



Davis School District

Benefits Orientation

Licensed Employees
Tier 2

For more information see the current Davis Educators' Agreement on the District homepage at www.davis.k12.ut.us.

Before We Begin…



- The Payroll Department is here to help!
  Call us at **801-402-5282**.
- This orientation will cover:
  - **Retirement Benefits** (Utah Retirement Systems)
    - Payroll Information, Leave Benefits, and Flexible Spending are explained in the "**Licensed Payroll Orientation**" PowerPoint presentation.
    - If you are eligible for Insurance (working 30+ hours per week), the Insurance Department will notify you of those benefits.





You must be working a minimum of **20 hours per week** to qualify for these retirement benefits.

Tier 2 URS Retirement Benefits

- If you were newly hired into a retirement eligible position with a Utah Retirement Systems (URS) employer on or after **July 1, 2011** you are on **Tier 2**.

- If you were hired into a retirement eligible position before **July 1, 2011** you are on **Tier 1** and will want to view that PowerPoint presentation.





Payroll Highlights



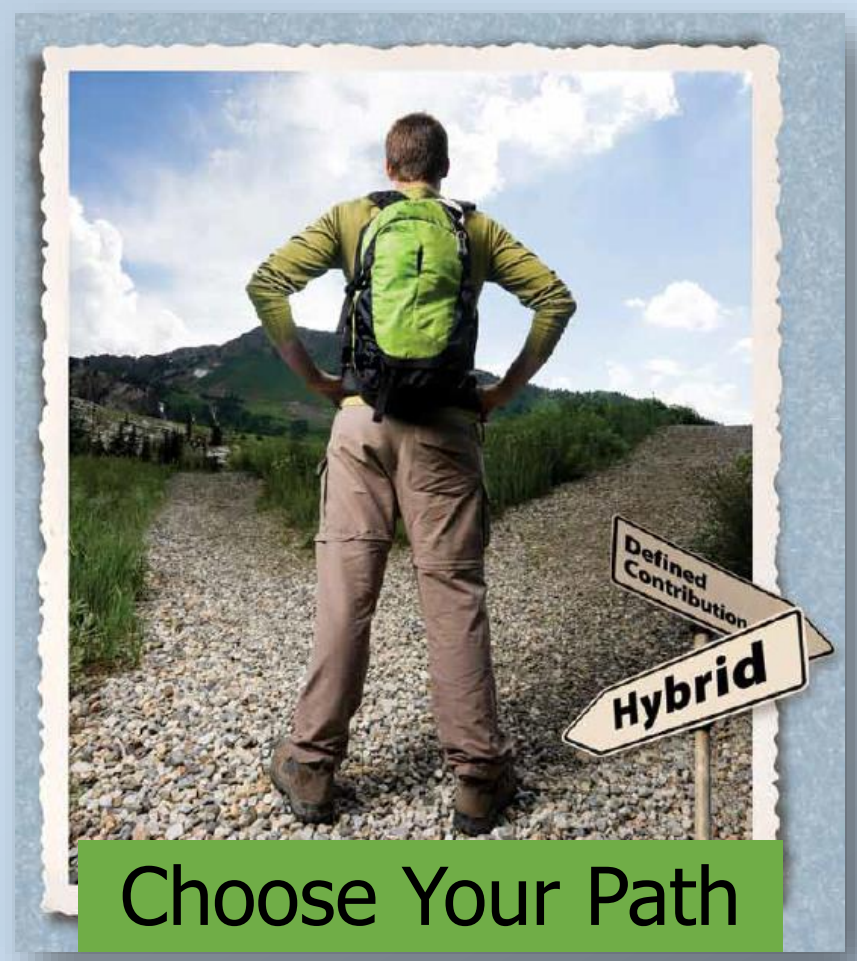
- Payday is the **last business** day of the month.
- First Check?
  - **Traditional** Schedule: **September 30th**
  - **Year-round** Schedule: **August 31st**
- Your annual salary is divided **evenly** over **12 checks**
  - $39,543 ÷ 12 months = $3,295.25 per month
  - **Leave Reporting** and **Extra Duty** go from the 16th to the 15th.
  - Leave Without Pay (LWOP) goes to the <u>end of the month</u>.

