

THE

Inside

STORY

A Utah Retirement Systems Newsletter for Employers

URS Education for Members and Employers

Back-to-School Time

As many students across Utah join virtual classrooms, now's also a great time for URS employers and members to learn about URS benefits while social distancing.

EMPLOYERS

September Webinars

Mark your calendar for in-depth webinars in September covering what you need to know about our new AUREUS business systems. Sessions are planned for Sept. 15, 16, and 17. Look for an email soon with details. If you have any questions on our training opportunities, please contact Employer Services at 801-366-7318 or 800-753-7318.

EMPLOYEES

Custom Presentations

Do your employees understand their

EMPLOYER KNOWLEDGE CORNER

Find training resources available on your own schedule.

[LEARN MORE](#)

retirement benefits?

URS can help by providing a presentation for your staff via video conferencing.

These presentations will improve your employees' understanding of their benefits, make them aware of any changes that may affect their accounts, and give them the opportunity to review their current retirement strategies.

The basic presentations cover pension and

retirement savings plans (401(k), 457(b), and IRAs); however, we can customize each session according to your needs.

To schedule a presentation, call the Retirement Planning Advisor line at 801-366-7470.

Individual Retirement Planning Sessions

[Individual Retirement Planning Sessions](#) will be available by phone or video conferencing only until further notice. These sessions are identical in format to the in-person sessions previously offered at locations throughout the state.

At this time, we're accepting registration for [URS Seminars](#) but will continue to evaluate. ■

CONTRIBUTION RATE "SHOCK ABSORBERS" » How we help keep rates steady: Page 2

Do Volatile Markets Mean Volatile Contribution Rates?

Not necessarily; rates are based on a rolling five-year average, helping to smooth out losses

The COVID-19 pandemic has caused uncertainty and volatility in global financial markets. As public employers face budget pressures, many have expressed concern about how market volatility now and in the future could affect contribution rates.

The good news is that the [2021-2022 Preliminary Contribution Rates](#), approved by the URS Board on August 13, are largely unchanged for the seventh consecutive year.

Retirement funding and rates are based on a rolling five-year average, helping to smooth out losses and reduce the volatility of the contribution rates from year to year.

For example, the pension fund currently has \$1.2 billion in deferred gains from actual investment earnings exceeding expected earnings in recent years. These deferred gains will help prevent jarring increases to contribution rates should market volatility continue.

It also helps that we prudently invest with appropriate asset diversification to maximize long-term returns throughout all types of market cycles, with an emphasis on downside protection.

Our pension fund asset allocation is



designed to be less reliant on public equity and more diversified than a traditional portfolio. It includes assets that have little or no correlation to the price movement of equities. Our goal is to generate returns, diversify, and reduce risk.

The total 2020 performance will eventually be included in the calculation of preliminary 2022-23 rates, which will occur next year in accordance with the established processes.

We have many to thank for Utah's strong and well-funded retirement systems. Our participating employers share our long-term perspective and are committed to responsible funding today for the sake of a healthy, sustainable pension fund tomorrow. Legislators and other elected officials have also demonstrated their commitment to responsible benefit plans and funding requirements. ■

Changing Payroll Software?

Work with us to help ensure a smooth transition

Changing payroll software providers?

Wondering how to get the URS Retirement Contribution Report specifications to your new provider?

URS can help.

[This PDF](#) document provides reporting file specifications.

[This webinar recording](#)

contains helpful information about the URS retirement file format and more.

Once your new software set up is complete, URS Employer Services needs to check the initial Contribution Reporting file created by your new software. We'll ensure that the formatting and contribution rates are correct and check for any

other reporting issues.

Please inform URS Employer Services when you're beginning a conversion to your payroll software, so we may assist and advise you regarding the reporting of your retirement benefits.

If you have any questions, please contact URS Employer Services at 801-366-7318 or 800-753-7318, or contact us through the Message Center. ■

What Employers Need to Know About New Limits on Withdrawals

Two changes to URS Savings Plans relate to recently enacted federal laws, the SECURE Act and CARES Act.

1) In-service withdrawals of up to \$5,000 for a qualified birth or adoption of a child on or after January 1, 2020.

2) In-service "coronavirus-related distribution" of up to \$100,000 from URS Savings Plans. This provision is temporary and conditional. Distributions are

URS Newsroom

See news about URS operations during the pandemic and pandemic-related benefit changes.

newsroom.urs.org/COVID-19

permitted through December 31, 2020. Under URS rules, distributions from a 401(k) are limited to employee elective deferrals.

Employers are responsible for enforcing the limits with respect to any

retirement plans they provide. URS will give notice to Employers for amounts distributed from URS Savings Plans through the Employer Message Center to help you monitor these limits.

For more information regarding these recent changes, please see [Penalty-Free Withdrawals for Birth or Adoption](#) and [Penalty-Free Coronavirus-Related Withdrawal](#).

If you have any questions, call us at 801-366-7720 or 800-688-4015. ■

URS Member Webinar

Understanding Social Security

Join URS and the Social Security Administration for a free webinar at 2 p.m. on Thursday, September 24, 2020. This webinar will show URS members how Social Security benefits apply to them throughout their life journey.

See our [full library](#) of upcoming and recorded videos. ■



2 p.m., Thursday, September 24, 2020 | [Register Now](#)

Find Inside Story Archives at www.urs.org

Go to the [Employer Publications](#) page at www.urs.org to read previously published issues of Inside Story. From the Employers menu, click “Employer Knowledge Corner,” then “Employer Publications.” ■



Review Your Statements

Encourage your employees to check their statements at least annually rather than waiting until retirement and to call URS if they see any discrepancies. It’s important because of the four-year statute of limitations on employer adjustment payments. Time is of the essence! ■

Make Sure You Have the Current Version of Forms

Many URS transactions can be processed online much more efficiently than through forms. But some transactions require forms. We’ve made many changes to our forms recently. Make sure you have the latest version of a form by going to www.urs.org when you need it. ■