

Retirement Benefits Procedures

103.1 POLICY

North Tooele Fire District offers a retirement benefit through the Utah Retirement System (URS) to employees that work 20 or more hours per week and receive a qualifying benefit. NTFD retirement benefit programs will be in compliance with established laws and regulations of the Utah Retirement Systems.

Supplemental deferred compensation savings plans and any employer matching contributions are governed separately by Utah Retirement Systems rules and Board-approved resolutions.

103.2 ELIGIBILITY

The Utah Retirement System's laws, procedures, rules and regulations (as required by Title 49 of the Utah Code) determine eligibility and which fund an eligible employee is enrolled in.

103.3 URS PLANS

NTFD participates in the following URS plans:

103.3.1 PUBLIC EMPLOYEES RETIREMENT SYSTEM

1. Tier 1 (for employees with eligible service prior to July 1, 2011)
 - (a) Noncontributory Local Government – Fund 15
2. Tier 2 (for employees with eligible service beginning on or after July 1, 2011)
 - (a) Defined Benefit Hybrid Local Government – Fund 111
 - (b) Defined Benefit Contribution Only Local Government – Fund 211

103.3.2 FIREFIGHTERS RETIREMENT SYSTEM

1. Tier 1 (for employees with eligible service prior to July 1, 2011)
 - (a) Firefighters Division A – Fund 31
2. Tier 2 (for employees with eligible service beginning on or after July 1, 2011)
 - (a) Defined Benefit Hybrid Firefighters – Fund 132
 - (b) Defined Contribution Only Firefighters – Fund 232

103.4 RATE EQUALIZATION

1. URS issues new retirement contribution rates for the retirement funds each July. These contribution rates vary from fund to fund.
2. In an effort to equalize the contribution for all employees receiving retirement benefits,

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- NTFD has elected to make an equitable contribution for those employees receiving lower rates within the system they are enrolled in.
3. The difference between the higher rate and the lower rate of the participating funds within the employee's retirement system will be calculated and the difference will be contributed to the employee's 401(k) account.
 4. This contribution will be based on the retirement salary for the applicable retirement system as defined in Title 49 of the Utah code and not gross salary as reported to the IRS.
 5. NTFD will make every effort to administer an equitable contribution to each employee.

Proposed New Sub Section 103.5 Employer Matching Contributions

1. Employer matching contributions to Utah Retirement Systems deferred compensation savings plans, including 401(k), Roth 401(k), 457(b), and Roth 457(b) plans, are separate and distinct from rate equalization contributions described in this section.
2. Employer matching contributions, if any, shall be authorized solely by resolution of the Board of Trustees and administered in accordance with Utah Code Title 49, applicable Internal Revenue Code provisions, Utah Retirement Systems rules, and the terms of the applicable Board-approved resolution.

103.5 POST RETIRED

1. In the event that an employee is post-retired, NTFD will make an equitable contribution to the employee as wages and not to the employee's 401(k) account.
2. The contribution will be a discretionary (taxable) payment and will not be considered a part of the employee's base wage or salary.
3. This contribution will be the difference between the higher rate of participating funds and the lower rate of the post retired amortization rate within the employee's retirement system.
4. This contribution will be based on the retirement salary for the applicable retirement system as defined in Title 49 of the Utah code and not gross salary as reported to the IRS.
5. NTFD will make every effort to administer an equitable contribution to each employee.

103.6 TIER 1 PICK UP

1. NTFD has elected to "pick up" or pay the required employee portion of the Tier 1 Firefighters Division A URS fund.
2. This election was made by Resolution No. 2015-03 on May 14, 2015.

103.7 TIER 2 PICK UP

1. NTFD has elected to "pick up" or pay the required employee portion of the Tier 2 Firefighters Division A URS fund.
2. This election was made by Resolution No. 2020-07 on May 21, 2020.

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103.8 ELECTED/APPOINTED OFFICIALS

1. NTFD has determined by policy that elected or appointed officials subject to Tier 2 are part-time and are therefore ineligible for retirement benefits.
2. This policy (NTFD Administrative Control Board Policy #6, URS Tier 2 Elected or Appointed Officials) was made effective May 14, 2015.

103.9 ADMINISTRATION

1. NTFD will administer all retirement accounts through the payroll system and all reporting to the URS and the IRS.
2. Due to the complexity of the plans, employees should refer to the publications prepared by URS regarding questions concerning the plans.
3. URS employees are also available to answer questions. Publications and contact information are available online at <http://www.urs.org>.