Tier 2

The **District** contributes 10% of your salary in to one of TWO retirement options:

Pension + 401(k)

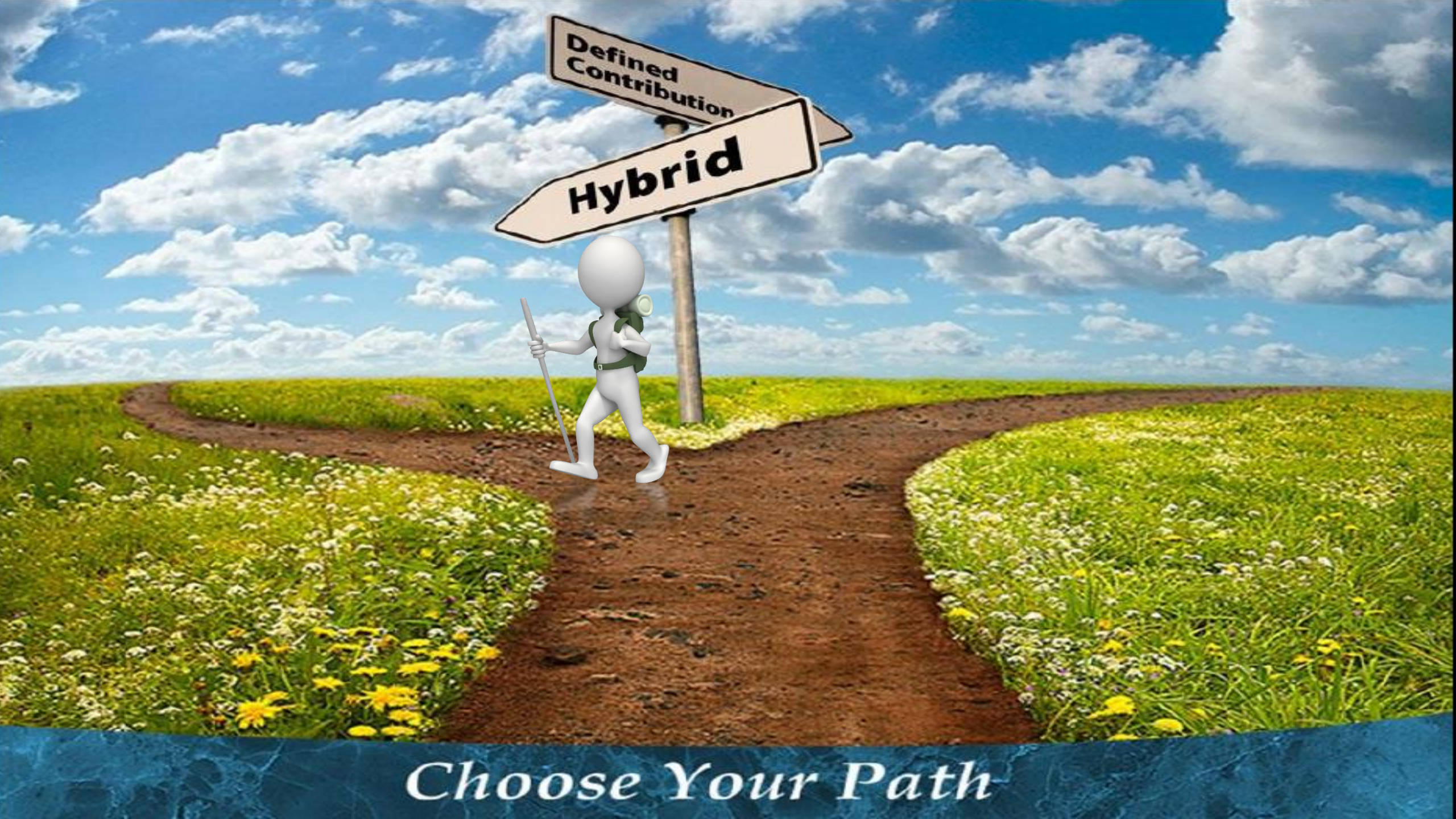
Hybrid Plan



Choose Your Path

401(k) Only

Defined Contribution Plan


Defined Contribution
Hybrid
Choose Your Path

Hybrid Retirement Plan

10% of Your Salary Will Be Split Between:



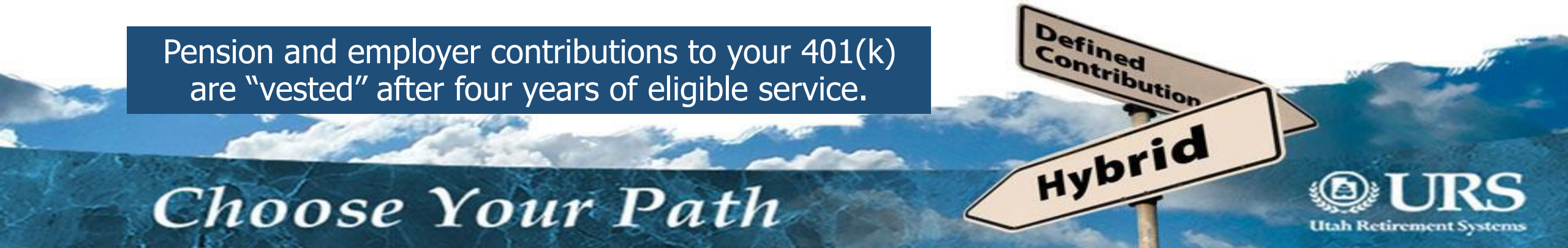
Pension + **401(k)**



- Guaranteed lifetime fixed monthly income
- Retirement Pension Benefit is based on years of service and the average of the 5 highest years of salary
- Minimum age and service requirements apply
- Employer **pension** contributions are based on the yearly "Pension Contribution Rate".

