

RETIREMENT #160

1.0 Employees, at personal discretion, may choose to retire at any time in accordance with Utah Retirement System (URS) regulations. Employees anticipating retirement should notify their department director as far in advance as possible so that plans for replacements can be made. In addition, they should contact the Human Resources Office in advance to discuss the disposition of their benefits.

2.0 **SOCIAL SECURITY.** Davis County participates in the Social Security program as required by the United States Government. This includes payroll deductions and payments for Social Security and Medicare taxes.

3.0 **ELIGIBILITY.** All benefit-eligible employees who have not retired under the Utah Retirement System and who are authorized to work at least twenty-(20) hours each week are enrolled in the Utah Retirement System. All eligible employees shall be enrolled immediately upon hire. Tier 1 individuals in elected and appointed positions, in accordance with Utah Code, may request not to participate in the State Retirement System. Their required contributions will go to a 401(k) with URS. Tier 2 individuals in elected, appointment and merit exempt positions, in accordance with Utah Code, may elect to be exempt from the vesting period. The exempting election for both Tier 1 and Tier 2 must be made by the employee prior to any contributions being made to URS by Davis County. The number of individuals exercising this option shall not exceed thirty (30), and each exemption must be approved by the County Commission.

4.0 **MEMBERSHIP.** Eligible employees are enrolled in the Utah Retirement System in accordance with URS regulations. Eligible Correctional Officers and Peace Officers are enrolled in the URS Public Safety Retirement System. Employees who were hired into a URS qualifying position before July 1, 2011, are eligible to participate in the URS Tier 1 plan, and employees hired after July 1, 2011, participate in the Tier 2 system (for both Public Safety and Public Employees).

5.0 **CONTRIBUTION RATES.** Contribution rates for the public safety retirement systems are computed on eligible gross pay up to a maximum of eighty (80) hours per pay period (up to 81.75 hours per pay period for Corrections Division employees). Contribution rates for the public employees' retirement systems are computed on eligible gross pay.

5.1 **SALARY DEFERRAL AND IRA CONTRIBUTION MATCH.** For an eligible employee enrolled in the Utah Retirement System (URS), the County shall make a matching contribution of up to two percent (2%) of the employee's eligible salary when the employee makes a like contribution to a URS 401(k), 457 or Individual Retirement Account (IRA). Employees who have previously retired under the Utah Retirement System shall not be eligible for this benefit. Only salary deferrals and IRA contributions made through the Utah Retirement System (URS) shall be eligible for the matching contribution. The match will be made for all pay periods when a salary deferral or IRA contribution is made and will be deposited in the employee's URS 401(k) account.

Employees hired after January 2, 2026, will have 2% of their gross salary automatically deferred into the employee's URS 401(k) savings plan. The county will also contribute a matching 2% into its URS

401(k) savings plan. Employees can elect to stop, decrease, or increase these deferrals at any time by logging into their URS account. These deferrals and employer matching contributions are vested immediately and may only be withdrawn according to plan provisions.

Employees automatically enrolled in the plan may elect to opt out of the automatic arrangement and choose to make an in-service withdrawal of the elective deferral amounts. Such an election must be made no later than 90 days after the date of the participant's first elective deferral contribution. The amount of this withdrawal shall not be subject to the early distribution tax imposed by the IRS. Any related matching contributions from the county will be forfeited.

6.0 EARLY RETIREE INCENTIVE PROGRAM. The County may periodically offer an incentive to employees as an inducement for them to retire. The inducement shall be a written offer specifying the time limit to apply and the incentive offered. The offer will be constructed without regard to color, religion, sex, age, disability, national origin, or political affiliation.