0.500	0.500	0.600	0.600
69	0.250	0.500	0.500	0.600	0.600
70+	1.000	1.000	1.000	1.000	1.000

6. Retirement rates (continued):

Age	Tier II - Public Safety (Unisex)			Tier II - Firefighters (Unisex)	
	Years of Service			Years of Service	
	0 - 19	20 - 29	30+	0 - 29	30+
40-44	7.20	0.108	N/A	0.048	N/A
45	7.20	0.108	0.150	0.048	0.096
46	7.20	0.108	0.150	0.048	0.096
47	7.20	0.108	0.150	0.048	0.096
48	7.20	0.108	0.150	0.080	0.096
49	7.20	0.108	0.150	0.048	0.096
50	7.20	0.108	0.150	0.048	0.096
51	7.20	0.108	0.150	0.048	0.096
52	7.20	0.108	0.150	0.048	0.096
53	7.20	0.108	0.150	0.048	0.096
54	7.20	0.108	0.150	0.048	0.096
55	7.20	0.108	0.150	0.060	0.108
56	7.20	0.108	0.150	0.060	0.108
57	7.20	0.108	0.150	0.060	0.108
58	7.20	0.108	0.150	0.060	0.108
59	7.20	0.108	0.150	0.060	0.108
60	0.120	0.250	0.250	0.200	0.400
61	0.120	0.300	0.300	0.200	0.400
62	0.120	0.350	0.350	0.300	0.400
63	0.120	0.350	0.350	0.300	0.400
64	0.120	0.350	0.350	0.300	0.400
65	0.250	0.500	0.500	0.600	0.600
66	0.250	0.500	0.500	0.600	0.600
67	0.250	0.500	0.500	0.600	0.600
68	0.250	0.500	0.500	0.600	0.600
69	0.250	0.500	0.500	0.600	0.600
70+	1.000	1.000	1.000	1.000	1.000

6. Retirement rates (continued):

<b>Judges - Males and Females</b>			
<b>Age</b>	<b>Years of Service</b>		
	<b>0 - 24</b>	<b>25 - 29</b>	<b>30+</b>
45	N/A	0.100	0.200
46	N/A	0.100	0.200
47	N/A	0.100	0.200
48	N/A	0.100	0.200
49	N/A	0.100	0.200
50	N/A	0.100	0.200
51	N/A	0.100	0.200
52	N/A	0.100	0.200
53	N/A	0.100	0.200
54	N/A	0.100	0.200
55	N/A	0.100	0.200
56	N/A	0.100	0.200
57	N/A	0.100	0.200
58	N/A	0.100	0.200
59	N/A	0.100	0.200
60	N/A	0.100	0.200
61	N/A	0.100	0.200
62	0.150	0.200	0.200
63	0.150	0.200	0.200
64	0.150	0.200	0.200
65	0.150	0.200	0.200
66	0.150	0.200	0.200
67	0.150	0.200	0.200
68	0.150	0.200	0.200
69	0.150	0.200	0.200
70	1.000	1.000	1.000

7. *Salary increase rates:*

Salaries for individual members are assumed to increase each year, as a function of the member’s occupation and service. Rates are composed of a 2.75% inflation rate, a 1.00% general increase rate that applies to all, and a variable promotional/longevity component that is a function of the member’s service.

<b>Active Male and Female Members - Local Government</b>		
<b>Years of Service</b>	<b>Annual Promotional/Longevity Rates of Increase</b>	<b>Total Annual Rate of Increase Including 3.75% Wage Inflation</b>
0	6.00%	9.75%
1	4.50	8.25
2	3.75	7.50
3	3.25	7.00
4	2.75	6.50
5	2.50	6.25
6	2.25	6.00
7	2.00	5.75
8	1.75	5.50
9	1.75	5.50
10	1.50	5.25
11	1.25	5.00
12	1.25	5.00
13	1.00	4.75
14	1.00	4.75
15	1.00	4.75
16	0.75	4.50
17	0.75	4.50
18	0.75	4.50
19	0.75	4.50
20	0.50	4.25
21	0.25	4.00
22	0.25	4.00
23	0.00	3.75
24	0.00	3.75
25 or more	0.00	3.75



7. Salary increase rates (continued):

Active Male and Female Members - Public Employees		
Years of Service	Annual Promotional/Longevity Rates of Increase	Total Annual Rate of Increase Including 3.75% Wage Inflation
0	5.25%	9.00%
1	4.50	8.25
2	3.50	7.25
3	2.75	6.50
4	2.50	6.25
5	2.00	5.75
6	1.75	5.50
7	1.50	5.25
8	1.50	5.25
9	1.25	5.00
10	1.25	5.00
11	1.00	4.75
12	1.00	4.75
13	1.00	4.75
14	0.75	4.50
15	0.50	4.25
16	0.50	4.25
17	0.50	4.25
18	0.50	4.25
19	0.50	4.25
20	0.25	4.00
21	0.25	4.00
22	0.25	4.00
23	0.25	4.00
24	0.00	3.75
25 or more	0.00	3.75

7. Salary increase rates (continued):

Active Male and Female Members Public Educators		
Years of Service	Annual Promotional/Longevity Rates of Increase	Total Annual Rate of Increase Including 3.75% Wage Inflation
0	7.00%	10.75%
1	6.25	10.00
2	5.25	9.00
3	4.75	8.50
4	4.50	8.25
5	4.00	7.75
6	4.00	7.75
7	3.75	7.50
8	3.50	7.25
9	3.25	7.00
10	2.75	6.50
11	2.25	6.00
12	1.75	5.50
13	1.25	5.00
14	1.00	4.75
15	0.75	4.50
16	0.75	4.50
17	0.50	4.25
18	0.50	4.25
19	0.50	4.25
20	0.50	4.25
21	0.50	4.25
22	0.25	4.00
23	0.25	4.00
24	0.25	4.00
25 or more	0.00	3.75

7. *Salary increase rates (continued):*

<b>Active Male and Female Members Public Safety</b>		
<b>Years of Service</b>	<b>Annual Promotional/Longevity Rates of Increase</b>	<b>Total Annual Rate of Increase Including 3.75% Wage Inflation</b>
0	5.50%	9.25%
1	3.75	7.50
2	3.25	7.00
3	2.75	6.50
4	2.75	6.50
5	2.50	6.25
6	2.50	6.25
7	2.25	6.00
8	2.00	5.75
9	2.00	5.75
10	2.00	5.75
11	1.50	5.25
12	1.25	5.00
13	1.25	5.00
14	1.00	4.75
15	1.00	4.75
16	1.00	4.75
17	0.75	4.50
18	0.75	4.50
19	0.75	4.50
20	0.75	4.50
21	0.75	4.50
22	0.75	4.50
23	0.25	4.00
24	0.25	4.00
25 or more	0.00	3.75

7. *Salary increase rates (continued):*

<b>Active Male and Female Members Firefighters</b>		
<b>Years of Service</b>	<b>Annual Promotional/Longevity Rates of Increase</b>	<b>Total Annual Rate Of Increase Including 3.75% Wage Inflation</b>
0	6.00%	9.75%
1	5.50	9.25
2	5.25	9.00
3	5.00	8.75
4	4.75	8.50
5	4.50	8.25
6	4.50	8.25
7	4.00	7.75
8	3.75	7.50
9	3.50	7.25
10	3.00	6.75
11	2.25	6.00
12	1.75	5.50
13	1.75	5.50
14	1.75	5.50
15	1.25	5.00
16	1.25	5.00
17	1.00	4.75
18	1.00	4.75
19	0.75	4.50
20	0.75	4.50
21	0.50	4.25
22	0.25	4.00
23	0.00	3.75
24	0.00	3.75
25 or more	0.00	3.75

8. *Annuitant mortality rates (nondisabled retirees):*

All non-educator groups:

Male retirees: 100% of RP-2000 Combined Healthy for Males with White Collar adjustments, projected with Scale AA from 2000.

Female retirees: 120% of rates in a GRS table based on female teacher experience, projected with Scale AA from 2000.

Educator group:

Male retirees: 90% of rates in a GRS table based on male teacher experience, projected with Scale AA from 2000.

Female retirees: 107% of rates in a GRS table based on female teacher experience, projected with Scale AA from 2000.