- The difference between the 10% employer contribution and the Pension Contribution Rate will be contributed to your 401(k).
- If the Pension Contribution Rate ever exceeds 10%, you must pay the difference between the current rate and the 10% employer contribution.
- May manage investment options once you are vested.

Pension and employer contributions to your 401(k) are "vested" after four years of eligible service.



Hybrid Pension Contribution Rates 2018-2019

Employer Contribution	→	**10%**
–		**–**
Pension Rate	→	**8.85%**
=		**=**
401(k) Contribution	→	**1.15%**



Hybrid Contribution Rates

Example 1

Employer Contribution	**10%**
—	
Pension Rate	**8.25%**
=	**=**
401(k) Contribution	**1.75%**

Example 2

Employer Contribution	**10%**
—	
Pension Rate	**11%**
=	**=**
401(k) Contribution	**0%**

Employee Contribution = 1%

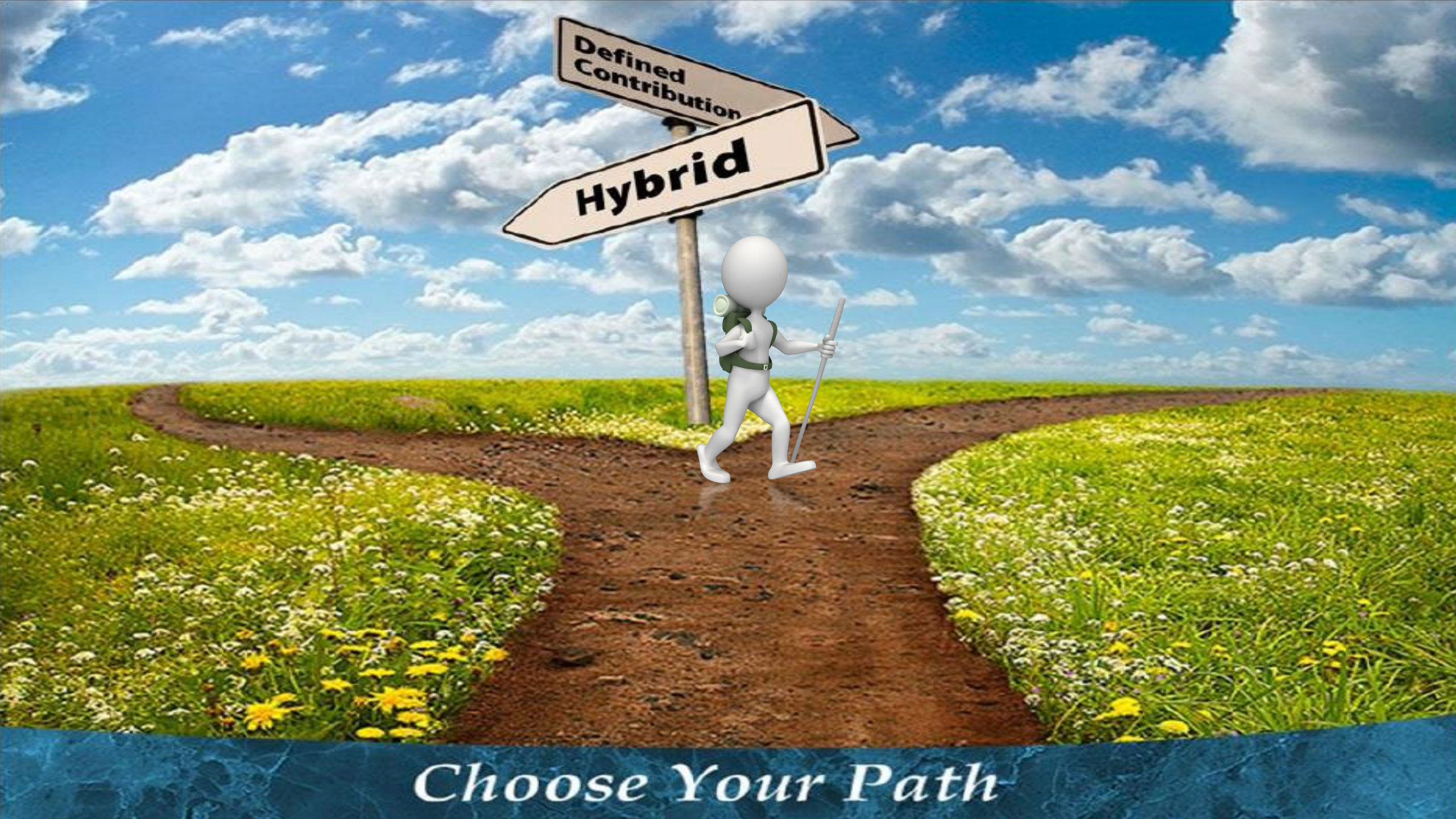


Previous Pension Contribution Rates

- 2011-2012: 7.59% (2.41% to 401k)
- 2012-2013: 8.41% (1.59% to 401k)
- 2013-2014: 8.41% (1.59% to 401k)
- 2014-2015: 8.22% (1.78% to 401k)
- 2015-2016: 8.22% (1.78% to 401k)
- 2016-2017: 8.22% (1.78% to 401k)
- 2017-2018: 8.42% (1.58% to 401k)






Defined Contribution
Hybrid
Choose Your Path

Defined Contribution Plan (401k)

- The District contributes 10% of your salary to your 401(k)
- The money you get from this option is based on 3 factors:
  - **Contributions** – To increase your balance you can contribute to your 401(k) in addition to the 10% employer contribution.
  - **Investment Performance** – The way you invest your money can have a big impact on your retirement income.
  - **Payout Period** – How long you need your retirement income to last will determine your monthly payout.



Employer contributions to your 401(k) are "vested" after four years of eligible service.



Which Plan is Right for You?

Hybrid

- Your pension payment is a guaranteed fixed monthly income for life
- Lower risk
- Your pension is managed by professionals and bears all investment risk
- Up to 2.5% Cost of Living Adjustment (COLA)
- Possible 401(k) contribution if pension rate is below 10%
- You must contribute to the pension if the pension contribution rate ever exceeds 10%
- Pass on your vested 401(k) balance
- Several payout options, including some that will pay your spouse 50% or 100% of your pension after your death

Defined Contribution

- Your income is based on contributions, investment performance and payout period
- Higher risk
- You have the opportunity to manage your investments and the resulting risk level
- No COLA
- Full 10% of your salary will be contributed to your 401(k)
- You will never be required to contribute to the Defined Contribution plan
- Pass on your vested 401(k) balance
- No lifetime monthly benefit for your spouse





- You have **one year** from your initial eligibility date to choose your plan at **www.urs.org**.
  - You can change your mind any time during the first year
  - After one year you cannot change plans!

What are your retirement GOALS?





"A goal without a plan is just a wish."

~Antoine de Saint-Exupery

Chart your course now for a secure financial future…





The Advantage of Investing Early

WHEN you start investing is just as important as how much you invest.
The power of TIME gives you an advantage.

When should I start?



Early Saver

- Saving $100 a month from age 25 to 35
  - $200,065 at age 65*
  - You contributed for 10 years
  - You contributed $12,000



Late Saver



- Saving $100 a month from age 35 to 65
  - $149,036 at age 65*
  - You contributed for 30 years
  - You contributed $36,000

The earlier the better!

*At 8% Growth

Which Investment Plan Should I Choose?



- Consider your tax bracket **before** and **after** retirement:
  - **Pre-tax Deduction ~ Lower taxable income now**
    - 401(k)
    - 457
    - 403(b)
    - Traditional IRA
  - **Post-tax Deductions ~ Pay taxes now**
    - Roth IRA (Tax free growth)



Authorized Annuity Companies

Approved representatives from the Annuity companies below are authorized to provide 403(b)'s and other investment options to Davis School District employees for Payroll deductions. Please contact the Payroll Department at (801)402-5282 for a complete list of representatives and phone numbers.