<b>Mortality Rates in Base Tables before Projection (Multipliers Applied)</b>				
<b>Age</b>	<b>Non-educators</b>		<b>Educators</b>	
	<b>Males</b>	<b>Females</b>	<b>Males</b>	<b>Females</b>
50	0.001978	0.001843	0.002496	0.001644
55	0.003302	0.004522	0.004282	0.004032
60	0.005583	0.005660	0.004028	0.005047
65	0.011061	0.005232	0.005139	0.004665
70	0.019275	0.010756	0.013480	0.009590
75	0.033634	0.017066	0.022424	0.015218
80	0.059412	0.038077	0.044386	0.033952
85	0.104665	0.088752	0.088040	0.079137
90	0.178273	0.166303	0.154143	0.148287

The following table provides the life expectancy for individuals retiring in future years based on the assumption with full generational projection:

<b>Life Expectancy for an Age 65 Retiree in Years</b>					
<b>Group</b>	<b>Year of Retirement</b>				
	<b>2015</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2035</b>
Noneducators - Male	20.3	20.6	21.0	21.3	21.6
Noneducators - Female	22.2	22.3	22.5	22.7	22.9
Educators - Male	22.3	22.6	22.9	23.2	23.5
Educators - Female	23.0	23.2	23.3	23.5	23.7

9. *Disabled annuitant mortality rates:*

Males: 100% of the RP-2000 for Disabled Males, projected with Scale AA from 2000.

Females: 110% of the RP-2000 for Disabled females, projected with Scale AA from 2000.

<b>Disabled Mortality Rates in Base Table before Projections (Multipliers Applied)</b>		
<b>Age</b>	<b>Males</b>	<b>Females</b>
20	0.022571	0.008195
25	0.022571	0.008195
30	0.022571	0.008195
35	0.022571	0.008195
40	0.022571	0.008195
45	0.022571	0.008195
50	0.028975	0.012689
55	0.035442	0.018198
60	0.042042	0.024023
65	0.050174	0.030829
70	0.062583	0.041398
75	0.082067	0.057453
80	0.109372	0.079543
85	0.141603	0.110223
90	0.183408	0.154054

The following table provides the life expectancy for individuals retiring in future years based on the assumption with full generational projection:

<b>Life Expectancy for an Age 65 Retiree in Years</b>					
<b>Gender</b>	<b>Year of Retirement</b>				
	<b>2015</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2035</b>
<b>Males</b>	14.1	14.6	15.1	15.6	16.1
<b>Females</b>	16.1	16.4	16.7	16.9	17.2

10. *Actuarial cost method:*

The Entry Age Normal actuarial cost method is used. This method is designed to produce a relatively level funding pattern when expressed as a percent of pay.

First, the actuarial present value of all future expected benefits is determined for each member, including retired members, beneficiaries, inactive members and active members. This takes into account both the probability that a benefit will be paid at a given age and the time value of money. The sum of these amounts--the Present Value of Future Benefits (PVFB)--is then determined.

Next, the Entry Age Normal actuarial cost method is used to allocate the PVFB between the current year (the normal cost), prior years (the Actuarial Accrued Liability), and future years (future normal costs). The current and future normal costs are determined as a level percentage of pay, except that for the Legislators and Governors plan, which is not pay related, normal costs are determined as a level dollar amount.

A portion of the normal cost may be paid by employee contributions in which case the balance becomes the normal cost portion of the employer contribution rate.

The difference between the Actuarial Accrued Liability (the portion of the total actuarial present value of future benefits allocated to prior years) and the Actuarial Value of Assets is called the Unfunded Actuarial Accrued Liability (UAAL). This is funded over 25 years from January 1, 2009. (This period is closed, so as of January 1, 2011 the remaining amortization period is 23 years. The period will continue to decrease by one in each subsequent year, until the Board of Trustees modifies the method and period for amortizing the UAAL).

The total employer cost rate is the sum of (i) the normal cost rate, net of employee contributions if applicable, and (ii) the level percent-of-pay amortization of the UAAL. For the Judges' System and the Firefighters' System, certain specified revenues (court fees and a tax on fire insurance premiums, respectively) are used as an offset to the employer contribution rate each year, as described elsewhere in this report.

All contribution rates are based upon monthly payments of contributions.

11. *Actuarial value of assets:*

The actuarial value of assets is equal to the market value, adjusted for a five-year phase in of actual investment return in excess of (or less than) expected investment return. The actual return is calculated net of investment and administrative expenses, and the expected investment return is equal to the assumed investment return rate multiplied by the prior year's market value of assets, adjusted for contributions, benefits paid, and refunds. The actuarial value of assets is further adjusted, if necessary, so that it is not less than 75% of market value and not more than 125% of market value.

12. *Payroll growth rate:*

In determining the level percent of payroll amortization rate, payroll is assumed to grow annually at 3.50%. No allowance is made for future growth in the number of members.

13. *Marital status:*

All nonretired members are assumed to be married with no children. Female members are assumed to be three years younger than their spouses, while male members are assumed to be three years older than their spouses.

14. *Administrative and investment expenses:*

The assumed 7.50% investment return rate represents the anticipated net return after payment of all investment and administrative expenses. These expenses are assumed to be 0.35% of plan assets each year.

15. *Judges System:*

For the Judges System, no disability or withdrawal rates were used. Salaries are assumed to increase at 3.75% per year.

16. *Governors and Legislative Pension Plan:*

A 10% withdrawal rate is assumed regardless of age or service. No disability rates are used. No salary increase rate is used because the benefits do not reflect pay. Members are assumed to retire at the earlier of (i) age 65 with four years of service, or (ii) age 62 with 10 years of service. Normal cost and actuarial accrued liability are based on Level Dollar Entry Age Cost Method (not Level Percent of Pay).

17. *Interest Credited on Member Contribution Account Balances:*

In projecting member contribution account balances, we assume that the rate credited is 7.50% each year. (The actual rate is set by the Board of Trustees annually, based on investment performance.) Interest is not credited to account balances for members of the Firefighters Retirement System.

18. *Mortality Improvement:*

For post-retirement mortality, both healthy and disabled, we assume continuous (generational) mortality improvement according to Scale AA from a base year of 2000. Mortality improvement is ignored for the pre-retirement mortality assumption, since it would not have a material effect on the liabilities.



19. *Cost-of-living increases:*

Retirement benefits for all systems with a maximum 4.00% COLA are assumed to increase at 2.75% even though the maximum allowable rate is 4.00%. Retirement benefits for the funds with a maximum 2.50% COLA—e.g., some of the Public Safety funds—are assumed to increase at the maximum allowable rate of 2.50%.

For current retirees who have received cumulative COLAs less than the total of annual CPI increases since retirement, we assume higher COLAs, subject to the annual maximum, as long as the member has “banked” CPI increases left.

---

## **APPENDIX 2**

---

**SUMMARY OF BENEFIT PROVISIONS FOR  
PUBLIC EMPLOYEE RETIREMENT SYSTEMS  
(CONTRIBUTORY AND NONCONTRIBUTORY)**

1. *Effective Date:* Contributory System - July 1, 1961.  
Noncontributory System - July 1, 1986.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The Systems are administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the Systems and investment of the fund assets.
4. *Type of Plan:* These are qualified governmental defined benefit retirement plans. Under GASB 25, they are considered to be cost-sharing multiple-employer plans.
5. *Eligibility:* These Systems cover eligible employees of the State of Utah, most local government employees, and most public education employees. Generally all employees are covered, except for those covered by another System--public safety employees, firefighters, judges, legislators, and higher education employees covered under TIAA-CREF. Eligible employees become participants immediately when hired, and are required to participate. The employer-selected plan determines whether new employees participate in the Contributory or Noncontributory System. Employees who were members of the Contributory System at the time their employer selected the Noncontributory System had an option to remain in the Contributory System.
6. *Employee Contributions:* Members of the Contributory System contribute 6.00% of salary per year. Employers may "pick-up" employee contributions under Section 414(h) of the Internal Revenue Code. No contributions are made by members of the Noncontributory System.
7. *Employer Contributions:* The current contribution rates differ between the Contributory and Noncontributory Systems, and also differ depending on whether the member is employed by a local government (Level B) or the State of Utah or a public school (Level A). Rates are set by the Board of Trustees, based upon the actuarial valuation report for the preceding year. The Funds participating in these systems are:
  - Fund 11 - Local Government Contributory
  - Fund 12 - State and School Contributory
  - Fund 15 - Local Government Noncontributory
  - Fund 16 - State and School Noncontributory
8. *Final Average Monthly Salary (FAMS):* The monthly average of the member's highest salaries preceding retirement. For the Contributory System a five-year average is used, while a three-year average is used for the Noncontributory System.