AXA EQUITABLE
redefining / standards

Edward Jones
MAKING SENSE OF INVESTING

GREAT AMERICAN
FINANCIAL RESOURCES

Horace Mann
Educated Financial Solutions

VOYA
FINANCIAL

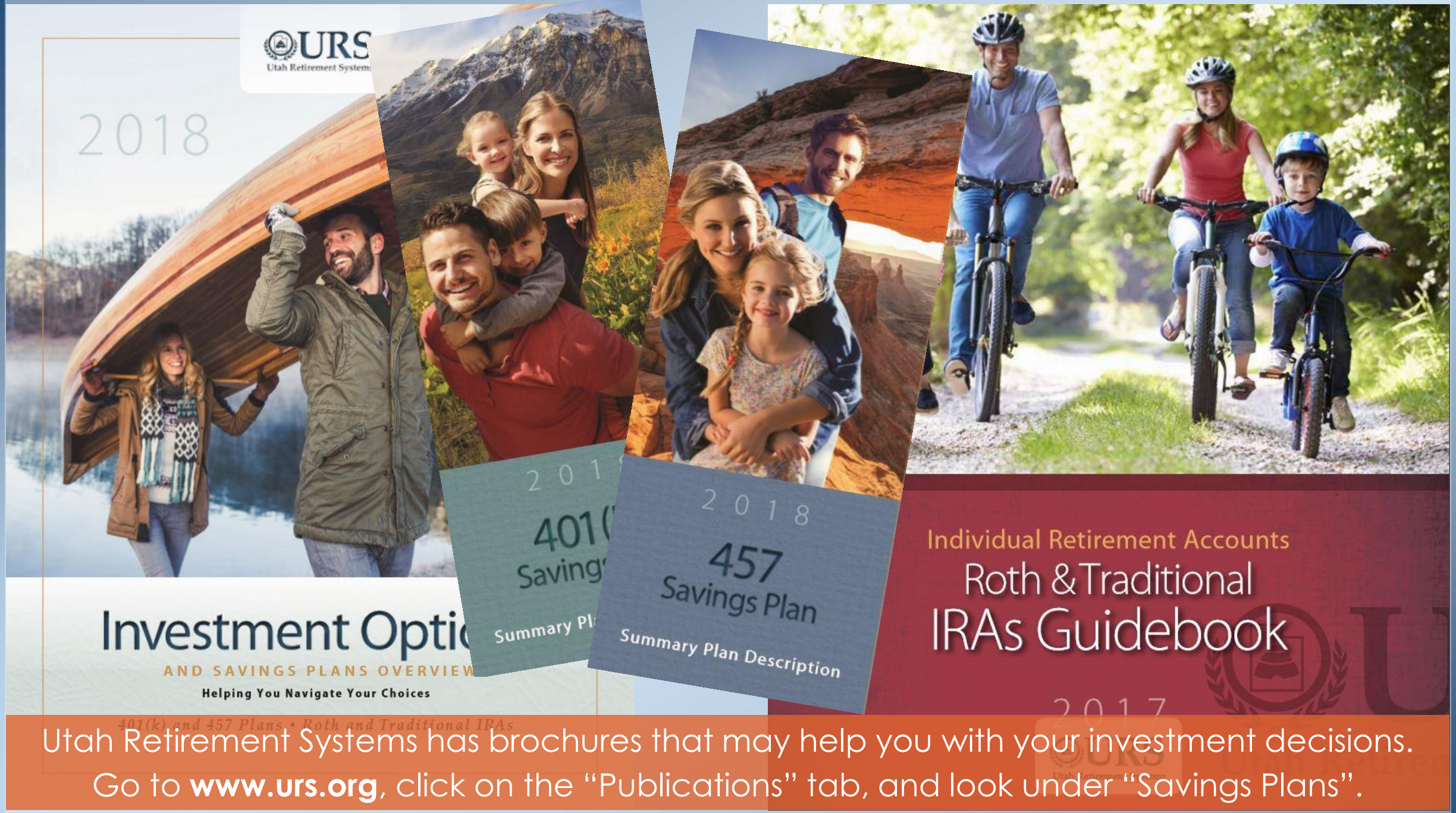
LSW
member of National Life Group

NEW YORK LIFE

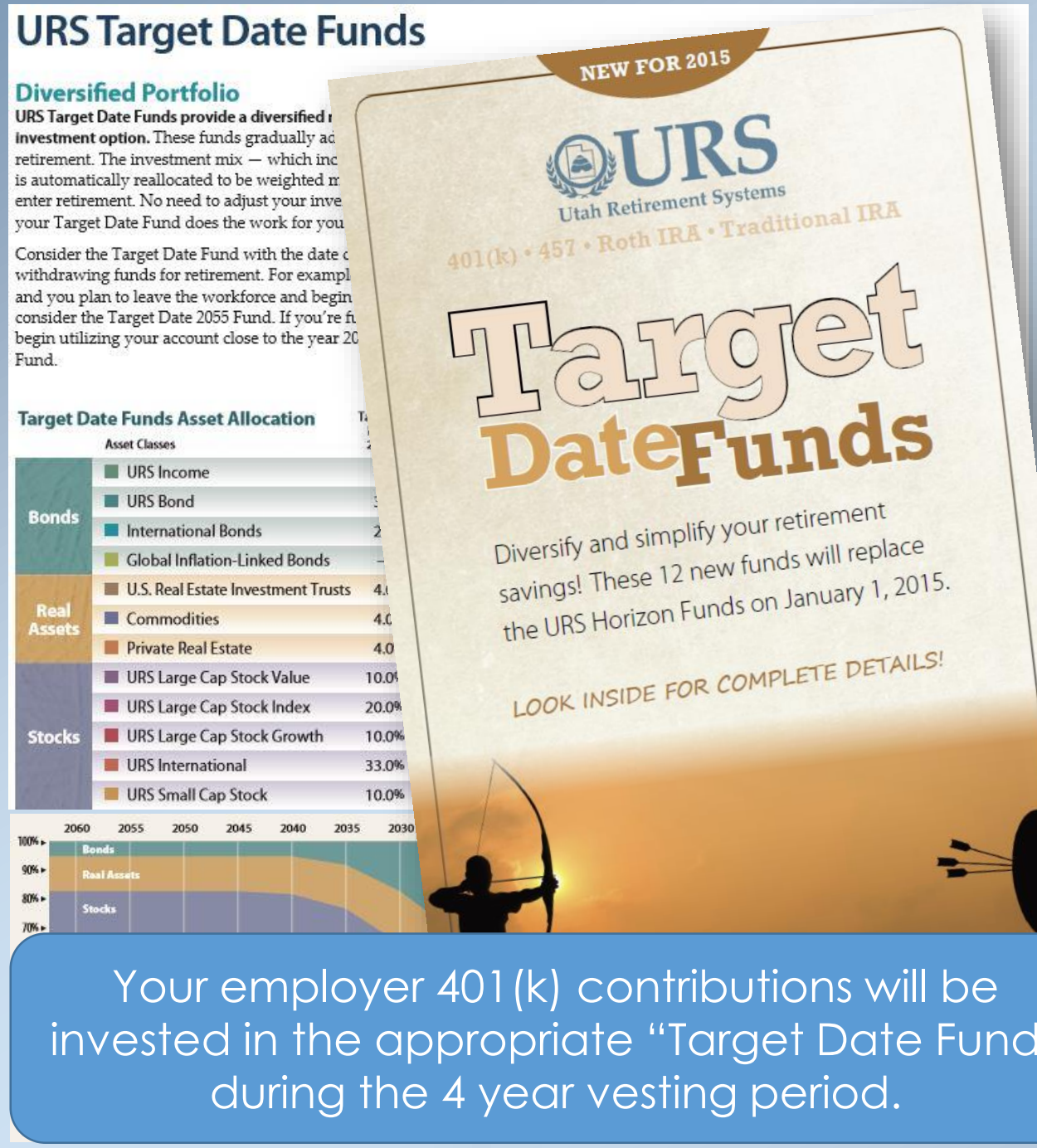
MetLife

NEA Valuebuilder Program

VALIC



Utah Retirement Systems has brochures that may help you with your investment decisions. Go to **www.urs.org**, click on the "Publications" tab, and look under "Savings Plans".



Your employer 401(k) contributions will be invested in the appropriate "Target Date Fund" during the 4 year vesting period.

URS Target Date Funds:

- A diversified retirement portfolio with a single investment option
- Each fund gradually adjusts over time, reducing the investment risk as you near retirement
- You don't have to adjust your investments. Your Target Date Fund will do all the work for you, automatically moving your investments to the appropriate allocation throughout your career!

Fix It And Forget It!!



Need Financial Advice?



As a URS member you have access to professional URS Investment Advisors at no charge.

Schedule an appointment to get one-on-one, customized advice about YOUR retirement planning.

Comprehensive Retirement Planning

Plan for a better retirement to help determine:

- Where you are now in terms of retirement readiness
- Where you want to be
- How to get there



To register for an Individual Retirement Planning session, log in to your myURS account and click on the "Education" tab.

URS also offers free seminars:

- Early to Mid-Career
- Pre-Retirement
- Retiree

To register, log in to your myURS account and click on the "Education" tab.

2017 Schedule

EARLY TO MID-CAREER SEMINARS | 9 a.m.-1 p.m.
More than 10 years from retirement

SLC-North....Friday, May 19 — SLC-Central...Friday, Sept. 22

SLC-North
State Office Building
(Behind Capitol)

SLC-Central
SL County Government Center
2001 S. State Street

PRE-RETIREMENT SEMINARS | 9 a.m.-4 p.m.
Within 10 years of retirement

South Jordan	Mar. 31	SLC– Granite	July 14
SLC– Central	April 7	West Valley City	July 28
Ogden	April 21	Ephraim	Aug. 3
Cedar City	June 7	Moab	Sept. 14
Farmington	June 9	Ogden	Sept. 29
Spanish Fork	June 16	Springville	Oct. 6
Vernal	June 20	SLC– North	Oct. 13
Logan	June 23	SLC-Central	Nov. 3

Cedar City
R. Haze Hunter Conf. Ctr.
Southern Utah University
351 West University Blvd.

Ephraim
Snow College
141 East Center Street

Farmington
Davis School District, Kendell Bldg.
70 East 100 North

Logan
Bridgerland Applied Tech College
1301 North 600 West

Moab
Grand Center
182 North 500 West

Ogden
Weber Center
2380 Washington Blvd.

SLC-Central
Salt Lake County
Government Center
2001 S. State Street

SLC-Granite
Granite Education Ctr.
2500 S. State Street

SLC-North

RETIREE SEMINAR | 8:30 a.m.-
Already retired
SLC-Granite.....