9. *Service Retirement (Unreduced):*

- a. Eligibility: A member may retire with an unreduced benefit at age 65 with four years of service or after 30 years of service if earlier.
- b. Monthly Benefit (Contributory): 2.00% times Final Average Monthly Salary (FAMS) times years of service earned since July 1, 1975, plus 1.25% of FAMS times service earned prior to July 1, 1975.
- c. Monthly Benefit (Noncontributory): 2.00% of Final Average Monthly Salary times years of service.
- d. Payment Form: Life annuity.

10. *Service Retirement (Reduced):*

- a. Eligibility: A member may retire with a reduced benefit upon attaining age 62 with 10 years of service or age 60 with 20 years of service. A member of the Noncontributory System may retire at any age after earning 25 years of service.
- b. Reduction: 3% per year that retirement is earlier than age 65. For Noncontributory System members retiring prior to age 60, actuarial reduction is applied to the 85% factor at age 60. The early retirement reduction factors are shown below:

Age	Factor	Age	Factor
64	97.00%	54	49.58%
63	94.00%	53	45.47%
62	91.00%	52	41.73%
61	88.00%	51	38.34%
60	85.00%	50	35.24%
59	77.49%	49	32.42%
58	70.73%	48	29.84%
57	64.62%	47	27.49%
56	59.10%	46	25.33%
55	54.11%	45	23.36%

- c. Payment Form: Life annuity.

11. *Disability Retirement:*

- a. Eligibility: Member must be eligible for retirement under the Disability Act and must not be eligible for a 30-year service retirement at time of disability.
- b. Monthly Benefits Payable Prior to Retirement: A separate fund established under the Disability Act provides benefits from the time of disability until the age specified in 49-21-403. Benefits from this separate fund are not covered by these Systems.
- c. Monthly Benefits Payable after Retirement: An unreduced service retirement benefit is payable. The member receives service credit for time while disabled (both for computing the benefit amount and for determining whether the member is eligible for an unreduced service retirement benefit). Final Average Monthly Salary is increased by the same factors used for automatic cost-of-living benefit increases. I.e., the FAMS is adjusted by a cost-of-living increase up to 4.0% per year (simple interest).
- d. Payment Form: Life annuity.
- e. Death while Disabled: A disabled member is treated as an active member for purposes of determining a death benefit for the period prior to retirement.

12. *Vesting and Refunds:*

- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after four years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below. (Noncontributory System members hired after July 1, 1986, are ineligible for a refund.)
- b. Amount: The refund benefit is the accumulated value of the member's contributions plus interest credited by the fund. The amount of interest credited each year is set annually by the Board of Trustees.

13. *Deferred Termination Benefit:*

- a. Eligibility: Member must be vested (4 years of service) and must elect to leave his/her contributions on deposit.
- b. Monthly Benefit: Same as the unreduced or reduced service retirement benefit, based on service and FAMS at termination, and commencing once the member is eligible.
- c. Payment Form: Life annuity.
- d. Death Benefit: The beneficiary of an inactive member who dies is entitled to receive a refund benefit.

14. *Death while an Active Member:*
- a. In General: A refund of the member's accumulated contributions (with interest) is paid to the beneficiary of a deceased member.
  - b. Spousal Annuity: If the deceased member was married at the time of death and was either (i) eligible for reduced or unreduced service retirement, or (ii) had 25 years of service (15 years of service in the noncontributory system), the spouse may elect an annuity benefit in lieu of the refund benefit. The annuity is equal to the reduced or unreduced service retirement benefit payable as though Option 3 (a Joint and 100% Survivor annuity) were elected. If the member had 25 years of service or more, no reduction factor is applied in determining the service retirement benefit. If a member of the noncontributory system is not eligible for a retirement benefit and has less than 25 years of service, then the death benefit is equal to 1/3 of Option 3 benefit if the member has at least 15 and less than 20 years of service, and 2/3 of the Option 3 benefit if the member has at least 20 and less than 25 years of service.
15. *Optional Forms of Benefit*: The Systems permit members to elect from six forms of benefit at retirement. In each case the benefit amount is adjusted to be actuarially equivalent to the "Option 1" form. The six optional forms are:
- Option 1 - A life annuity with no benefits due following the member's death.
- Option 2 - Modified Cash Refund Annuity. A reduced annuity payable for the member's lifetime, plus a death benefit equal to the excess of the member's accumulated contributions (determined at retirement) over the sum of the member's annuity payments from retirement. (The annuity payments are that part of the original benefit derived from the member's own accumulated contributions.)
- Option 3 - Joint and 100% Survivor Annuity. An annuity payable as long as either the member or his/her spouse is living.
- Option 4 - Joint and 50% Survivor Annuity. An annuity payable during the member's lifetime, and after the member's death if the member's spouse is still living, an annuity to the spouse of 50% of the original benefit.
- Option 5 - Joint and 100% Pop-up Annuity. Same as Option 3, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.
- Option 6 - Joint and 50% Pop-up Annuity. Same as Option 4, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.

16. *Postretirement Death Benefit*: None, except as elected by the member. See Optional Forms of Benefit above.
17. *Postretirement Benefit Increases*: Benefits are increased annually to take into account changes in the cost of living, with a maximum annual increase of 4% of the original benefit (i.e., a maximum 4% simple interest increase). In years in which the cost of living increases more than 4%, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than 4%. This calculation is made separately for each individual. In addition, a closed group of retirees also receives a second special increase amount paid as a level annuity under whichever form of payment was elected. This is the Restoration of Purchasing Power (ROPP) payment.
18. *3% Substantial Substitute*: All members whose service began before January 1, 1989, receive an additional annual payment equal to 3% of their benefit. These payments are made to offset the taxability of the retirement benefits under the State income tax provisions. Prior to July 1, 1995, this benefit was funded by annual appropriations made by the State on a pay-as-you go basis. Beginning July 1, 1995, this benefit is funded on an actuarial basis by increasing the employer contribution rate for those Funds which are funded by the State.

**SUMMARY OF BENEFIT PROVISIONS FOR  
PUBLIC SAFETY RETIREMENT SYSTEMS  
(CONTRIBUTORY AND NONCONTRIBUTORY)**

1. *Effective Date:* Contributory System - July 1, 1969.  
Noncontributory System - July 1, 1989.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The Systems are administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the Systems and investment of the fund assets.
4. *Type of Plan:* These are qualified governmental defined benefit retirement plans. Under GASB 25, they are considered to be a combination of agent and cost-sharing multiple-employer plans.
5. *Eligibility:* These Systems cover eligible public safety employees of the State of Utah and some local governments. Eligible employees become participants immediately when hired, and are required to participate. The employer-selected plan determines whether new employees participate in the Contributory or Noncontributory System. Employees who were members of the Contributory System at the time their employer selected the Noncontributory System had an option to remain in the Contributory System.
6. *Employee Contributions:* Members of the Contributory System contribute a percentage of salary, as shown below. Employers may "pick-up" employee contributions under Section 414(h) of the Internal Revenue Code. No contributions are made by members of the Noncontributory System. Rates in the Contributory System vary by employer as follows:

Fund 22 - State of Utah	12.29%
Fund 23 - Other Division A (2.5% COLA)	12.29%
Fund 77 - Other Division A (4.0% COLA)	12.29%
Fund 27 - Logan	11.13%
Fund 29 - Other Division B (2.5% COLA)	10.50%
Fund 74 - Other Division B (4.0% COLA)	10.50%



7. *Employer Contributions*: The current contribution rates differ between the Contributory and Noncontributory Systems, and also differ depending on which fund (employer or group of employers) the member belongs to. Rates are set by the Board of Trustees, based upon the actuarial valuation report for the preceding year. The Funds included in these Systems are:

Contributory System

Fund 22 - State of Utah (Div A)  
Fund 23 - Other Division A (2.5% COLA)  
Fund 77 - Other Division A (4.0% COLA)  
Fund 27 - Logan (Div B)  
Fund 29 - Other Division B (2.5% COLA)  
Fund 74 - Other Division B (4.0% COLA)

Noncontributory System

Fund 42 - State of Utah (Div A)  
Fund 43 - Other Division A (2.5% COLA)  
Fund 75 - Other Division A (4.0% COLA)  
Fund 44 - Salt Lake City (Div B)  
Fund 45 - Ogden (Div B)  
Fund 46 - Provo (Div B)  
Fund 47 - Logan (Div B)  
Fund 48 - Bountiful (Div A)  
Fund 49 - Other Division B (2.5% COLA)  
Fund 76 - Other Division B (4.0% COLA)

The division designation (A or B) distinguishes between those employers covered by Social Security (A) and those not covered (B). Some plan provisions differ depending on the member's division.