SLC-Granite
Granite Education Cente
2500 South State Street

Utah Retirement Systems | www.urs.org

2017
Utah Retirement Systems



URS
Utah Retirement Systems

Home | Forms | Publications | Calculators | Education

- Seminars
- Individual Retirement Planning
- Webinars

NEW MEMBERS
Learn about your Tier 2 options.

Free UR...s

Take the first step...

Our Early to Mid-C...

Log in to myURS...

Learn More About URS Seminars

Something for Everyone!

Pre-Retirement Seminar
For those who are within 10 years of retirement

If you are in the latter stages of your career or within 10 years of retirement, the Pre-Retirement Seminar is for you. This is an all-day seminar, 9 a.m. to 4 p.m.

LEARN ABOUT...

Your Pension » How it's calculated, the impact of inflation, and more.

Retirement Savings Plans » How to maximize them at the end of your career, how to manage them in retirement.

Legal & Estate Planning » Wills, trusts, and more.

Other Topics » Medicare and supplemental plans, Social Security, and more.





Register Today

Space is limited and seminars fill up quickly. To register, log in to your myURS account at **www.urs.org** and click on the Education tab. *(Seminar dates on reverse side.)*


URS
Utah Retirement Systems
Click "Login" to create an account
Login if you already have an account
LOGIN
H
Home
Forms
Publications
Calculators
Education
MEMBER
Create myURS Account
EMPLOYER
Manage Your Benefits at myURS
Stay up-to-date with your benefits by creating a myURS account.
View pension information, manage your savings plans, and more.
» VIDEO: How to Create a myURS Account
NEW MEMBERS
Learn about your Tier 2 options.
Tier 2
Learn about your benefits.
RETIRED MEMBERS
Learn about and manage your benefits.
EMPLOYERS
Register new hires and manage your group.

NEW MEMBERS

If you're new to URS as of July 1, 2011, you have two retirement options. This section will help you choose.

- Understanding Your Options
- Online Enrollment
- Savings Plans
- Education
- Publications
- Videos
- Retirement Calculators

The URS website has a lot of great information on the two Tier 2 plans to help you choose the best plan for **YOU**!

Your Decision, Your Way

Whatever your style of learning, URS is here to help you understand your Tier 2 retirement options.

As a new URS member, you have a choice between two retirement options:

1. The **Tier 2 Hybrid Retirement System** combines a pension and 401(k).
2. The **Tier 2 Defined Contribution Plan** is a 401(k) plan.

Publications

» **Choose Your Path** provides a brief overview.

Tier 2 Public Employees

Tier 2 Public Safety & Firefighters

» **Comparing Tier 2 Plans** gives you a detailed comparison

Videos

» Hybrid or DC? A Quick Overview

» Hybrid or DC? A Detailed Look

Webinars

Tier 2 Choice webinars explain your options. Archived webinars are also available.

» See Schedule

Presentations

We frequently visit employers across Utah for regional Tier 2 New Hire Presentations.

» See Schedule

One-on-One

A Retirement Planning Advisor will help you choose the right Tier 2 option for you. Schedule a free session at myURS.

» Learn More

Via Phone

We look forward to answering your questions. Call weekdays between 8 a.m. and 5 p.m., 801-366-7770 or 800-695-4877.

URS Online Enrollment

URS
Utah Retirement Systems



- Open and manage savings accounts
- Begin employee contributions
- Select investment options
- Add or change beneficiaries
- Make your **Tier 2** selection

If you have questions about the URS website or online enrollment, call 801-366-7700 or 1-800-365-8772.

myURS account access

For Members

New Account Setup

Social Security Number

___-__-____

Date of Birth (mm/dd/yyyy)

Please Enter Date Of Birth

Account Number

Please Enter Account Number

- Where do I find my URS account number?
- I forgot my account number

☑ I elect to have my account confirmations emailed to me.

☑ I elect to receive my URS defined benefit (pension) and defined contribution (savings) statements online only.