8. *Final Average Monthly Salary (FAMS)*: The monthly average of the member's highest three salaries preceding retirement.
9. *Service Retirement*:
- Eligibility: A member may retire with an unreduced benefit at age 65 with four years of service or at age 60 with 10 years of service or at any age with 20 years of service.
  - Monthly Benefit: 2.50% of Final Average Monthly Salary (FAMS) times years of service up to 20 years, plus 2.00% of FAMS times years of service in excess of 20.
  - Payment Form: For married members benefits are paid as an automatic unreduced Joint and 65% Survivor Annuity. A life annuity is payable to unmarried members (although children's benefits may also be due following the member's death).

10. *Disability Retirement:*

- a. Eligibility: Member must be eligible for retirement under the Disability Act (or a substantially equivalent program) and must not be eligible for a 20-year service retirement at time of disability. Note that not all political subdivisions cover their members under a disability program.
- b. Monthly Benefits Payable Prior to Retirement: A separate fund established under the Disability Act (or an equivalent program) provides benefits from the time of disability until the age specified in 49-21-403. Benefits from this separate fund are not covered by these Systems.
- c. Monthly Benefits Payable after Retirement: An unreduced service retirement benefit is payable. The member receives service credit for time while disabled (both for computing the benefit amount and for determining whether the member is eligible for an unreduced service retirement benefit). Final Average Monthly Salary is increased by the same factors used for automatic cost-of-living benefit increases. I.e., the FAMS is adjusted by a cost-of-living increase up to 2.5% per year (simple interest).
- d. Payment Form: Same as for Service Retirement.
- e. Death while Disabled: A disabled member is treated as an active member for purposes of determining a death benefit for the period prior to retirement.

11. *Vesting and Refunds:*

- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after four years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below. (Noncontributory System members hired after July 1, 1989, are ineligible for a refund.)
- b. Amount: The refund benefit is the accumulated value of the member's contributions credited by the fund. Interest is credited on the member's contribution account, beginning July 1, 1996. The amount of interest credited each year is set annually by the Board of Trustees.

12. *Deferred Termination Benefit:*

- a. Eligibility: Member must be vested (4 years of service) and must elect to leave his/her contributions on deposit.
- b. Monthly Benefit: Same as the service retirement benefit, based on service and FAMS at retirement, and commencing once the member is eligible.
- c. Payment Form: Same as for service retirement.
- d. Death Benefit: The beneficiary of an inactive member who dies is entitled to receive a refund benefit (or \$500 if larger). The spouse of an inactive member with 20 years of

service receives a monthly annuity equal to 50% of the service retirement benefit that would have been paid had the member died immediately prior to retirement. (An actuarial reduction factor is applied if the member was under age 50 at death.)

13. *Death while an Active Member (On Duty)*: If death occurs in the line of duty, the lump-sum and annuity benefits described below will be paid to the spouse. (The benefits are not applicable to unmarried members, although children's benefits may be due.)
  - a. Lump-sum (Division A members): \$1,000.
  - b. Annuity (Division A members): 30% of member's FAMS.\*
  - c. Lump-sum (Division B members): \$1,500.
  - d. Annuity (Division B members): 37.5% of member's FAMS.
  
14. *Death of an Active Member (Off Duty)*: If death occurs from a cause not related to the member's duties, the lump-sum and annuity benefits described below will be paid to the spouse. (The benefits are not applicable to unmarried members, although children's benefits may be due.)
  - a. Lump-sum (Division A members): If the member has less than 10 years of service, the benefit is \$1,000 or a refund benefit, whichever is larger. If the member has 10 or more years of service, the benefit is \$500.
  - b. Annuity (Division A members): If the member has less than 10 years of service, no annuity is due. For members with 10 or more years of service, the benefit is 2% of FAMS per year of service, to a maximum of 30% of FAMS.\*
  - c. Lump-sum (Division B members): If the member does not have two years of service, the benefit is the sum of 50% of the member's salary plus a refund benefit. If the member has two or more years of service, the benefit is \$1,500.
  - d. Annuity (Division B members): If the member has fewer than two years of service, no annuity is due. If the member has two or more years of service, the annuity is 37.5% of the member's FAMS.

\*(For members of the Noncontributory System, not less than the benefit payable to the surviving spouse if the member had retired the day before the member's date of death.)
  
15. *Optional Forms of Benefit*: Married members may elect an optional Joint & 75% Survivor option in lieu of the standard Joint & 65% option. The amount of the Joint & 75% Survivor option is determined actuarially.
  
16. *Postretirement Death Benefit*: None, except for survivor benefit applicable to married members.
  
17. *Postretirement Benefit Increases*: Benefits are increased annually to take into account changes in the cost of living. Most funds have a maximum annual increase of 2.50% of the

original benefit (i.e., a maximum 2.50% simple interest increase). A window was opened in 2008 to allow employers to make an election to provide a 4.00% maximum COLA. If elected, the 4.00% maximum applies to both current and future annuitants. The legislation opening the window mandated that the State public safety members would receive the 4.00% maximum COLA. The window was originally scheduled to close at the end of 2009, but it was extended in 2009 to December 2012.

In years in which the cost of living increases more than the maximum COLA, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than the maximum COLA. This calculation is made separately for each individual. In addition, a closed group of retirees also receives a second special increase amount paid as a level annuity under whichever form of payment is applicable. This is the Restoration of Purchasing Power (ROPP) payment.

The table below shows which funds provide the 2.5% maximum COLA and which ones provide the 4.0% maximum COLA:

2.50% Maximum COLA

---

Funds 23 & 43 - Other Division A  
Fund 44 - Salt Lake City (Div B)  
Fund 45 - Ogden (Div B)  
Fund 46 - Provo (Div B)  
Funds 27 & 47 - Logan (Div B)  
Fund 48 - Bountiful (Div A)  
Funds 29 & 49 - Other Division B

4.00% Maximum COLA

---

Funds 22 & 42 - State of Utah (Div A)  
Funds 75 & 77 - Other Division A  
Funds 74 & 76 - Other Division B

18. *3% Substantial Substitute*: All members whose service began before January 1, 1989, receive an additional annual payment equal to 3% of their benefit. These payments are made to offset the taxability of the retirement benefits under the State income tax provisions. Prior to July 1, 1995, this benefit was funded by annual appropriations made by the State on a pay-as-you go basis. Beginning July 1, 1995, this benefit is funded on an actuarial basis by increasing the employer contribution rate for those Funds which are funded by the State.

## SUMMARY OF BENEFIT PROVISIONS FOR FIREFIGHTERS RETIREMENT SYSTEM

1. *Effective Date:* July 1, 1971.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The System is administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the System and investment of the fund assets.
4. *Type of Plan:* This is a qualified governmental defined benefit retirement plan. Under GASB 25, it is considered to be a cost-sharing multiple-employer plan.
5. *Eligibility:* This System covers eligible firefighters employed by participating local governments in Utah. Eligible employees become participants immediately when hired, and are required to participate. Employers are designated as either Division A (employers with Social Security coverage) or Division B (employers without Social Security coverage). Benefit provisions and contribution rates differ for members of different divisions.
6. *Employee Contributions:* Members contribute a percentage of salary, as shown below. Employers may "pick-up" employee contributions under Section 414(h) of the Internal Revenue Code.

Fund 31 - Division A 15.05%  
Fund 32 - Division B 16.71%

Contribution rates shown may be reduced by expected income from a tax on fire insurance premiums.

7. *Employer Contributions:* The current employer contribution rates depend on the Fund. Division A covers employers covered by Social Security and Division B covers other employers. The contribution rates are set by the Board of Trustees, based on the actuarial valuation for the preceding year. Contribution rates are reduced by expected income from a tax on fire insurance premiums. The Funds in this System are:

Fund 31 - Division A  
Fund 32 - Division B

8. *Final Average Monthly Salary (FAMS):* The monthly average of the member's highest three salaries preceding retirement.
9. *Service Retirement:*

- a. Eligibility: A member may retire with an unreduced benefit at age 65 with four years of service or at age 60 with 10 years of service or at any age with 20 years of service.
  - b. Monthly Benefit: 2.50% of Final Average Monthly Salary (FAMS) times years of service up to 20 years, plus 2.00% of FAMS times years of service in excess of 20. There is a minimum benefit of \$500 per month.
  - c. Payment Form: For married members benefits are paid as an automatic unreduced Joint and 75% Survivor Annuity. A life annuity is payable to unmarried members (although children's benefits may also be due following the member's death).
10. *Disability Retirement*:
- a. Eligibility: Member must have five or more years of service or the disability must be related to the member's duties. In addition, the member must not be eligible for a 20-year service retirement at time of disability.
  - b. Monthly Benefits: 50% of FAMS.
  - c. Payment Form: Benefits are payable as long as the member is disabled. Upon reaching 20 years of service, including time while disabled, or at age 65 if earlier, benefits are converted to a retirement benefit. There are special rules governing when benefits must be converted for members who become disabled after age 60.
  - d. Death while Disabled: Upon the death of a disabled firefighter, the spouse shall receive 75% of the benefit currently being paid.
11. *Vesting and Refunds*:
- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after four years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below.
  - b. Amount: The refund benefit is the accumulated value of the member's contributions credited by the fund. Interest is not credited on member contributions.
12. *Deferred Termination Benefit*:
- a. Eligibility: Member must be vested (4 years of service) and must elect to leave his/her contributions on deposit.
  - b. Monthly Benefit: Same as the service retirement benefit, based on service and FAMS at termination, and commencing once the member is eligible.
  - c. Payment Form: Same as for service retirement.
  - d. Death Benefit: The beneficiary of an unmarried inactive member who dies with 20 or more years of service prior to retirement is entitled to receive a refund benefit (or \$500 if larger). The spouse of an inactive member with 20 years of service receives a

monthly annuity equal to 50% of the service retirement benefit that would have been paid had the member died immediately prior to retirement. (An actuarial reduction factor is applied if the member was under age 50 at death.) If the inactive member had less than 20 years of service, no death benefit is due.

13. *Death while an Active Member (On Duty)*: If death occurs in the line of duty, the lump-sum and annuity benefits described below will be paid to the spouse. (The benefits are not applicable to unmarried members, although children's benefits may be due.)
  - a. Lump-sum (Division A members): \$1,500.
  - b. Annuity (Division A members): 30% of member's FAMS. For members with more than 20 years of service, the annuity is 75% of the retirement benefit earned by the member as of his/her date of death.
  - c. Lump-sum (Division B members): \$1,500.
  - d. Annuity (Division B members): 37.5% of member's FAMS. For members with more than 20 years of service, the annuity is 75% of the retirement benefit earned by the member as of his/her date of death.
  
14. *Death of an Active Member (Off Duty)*: If death occurs from a cause not related to the member's duties, the lump-sum and annuity benefits described below will be paid to the spouse. (The benefits are not applicable to unmarried members, although children's benefits may be due.)
  - a. Lump-sum (Division A members): If the member has less than 10 years of service, the benefit is \$1,000 or a refund benefit, whichever is larger. If the member has 10 or more years of service, the benefit is \$500.
  - b. Annuity (Division A members): If the member has less than 10 years of service, no annuity is due. For members with 10 or more years of service, the benefit is 2% of FAMS per year of service, to a maximum of 30% of FAMS.
  - c. Lump-sum (Division B members): If the member does not have five years of service, the benefit is the sum of 50% of the member's salary plus a refund benefit. If the member has five or more years of service, the benefit is \$1,500.
  - d. Annuity (Division B members): If the member has fewer than five years of service, no annuity is due. If the member has five or more years of service, the annuity is 37.5% of the member's FAMS. For members with more than 20 years of service, the annuity is 75% of the retirement benefit earned by the member as of his/her date of death.
  
15. *Optional Forms of Benefit*: None.
  
16. *Postretirement Death Benefit*: None, except for survivor benefit applicable to married members.

17. *Postretirement Benefit Increases:* Benefits are increased annually to take into account changes in the cost of living, with a maximum annual increase of 4% of the original benefit (i.e., a maximum 4% simple interest increase). In years in which the cost of living increases more than 4%, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than 4%. This calculation is made separately for each individual. In addition, a closed group of retirees also receives a second special increase amount paid as a level annuity under whichever form of payment is applicable. This is the Restoration of Purchasing Power (ROPP) payment.
18. *3% Substantial Substitute:* All members whose service began before January 1, 1989, receive an additional annual payment equal to 3% of their benefit. These payments are made to offset the taxability of the retirement benefits under the State income tax provisions. Prior to July 1, 1995, this benefit was funded by annual appropriations made by the State on a pay-as-you go basis. Beginning July 1, 1995, this benefit is funded on an actuarial basis by increasing the employer contribution rate for those Funds which are funded by the State.



## SUMMARY OF BENEFIT PROVISIONS FOR JUDGES' NONCONTRIBUTORY RETIREMENT SYSTEM

1. *Effective Date:* July 1, 1963.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The System is administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the System and investment of the fund assets.
4. *Type of Plan:* This is a qualified governmental defined benefit retirement plan. Under GASB 25, it is considered to be a single-employer plan.
5. *Eligibility:* This System covers judges of the State of Utah, including Supreme Court justices and appellate, district, circuit and juvenile court judges.
6. *Employee Contributions:* None. There are no longer any members in the Judges' Contributory Retirement System.
7. *Employer Contributions:* Fund 37 (Judges) has a contribution rate which is set by the Board of Trustees, based on the actuarial valuation for the preceding year. The rate is reduced by estimated court fees which are earmarked for this fund.
8. *Final Average Monthly Salary (FAMS):* The monthly average of the member's highest two salaries preceding retirement.
9. *Service Retirement (Unreduced):*
  - a. Eligibility: A member may retire with an unreduced benefit at age 70 with six years of service or after age 62 with 10 years of service or after 25 years of service.
  - b. Monthly Benefit: 5.00% times Final Average Monthly Salary (FAMS) times years of service up to 10, plus 2.25% of FAMS times years of service in excess of 10 but less than 20, plus 1.00% times FAMS times years of service in excess of 20. There is a minimum benefit equal to 110% of the formula benefit (but not greater than \$1,000 per month).
  - c. Payment Form: Married members receive an automatic, unreduced Joint and 65% Survivor annuity. Unmarried members receive a life annuity.

10. *Service Retirement (Reduced):*

- a. Eligibility: A member may retire with a reduced benefit upon attaining age 55 with 20 years of service.
- b. Reduction: An actuarial reduction from age 65. The reduction factors are shown in the following table:

Age	Factor	Age	Factor
64	90.31%	59	55.57%
63	81.71%	58	50.62%
62	74.05%	57	46.16%
61	67.20%	56	42.14%
60	61.07%	55	38.50%

- c. Payment Form: Same as for unreduced service retirement.

11. *Disability Retirement*: This System has no provisions applying to disability retirement.

12. *Vesting and Refunds*:

- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after six years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below. (Although all judges are now members in the noncontributory system, some retain member contribution accounts from their participation in the Judges' Contributory Retirement System.)
- b. Amount: The refund benefit is the accumulated value of the member's contributions plus interest credited by the fund. The amount of interest credited each year is set annually by the Board of Trustees.

13. *Deferred Termination Benefit*:

- a. Eligibility: Member must be vested (6 years of service) and must elect to leave his/her contributions on deposit.
- b. Monthly Benefit: Same as the unreduced or reduced service retirement benefit, based on service and FAMS at termination, and commencing once the member is eligible.
- c. Payment Form: Same as for unreduced service retirement.
- d. Death Benefit: Same as for an active member.