Next | Cancel

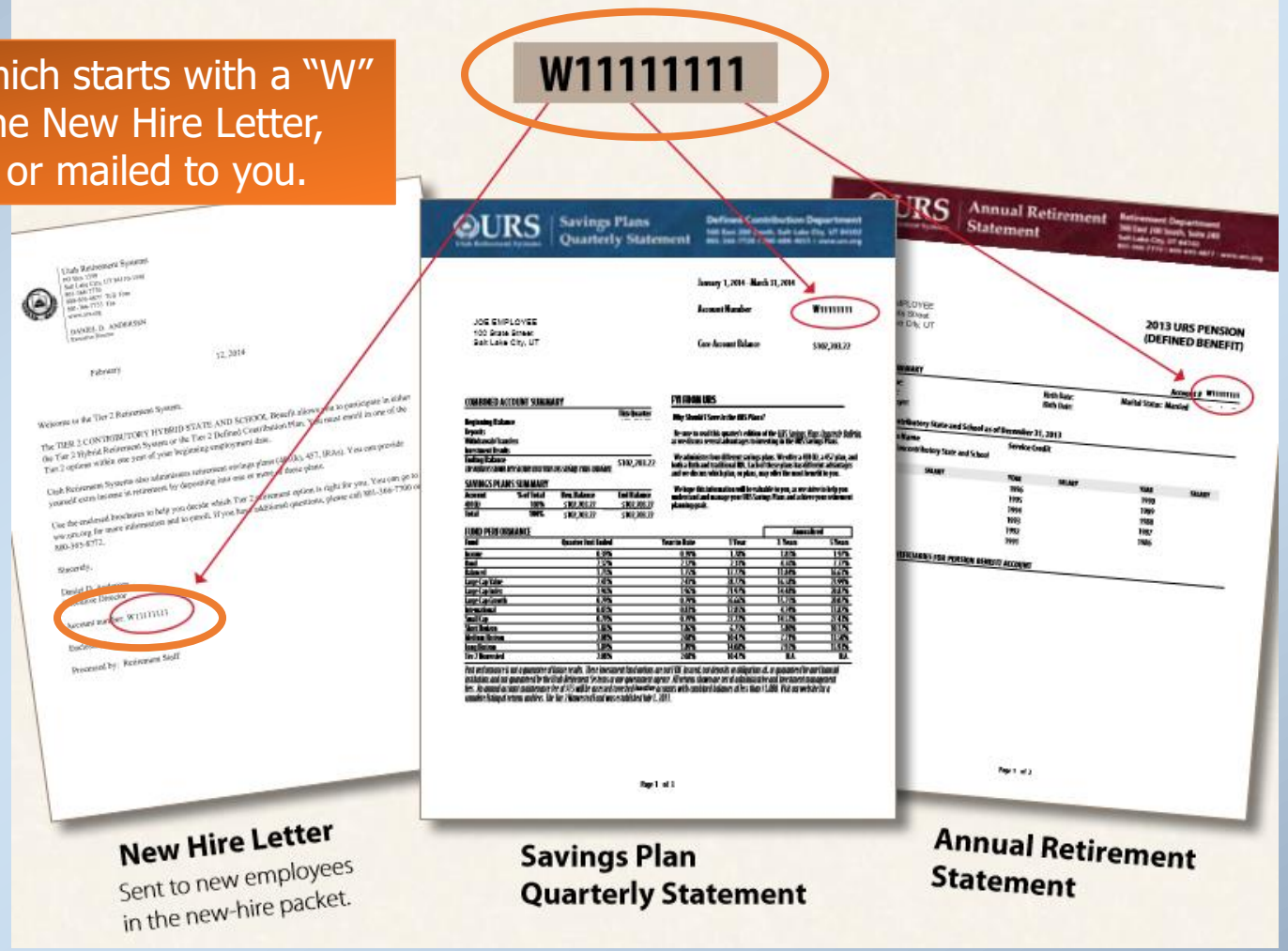
URS customer service phone numbers: 801-366-7700 or 800-365-8772.



WHERE DO I FIND MY URS ACCOUNT NUMBER?

You'll need this number to set up your new myURS authentication. It's a W followed by eight digits. Find it on your Annual Retirement Statement, Savings Plan Quarterly Statement, or new hire letter.

Your Account Number, which starts with a "W" will be included with the New Hire Letter, which will be emailed or mailed to you.



New Hire Letter
Sent to new employees in the new-hire packet.

Savings Plan Quarterly Statement

Annual Retirement Statement

Questions? Call Payroll!
(801)402-5282



- **Payroll Director**
  - Scott Douglas: (801) 402-5325
- **Payroll Supervisor**
  - Holly Thurgood: (801)402-5327
- **Full-time Hires & Leave Benefits**
  - Twyla Coleman: (801) 402-5326
- **Flex Spending, District Daycare, & Health Equity (HSA)**
  - Elizabeth Ward: (801) 402-5232
- **Worker's Comp & Military Leave**
  - Cindy Chambers: (801) 402-5324
- **Retirement & 401(k)**
  - Leslie Rice: 801-402-5176
  - Cindy Chambers: 801-402-5324
- **Garnishments & Tax Levies**
  - Laki Leota: (801) 402-5236
- **Part-time Hires & Child Support**
  - Kathy Hall-Horne: (801) 402-5348
- **Direct Deposit, W-4's, & Annuities**
  - Tami Sorensen: (801) 402-5285
- **Fax Number: (801) 402-5197**



You can find step-by-step instructions for accessing

Payroll Management

on the Payroll Department webpage.

For important Payroll updates, like us on Facebook at

Davis School District Payroll Department