14. *Death while an Active Member:* A refund of the member's accumulated contributions (with interest) is paid to the beneficiary of a deceased member. In addition, 65% of the member's FAMS (annualized) is paid to the spouse if the member was married. Alternatively, the spouse may waive these benefits and elect instead an annuity. The annuity is equal to 65% of the benefit determined using the unreduced service retirement formula, and based on current service and FAMS at the time of death.
15. *Optional Forms of Benefit:* The System permits married members to elect a reduced Joint and 75% Survivor annuity in lieu of the automatic Joint and 65% Survivor annuity. No other optional payment forms are available.
16. *Postretirement Death Benefit:* None, except for the Joint and Survivor annuities available to married members.
17. *Postretirement Benefit Increases:* Benefits are increased annually to take into account changes in the cost of living, with a maximum annual increase of 4% of the current benefit (i.e., a maximum 4% compound interest increase). In years in which the cost of living increases more than 4%, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than 4%. This calculation is made separately for each individual. In addition, judges retired prior to July 1, 1983 received an increase of \$120 per month (\$60 for beneficiaries).
18. *3% Substantial Substitute:* All members whose service began before January 1, 1989, receive an additional annual payment equal to 3% of their benefit. These payments are made to offset the taxability of the retirement benefits under the State income tax provisions. Prior to July 1, 1995, this benefit was funded by annual appropriations made by the State on a pay-as-you go basis. Beginning July 1, 1995, this benefit is funded on an actuarial basis by increasing the employer contribution rate for those Funds which are funded by the State.

**SUMMARY OF BENEFIT PROVISIONS FOR THE  
GOVERNORS AND LEGISLATIVE PENSION PLAN**

1. *Effective Date:* July 1, 1967.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The System is administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the System and investment of the fund assets.
4. *Type of Plan:* This is a qualified governmental defined benefit retirement plan. Under GASB 25, it is considered to be a single-employer plan.
5. *Eligibility:* This System covers state legislators with four or more years of service, and governors of the state.
6. *Employee Contributions:* None.
7. *Employer Contributions:* The state annually appropriates an actuarially determined contribution.
8. *Benefit base:* The benefit base is used to determine the benefits payable at retirement.
  - a. Legislators: The base was \$10.00 per month per year of service as of July 1, 1967. The base is increased 2% each six months after that date. As of January 1, 2011, the benefit base is therefore \$27.40.
  - b. Governors: The base was \$500.00 per month per term as of July 1, 1973. The base is increased 2% each six months after that date. As of January 1, 2011, the benefit base is therefore \$1,240.00.
  - c. Supplemental Benefit: An additional benefit of \$3.50 per month per year of service. This benefit is not indexed nor are COLAs granted on it. This benefit only applies to members of the System on March 1, 2000 and is effective March 1, 2000.
9. *Service Retirement (Unreduced):*
  - a. Eligibility: Age 65.
  - b. Monthly Benefit: Legislators receive the benefit base (see above) per year of service, while former governors receive the benefit base (see above) for each term served (maximum of two terms).
  - c. Payment Form: For married members, a Joint and 50% Survivor annuity. For unmarried members, a life annuity.

10. *Service Retirement (Reduced):*
  - a. Eligibility: A member may retire with a reduced benefit upon attaining age 62 with 10 years of service.
  - b. Reduction: 3% per year that retirement is prior to age 65.
  - c. Payment Form: Same as for unreduced service retirement.
11. *Disability Retirement*: This System has no provisions applying to disability retirement.
12. *Vesting and Refunds*: A vested member who made contributions in another System and withdraws them forfeits all benefits under this System.
13. *Deferred Termination Benefit*:
  - a. Eligibility: Same as for reduced or unreduced service retirement. The member must not have withdrawn his/her contributions under another System.
  - b. Monthly Benefit: Same as the unreduced or reduced service retirement benefit, based on service at termination, and commencing once the member is eligible.
  - c. Payment Form: Same as for unreduced service retirement.
  - d. Death Benefit: Same as for an active member.
14. *Death while an Active Member*:
  - a. Eligibility: Four years of service as a legislator or governor.
  - b. Monthly Benefit: 50% of the unreduced service retirement benefit that the member would have been entitled to upon reaching age 65 based on the current benefit base. Benefit is paid to surviving spouse only.
15. *Optional Forms of Benefit*: None.
16. *Postretirement Death Benefit*: None, except for the Joint and Survivor annuity available to married members.
17. *Postretirement Benefit Increases*: Benefits are increased annually to take into account changes in the cost of living, with a maximum annual increase of 4% of the original benefit (i.e., a maximum 4% simple interest increase). In years in which the cost of living increases more than 4%, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than 4%. This calculation is made separately for each individual. Note that the supplemental \$3.50 per month per year of service benefit is not eligible for these increases.

18. *3% Substantial Substitute*: All members whose service began before January 1, 1989, receive an additional annual payment equal to 3% of their benefit. These payments are made to offset the taxability of the retirement benefits under the State income tax provisions. Prior to July 1, 1995, this benefit was funded by annual appropriations made by the State on a pay-as-you go basis. Beginning July 1, 1995, this benefit is funded on an actuarial basis by increasing the employer contribution rate for those Funds which are funded by the State.

**SUMMARY OF BENEFIT PROVISIONS FOR  
TIER II PUBLIC EMPLOYEE HYBRID RETIREMENT SYSTEM**

1. *Effective Date:* July 1, 2011.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The Systems are administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the Systems and investment of the fund assets.
4. *Type of Plan:* This is a qualified governmental defined benefit retirement plan. Under GASB 25, it is considered to be a cost-sharing multiple-employer plan.
5. *Eligibility:* This System covers eligible employees of the State of Utah, most local government employees, and most public education employees. Generally all employees are covered, except for those covered by another System—public safety employees, firefighters, judges, legislators, and higher education employees covered under TIAA-CREF.  
  
Eligible employees are required to make an election within their first 30 days after employment to participate in this Plan or to participate in the Tier II Defined Contribution System. This election is irrevocable beginning 1 year after employment.
6. *Employee Contributions:* Member contributions are required only when the certified contribution rate of the defined benefit portion of the Plan exceeds 10% in which case they must pay the excess. Employers may not elect to pay all or part of any required employee contributions.
7. *Employer Contributions:* Contribution rates are set by the Board of Trustees, based upon the actuarial valuation report for this preceding year, and the employers must pay up to 10% of employee compensation towards this rate. If the certified contribution rate is less than 10%, they must make a contribution to the member's 401(k) account equal to the difference. Finally, employers must pay the corresponding Tier I amortization rate on Tier II employees' compensation to be applied to the employer's corresponding Tier I System liability.
8. *Final Average Monthly Salary (FAMS):* The monthly average of the member's five highest years of annual compensation preceding retirement.
9. *Service Retirement (Unreduced):*
  - a. Eligibility: A member may retire with an unreduced benefit at age 65 with four years of service or after 35 years of service if earlier.
  - b. Monthly Benefit (Contributory): 1.50% times Final Average Monthly Salary (FAMS) times years of service.

- c. Payment Form: Life annuity.

10. *Service Retirement (Reduced)*:

- a. Eligibility: A member may retire with a reduced benefit upon attaining age 62 with 10 years of service or age 60 with 20 years of service.
- b. Reduction: A full actuarial reduction is applied for each year of retirement prior to age 65 if a member has less than 35 years of service. The early retirement reduction factors are shown below:

Age	Factor	Age	Factor
64	90.51%	61	67.80%
63	82.07%	60	61.75%
62	74.54%		

- c. Payment Form: Life annuity.

11. *Disability Retirement*:

- a. Eligibility: Member must be eligible for retirement under the Disability Act and must not be eligible for a 35-year service retirement at time of disability.
- b. Monthly Benefits Payable Prior to Retirement: A separate fund established under the Disability Act provides benefits from the time of disability until the age specified in 49-21-403. Benefits from this separate fund are not covered by these Systems.
- c. Monthly Benefits Payable after Retirement: An unreduced service retirement benefit is payable. The member receives service credit for time while disabled (both for computing the benefit amount and for determining whether the member is eligible for an unreduced service retirement benefit). Final Average Monthly Salary is increased by the same factors used for automatic cost-of-living benefit increases. I.e., the FAMS is adjusted by a cost-of-living increase up to 2.50% per year (simple interest).
- d. Payment Form: Life annuity.
- e. Death while Disabled: A disabled member is treated as an active member for purposes of determining a death benefit for the period prior to retirement.

12. *Vesting and Refunds*:

- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after four years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below.



- b. Amount: The refund benefit is the accumulated value of the member's contributions plus interest credited by the fund. The amount of interest credited each year is set annually by the Board of Trustees.
13. *Deferred Termination Benefit*:
- a. Eligibility: Member must be vested (4 years of service) and must elect to leave his/her contributions on deposit.
  - b. Monthly Benefit: Same as the unreduced or reduced service retirement benefit, based on service and FAMS at termination, and commencing once the member is eligible.
  - c. Payment Form: Life annuity.
  - d. Death Benefit: The beneficiary of an inactive member who dies is entitled to receive a refund benefit.
14. *Death while an Active Member*:
- a. In General: A refund of the member's accumulated contributions (with interest) is paid to the beneficiary of a deceased member.
  - b. Spousal Annuity: If the deceased member was married at the time of death and had (i) 15 or more years of service or (ii) attained age 62 with 10 or more years of service or (iii) attained age 65 with 4 or more years of service, the spouse may elect an annuity benefit in lieu of the refund benefit. The annuity is equal to the reduced or unreduced service retirement benefit payable as though Option 3 (a Joint and 100% Survivor annuity) were elected. If the member had 25 years of service or more, no reduction factor is applied in determining the service retirement benefit (the “full allowance”). If a member has 20 to 24 years of service but is not 60 or older, then the death benefit is equal to 2/3 of the “full allowance”. If the member has at least 15 but less than 20 years of service and is below age 62, the benefit is 1/3 of the “full allowance”. If the member is age 60 or older with at least 20 years of service, age 62 or older with at least 10 years of service, or age 65 with 4 or more years of service, the spouse will receive the Option 3 benefit with actuarial reductions.

15. *Optional Forms of Benefit:* The Systems permit members to elect from six forms of benefit at retirement. In each case the benefit amount is adjusted to be actuarially equivalent to the "Option 1" form. The six optional forms are:
- Option 1 - A life annuity with no benefits due following the member's death.
- Option 2 - Modified Cash Refund Annuity. A reduced annuity payable for the member's lifetime, plus a death benefit equal to the excess of the member's accumulated contributions (determined at retirement) over the sum of the member's annuity payments from retirement. (The annuity payments are that part of the original benefit derived from the member's own accumulated contributions.)
- Option 3 - Joint and 100% Survivor Annuity. An annuity payable as long as either the member or his/her spouse is living.
- Option 4 - Joint and 50% Survivor Annuity. An annuity payable during the member's lifetime, and after the member's death if the member's spouse is still living, an annuity to the spouse of 50% of the original benefit.
- Option 5 - Joint and 100% Pop-up Annuity. Same as Option 3, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.
- Option 6 - Joint and 50% Pop-up Annuity. Same as Option 4, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.
16. *Postretirement Death Benefit:* None, except as elected by the member. See Optional Forms of Benefit above.
17. *Postretirement Benefit Increases:* Benefits are increased annually to take into account changes in the cost of living, with a maximum annual increase of 2.5% of the original benefit (i.e., a maximum 2.5% simple interest increase). In years in which the cost of living increases more than 2.5%, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than 2.5%. This calculation is made separately for each individual.

**SUMMARY OF BENEFIT PROVISIONS FOR  
TIER II PUBLIC SAFETY AND FIREFIGHTERS HYBRID RETIREMENT SYSTEM**

1. *Effective Date:* July 1, 2011.
2. *Plan Year:* Twelve-month period ending December 31st.
3. *Administration:* The Systems are administered by a Board of Trustees (which also administers the other Utah Retirement Systems). The Board of Trustees is responsible for both administration of the Systems and investment of the fund assets.
4. *Type of Plan:* These are qualified governmental defined benefit retirement plans. Under GASB 25, it is considered to be a cost-sharing multiple-employer plan.
5. *Eligibility:* This System covers eligible public safety employees of the State of Utah as well as eligible public safety employees and firefighters employed by participating local governments.

Eligible employees are required to make an election within their first 30 days after employment to participate in this Plan or to participate in the Tier II Defined Contribution System. This election is irrevocable beginning 1 year after employment.

6. *Employee Contributions:* Member contributions are required only when the certified contribution rate of the defined benefit portion of the Plan exceeds 12% in which case they must pay the excess. Employers may not elect to pay all or part of required employee contributions.
7. *Employer Contributions:* Contribution rates are set by the Board of Trustees, based upon the actuarial valuation report for this preceding year, and the employers must pay up to 12% of employee compensation towards this rate. If the certified contribution rate is less than 12%, they must make a contribution to the member's 401(k) account equal to the difference. Finally, employers must pay the corresponding Tier I amortization rate on Tier II employees' compensation to be applied to the employer's corresponding Tier I System liability.
8. *Final Average Monthly Salary (FAMS):* The monthly average of the member's highest five salaries preceding retirement.
9. *Service Retirement:*
  - a. Eligibility: A member may retire with an unreduced benefit at age 65 with four years of service or at any age with 25 years of service.
  - b. Monthly Benefit: 1.50% of Final Average Monthly Salary (FAMS) times years of service.
  - c. Payment Form: Life annuity

10. *Service Retirement (Reduced):*

- a. Eligibility: A member may retire with a reduced benefit upon attaining age 62 with 10 years of service or age 60 with 20 years of service.
- b. Reduction: A full actuarial reduction is applied for each year of retirement prior to age 65 if a member has less than 25 years of service. The early retirement reduction factors are shown below:

Age	Factor	Age	Factor
64	90.21%	61	66.99%
63	81.55%	60	60.87%
62	73.85%		

11. *Disability Retirement:*

- a. Eligibility: Member must be eligible for retirement under the Disability Act (or a substantially equivalent program) and must not be eligible for a 25-year service retirement at time of disability. Note that not all political subdivisions cover their members under a disability program.
- b. Monthly Benefits Payable Prior to Retirement: A separate fund established under the Disability Act (or an equivalent program) provides benefits from the time of disability until the age specified in 49-21-403. Benefits from this separate fund are not covered by these Systems.
- c. Monthly Benefits Payable after Retirement: An unreduced service retirement benefit is payable. The member receives service credit for time while disabled (both for computing the benefit amount and for determining whether the member is eligible for an unreduced service retirement benefit). Final Average Monthly Salary is increased by the same factors used for automatic cost-of-living benefit increases. I.e., the FAMS is adjusted by a cost-of-living increase up to 2.5% per year (simple interest).
- d. Payment Form: Life annuity.
- e. Death while Disabled: A disabled member is treated as an active member for purposes of determining a death benefit for the period prior to retirement.

12. *Vesting and Refunds:*

- a. Eligibility: All members who are not vested are eligible for a refund when they terminate service. Members are vested after four years of service. Vested members may also elect to receive a refund in lieu of the deferred termination benefit described below.
- b. Amount: The refund benefit is the accumulated value of the member's contributions credited by the fund. Interest is credited on the member's contribution account, and the amount of interest credited each year is set annually by the Board of Trustees.

13. *Deferred Termination Benefit:*
- a. Eligibility: Member must be vested (4 years of service) and must elect to leave his/her contributions on deposit.
  - b. Monthly Benefit: Same as the service retirement benefit, based on service and FAMS at retirement, and commencing once the member is eligible.
  - c. Payment Form: Life annuity.
  - d. Death Benefit: The beneficiary of an inactive member who dies is entitled to receive a refund benefit. If the deceased member was married at the time of death and had (i) 15 or more years of service or (ii) attained age 62 with 10 or more years of service or (iii) attained age 65 with 4 or more years of service, the spouse may elect an annuity benefit in lieu of the refund benefit. The annuity is equal to the reduced or unreduced service retirement benefit payable as though Option 3 (a Joint and 100% Survivor annuity) were elected. If the member had 25 years of service or more, no reduction factor is applied in determining the service retirement benefit (the “full allowance”). If a member has 20 to 24 years of service but is not 60 or older, then the death benefit is equal to 2/3 of the “full allowance”. If the member has at least 15 but less than 20 years of service and is below age 62, the benefit is 1/3 of the “full allowance”. If the member is age 60 or older with at least 20 years of service, age 62 or older with at least 10 years of service, or age 65 with 4 or more years of service, the spouse will receive the Option 3 benefit with actuarial reductions.
14. *Death while an Active Member (On Duty):* If death occurs in the line of duty, the lump-sum and annuity benefits described below will be paid to the spouse. (The benefits are not applicable to unmarried members)
- a. Less than 20 years of service: \$1,000 lump sum payment plus an annuity equal to 30% of FAMS.
  - b. 20 or more years of service: The option 1 benefit (life annuity) is calculated and paid to the spouse with no actuarial reduction.
15. *Death of an Active Member (Off Duty):* If the deceased member was married at the time of death and had (i) 15 or more years of service or (ii) attained age 62 with 10 or more years of service or (iii) attained age 65 with 4 or more years of service, the spouse may elect an annuity benefit in lieu of the refund benefit. The annuity is equal to the reduced or unreduced service retirement benefit payable as though Option 3 (a Joint and 100% Survivor annuity) were elected. If the member had 25 years of service or more, no reduction factor is applied in determining the service retirement benefit (the “full allowance”). If a member has 20 to 24 years of service but is not 60 or older, then the death benefit is equal to 2/3 of the “full allowance”. If the member has at least 15 but less than 20 years of service and is below age 62, the benefit is 1/3 of the “full allowance”. If the member is age 60 or older with at least 20 years of service, age 62 or older with at least 10 years of service, or age 65 with 4 or more years of service, the spouse will receive the Option 3 benefit with actuarial reductions.

16. *Optional Forms of Benefit:* The Systems permit members to elect from six forms of benefit at retirement. In each case the benefit amount is adjusted to be actuarially equivalent to the "Option 1" form. The six optional forms are:
- Option 1 - A life annuity with no benefits due following the member's death.
- Option 2 - Modified Cash Refund Annuity. A reduced annuity payable for the member's lifetime, plus a death benefit equal to the excess of the member's accumulated contributions (determined at retirement) over the sum of the member's annuity payments from retirement. (The annuity payments are that part of the original benefit derived from the member's own accumulated contributions.)
- Option 3 - Joint and 100% Survivor Annuity. An annuity payable as long as either the member or his/her spouse is living.
- Option 4 - Joint and 50% Survivor Annuity. An annuity payable during the member's lifetime, and after the member's death if the member's spouse is still living, an annuity to the spouse of 50% of the original benefit.
- Option 5 - Joint and 100% Pop-up Annuity. Same as Option 3, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.
- Option 6 - Joint and 50% Pop-up Annuity. Same as Option 4, except that the benefit amount reverts to the Option 1 (life annuity) amount if the member's spouse predeceases the member.
17. *Postretirement Death Benefit:* None, except as elected by the member. See Optional Forms of Benefit above.
18. *Postretirement Benefit Increases:* Benefits are increased annually to take into account changes in the cost of living. The maximum annual increase is 2.50% of the original benefit (i.e., a maximum 2.50% simple interest increase). However, in years in which the cost of living increases more than the maximum COLA, the excess increase is accumulated and used in later years in which the cost-of-living increase is less than the maximum COLA. This calculation is made separately for each individual.

---

## **APPENDIX 3**

---

## GLOSSARY

**Actuarial Accrued Liability (AAL):** That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of Future Plan Benefits which is not provided for by future Normal Costs. It is equal to the Actuarial Present Value of Future Plan Benefits minus the actuarial present value of future Normal Costs.

**Actuarial Assumptions:** Assumptions as to future experience under the Fund. These include assumptions about the occurrence of future events affecting costs or liabilities, such as:

- mortality, withdrawal, disablement, and retirement;
- future increases in salary;
- future rates of investment earnings and future investment and administrative expenses;
- characteristics of members not specified in the data, such as marital status;
- characteristics of future members;
- future elections made by members; and
- other relevant items.

**Actuarial Cost Method or Funding Method:** A procedure for allocating the Actuarial Present Value of Future Benefits to various time periods; a method used to determine the Normal Cost and the Actuarial Accrued Liability. These items are used to determine the ARC.

**Actuarial Gain or Actuarial Loss:** A measure of the difference between actual experience and that expected based upon a set of Actuarial Assumptions, during the period between two Actuarial Valuation dates. Through the actuarial assumptions, rates of decrements, rates of salary increases, and rates of fund earnings have been forecasted. To the extent that actual experience differs from that assumed, Actuarial Accrued Liabilities emerge which may be the same as forecasted, or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., the Fund's assets earn more than projected, salaries do not increase as fast as assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results that produce actuarial liabilities which are larger than projected. Actuarial gains will decrease the calculated contribution rates while actuarial losses will increase the calculated contribution rates.

**Actuarially Equivalent:** Of equal actuarial present value, determined as of a given date and based on a given set of Actuarial Assumptions.



**Actuarial Present Value (APV):** The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions. For purposes of this standard, each such amount or series of amounts is:

- a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.)
- b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
- c. discounted according to an assumed rate (or rates) of return to reflect the time value of money.

**Actuarial Present Value of Future Plan Benefits:** The Actuarial Present Value of those benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits. The Actuarial Present Value of Future Plan Benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive, nonretired members either entitled to a refund or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would be provide sufficient assets to pay all projected benefits and expenses when due.

**Actuarial Valuation:** The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a plan. An Actuarial valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB 25, such as the funded ratio and the ARC.

**Actuarial Value of Assets or Valuation Assets:** The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly actuaries use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the ARC.

**Actuarially Determined:** Values which have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.

**Amortization Method:** A method for determining the Amortization Payment. The most common methods used are level dollar and level percentage of payroll. Under the Level Dollar method, the Amortization Payment is one of a stream of payments, all equal, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the Amortization payment is one of a stream of increasing payments, whose Actuarial Present Value is equal to the UAAL. Under the Level Percentage of Pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.

**Amortization Payment:** That portion of the pension plan contribution or ARC which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

**Annual Required Contribution (ARC):** The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under GASB 25. The ARC consists of the Employer Normal Cost and the Amortization Payment

**Closed Amortization Period:** A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example if the amortization period is initially set at 30 years, it is 29 years at the end of one year, 28 years at the end of two years, etc. See Funding Period and Open Amortization Period.

**Decrements:** Those causes/events due to which a member's status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or termination.

**Defined Benefit Plan:** A retirement plan that is not a Defined Contribution Plan. Typically a defined benefit plan is one in which benefits are defined by a formula applied to the member's compensation and/or years of service.

**Defined Contribution Plan:** A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, and the plan's earnings are allocated to each account, and each member's benefits are a direct function of the account balance.

**Employer Normal Cost:** The portion of the Normal Cost to be paid by the employers. This is equal to the Normal Cost less expected member contributions.

**Experience Study:** A periodic review and analysis of the actual experience of the Fund which may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified as deemed appropriate by the Actuary.

**Funded Ratio:** The ratio of the actuarial value of assets (AVA) to the actuarial accrued liability (AAL). Plans sometimes calculate a market funded ratio, using the market value of assets (MVA), rather than the AVA, although GASB 25 reporting requires the use of the AVA.

**Funding Period or Amortization Period:** The term "Funding Period" is used in two ways. In the first sense, it is the period used in calculating the Amortization Payment as a component of the ARC. This funding period is chosen by the Board of Trustees. In the second sense, it is a calculated item: the number of years in the future that will theoretically be required to amortize (i.e., pay off or eliminate) the Unfunded Actuarial Accrued Liability, based on the statutory employer contribution rate, and assuming no future actuarial gains or losses.

**GASB:** Governmental Accounting Standards Board.

**GASB 25 and GASB 27:** Governmental Accounting Standards Board Statements No. 25 and No. 27. These are the governmental accounting standards that set the accounting rules for public retirement

systems and the employers that sponsor or contribute to them. Statement No. 27 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 25 sets the rules for the systems themselves.

**Normal Cost:** That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Any payment in respect of an Unfunded Actuarial Accrued Liability is not part of Normal Cost (see Amortization Payment). For pension plan benefits which are provided in part by employee contributions, Normal Cost refers to the total of employee contributions and employer Normal Cost unless otherwise specifically stated. Under the entry age normal cost method, the Normal Cost is intended to be the level cost (when expressed as a percentage of pay) needed to fund the benefits of a member from hire until ultimate termination, death, disability or retirement.

**Open Amortization Period:** An open amortization period is one which is used to determine the Amortization Payment but which does not change over time. In other words, if the initial period is set as 30 years, the same 30-year period is used in determining the Amortization Period each year. In theory, if an Open Amortization Period is used to amortize the Unfunded Actuarial Accrued Liability, the UAAL will never completely disappear, but will become smaller each year, either as a dollar amount or in relation to covered payroll.

**Unfunded Actuarial Accrued Liability:** The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets. This value may be negative in which case it may be expressed as a negative Unfunded Actuarial Accrued Liability, also called the Funding Surplus.

**Valuation Date or Actuarial Valuation Date:** The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Plan Benefits is determined. The expected benefits to be paid in the future are discounted to this date.